

Regular Meeting of the Board of Education  
of the Bethlehem Central School District held at  
the Educational Services Center,  
90 Adams Place, Delmar, New York

Members Present – Mrs. G. Stever, Mr. Downey, Mrs. Lenhardt, Ms. Bierman,  
Mr. Cooper, Ms. Wijeyesinghe (Executive Session only) and Dr. Navarro

Members Absent – Ms. Wijeyesinghe (Public Session)

Others Present – Dr. Tebbano, Mrs. Kehoe, Ms. Monroe, Mrs. Johnston and visitors.

**1. CALL TO ORDER**

The meeting was called to order by Mrs. G. Stever at 5:15 p.m.

**2. EXECUTIVE SESSION**

It was moved by Mrs. Lenhardt, seconded by Ms. Bierman, and passed unanimously to move to Executive Session at 5:15 p.m. to discuss personnel and confidential matters.

Present at Executive Session: Mrs. G. Stever, Mr. Downey, Mrs. Lenhardt, Ms. Bierman, Mr. Cooper, Ms. Wijeyesinghe, Dr. Navarro, Dr. Tebbano, Mrs. Kehoe, Ms. Monroe, Mrs. Johnston, Gregg Nolte, Craig Apple and Doug Miller.

**3. RECONVENE REGULAR MEETING**

The regular meeting was reconvened by Mrs. G. Stever at 7:12 p.m.

**4. APPROVAL OF MINUTES**

It was moved by Mr. Downey, seconded by Mrs. Lenhardt and passed unanimously to approve the regular meeting minutes of August 10, 2011.

**5. BOARD OF EDUCATION REPORT**

Mrs. Lenhardt reminded Board Members and visitors that the Bethlehem Central Community Foundation is planning their kick off fund raising efforts at our Homecoming Football Game on September 30<sup>th</sup>. If possible please plan to attend.

Mrs. G. Stever noted the following:

- Several Board Members toured the district's Transportation and Operations and Maintenance facilities last week.
- Attended the "New Teacher Orientation"
- Attended the farewell gathering for Matt Leon, Communications Specialist, who will be moving on to another school district.

**6. SUPERINTENDENT'S REPORT**

Dr. Tebbano reported on the following:

- First day of School for grades 1-12 is September 8<sup>th</sup> and Kindergarten starts on September 9<sup>th</sup>. Toured the buildings and we are in great shape.
- Opening day (Superintendent's Conference Day) was September 6, 2011, Jody Monroe met with teachers to review the new Annual Professional Performance Review (APPR) requirements.
- Discussions with staff on how to handle September 11<sup>th</sup> memorial observances. Teachers at the secondary level may have an observance, but we don't want to dwell too much at the Elementary level. It was felt that parents preferred to have these conversation with their children. We don't want to upset or cause alarm at the Elementary level.

## **7. PERSONNEL ACTION – INSTRUCTIONAL**

(All appointments and payments for services are subject to our possession of proper payroll documentation and a notice, if appropriate, from the Commissioner of Education that (s)he is fully cleared for employment.)

It was moved by Mrs. Lenhardt, seconded by Ms. Bierman and passed unanimously to approve the following Instructional staff actions:

1. Name: Sheila A. Jones  
Position: 1.0 Nurse Position (1:1)  
Building: District  
Start Date: 9/1/11  
Seniority Date: 9/1/09  
Salary: \$37,624. Step 8  
Registration: Valid through 4/30/13  
Certificate:  
CPR/AED Card: Valid through 5/31/12  
Reason: Due to a Student with Special Needs

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2. Name: Cathleen McEvoy  
Position: 1.0 School Psychologist  
Tenure Area: School Psychologist  
Building: District  
Probationary Start Date: 9/1/11  
Tenure Date: 8/31/14  
Seniority Date: 9/1/11  
Salary: \$48,145. MA+60 Step 2  
Education: PsyD – Alfred University – School Psychology  
CAS – Alfred University – School Psychology  
MA – Alfred University – School Psychology  
BS – University of Vermont - Psychology  
Certification: School Psychologist  
Status:  
Reason: Resignation of Kristin DeMeo

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3. Name: Britt Buckenroth  
Position: Part-Time – 0.5 Library Media Specialist  
Building: Elsmere Elementary  
Part-time Start Date: 9/1/11  
End Date: 6/30/12  
Salary: \$46,020. MA+9 Step 1  
Pro-Rated Salary: \$23,010.  
Education: BA – SUNY College at Fredonia – English/  
Secondary Education  
MLS – SUNY University at Albany – Library  
Science/School Media Specialist  
Certification: School Media Specialist  
Status:  
Reason: Resignation of Anne Rappoccio

4. Name: Donna White  
FTE: 0.4 First Semester (0.2 previously appointed)  
Teaching Area: CTE  
Building: Middle School  
Part Time Start Date: 9/1/11  
End Date: 6/30/12  
Salary: \$53,817. BA+30 Step 9.5  
Prorated Salary \$10,763

5. Name: Carla Reiner  
Position: 1.0 Substitute Elementary Teacher  
Building: Slingerlands  
Substitute Start Date: 9/8/11  
Daily Rate: \$228.84 MA Step 1  
Education: MS – The College of Saint Rose – Elementary Education  
MS – The College of Saint Rose – Reading  
BA – SUNY at Plattsburgh – Human Relations  
Certification: Reading Teