

**BOARD OF EDUCATION
UTICA CITY SCHOOL DISTRICT
REGULAR MEETING – DECEMBER 13, 2022 – 7:00 P.M.
Kernan School Elementary Auditorium – 929 York Street**

BOARD MEMBERS PRESENT: Joseph H. Hobika, Presiding; Robert Cardillo, Donald Dawes, Tennille Knoop, Danielle Padula, James Paul, Dave Testa

ADMINISTRATORS PRESENT: Brian Nolan, Steve Falchi, Trina Falchi, Mike Ferraro, Don Gerace, Esq., Kathy Hughes, Sara Klimek, Teresa Mathews, Zach Nicotera, Vincent Perrotta, Paris Rich

STUDENT REPRESENTATIVE PRESENT: Mahalia Starling (substituting for Tha Da Mwee Kyet)

Public Comment to the Board of Education

President Hobika, Jr. called the Regular Meeting to order at 7:00 p.m. After the Pledge of Allegiance, Board Clerk Kathy Hughes conducted roll call. All members of the Board of Education were present.

Student Recognition

President Hobika, Jr. along with the Interim Superintendent Mr. Nolan recognized the following students:

Columbus Choir – Sang holiday songs before Public Comment
Conkling Green Team – Deb Rowlands, Advisor
Kennedy Student Council – Mr. Wil Smith, JFK Assistant Principal
Proctor Newspaper Club – Jessica Sklarz, Advisor

President Hobika, Jr.: I'm going to ask to go a bit out of order so that we can address some new and old business during the discussion phase. I need a motion for that.

Mr. Paul made a motion to go out of order on the Agenda; seconded by Mrs. Padula.

There being no further discussion, **motion carried 7-0.**

Message from the President

The Members of the Board of Education have been made aware that Superintendent Bruce Karam has commenced a legal proceeding (the "Petition") against the district and four of its Board Members and the Acting Superintendent. The School District and certain Board Members and the Acting Superintendent have been named as Respondents in the case but at the time of this writing of this statement hadn't been served. It was served tonight. As indicated in the Petition papers filed with the Court, two high level District administrators, who are directly supervised by Mr. Karam, filed complaints against Mr. Karam for alleged misconduct. These complaints were presented to Mr. Karam. After receiving the complaints, Mr. Karam appointed Mark Pettitt to be a special investigator to investigate the complaints made against him. The majority of the Board concluded that placing Mr. Karam on paid administrative leave pending the completion of the investigation was in the best interest of the District and Mr. Karam. The paid leave was done to protect the integrity of the investigation and to reduce the likelihood of claims of retaliation by the complainants or interference with the witnesses involved in the investigation. Mr. Pettitt is actively conducting an investigation into the complaints against Mr. Karam made by the two administrators. Unfortunately, while Mr. Pettitt was able to interview several employees as part of his investigation, Mr. Pettitt has experienced difficulty coordinating the interview of Mr. Karam, which is why that

December 13, 2022 – 7:00 p.m.

Regular Meeting

interview has not yet taken place. The Board of Education has not commenced any charges against Mr. Karam. Again, the complaints against Mr. Karam being investigated by Mr. Pettitt came from two administrators. The majority of the Board believes that it has conducted itself in a reasonable and lawful manner following the receipt of the complaints against Mr. Karam and encourages members of the public to avoid rushing to judgment based on mere allegations in the Petition papers filed by Mr. Karam. With that, I’m going to ask for some resolutions to be offered.

Mr. Paul made a motion to ratify the Board Resolution on October 18, 2022 to place an employee who was discussed by the Board of Education in Executive Session on paid administrative leave and to continue the administrative leave pending the completion of the investigation. This motion was seconded by Mrs. Padula.

President Hobika, Jr. called for a voice vote.

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mrs. Padula	Yes
Mr. Paul	Yes
Mr. Testa	No

There being no further discussion, **motion carried 4-3.**

Mr. Paul made a motion to ratify the Board Resolution adopted on October 18, 2022 to appoint Mr. Brian Nolan as Acting Superintendent of Schools and to ratify the actions taken by Mr. Nolan on behalf of the school district and authorize the continued service of Mr. Nolan as Acting Superintendent and authorize payments for all services performed by Mr. Nolan. This motion was seconded by Mrs. Knoop.

President Hobika, Jr. called for a voice vote.

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mrs. Padula	Yes
Mr. Paul	Yes
Mr. Testa	No

There being no further discussion, **motion carried 4-3.**

Mr. Paul made a motion to ratify the Board Resolution adopted by the Board on October 18, 2022 to appoint Ferrara Fiorenza PC as Special Legal Counsel on behalf of the school district and to authorize the continued appointment of Ferrara Fiorenza PC and payment for all services performed on behalf of the school district. This motion was seconded by Mrs. Knoop.

Mr. Dawes: I just have one thing. We already have 2 attorneys representing the district. I don’t see why we need a third attorney. This is just money spent crazy.

Mr. Paul: If we are concerned with money, I think we should have Mr. Karam talk to the investigator and we can get this done.

December 13, 2022 – 7:00 p.m.

Regular Meeting

President Hobika, Jr. called for a voice vote.

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mrs. Padula	Yes
Mr. Paul	Yes
Mr. Testa	No

There being no further discussion, **motion carried 4-3.**

Mr. Paul made a motion the Board of Education hereby resolves to defend and indemnify the four Board of Education Members named in the litigation commenced by Mr. Karam as well as the Acting Superintendent and to authorize defense counsel to assert any and all defenses and counterclaims in response to the litigation commenced by Mr. Karam including, but not limited to, claims relating to the validity of Mr. Karam’s employment contract. This motion was seconded by Mrs. Knoop.

President Hobika, Jr. called for a voice vote.

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mrs. Padula	Yes
Mr. Paul	Yes
Mr. Testa	No

There being no further discussion, **motion carried 4-3.**

Mr. Paul made a motion WHEREAS, the Board of Education of the Utica City School District (the “Board”) has retained a consultant (the “Consultant”) to provide certain services, including the investigation of a personnel matter and;

WHEREAS, the Board has reviewed proposed revisions to the agreement with the consultant, and;

NOW, THEREFORE, BE IT RESOLVED THAT”

- 1. The Board hereby approves the Consultant Agreement Revised (the “Agreement”) reviewed during Executive Session and authorizes the President of the Board of Education and/or Superintendent of the School District to execute the Agreement on behalf of the Board and the District.**
- 2. This resolution shall take effect immediately.**

This Resolution and Motion was seconded by Mrs. Knoop.

President Hobika, Jr. called for a voice vote.

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mrs. Padula	Yes
Mr. Paul	Yes
Mr. Testa	No

There being no further discussion, **motion carried 4-3.**

Mr. Paul made a motion WHEREAS, the Board of Education of the Utica City School District (the "Board") has retained a consultant (the "Consultant") to provide certain services, including the investigation of a personnel matter (the "Investigation"), and;

WHEREAS, there has been a delay in completing the interview of a certain employee pertaining to the Investigation, and;

WHEREAS, the Board desires that any and all remaining interviews conducted as part of the Investigation be conducted in an expeditious manner as is practicable, and:

NOW, THEREFORE, BE IT RESOLVED that:

1. Subject to any applicable constraints resulting from an employee being covered by a collective bargaining agreement, the Board of Education of the Utica City School District (the "Board") hereby directs any employee contacted by the Acting Superintendent of Schools Brian Nolan to appear at the District's administrative offices to be interviewed in connection with a personnel investigation to appear for said interview at the date and time directed by the Acting Superintendent of Schools Brian Nolan, and to otherwise comply with the directives of the Acting Superintendent of Schools Brian Nolan in regard to the manner in which any such interview is to be conducted.

2. This Resolution shall take effect immediately.

This Resolution and Motion was seconded by Mrs. Knoop.

President Hobika, Jr. called for a voice vote.

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mrs. Padula	Yes
Mr. Paul	Yes
Mr. Testa	No

There being no further discussion, **motion carried 4-3.**

Presentations

Dr. Patricia N. Kilburn, District Superintendent, Oneida-Herkimer-Madison BOCES

Dr. Kilburn presented information regarding Oneida-Herkimer-Madison BOCES and the role Utica plays in it.

Questions for Dr. Kilburn:

President Hobika, Jr.: Thank you Trish for coming in. I've been on the BOCES Board now I think it's 2 years and it is amazing, it really is, the people on the Board. You are a tremendous resource. You're so open and at times educational in just the right way. I have to say that you know how much I enjoy encountering the kids. We have some amazing kids that go there from all over the area. You're always working tirelessly to make sure that you're providing opportunities for everybody to benefit. I want to thank you from my personal perspective as well as on behalf of our district.

Mrs. Kilburn: Thank you.

Zachary Nicotera, Utica City School District Transportation Supervisor

Mr. Nicotera provided a transportation update.

Questions from the Board Members:

President Hobika, Jr.: Are our numbers staying steady or are they increasing?

Mr. Nicotera: Ours are increasing, yes. I'm getting a constant flow of applications daily.

Mr. Cardillo: I saw an article in one of the newsfeeds about a district near Syracuse, I don't think it's Syracuse that they have kids and they're not going to school because they can't get drivers. I just want to commend you for the work you've done and for the work you all have done considering how difficult it was last year. Some districts are still having problems. Obviously, we're not.

Mr. Nicotera: Thank you.

Mr. Dawes: Zach the numbers you gave (I'm sorry I missed the beginning), what are the numbers that the Bus Company has. Where are we as far as they're concerned?

Mr. Nicotera: In addition to our full-time drivers, they have 88 full-time drivers.

Mr. Dawes: Is that a full complement?

Mr. Nicotera: Yes. That gives us a total of 130 drivers (full-time drivers). Then also we have our substitute drivers and I believe that they have a few substitutes as well.

Mr. Dawes: Thank you.

Mr. Nolan: Zach is a bus driver whisperer. I don't know where he finds these people.

Mr. Testa: I just want to say one thing Zach. I know that you put long hours in and between you and Michele dealing with a lot of bus issues. It's a vast improvement as far as the job you guys all do.

Mr. Nicotera: Thank you.

President Hobika, Jr.: Thanks Zach, appreciate it.

Human Resources Update – Michele LaGase, Director of Human Resources

Mrs. LaGase presented an overview in the Human Resources Department.

Questions from the Board Members:

Mr. Dawes: Michelle, where are we with social workers and counselors?

Mrs. LaGase: Actually, social workers and counselor we've made significant progress. We have 2 counselors that are finishing up their field work experience and are going to be graduating. Mrs. Falchi and I met and interviewed both of them. They came with high recommendations because they are working with current counselors in our district, and they were going to extend an offer of employment. Based on my preliminary conversations, I think they are going to accept that offer of employment. We will only need one additional counselor to fill what was budgeted and the same is for social workers. We had a couple recent that I had offers of employment, a couple of them chose to go in a different direction, but we should be full of in terms of social workers within the next meeting or two.

Mr. Dawes: Thank you.

President Hobika, Jr.: Thank you Mrs. LaGase.

School Safety Update – William Williams, Safety and Security Coordinator

Mr. Williams presented the Board with a security update and recent incidents.

Questions from the Board Members:

Mrs. Padula: I have a question. Are the hours still extended for security?

Mr. Williams: Yes, the hours were extended.

Mrs. Padula: Are the hours still extended since the incident?

Mr. Nolan: The 29 to 35 hours, yes with the negotiations that we had with the service employees, they allowed us to continue to have the security folks at 35 hours.

Mr. Williams: Correct.

Mr. Testa: I just want to ask, one of your staff members got hurt. Is she doing ok?

Mr. Williams: Yes, as far as I know she is. We did have a staff member get hurt today involving a fight. It's a lot of things that we go through as security, security monitors. She's doing good. She's a very, very dedicated employee. Like I said she was right there, and she was involved to break up the fight and make sure the students didn't get hurt any further. In place of that she absorbed the injury.

Mr. Testa: That's good news. Also, I see tonight we have more security people being put on. What's the progress on that? Are you catching up to the numbers you need?

Mr. Williams: We are but with the task sir, it's getting hard. People are leaving. Hopefully with the agreements that are set forth for tonight and it passes, it will be a great triumph for the security department in retaining our security and our

good staff. As you know, each checkpoint has 4 people. If you have 7 checkpoints, if you put them all together it's a lot of people, we are using just for the morning just to get in: that's just the morning.

Mr. Testa: Thank your staff from the Board. I'm sure the whole Board agrees that we really need one area that in the Utica School District with all the issues going on around the country, we worked on beefing it up. I know the Board is doing everything we can to help.

Mr. Williams: I give the Board 100% credit for the leeway and the support they have to help me. I couldn't do it without the Board. I mean that from the bottom of my heart.

Mr. Testa: Thank you for all you do.

President Hobika, Jr.: Thank you Billy.

Announcements/Reports

Student Representative Report – Tha Da Mwee Kyet

Ms. Starling presented the Student Report for the month of October.

Questions for Ms. Starling:

Mrs. Padula: What is your favorite thing about school, about Proctor?

Ms. Starling: The people.

Mrs. Padula: I agree.

Ms. Starling: Thank you.

PTO/PTA, Shared Decision-Making Committees, Student Councils, CSE Chairs, Title I, UTA, UAA, UTC, Teamsters Local 182, SEIU Local 200B, M.V. Buildings and Trades Council

Mr. Rogowski, UTA President presented an update.

Questions from the Board Members:

None

Superintendent's Remarks

Mr. Nolan: I want to start off with a few remarks before we get into a pretty busy report. I have been told that the picture of me reading to the first graders apparently is a waste of a Superintendent's time, which I just find really repulsive that someone would think that the schools Superintendent shouldn't be in a school reading to first graders. I had a wonderful time last week at Watson Williams. The first graders were incredible, and I would do it every day for a long time. You saw tonight here with our students. This is what you see in any school you go to in Utica. You see an unbelievable talented group of students who only want the best. The people sitting at this table need to make sure they commit to providing the absolutely best school district for the children and the families of this city. That's going to be what I'm going to present and how we get there. I want start with the fact that one of my former students back in Syracuse is now a Reverend (a Pastor). I drive by his church quite often and I was lucky enough to be in Syracuse over the weekend and was able to drive by his church and he had the billboard, the sign out in front and he had these

words...Grateful, thankful, and blessed. I took that to real heart, because both personally, but also what impact people can have the lives of others. Every day coming to work here I feel grateful, I feel thankful, and I feel blessed. I want to continue because the people here – the teachers, the staff, the support staff, the administrators, the people who are in the school's everyday security, food service anyone that you have contact with is 100% behind making sure that our students get the best. We got to make sure that we provide them with the best. I want to talk a little bit about my report moving forward. We have to take baby steps and we've been taking some moves. I do want to provide some information that I don't know if the Board is even aware of, and I know the community is not aware of. Every day I learn something new, sometimes very, very surprisingly new stuff about Utica. I want to share that because I think that this is important for the community to understand where we are and where we need to go. Listed below is the 8-week District Review – State of Affairs:

- 1. Community Foundation of Utica** - \$564,468.46 Fund for Utica City Schools
 1. Mr. Karam contacted over four times by President of the Foundation
 2. Mr. Karam always replied that he was too busy
 3. Funds sat in account, no investment/no growth
 4. If invested, would be worth an estimated \$1.7 million
- 2. Mohawk Valley Community College** - \$500,000 to purchase Science equipment
 1. Mr. Karam told MVCC President that his teachers were too busy to order equipment
- 3. Mohawk Valley Community College** – Federal Gear Up Grant (multi-million dollars)
 1. 11th Grade Cohort – followed since 7th grade
 2. Mr. Karam would not allow Gear Up personnel into Proctor
 3. MVCC petitioned the Federal Government to move program to Rome CSD
- 4. Budgeted Positions –**
 1. Significant number of positions budgeted no intention of filling
- 5. External Audit –**
 1. Violation of Board Policy on Transfer of Funds
 2. Attempt to purchase millions of dollars of equipment/supplies not budgeted or authorized by the Board
- 6. Weapons Detection System –**
 1. \$3.7 million dollar system - doesn't detect knives
 2. No due diligence with purchase
 3. BOCES administration discouraged purchase
 4. Pending Lawsuit – Stabbing Victim
- 7. Systemic Abeyance of Work Rules/Supervision**
 1. Mr. Karam directed HR to ignore the CBA Probationary protocols
 2. Mr. Karam directed HR to misplace corrective action/counseling memos

It's not all dire, with the leadership shown by some members of the Board of Education, some very positive and forward-thinking initiatives are in the works.

- 1. Reestablishing College Partnerships –** MVCC, SUNY Poly, Utica University, LeMoyne College
 1. Career and Tech Ed
 2. Robotics
 3. Teacher Prep Clinical Model
 4. Student Enrichment and Activities
- 2. Service Employees International Union Agreement –**
 1. Make District "whole" by allowing employees the ability to earn a living wage and offer individual health insurance as full-time employees

3. Partnerships with Safe Schools, iCan, City of Utica and Oneida County

1. Providing vital Social Emotional Learning services
2. Offering Case Management services to address violence in community to spills into our schools
3. Seek alternative ways to provide restorative practices
4. Offer Behavior Specialists to students/families in a wrap-around service model

4. Fully develop a robust Career and Tech Education (CTE) Program –

1. Hiring Expert Consultant to assist the District
2. Hiring Director of CTE to lead the district’s plan

5. Early Childhood Education

1. Offer UPK4 through State Education Dept Initiative

6. Central Registration Center

1. 2020-21 School Year – 1,042 first time enrollees in UCSD
2. 2021-22 School Year – 1,439 first time enrollees in UCSD
3. **2,481 First time enrollees/9,700 = 25.**

Superintendent’s Report

Mr. Nolan presented the Superintendent’s Report dated December 13, 2022 to the Board of Education for approval with the following additions:

Page 40	Change in Location
Page 41	Resignation

President Hobika, Jr. asked the Board Members if there were any items that needed clarification before a motion was made on the Consent Agenda. At this time, he polled Board Members:

Mr. Dawes	Page 4	Report No. S-106 Report No. S-108 Report No. S-109
	Page 5	Report No. S-111
	Page 6	Creation of Positions
	Page 10	Substitute Rates
	Page 13	Termination – Custodial/Maintenance
	Page 17	Change in Job Title – Administrator
	Page 18	Appointment – Administrator
Mr. Paul	Page 25	Appointments – Coaching/Spring 2023
Mr. Testa	Page 41	Resignation

SUPERINTENDENT'S REPORT**REGULAR MEETING****DECEMBER 13, 2022**

Page #

FOR ACTION

S – 100	Utica City School District Policy 0015 Title IX Grievance Process	3
S – 101	Utica City School District Policy 0010 Equal Opportunity and Prohibition of Discrimination, Harassment and Bullying	3
S – 102	Utica City School District Regulation 0010.2 DASA Incident Report Form	3
S – 103	Revisions to Consulting Agreement	3
S – 104	Action required to schedule and conduct an interview as part of the investigation of a Personnel matter	3
S – 105	Action required to direct the Community Foundation to invest the Utica City School District's Fund for Academics, the Arts, and Athletics assets more effectively	3
S – 106	Action required to direct the Community Foundation to petition the NYS Attorney General's Office to release current use restrictions on the Utica City School District's Fund for Academic's, the Arts, and Athletics to allow funding of supplemental student enrichment projects, programs, and activities not currently eligible for consideration	4
S – 107	Action required to approve the Safe Schools Mohawk Valley proposal and Oneida-Madison-Herkimer BOCES Contractual Crosswalk with the Utica City School District	4
S – 108	Request for Proposal (RFP) – Needs Assessment for the Human Resources Department between the Utica City School District and James Salamy, Human Resources Consultant	4
S – 109	Modification of the Collective Bargaining Agreement (CBA) between the Utica City School District and the Service Employees International Union (S.E.I.U.)	4
S – 110	Memorandum of Agreement between the Utica City School District and the Utica School Secretaries' Unit of Teamster's Local 294	5
S – 111	Consulting Agreement between the Utica City School District and Robert Leslie Career and Technical Education (CTE) Program	5
S – 112	Abolishment of Position	5
S – 113	Creation of Position	5
S – 114	Creation of Positions	6
S – 115	Abolishment of Position	6
S – 116	Creation of Position	6
S – 117	Letter of Agreement between the Utica City School District and SUNY Oneonta – Oneonta Bilingual Education Program	6
S – 118	Creation of Extra-Classroom Activity Fund (Magnetic Mondays) at Thomas R. Proctor High School	7
S – 119	Creation of Extra-Classroom Activity Fund (Kernan Student Council Food Pantry) at Kernan Elementary School	7
S – 120	Teacher Center Policy Board Committee	7
S – 121	Application for Extended Field Trip – Conkling	7
S – 122	Application for Extended Field Trip – Jones	8
S – 123	Application for Extended Field Trip – Jones	8
S – 124	Application for Extended Field Trip – King	8
S – 125	Application for Extended Field Trip – Proctor	9

FOR ACTION

B – 19	Substitute Rates	10
B – 20	Resolution for Standard Hours	11
B – 21	Disposal of Obsolete Instructional Resources	12
B – 22	Disposal of Obsolete Computer Equipment	12

FOR ACTION

P – 13	Abandonment of Position	13
	Termination	13
	Resignation	13
	Unpaid Leave of Absence	14
	Extended Unpaid Leave of Absence	14
	Changes of Status	14 – 15
	Changes of Assignment	16 – 17
	Employment Agreement between the Utica City School District and Zachary Nicotera	17
	Appointments	18 – 30
	Professional Staff Eligible for Tenure as of Date Noted	30

FOR INFORMATION

CSE – 13	Recommendations of the Committee on Special Education	31 – 33
CPSE – 14	Recommendations of the Committee on Preschool Special Education	34 – 35

FOR INFORMATION

P – 14	Resignations	36 – 37
	Change of Status	37
	Unpaid Leaves of Absence	38 – 39

MOTIONS FROM THE FLOOR

P – 13	Change in Duty Location	40
	Resignation	41

FOR ACTION:

Volume LVII

Report No. S – 100

SUBJECT:

**Utica City School District Policy 0015
Title IX Grievance Process**

Authorization is requested of the Board of Education to approve and adopt the revised Utica City School District Policy 0015 Title IX Grievance Process effective December 14, 2022.

FOR ACTION:

Volume LVII

Report No. S – 101

SUBJECT:

**Utica City School District Policy 0010
Equal Opportunity and Prohibition of Discrimination,
Harassment and Bullying**

Authorization is requested of the Board of Education to approve and adopt the revised Utica City School District Policy 0010 Equal Opportunity and Prohibition of Discrimination, Harassment and Bullying effective December 14, 2022.

FOR ACTION:**Volume LVII****Report No. P – 13****SUBJECT:****Changes of Status****Custodial/Maintenance**

It is recommended that the following changes of status be approved:

Nicholas DiViccaro	Cleaner Kernan Elementary School From: Probationary (26 weeks) To: Permanent Effective: December 14, 2022
Tajh J. Lacy	Cleaner Hughes Elementary School From: Probationary (26 weeks) To: Permanent Effective: December 14, 2022
Brendon Maline	Cleaner Kennedy Elementary School From: Probationary (26 weeks) To: Permanent Effective: December 14, 2022
Tania Mejias	Cleaner General Herkimer Elementary School From: Probationary (26 weeks) To: Permanent Effective: December 14, 2022
John Mudrie	Cleaner Jefferson Elementary School From: Probationary (26 weeks) To: Permanent Effective: December 14, 2022
Zoraida M. Rodriguez	Cleaner Proctor High School From: Probationary (26 weeks) To: Permanent Effective: December 14, 2022
Michael A. Yacco	Cleaner Columbus Elementary School From: Probationary (26 weeks) To: Permanent Effective: December 14, 2022

The above have completed their probationary period.

FOR ACTION:**Volume LVII****Report No. P – 13****SUBJECT:****Appointments****Teacher Assistant**

It is recommended that the following appointments be approved:

Corey Hameline
802 Arnold Avenue
Utica, NY 13502

Teacher Assistant – Pool Attendant (Lifeguard)
Proctor High School – 29 hours per week
Effective: December 14, 2022
Salary: \$18.00 per hour
Education: B.A., Niagara University
Experience: Server, 72 Tavern and Grill Restaurant
Utica, NY
10/21 to 3/22

Kayla M. Treen
1219 Elm Street
Utica, NY 13501

Teacher Assistant – Special Education
District-Wide – 29 hours per week
Effective: December 14, 2022
Salary: \$18.00 per hour
Education: A.S., Mohawk Valley Community College
Experience: Sales Associate, Walmart, New Hartford, NY
6/13 to present

FOR ACTION:**Volume LVII****Report No. P – 13****SUBJECT:****Appointments****Security**

It is recommended that the following appointments be approved:

Sueann Jenkins
2602 Genesee Street, Apt. 1
Utica, NY 13502

Security Monitor
District-Wide – not to exceed 29 hours per week
Effective: December 14, 2022
Salary: \$17.73 per hour
Education: Graduate of Proctor High School
Experience: Manager, Kentucky Fried Chicken, Utica, NY
1/18 to present

Jeffrey Lynch
436 Deland Drive
Utica, NY 13502

Security Monitor
District-Wide – not to exceed 29 hours per week
Effective: December 14, 2022
Salary: \$17.73 per hour
Education: Graduate of Utica Senior Academy
Experience: Manager, Sodexo, Utica, NY
7/16 to present

Richard Phinizy
1128 McQuade Avenue, 2nd Unit
Utica, NY 13501

Security Monitor
District-Wide – not to exceed 29 hours per week
Effective: December 14, 2022
Salary: \$17.73 per hour
Education: G.E.D. Prep, Manhattan, NY
Experience: Connectivity Specialist, Spectrum, Syracuse, NY
10/20 to present

FOR ACTION:**Volume LVII****Report No. P – 13****SUBJECT:****Appointments****Transportation**

It is recommended that the following appointments be approved:

Maria Diaz
1309 Taylor Avenue
Utica, NY 13501

Bus Monitor
29 hours per week
Salary: \$16.00 per hour
Effective: December 14, 2022

Heriberta Ruiz
1212 Kathleen Street
Utica, NY 13501

Bus Monitor
29 hours per week
Salary: \$16.00 per hour
Effective: January 3, 2023

Emmanuel Hilario-Veras
1544 West Street
Utica, NY 13501

Bus Monitor
29 hours per week
Salary: \$16.00 per hour
Effective: December 14, 2022

FOR ACTION:**Volume LVII****Report No. P – 13****SUBJECT:****Appointments****Custodial/Maintenance**

It is recommended that the following appointments be approved:

Luis Garcia
935 Elizabeth Street, 1st Floor
Utica, NY 13501

Cleaner
District-Wide (Probationary)
Effective: December 19, 2022
Salary: \$15.63 per hour
Education: Graduate of Proctor High School
Experience: Delivery Driver, Moore's Tire Sales
Utica, NY
3/21 to present

Mikal Jackson
1123 Albany Street, Apt. 2
Utica, NY 13501

Cleaner
District-Wide (Probationary)
Effective: December 19, 2022
Salary: \$15.63 per hour
Education: Graduate of Proctor High School
Experience: Direct Support Professional, Upstate Cerebral Palsy
Utica, NY
1/20 to present

FOR INFORMATION:

Volume LVII

Report No. CSE – 13

SUBJECT:**RECOMMENDATIONS OF THE COMMITTEE ON
SPECIAL EDUCATION**

The Board of Education approves the recommendations of the Committee on Special Education for placement and related services in the Utica City School District and/or other approved programs as follows:

IR = Initial Eligibility Determination TR = Triennial (Re-evaluation) Review AR = Annual Review
RR = Requested Review AP = Administrative Placement PR = Program Review
AMN = Amendment No Meeting PR = Program Review Y = Yes No = No

Student code	Type of Meeting	Handicapping Condition	Recommended Program	Related Services	Results
Committee on Special Education Meeting Date: March 2, 2022					
BS7/26/05LF	TR	OHI	15:1, 10 mo.	Y	Ongoing
BS7/26/05LF	AR	OHI	15:1, 10 mo.	Y	Chg. Program
Committee on Special Education Meeting Date: April 4, 2022					
HI6/5/05HM	TR	LD	12:1:1, 10 mo.	Y	Ongoing
HI6/5/05HM	AR	LD	12:1:1, 10 mo.	Y	Chg. Program
Committee on Special Education Meeting Date: May 2, 2022					
WC9/16/09BM	AR	None	Sect. 504	N	Chg. 504
Committee on Special Education Meeting Date: June 16, 2022					
WG3/5/13AM	AR	LD	RES, 10 mo.	Y	Decrease SP
Committee on Special Education Meeting Date: August 16, 2022					
BD1/2/12GM	IR	LD	15:1, 10 mo.	Y	New Entry
Committee on Special Education Meeting Date: August 30, 2022					
HM5/11/13CM	IR	LD	Resource, 10 mo.	Y	New Entry
Committee on Special Education Meeting Date: October 11, 2022					
HL9/20/12HF	AP	LD	Resource, 10 mo.	Y	New Entry
Committee on Special Education Meeting Date: October 11, 2022					
AAA3/9/2014AM	AR	SLT	RES, 10 mo.	Y	Decrease OT
Committee on Special Education Meeting Date: October 15, 2022					
BZ2/7/06VF	AP	LD	Resource, 10 mo.	Y	Reentry
Committee on Special Education Meeting Date: October 17, 2022					
HD1/4/14WM	IR	OHI	Resource, 10 mo.	Y	New Entry
Committee on Special Education Meeting Date: October 17, 2022					
BL12/19/08WM	MD	Autism	12:1(3:1), 12 mo.	Y	Ongoing
Committee on Special Education Meeting Date: October 19, 2022					
BS6/20/11OM	MD	ID	12:1(3:1), 12 mo.	Y	After-school program through 1/5/23
Committee on Special Education Meeting Date: October 24, 2022					
WC11/25/09WM	PR	A	6:1:3	Y	Ongoing
Committee on Special Education Meeting Date: October 26, 2022					
BJ4/12/10FF	MD	LD	15:1, 10 mo.	Y	Ongoing
Committee on Special Education Meeting Date: October 26, 2022					
WX4/9/11LF	AP	None	Sect. 504	N	New Entry
Committee on Special Education Meeting Date: October 27, 2022					
WG5/15/17WM	AP	AUT	12:1:1, 10 mo.	Y	New Entry
Committee on Special Education Meeting Date: October 27, 2022					
WL7/15/08CM	MD	OHI	5:1, 10 mo.	N	Ongoing

Committee on Special Education Meeting Date: October 31, 2022

BA3/16/06BM	MD	OHI	15:1, 10 mo.	Y	Home Tutoring through 1/18/23
-------------	----	-----	--------------	---	-------------------------------

Committee on Special Education Meeting Date: October 31, 2022

WC3/18/05CM	PR	A	6:1:3.5	Y	Add BIP, ongoing
-------------	----	---	---------	---	------------------

Committee on Special Education Meeting Date: October 31, 2022

BR4/19/08BM	AP	LD	15:1, 10 mo.	Y	New Entry
-------------	----	----	--------------	---	-----------

Committee on Special Education Meeting Date: November 1, 2022

BA6/30/09IM	MD	Autism	8:1:1, 10 mo.	Y	Ongoing
-------------	----	--------	---------------	---	---------

Committee on Special Education Meeting Date: November 2, 2022

BM8/28/09SM	MD	LD	15:1, 10 mo.	Y	HTUT through 6/23/23
-------------	----	----	--------------	---	----------------------

BB1/24/08MM	MD	MD	12:1:1, 10 mo.	N	HTUT through 1/20/23
-------------	----	----	----------------	---	----------------------

Committee on Special Education Meeting Date: November 3, 2022

WJ1/5/05FF	MD	OHI	5:1, 10 mo.	N	After-school program through 1/23/22
------------	----	-----	-------------	---	--------------------------------------

Committee on Special Education Meeting Date: November 4, 2022

BL4/13/09FF	MD	LD	15:1, 10 mo.	N	Ongoing
-------------	----	----	--------------	---	---------

BJ12/23/14WM	MD	LD	8:1:2, 12 mo.	Y	Ongoing
--------------	----	----	---------------	---	---------

MK5/31/07JF	MD	OHI	12:1:1, 10 mo.	Y	After-school program through 1/24/23
-------------	----	-----	----------------	---	--------------------------------------

Committee on Special Education Meeting Date: November 7, 2022

WJ9/17/2015JM	MD	OHI	15:1, 12 mo.	Y	Change from RS, only to 15:1, 12 mo.
---------------	----	-----	--------------	---	--------------------------------------

BL3/17/16LM	MD	ED	15:1, 12 mo.	Y	After-school program through 1/25/23
-------------	----	----	--------------	---	--------------------------------------

Committee on Special Education Meeting Date: November 7, 2022

WL1/26/15WM	PR	SL	RS	Y	Increased counseling
-------------	----	----	----	---	----------------------

Committee on Special Education Meeting Date: November 7, 2022

HJ7/30/15EM	AP	MD	12:1:4, 10 mo.	Y	Reentry
-------------	----	----	----------------	---	---------

Committee on Special Education Meeting Date: November 9, 2022

WJ1/21/09DM	MD	OHI	12:1:1, 10 mo.	Y	HTUT through 1/26/23
-------------	----	-----	----------------	---	----------------------

BR3/22/10PM	MD	LD	15:1, 10 mo.	Y	HTUT through 12/9/22
-------------	----	----	--------------	---	----------------------

WK7/20/10CM	MD	OHI	15:1, 10 mo.	Y	HTUT through 12/9/22
-------------	----	-----	--------------	---	----------------------

BJ2/24/08SM	MD	OHI	5:1, 10 mo.	Y	After-school program through 12/9/22
-------------	----	-----	-------------	---	--------------------------------------

Committee on Special Education Meeting Date: November 10, 2022

BM7/15/08RM	MD	NA	504 Plan	N	Ongoing
-------------	----	----	----------	---	---------

BS7/26/05LM	MD	OHI	15:1, 10 mo.	Y	After-school program through 1/27/23
-------------	----	-----	--------------	---	--------------------------------------

Committee on Special Education Meeting Date: November 14, 2022

BR9/22/12LM	MD	OHI	15:1, 12 mo.	Y	Ongoing
-------------	----	-----	--------------	---	---------

BA9/1/10SM	MD	LD	15:1, 12 mo.	Y	HTUT through 1/30/23
------------	----	----	--------------	---	----------------------

WZ8/17/06QM	MD	OHI	15:1, 10 mo., ICT, 10 mo.	Y	After-school program through 1/30/23
-------------	----	-----	---------------------------	---	--------------------------------------

BJ9/11/08BM	MD	LD	15:1, 10 mo.	N	Ongoing
-------------	----	----	--------------	---	---------

BR8/16/09KF	MD	LD	15:1, 10 mo.	Y	Ongoing
-------------	----	----	--------------	---	---------

BZ10/24/06CF	MD	LD	ICT, 10 mo.	N	Ongoing
--------------	----	----	-------------	---	---------

Committee on Special Education Meeting Date: November 15, 2022

AAJ4/21/14JM	NR	LD	RES, 10 mo.	Y	Add Res, SLT, ongoing.
--------------	----	----	-------------	---	------------------------

HA1/5/16CF	PR	SLI	15.1	Y	Add 15.1, ongoing
------------	----	-----	------	---	-------------------

Committee on Special Education Meeting Date: November 15, 2022

BA12/19/2006CF	MD	LD	5:1, 10 mo.	N	Ongoing
----------------	----	----	-------------	---	---------

WB10/31/15BF	MD	LD	5:1, 10 mo.	N	After-school program through 1/31/23
--------------	----	----	-------------	---	--------------------------------------

Committee on Special Education Meeting Date: November 16, 2022

AM12/29/16VM	AMN	SLI	15:1, 10 mo.	Y	Chg. OT & SP
BP11/3/13LF	AMN	SLI	5:1, 10 mo.	Y	Chg. SP
AV12/8/16HM	AMN	SLI	15:1, 10 mo.	Y	Chg. OT & SP

Committee on Special Education Meeting Date: November 16, 2022

BZ8/2/07WF	MD	LD	15:1, 10 mo.	N	After-school program through 12/5/22
------------	----	----	--------------	---	--------------------------------------

Committee on Special Education Meeting Date: November 18, 2022

WD9/28/10SM	MD	LD	5:1, 10 mo.	N	After-school program through 2/3/23
BS10/2/08WF	MD	LD	15:1, 10 mo.	Y	After-school program through 1/30/23, change to 12:1:1 1/31/23

Committee on Special Education Meeting Date: November 21, 2022

WA9/19/07SM	MD	LD	15:1, 10 mo.	N	After-school program through 1/27/23
BR4/19/06PM	MD	LD	15:1, 10 mo.	N	After-school program through 2/6/23

FOR INFORMATION:**Volume LVII****Report No. CPSE – 14****SUBJECT:****RECOMMENDATIONS OF THE COMMITTEE ON PRESCHOOL SPECIAL EDUCATION**

The Board of Education approves the recommendations of the Committee on Preschool Special Education for placement and related services in the Utica City School District and/or other approved programs as follows:

IR = Initial Eligibility Determination TR = Triennial (Re-evaluation) Review AR = Annual Review
 AP = Administrative Placement RR = Requested Review/Program Review
 AMN = Amendment No Meeting MD = Manifestation Determination Y = Yes N = No
 Transfer – PSWD w/current IEP entering from another District

Student code	Type of Meeting	Handicapping Condition	Recommended Program	Related Services	Results
--------------	-----------------	------------------------	---------------------	------------------	---------

Committee on Preschool Special Education Meeting Date: November 9, 2022

HA11/22/19LM	IR	PSWD	SEIS, 10 mo.	Y	New Entry; EI continues through Dec. 2022; SEIS 2X60 min./wk.; OT 2X30 min./wk.; SLT 2X30 min./wk.; 9:1+3 in Sept. 2023
BJ11/19/19PM	IR	PSWD	SEIS, 10 mo.	Y	New Entry; EI continues through Dec. 2022; SEIS 2X60 min./wk.; OT 2X30 min./wk.; SLT 2X30 min./wk.; 9:1+3 in Sept. 2023

Committee on Preschool Special Education Meeting Date: November 14, 2022

WG5/28/19CM	IR	PSWD	SEIS, 10 mo.	Y	New Entry; SEIS 2X60 min./wk.; SLT 2X30 min./wk.; 9:1+3 wait list
BU11/27/19MM	IR	PSWD	RS, 10 mo.	Y	New Entry; EI continues through Dec. 2022; PT 2X30 min./wk.
AS10/22/18BM	IR	PSWD	SEIS. 10 mo.	Y	New Entry; SEIS 2X60 min./wk.; SLT 2X30 min./wk.; OT 2X30 min./wk.; PT 2X30 min./wk.; 6:1+3 wait list
BJ9/14/19SF	IR	PSWD	SEIS, 10 mo.	Y	New Entry; SEIS 2X60 min./wk.; OT 2X30 min./wk.; 6:1+3 in Sept. 2023
WG12/5/19RM	PR	PSWD	RS, 10 mo.	Y	Add SLT 1X30 min./wk.
WT5/23/19GM	PR	PSWD	9:1+3, 10 mo.	Y	Chg. SEIS 2X60 min./wk. to 9:1+3

Committee on Preschool Special Education Meeting Date: November 29, 2022

WA5/16/20BF	IR	PSWD	RS, 10 mo.	Y	New Entry; Sp. 2x30 min./wk.
AA1/20/20LM	IR	PSWD	9:1+3, 10 mo.	Y	New Entry; 9:1+3 beg. Sept. 2023; Sp. 2x30 min./wk.
HM11/18/18RM	IR	PSWD	SEIS, 10 mo.	Y	New Entry; SEIS 2x60 min./wk.; Sp. 2x30 min./wk.; OT 2x30 min./wk.
WI10/21/19RF	PR	PSWD	9:1+3, 10 mo.	Y	Ongoing

Committee on Preschool Special Education Meeting Date: December 5, 2022

HR1/24/18CM	AR	PSWD	6:1+3, 10 mo.	Y	Ongoing
WH1/21/19HF	AR	PSWD	6:1+3, 10 mo.	Y	Ongoing
BS6/14/18MM	AR	PSWD	6:1+3, 10 mo.	Y	Ongoing
WT3/26/18RM	AR	PSWD	9:1+3, 10 mo.	Y	Ongoing
HJ12/3/18FIM	AR	PSWD	9:1+3, 10 mo.	Y	Ongoing

Committee on Preschool Special Education Meeting Date: December 6, 2022

HK1/21/18TF	AR	PSWD	SEIS, 12 mo.	Y	Ongoing; Add ESY SEIS 2x60 min./wk.
WE1/30/18SF	AR	PSWD	RS, 10 mo.	Y	Ongoing
AF2/9/19KM	AR	PSWD	SEIS, 10 mo.	Y	Order OT Eval.; starts 9:1+3 Sept. 2023
WB2/12/19HM	AR	PSWD	RS, 10 mo.	Y	Ongoing
WG1/22/18BM	AR	PSWD	RS, 10 mo.	Y	Order updated Psych. Eval.
AL12/7/19MM	IR	PSWD	RS, 10 mo.	Y	New Entry; Sp. 2x30 min./wk.

FOR INFORMATION:**Volume LVII****Report No. P – 14****SUBJECT:****Resignations****Security**

It is recommended that the following resignations be accepted:

Hope Foster

Security Monitor
 District-Wide
 Effective: September 30, 2022
 Reason: Personal
 Notification Received: November 29, 2022

Derek Martin

Security Monitor
 District-Wide
 Effective: October 12, 2022
 Reason: Personal
 Notification Received: November 29, 2022

Sabyan Morales

Security Monitor
 District-Wide
 Effective: October 12, 2022
 Reason: Personal
 Notification Received: November 29, 2022

Nicholas Mosca

Security Monitor
 District-Wide
 Effective: November 17, 2022
 Reason: Personal
 Notification Received: November 29, 2022

Almin Saric

Security Monitor
 District-Wide
 Effective: October 26, 2022
 Reason: Personal
 Notification Received: November 29, 2022

Elvin Saric

Security Monitor
 District-Wide
 Effective: October 18, 2022
 Reason: Personal
 Notification Received: November 29, 2022

FOR INFORMATION:**Volume LVII****Report No. P – 14****SUBJECT:****Resignation****Teacher Assistant**

It is recommended that the following resignation be accepted:

Silkia Soler

Teacher Assistant – Special Education
 Proctor High School
 Effective: November 28, 2022
 Reason: Personal
 Notification Received: November 16, 2022

<u>FOR INFORMATION:</u>	Volume LVII	Report No. P – 14
SUBJECT:	Resignations	Food Service/Monitor

It is recommended that the following resignations be accepted:

Senad Gicic	Monitor-Breakfast and Lunch Program District-Wide – not to exceed 29 hours per week Effective: November 30, 2022 Reason: Personal Notification Received: November 14, 2022
Sejnida Muhic	Monitor-Breakfast and Lunch Program District-Wide – not to exceed 29 hours per week Effective: November 28, 2022 Reason: Personal Notification Received: November 29, 2022

<u>FOR INFORMATION:</u>	Volume LVII	Report No. P – 14
SUBJECT:	Changes of Status	Registered Nurse

It is recommended that the following changes of status be approved:

Alicia Dantzer	Registered Nurse (10-months) Jones Elementary School From: Probationary To: Permanent Effective: November 16, 2022
Pauline Murray	Registered Nurse (10-months) Jefferson Elementary School From: Probationary To: Permanent Effective: November 22, 2022

The above have completed their probationary period.

<u>FOR INFORMATION:</u>	Volume LVII	Report No. P – 14
SUBJECT:	Change of Status	Registered Nurse

It is recommended that the following change of status be approved:

Olivia Guarno	From: Unpaid Leave of Absence To: Registered Nurse (District-Wide) Effective: December 1, 2022
---------------	--

FOR INFORMATION:**Volume LVII****Report No. P – 14****SUBJECT:****Unpaid Leaves of Absence Teacher**

It is recommended that the following unpaid leaves of absence be approved:

Rebecca M. Engler

Speech Language Pathologist
 Jefferson Elementary School
 From: December 2, 2022
 To: January 13, 2023
 Reason: Personal
 Notification Received: December 6, 2022

Kristy Nobis

Grade 5 Teacher
 King Elementary School
 From: December 5, 2022
 To: January 2, 2023
 Reason: Medical
 Notification Received: December 7, 2022

Hannah Watt

English Teacher
 Proctor High School
 From: November 8, 2022
 To: January 2, 2023
 Reason: Medical
 Notification Received: December 2, 2022

FOR INFORMATION:**Volume LVII****Report No. P – 14****SUBJECT:****Unpaid Leaves of Absence Teacher Assistant**

It is recommended that the following unpaid leaves of absence be approved:

Lisa Finnerty

Teacher Assistant – Special Education
 King Elementary School
 From: November 30, 2022
 To: December 14, 2022
 Reason: Medical
 Notification Received: November 14, 2022

Edwin Rosa

Teacher Assistant – Special Education
 Jones Elementary School
 From: September 6, 2022
 To: January 1, 2023
 Reason: Medical
 Notification Received: December 5, 2022

FOR INFORMATION:**Volume LVII****Report No. P – 14****SUBJECT:****Unpaid Leaves of Absence****Food Service/Monitor**

It is recommended that the following unpaid leaves of absence be approved:

Sherrie Goldman

Monitor Team Leader-Lunch Program
King Elementary School – 15 hours per week
From: December 6, 2022
To: January 7, 2023
Reason: Medical
Notification Received: December 6, 2022

Debra Secor

Food Service Worker-Lunch
Proctor High School – 21.25 hours per week
From: November 15, 2022
To: December 23, 2022
Reason: Medical
Notification Received: November 10, 2022

MOTION FROM THE FLOOR:**FOR ACTION:****Volume LVII****Report No. P – 13****SUBJECT:****Change in Duty Location****Clerk**

It is recommended that the following change in duty location be approved:

Susan E. Roach

Clerk (12-months)
District-Wide
Duty Location: Transportation Department
Effective: December 14, 2022

Mr. Testa made a motion to approve the Consent Agenda and seconded by Mrs. Padula.

There being no further discussion; **motion carried 7-0.**

THIS CONCLUDED THE CONSENT AGENDA.

FOR ACTION:**Volume LVII****Report No. S – 106****SUBJECT:**

Action required to direct the Community Foundation to petition the New York State Attorney General's Office to release current use restrictions on the Utica City School District's Fund for Academics, the Arts, and Athletics to allow funding of supplemental student enrichment projects, programs, and activities not currently eligible for consideration

Authorization is requested of the Board of Education to approve the action requesting the Community Foundation to petition the New York State Attorney General's Office to release current use restrictions on the Utica City School District's Fund for Academics, the Arts, and Athletics to allow funding of supplemental student enrichment projects, programs, and activities not currently eligible for consideration.

Moved by Mr. Testa and seconded by Mrs. Padula.

December 13, 2022 – 7:00 p.m.

Regular Meeting

Mr. Dawes: What you're doing here, years ago with our first Pepsi contract, Pepsi cola made a deal with the Utica City School District to fund our Athletic Program. That money was put into the Community Foundation and earmarked specifically for athletics. We looked into using that money just we did the renovations on all the fields to resurface the field at Proctor Stadium, the turf field. It had met it's compacity which was 10 years and actually it was something like 13 or 14 years. It was still usable, but it was getting to the point where it wasn't going to be. They do a test on it every year so that they know if there is any chance that someone would get hurt playing on it. We decided when we passed the Referendum to redo the fields to not use that money and leave it in the account designated for athletics so that down the road, we would have the money because in the past the State of New York has found it necessary at times to chop the amount of money we get. I know they're very generous right at the moment, but all it takes is a change of administration and all of a sudden, we go like we did about 15 years ago where we had to lay off 300 teachers because they had cut it so much. I'm against changing the way it is. I'm very happy that we're going to invest the money differently because years ago we decided not to when things were really bad, decided to leave it as safe as we possibly could in there. I always thought the idea the idea was we should've been making money on it. That's a great idea, but the idea of letting the Attorney General change this so that we can use those funds, I'm sorry I have to be against it. I've also been for the sports program and the fields and the kids so that we keep them in school that way.

There being no further discussion; **motion carried 4-3** (Mr. Cardillo – No; Mr. Dawes – No; Mr. Testa – No).

FOR ACTION:

Volume LVII

Report No. S – 108

SUBJECT:

Request for Proposal (RFP) – Needs Assessment for the Human Resources Department between the Utica City School District and James Salamy, Human Resources Consultant

Authorization is requested of the Board of Education to approve the Request for Proposal (RFP) – Needs Assessment for the Human Resources Department, submitted by James R. Salamy, Human Resources Consultant, effective December 14, 2022 to February 17, 2023 for up to 120 days at a rate of \$26,000.00.

Moved by Mrs. Padula and seconded by Mrs. Knoop.

Mr. Dawes: I've been against this from the very first. Mr. Salamy is a very good friend of mine. It's nothing against Jim. I just feel that it's an unnecessary expense we're putting out there.

Mr. Cardillo: I concur with my colleague. I went to high school with Jim, we graduated together. He's a good guy, very capable, but I was against the consultant from the beginning because I think we really need to start looking at the we are spending money. Some of the other recommendations that you have tonight, they're pretty extensive.

Mr. Testa: I'm just going to concur, basically same thing.

Mr. Paul: Are we going to keep taking about money?

President Hobika, Jr.: If you'd like to talk James, you can.

Mr. Paul: I think we've seen a pattern here of folks hiding behind money being the concern when we're dealing with some true issues in this district. It's being played out by the vote. I just want to make sure that we understand that I don't get it. I hope they're right, but I don't think they are. If we're going to keep talking about money, why don't they just pick what they want, say we've got a problem with the money, and we just move one.

President Hobika, Jr.: I've been an advocate of bringing in a Human Resource consultant so that we could address some of the imbalances and imperfections in the way things are working or have worked. I don't want to have to repeat that it has nothing to do with Mrs. LaGase. It's a process issue. We've gone down this road at least 3 times. If anyone else has any questions, we're talking about up to \$26,000. I think we've blown more money on other stuff than that. I think if anyone has any other comments they'd like to make, if not why don't we move the question and have a roll call vote.

Mrs. Hughes conducted the voice vote.

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mr. Padula	Yes
Mr. Paul	Yes
Mr. Testa	No

There being no further discussion, motion carried **motion carried 4-3.**

FOR ACTION:

Volume LVII

Report No. S – 109

SUBJECT:

Modification of the Collective Bargaining Agreement (CBA) between the Utica City School District and the Service Employees International Union (S.E.I.U.)

Authorization is requested of the Board of Education to approve the modification of the Collective Bargaining Agreement (CBA) with the Service Employees International Union (S.E.I.U.), representing Bus Drivers, Bus Monitors, Food Service Workers, Security Staff, and Teacher Assistants, of employment hours from twenty-nine (29) hours per week to thirty-five (35) hours per week, for all members represented by the S.E.I.U. In addition, all members working thirty-five (35) hours per week will have the right to purchase individual health insurance offered by the Utica City School District.

Moved by Mrs. Padula and seconded by Mr. Testa.

Mr. Dawes: A couple of comments. One, we just settled the contract with these people and now we've reopened it. Don't get me wrong, I believe it's a good thing for them to have all this. But we have to look, again I know Mr. Paul you don't want to hear this, but we've got to look at the total amount of money that this is going to cost over the years. We've looked at this before, we've tried this before. Unfortunately, it's not a good place to buy benefits. This time in life benefits is the most expensive thing out there. I'm going to vote against it.

Mr. Paul: How many jobs must a person hold before they get benefits and feel some worth in this city or in this district? We can't keep pushing the people that are taking care of our kids out the door before they leave at the end of the day or waiting for them to come in in the morning in order to make sure that they are properly educated? We continue to sit on this money thing. Let's talk about the value of the people that are in jobs they are doing and what they're bringing to our district.

Mr. Dawes: I agree with you, I don't disagree with you, but I lived through the period of time when we laid off 300 teachers.

Mr. Paul: We're not there now.

Mr. Dawes: I realize we're not there now. But you know what, we weren't there at that time. At that time what happened was the State of New York said we're going to make you whole, and we believed them. Then along came a new Governor and guess what, we were broke. We were broke and \$25,000 here and \$10,000 there was a lot of money because it meant putting teachers back to work that we could get in and educate our kids and do what we could for them. We're at a point now where there's a lot of things we can do and we're doing them. In the new budget we put in social workers and counselors and all the support people that we've had to cut over the years. I agree with that, but you just can't go because you got a few dollars extra and go crazy. It's ridiculous.

President Hobika, Jr.: You mean like buying \$600,000 worth of playground equipment without authorization?

Mr. Dawes: Joe if that's what you believe then God bless you. All I know is we went out for bids on it, and nothing was every purchased. Keep putting that out there.

Mr. Testa: I just want to ask the Superintendent. On the 29-hour people currently we are adding 6 hours' extra pay basically to counter for their insurance which is a 70/30 (whichever it is) agreement. These people that are getting 29 hours, I've heard a few people as far as questions asked the last couple of days that they'd rather just keep the 29 hours because right now they have insurance. Do we have a waiver in there for those people that want to stay at 29 hours?

Mr. Nolan: We've had that discussion with the union and the discussion is that we need people to work 35 hours. If people can't work the 35 hours because they have other obligations, then we have to find people who can work the 35 hours. We know because of what we created that there are some people; and I'll give you a great example. The gentleman that works here right in this building as a cafeteria worker. He had to go out and take another job driving a bus in another school district to make ends meet because he didn't have the 35 hours. We're not going to hold those people for the rest of this school year who had to go out and make do because we couldn't make them whole here. We are sending out a survey to all 510 members and we hope by the 22nd of December have a better sense of that information and we will have another conversation with the Service Employees Union. The whole premise here, Mr. Testa, is that people who want to work for the Utica City School District have to want to work for the Utica City School District. We can't have the oh I want to work now, but I have to take an hour off; or I'm going to come in at 7 and work a couple of hours, but then I have to go. We had a couple of employees that missed 51/53 days of work because we didn't hold them accountable for working their hours. What we need to do is that we need to make sure that the people who work for us know that we're investing in them, that we respect them, and that we want them here, we want to pay them 35 hours, and we want to give them the opportunity to have health coverage. We're talking about an expense for the rest of this year of about \$3 million dollars.

Mr. Testa: Ok. But we have a lot of senior people that work that have health benefits already. That's what I'm saying.

Mr. Nolan: They don't have to buy it.

Mr. Testa: They don't have to buy it, but they have to work 35 hours?

Mr. Nolan: I know Billy can tell us; I know Billy has some security people on social security who can only earn so much money. We don't want to put those people in jeopardy, no. If those people can work for 29 hours and not have their social security impacted, we're not trying to hurt those people.

Mr. Testa: Ok, thank you.

Mrs. Hughes conducted the voice vote.

Mr. Cardillo	Yes
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mr. Padula	Yes
Mr. Paul	Yes
Mr. Testa	Yes

There being no further discussion, motion carried **motion carried 6-1.**

FOR ACTION:

Volume LVII

Report No. S – 111

SUBJECT:

Consulting Agreement between the Utica City School District and Robert Leslie – Career and Technical Education (CTE) Program

Authorization is requested of the Board of Education to approve the Consulting Agreement dated December 14, 2022 between the Utica City School District and Robert Leslie in connection with the District's Career and Technical Education (CTE) Program.

Moved by Mrs. Padula and seconded by Mrs. Knoop.

Mr. Dawes: I think we are a little premature on this. Our CTE Program will be up and running if I'm not mistaken in 2023-2024. We're going to hire somebody now for then. We can't wait until we're ready.

Mr. Cardillo: How much is the contract?

Mr. Nolan: The contract is for 36 hours a week at \$87.00 an hour from January 1st to June 30th. I think the total contract if he works all 36 hours (whatever the total hours) is about \$75,000.

Mr. Cardillo: How did we find him?

Mr. Nolan: Robert Leslie is known throughout New York State as being the Career and Tech Ed guru. He is a remarkable individual and I was so happy that he even wanted to talk to me about the possibility of coming to Utica to make this the best. He sees it on the ground floor. He sees that we're starting right from scratch, and it takes; I know there's a real misunderstanding of what Career and Tech Ed is. There's a tremendous amount of work that has to take place before you even have your first student. You have to have cooperative agreements with universities and colleges. You have to have cooperative agreements with community organizations like the Carpenter's Union or the Griffiss Air Base Drone Program or the Robotics Program or how about the Cyber Security Program at Utica University, which is world famous, or at Mohawk Valley Community College where they train NSA.

President Hobika, Jr.: I have a question. Has he ever done it before?

Mr. Nolan: Bob Leslie wrote the Bible on Career and Tech Ed.

President Hobika, Jr.: Ok.

Mr. Nolan: We should be lucky to have him.

Mrs. Hughes conducted the voice vote.

Mr. Cardillo	Yes
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mr. Padula	Yes
Mr. Paul	Yes
Mr. Testa	No

There being no further discussion, motion carried **motion carried 5-2.**

FOR ACTION:

Volume LVII

Report No. S – 114

SUBJECT:

Creation of Positions

Authorization is requested of the Board of Education to create one (1) Maintenance Foreperson (12-months) position effective December 14, 2022.

Authorization is requested of the Board of Education to create one (1) Custodial Foreperson (12-months) position effective December 14, 2022.

Authorization is requested of the Board of Education to create one (1) HVAC Systems Mechanic (12-months) position effective December 14, 2022.

December 13, 2022 – 7:00 p.m.

Regular Meeting

Authorization is requested of the Board of Education to create one (1) Director of Career and Technical Education (12-months) position effective December 14, 2022.

Authorization is requested of the Board of Education to create one (1) Assistant School Lunch Director (12-months) position effective December 14, 2022.

Authorization is requested of the Board of Education to create one (1) Administrator for Student Registration (12-months) position effective December 14, 2022.

Moved by Mrs. Padula and seconded by Mrs. Knoop.

Mr. Dawes: So we're adding 1, 2, 3, 4, 5, 6 jobs. No salaries attached to any of these. Were any of these; I assume they're all going to be posted. Some of these we've had before and some we haven't.

Mr. Nolan: All these positions that are here, except for the Administrator for Student Registration which Mr. Ed Simpson has agreed to take because he has experience with student enrollment. He was very, very delighted when we had the conversation about the opportunity that would afford him to do this position. But the other 5 positions will all be posted. I just want to let you know tonight that there are currently 47 vacant positions budgeted for this school year. I want to make sure I'm clear, 47 vacant positions budgeted for this school year, right Miss Albanese?

Miss Albanese: Yes.

Mr. Testa: A few of these positions are they Civil Services tested? Are we going to be going off that list?

Mr. Nolan: Mrs. LaGase will tell you.

Mr. Testa: Ok.

Mrs. Hughes conducted the voice vote.

Mr. Cardillo	Yes
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mr. Padula	Yes
Mr. Paul	Yes
Mr. Testa	Yes

There being no further discussion, motion carried **motion carried 6-1.**

FOR ACTION:

Volume LVII

Report No. B – 19

SUBJECT:

Substitute Rates

Authorization is requested of the Board of Education to approve the following substitute rates, effective December 31, 2022.

Substitute Teacher Rates:

Certified Teachers	\$130.00 per day
Long-Term Teachers	\$186.00 per day
Non-Certified Teachers	\$100.00 per day
Teacher Assistants	\$14.20 per hour
Substitute Teachers	\$15.00 per extra class

SEIU Substitute Rates:

Bus Driver	\$14.45 per hour
Bus Monitor	\$14.20 per hour
Food Service Worker	\$14.20 per hour
Security Monitor	\$14.20 per hour
Security Officer	\$19.57 per hour

Substitute Clerical Rates:

1-20 years of service	\$15 per hour
Over 20 years of service	\$20 per hour

Substitute Nurse Rates:

RN's	\$115.00 per day
LPN's	\$20.00 per hour

Moved by Mrs. Padula and seconded by Mrs. Knoop.

Mr. Dawes: I think it's a great idea that we're trying to entice people into these positions. These are very important positions in our district. I know we just gave them some money not long ago, but I think this is an improvement.

There being no further discussion; **motion carried 7-0.**

FOR ACTION:**Volume LVI****Report No. P – 13****SUBJECT:****Termination****Custodial/Maintenance**

It is recommended that the following termination be approved:

Matthew Arcuri	Cleaner Proctor High School Effective: November 29, 2022
----------------	--

President Hobika, Jr.: Don, do you have that in front of you because it's a personnel action? Can we have an open discussion about it?

Mr. Gerace: Depends on what the discussion is.

President Hobika, Jr.: Ok let me do this. I need a motion to address that issue; otherwise it's not going to get addressed.

Motion was made by Mr. James Paul to address this issue; seconded by President Hobika, Jr.

President Hobika, Jr.: What did you want to say Don? Keeping in mind that this is a personnel issue that could've been discussed in Executive Session.

Mr. Dawes: I thought it was going to be, to be honest with you.

President Hobika, Jr.: You didn't bring it up.

Mr. Dawes: I realize that I'm sorry. A lot was discussed, I missed this. My only concern is that we have an action here and there's no reason given or anything. We're going to do it I guess; I don't believe it that. I'm going to vote no, that's the most I'll say.

Mrs. Hughes conducted the voice vote.

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mr. Padula	Yes
Mr. Paul	Yes
Mr. Testa	No

There being no further discussion, motion carried **motion carried 4-3.**

FOR ACTION:

Volume LVII

Report No. P – 13

SUBJECT:

Changes in Job Title

Administrator

Authorization is requested of the Board of Education to change Steven A. Falchi's job title from Administrative Director of Curriculum and Instruction K-12 to Chief Academic Officer at an annual salary of \$155,000.00 with all other provisions of the employment contract to remain the same effective December 14, 2022.

Authorization is requested of the Board of Education to change Michele D. LaGase's job title from Director of Human Resources to Chief Human Resources Officer at an annual salary of \$150,000.00 with all other provisions of the employment contract to remain the same effective December 14, 2022.

Authorization is requested of the Board of Education to change Sara Klimek's job title from Director of Grants, Contracts & Compliance to Chief Accountability Officer at an annual salary of \$140,000.00 with all other provisions of the employment contract to remain the same effective December 14, 2022.

Authorization is requested of the Board of Education to change Michele A. Albanese's job title from School Business Official to Chief Financial Officer at an annual salary of \$150,000.00 with all other provisions of the employment contract to remain the same effective December 14, 2022.

Authorization is requested of the Board of Education to change Michael Ferraro's job title from Director of Support Services to Chief Operations Officer at an annual salary of \$155,000.00 with all other provisions of the employment contract to remain the same effective December 14, 2022.

Moved by Mrs. Padula and seconded by Mr. Testa.

Mr. Dawes: This is part of the reorganization. We always had workshops so that we could work over the way the reorganization went in the district. All of a sudden, we get all this and there's money attached to all this. Everything here I'm really flabbergasted. We're moving people around. There's no stability here in the district.
President Hobika, Jr.: I'd like to comment on that.

Mr. Dawes: You can, but can I finish?

President Hobika, Jr.: Sure.

Mr. Dawes: We have a receptionist job, is that a Civil Service job. I'm assuming it is. I don't see anything about Civil Service in there. We have all our administrators who do a fantastic job. I think they're great. Most of them just got extension on their contracts and got more money and a raise built into that. Now we're giving them another raise. God bless them that they do such a great job, but we just can't keep giving money away.

Mr. Testa: I want to comment we know how hard it is right now even to retain teachers and issues with staffing and keeping people working. A lot of these contracts were just settled. People are working with raises they got just recently. I'm not begrudging any one of them. They do a great job. We shouldn't be spending money right now. Especially with

the Federal Government. We don't know how much money State Aid down the road we are going to be losing stuff like that. Hopefully we can look forward and trying to get our teachers contract settled and different areas. Thank you.

Mrs. Hughes conducted the voice vote.

Mr. Cardillo	No
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mr. Padula	Yes
Mr. Paul	Yes
Mr. Testa	No

There being no further discussion, motion carried **motion carried 4-3.**

<u>FOR ACTION:</u>	Volume LVII	Report No. P – 13
SUBJECT:	Appointment	Administrator

It is recommended that the following appointment be approved:

Pamela A. Smoulcey 310 Tumbleweed Drive Utica, NY 13502	Administrator for Special Education Services Probationary, 12-months Effective: December 14, 2022 Salary: \$145,000 (prorated) per U.A.A. Contract Certification: Professional – School District Leader; Permanent – Special Education Tenure Award Date: December 14, 2026 Education: C.A.S., SUNY Cortland, 12/08; M.S., SUNY Cortland, 5/05; B.A., Marist College, 5/03 Experience: Director of Student Services, New Hartford Central School District, New Hartford, NY 8/17 to present
---	--

Moved by Mrs. Padula and seconded by Mrs. Knoop.

Mr. Dawes: Apparently this is a new person because they are going to take over the Special Ed Department. That I guess is all part of the reorganization and I'm against doing this without us sitting down in some kind of a forum and having a discussion.

Mr. Cardillo: I have a question. I think it was 2 or 3 Board Meetings that Mr. Simpson came and made presentations to us. I was of the opinion that everybody thought he was doing a good job. Well, you're shaking your head, but it didn't seem that way during the interviews. Anyways having said that, is this something that he's ok with. Did you propose it to him in a way that he's ...

Mr. Nolan: If could have taken a picture of Ed's face when I sat down and talked to him about the opportunity of leaving Special Ed behind and moving into student enrollment, it would be like the Pearly Gates opened and he couldn't stop smiling from ear to ear.

Mr. Cardillo: Ok, and you're comfortable with it.

Mr. Nolan: I want to give some compliments to Ed. Ed has already under the last week made some strategic planning on a district wide registration center that. For me it's been awesome. He comes to me and tells me what's going on, his plan for it. He's really feeling, you know what I said earlier – thankful, grateful, and blessed. He's feeling thankful, grateful, and blessed.

Mr. Cardillo: From a salary perspective, is he making the same amount of money?

Mr. Nolan: Yes.

Mr. Cardillo: Is she making more than he was making?

Mr. Nolan: This salary is competitive to the position. I thought people here were going to be excited that we stole someone from New Hartford. Pam Smoulcey is from New Hartford. She used to be here in Utica.

Mr. Cardillo: No, I'm just asking a question about salary.

Mr. Nolan: I think it's a little more, I don't really know.

Mr. Cardillo: Ok, so you don't know. That's fine.

Mr. Nolan: It's the same title – Administrator.

Mr. Cardillo: Ok.

Mr. Paul: I have a question. Mr. Dawes is concerned with not having a meeting about all this staff movement. I just want to know how many meetings you guys held prior with all the staff movement before.

Mr. Dawes: We used to. I can't tell you the last time we did this. But the last time we had a major reorganization, we had a workshop. If I'm not mistaken, the one we had was at the Fort Schuyler Club when Mrs. Klein was the President. I always was in favor of having workshops for any major changes in the district. Most of the Superintendents have done that.

Mrs. Hughes conducted the voice vote.

Mr. Cardillo	Yes
Mr. Dawes	No
Mr. Hobika, Jr.	Yes
Mrs. Knoop	Yes
Mrs. Padula	Yes
Mr. Paul	Yes
Mr. Testa	No

There being no further discussion, motion carried **motion carried 5-2.**

FOR ACTION:

Volume LVII

Report No. P – 13

SUBJECT:

Appointments

Coaching/Spring 2023

It is recommended that the following coaching appointments be approved:

David Guido

Boys Varsity Baseball
Proctor High School
Effective: Spring 2023
Index: \$6,538

Stephen Strife

Boys Assistant Varsity Baseball
Proctor High School
Effective: Spring 2023
Index: \$5,085

James Caswell	Boys Varsity Lacrosse Proctor High School Effective: Spring 2023 Index: \$4,651
Robert Heinrich	Boys Assistant Varsity Lacrosse Proctor High School Effective: Spring 2023 Index: \$2,732
Michael Zaloom	Boys Varsity Tennis Proctor High School Effective: Spring 2023 Index: \$2,632
Jerome Tine	Boys Varsity Track Proctor High School Effective: Spring 2023 Index: \$6,538
Heather Monroe	Boys Assistant Varsity Track Proctor High School Effective: Spring 2023 Index: \$5,085
John Simmons	Boys Varsity/Jr. Varsity Golf Proctor High School Effective: Spring 2023 Index: \$4,359
Joe Guidera	Girls Varsity/Jr. Varsity Golf Proctor High School Effective: Spring 2023 Index: \$3,101
Brandon O'Connor	Girls Varsity Softball Proctor High School Effective: Spring 2023 Index: \$3,984
Rocco Giruzzi	Girls Assistant Varsity Softball Proctor High School Effective: Spring 2023 Index: \$5,085
Kristi Peterson	Girls Varsity Track Proctor High School Effective: Spring 2023 Index: \$6,538
Walter Savage	Girls Assistant Varsity Track Proctor High School Effective: Spring 2023 Index: \$5,085

Bryan Stamboly	Boys Jr. Varsity Baseball Proctor High School Effective: Spring 2023 Index: \$5,085
Francis Williams	Girls Jr. Varsity Softball Proctor High School Effective: Spring 2023 Index: \$3,071
Nathan DeBan	Boys Modified Lacrosse Donovan Middle School Effective: Spring 2023 Index: \$2,193
Giuseppe Battista	Boys Modified Track Donovan Middle School Effective: Spring 2023 Index: \$1,951
William Robertello	Boys Modified Lacrosse Kennedy Middle School Effective: Spring 2023 Index: \$1,951
Daniel Clark	Boys Modified Track Kennedy Middle School Effective: Spring 2023 Index: \$2,584
Joshua Schreppel	Girls Modified Softball Kennedy Middle School Effective: Spring 2023 Index: \$1,951
Jenna Bellair	Girls Modified Track Kennedy Middle School Effective: Spring 2023 Index: \$2,584

Moved by Mr. Dawes and seconded by Mrs. Padula.

Mr. Paul: I thought we were going to at least have a conversation about all the spring sports coaching positions prior to any approval of coaches for the spring. We're a little way out on that.

President Hobika, Jr.: I think the reason as I understand it is we were having an issue because I think we appointed the fall sports coaches or the winter sports coaches too late. We posted the positions from what I understand, and obviously it's just my understanding. But my understanding was that they posted the positions to give our coaches an opportunity to be able to plan. We're going to do the same thing I guess moving into the future so that we're not either putting someone in a position where they are spending all the time with the kids and then all of a sudden, the posting takes place and they've trained the kids all summer they're way and then they don't get appointed as the coach. We're trying to make it so that there's some continuity. I know that this is a little bit early, and I don't want to use the term competitive advantage, but it would be helpful.

Mr. Paul: I get that but there's some concern with some of the coaches here. I know I had a conversation with Mr. Perrotta about not doing the same thing we did with the winter coaches when it comes time to hire spring coaches. There needs to be some conversation around what's happening with the coaches and the hires and those sorts of things. I know we discussed certifications and qualifications and staff versus non-staff. I don't see how we approve this now without having those conversations.

Mr. Nolan: If I could just add. I think it was the first Board Meeting that I attended, so that was October 20th or whatever that was. You were approving winter coaches and the discussion came up because the season for the winter was going to start shortly. We had a pretty lengthy discussion about how they're just not seasonal sports anymore that they're year long programming. One of the things that we talked about was I think it was basketball was that we couldn't put a coach at a disadvantage who worked the program all year long, summer camps, fall or spring leagues and then wait 2 weeks prior to the winter season and say you don't have the job. We're going to give it to somebody else. I know at that Board Meeting; we can go back and look at the minutes, I know at that Board Meeting the Board agreed to allow the Athletic Director to move the hiring of the spring coaches earlier so that we wouldn't run into the situation where we're hiring a spring coach a week or two before the season starts.

Mr. Paul: I totally understand that. My concern is still not having the conversation prior to putting it before the Board for approval without having the Board look at it as we discussed in that meeting in October. In October when that discussion was made it was to have a conversation around who's being hired for the winter sports. Now we're on the same track so we're going to hire for the spring sports coaches that we haven't discussed at all. We'll just see them in front of us at the Board Meeting.

President Hobika, Jr.: Can I just ask a question. Mrs. LaGase when were these positions posted?

Mrs. LaGase: The postings went out 10 days before the interview process. Vinny conducted the interviews. Do you have your date for the interview schedule?

Mr. Perrotta: We had the postings go out in early December. We wanted to get the postings in like we discussed early so these coaches had a chance to work with their teams in the off season prior to the season.

President Hobika, Jr.: When did the postings take place?

Mr. Perrotta: The beginning of December. They closed I want to say roughly around the 10th of December.

President Hobika, Jr.: Is that standard operating procedure in terms of coaching?

Mr. Perrotta: As far as the posting?

President Hobika, Jr.: Yes.

Mr. Perrotta: Yes, it went out for a standard length of time.

President Hobika, Jr.: So that's our standard time.

Mr. Perrotta: Correct.

President Hobika, Jr.: Ok. Then you said the beginning of December?

Mr. Perrotta: Yes, it could've been late November.

President Hobika, Jr.: The reason I'm asking is today is the 13th.

Mr. Perrotta: So it went out for 10 days or 14 days which is our standard.

Mrs. LaGase: I can provide the Board with a copy of the postings.

President Hobika, Jr.: The reason why I'm asking the question is because we post for 10 days and applications come in and you have to fill out stuff, show stuff or whatever it is right – communicate and demonstrate an interest. Then is it our practice to start interviewing people as they submit applications, or do we wait to see how many people came in?

Mrs. LaGase: We wait until the posting closes and then there is an interview schedule based on the applicants.

President Hobika, Jr.: Is everybody entitled to an interview if they submit?

Mrs. LaGase: Yes.

President Hobika, Jr.: Ok if this is a 10-day process or 10 or 14 days, and it's the 13th of December right now and this list was formulated at least on the 9th or maybe beforehand. Was there a limited number of applicants for these various positions because I'm trying to address James' inquiry because it sounds to me like are we sure we did the postings in early December because we only had 9 days because this list would've been in the Board packet. I'm assuming that it doesn't come over in the morning on the 9th. Can you kind of give me an idea.

Mr. Perrotta: My dates could be wrong. It was probably the end of November, but it did end in early December. Looking at who applied for the jobs though, we didn't have any multiple applicants in any of these jobs. Most of these jobs, if not all of these jobs, are returning coaches.

President Hobika, Jr.: Ok, I just want to be clear. So, when you talk about end of November are you like a last day in November kind of guy or you the last week in November kind of guy or are you the last couple of weeks kind of guy.

Mr. Perrotta: Probably the last couple weeks kind of guy.

President Hobika, Jr.: Are you saying to the Board that there wasn't one coaching position that is on that list that had more than one person apply.

Mr. Perrotta: That is correct. The only tricky part to that is some coaches applied to multiple positions, but they expressed like first choice, second choice, third choice. As I went through it there were no conflicts. If there were any conflicts or two people were applying for the same jobs, they would be interviewed.

President Hobika, Jr.: How many interviews did you do?

Mr. Perrotta: I didn't do any interviews.

President Hobika, Jr.: So, you are saying that there were no conflicts?

Mr. Perrotta: Correct.

President Hobika, Jr.: Ok.

Mr. Paul: There are no coaches on this list that wanted to be somewhere else.

Mr. Perrotta: Correct. Well, some of them did, for instance there was a coach on here that their first choice was the Varsity Head Coach, their second choice was the JV Coach, and their third choice would've been the Modified Coach. They got what they wanted, what they applied for first, their first choice so there was no reason for an interview.

Mr. Paul: And no assistants wanted to be Head Coaches?

Mr. Perrotta: Correct.

Mr. Paul: Thank you.

Mr. Nolan: When I went through this with Vinny, I looked at the salaries and we're talking about money. I am a baseball umpire. I have umpired baseball for a long time, and I know Dave Guido very well. Dave Guido has been coaching baseball here in Utica; he's a legend right – over 30 years. And I saw that he makes \$6,700. Where I'm from in CNS and Liverpool which are the schools you compete against, those coaches are making \$14,000/\$15,000. I know Dave

Guido would probably coach for nothing, but that's not fair for Dave Guido and it's not fair for those other coaches. Because if Dave Guido who's 30 plus years is only making \$6,700 and that's probably at the top of the scale right (\$6,538); I'm sorry I cheated him \$200. For his years he should be making triple that.

Mr. Perrotta: That's correct. At one time we were like the lead in coaching salaries. That has changed, that has passed us by.

Mr. Paul: And we have \$547,000 sitting somewhere for athletics? Thank you.

President Hobika, Jr.: It should have been \$1.7 million.

There being no further discussion; **motion carried 7-0.**

MOTION FROM THE FLOOR:

FOR ACTION:

Volume LVII

Report No. P – 13

SUBJECT:

Resignation

Clerical

It is recommended that the following resignation be approved:

David P. Testa

Computer Specialist
Proctor High School
Effective: December 13, 2022
Reason: Personal
Notification Received: December 13, 2022

Moved by Mrs. Padula and seconded by Mr. Testa.

There being no further discussion; **motion carried 6-0 (Mr. Testa – Abstain).**

THIS CONCLUDED THE SUPERINTENDENT'S REPORT.

Reports of Special Committees

Channel 3/Communications/Fine Arts – Tennille Knoop/David Testa/Danielle Padula

Mrs. Knoop reported, "I will just touch base really quick. We had a Communications Meeting thanking everybody that came. We have a new committee going, a lot of new teachers involved, a lot of the AV Coordinators involved and a lot of great things hopefully moving forward. One of the special projects that we wanted to do and work with is Proctor students have expressed reputation in their area; especially when it came to the nationwide coverage that they received with the knife incident. There are lot of students that feel as if they have to protect their school and want to show a different light of what Proctor is like. We are looking at creating initiative with the Proctor students. They do all their little TikTok and snap chats and let them create their own voice on what it's like to be a Proctor student and what it's like to walk in the halls and see their teachers. This is something that they would like to do. The Newspaper Club is also interested in getting involved, having them share stories and interview students. Hopefully maybe this is some we can move down to the elementary schools, the middle schools. Just something really positive for the students and allowing them to give their own voice. I know we are going to meet with the Morning Club that does the morning announcements at Proctor. We worked at getting the newspaper online so that everybody could read it. But we've got a lot of great ideas coming. If anyone is interested in joining our Communication Meeting, reach out to Kathy and we will let you know when the next meeting is."

President Hobika, Jr.: I just want to mention because I don't see the Audit Committee on here. We did have a meeting where we went over the audit of the External Auditor. It was prior to the Regular Board Meeting on the 15th. Everybody was invited to have an opportunity to review it.

Financial Report

Internal Auditor Report – Paris Rich, Internal Auditor

Mr. Rich reported, "Along with the bank statements, I just want to add that fundraisers, we are doing a lot more of them – spirit towels, pretzels, coffee, apparel, jewelry, dip, Krispy Kreme donuts and a couple of dinners where they get a percentage. I finished the audit and there were no discrepancies. I'm working on the Risk Assessment, and I will have that done in January. Merry Christmas and Happy New Year."

Approval of Minutes

Mrs. Padula made a motion to approve the following minutes; seconded by Mr. Testa.

- November 14, 2022 – Special Meeting
- November 15, 2022 – Special Meeting
- November 15, 2022 – Regular Meeting

There being no further discussion; **motion carried 7-0.**

Continuing Business (None)

New Business

Mrs. Padula: I just want to reiterate and remind everyone that the Kernan Food Pantry – their Grand Opening is tomorrow. I want to thank Miss Balandis, Mrs. DeDominick, Mrs. Dunlap and of course the students. There were so many area businesses that donated. The Ribbon Cutting is going to be tomorrow here at 3:30 p.m. and I'm excited to share all the progress. The staff and the students have worked so hard, and the businesses there are really too many to name, but we really appreciate it. The students have given up their lunch hour and are really excited for tomorrow, and hopefully to carry through this entire district in the next couple months. I just wanted to remind everybody, the teachers, especially if you are available, it is 3:30 tomorrow.

President Hobika, Jr.: Thank you.

Mrs. Knoop: I do have a question. I'm just needing some clarification because it kind of keeps going back and forth. A policy that we changed, and this was regarding funding for the Professional Development for our teachers. I'm just looking for clarification. In the Policy in 2019, we have effective October 17, 2019, the district will not accept courses from the Professional Development Institute to be used toward salary adjustments. This was done in 2019. I'm just looking for a little bit of clarification on exactly if our teachers can take Professional Development courses and get paid or if they can't. There seems to be a really big miscommunication in this, and then I was told they could and then I was told no that this Policy was changed in October 2019, and they cannot.

President Hobika, Jr.: Did we address this issue before?

Mrs. Knoop: Yes. And again, it was said that no that's true they can take courses. Then again, we found out no.

President Hobika, Jr.: There are certain providers....

Mr. Gerace: That had to do with a specific provider that was not accredited, and certain teachers were submitting that they had taken those courses, but it was not from that provider; it was not an accredited provider. So, we could not accept those courses.

Mrs. Knoop: So, it's only through the PDI institute.

Mr. Gerace: If that's the name.

Mrs. LaGase: There were other particular providers that were being utilized and Mr. Falchi can expand on that.

Mr. Falchi: The simple answer is that there are contractual provisions in the UTA contract that govern what can be submitted for incremental salary adjustments. That Policy was written to conform with the provisions of the contract.

Mrs. LaGase: It should be noted that if there is something that is not delineated in the Board Policy for use for increments of pay, there is a committee that the teacher can submit their request to for review. It's representatives from the district and representatives from UTA that review that request and determine whether it will be approved for use for increments of pay.

Mr. Paul: I have a question. Does the teacher have to submit the course to be preapproved?

Mrs. LaGase: Yes.

Mr. Paul: So, it has to be preapproved. It has to come in front of the Board to preapprove it or where does that go?

Mrs. LaGase: It actually goes to the Committee. There's a committee with representatives from the district and the UTA. It gets sent to both the district and the UTA, there's an Inservice Committee meeting scheduled. The materials for the course work, what's involved, the length of the course, what affiliation the courses associated with, is there an official transcript, etc. The committee reviews that, the committee makes a determination on whether it's going to be allowed for use for increments of pay for the contract, or whether it's just going to be allowed for use for PDI hours towards certification if that person towards licensure if they need PD hours.

Mr. Paul: Is there a central location for the teachers to go to to kind of find out what will fall into that, I guess to help them with increments or just for PDI?

Mrs. LaGase: There are forms that were revised forms with protocols that were sent out to the entire unit so that they understand if it's a non-policy compliant course which is typically nonaffiliated with an accredited institution and a transcript, then they can utilize this mechanism to try to garner whether they can use that course for a movement on the pay scale.

Mr. Paul: Is it possible to try to get that committee to present to us next meeting?

Mrs. LaGase: Sure.

Mr. Paul: Ok, thank you.

Communication**(None)**

Adjournment

Mrs. Padula made a motion to adjourn the December 13, 2022 Regular Meeting; seconded by Mr. Testa.

There being no further discussion; **motion carried 7-0.**

President Hobika, Jr.: Merry Christmas and Happy Holidays to everybody.

The Regular Meeting was adjourned at 8:55 p.m.

Respectfully transcribed and submitted,

DEBORAH L. VENNERO
Board Recorder

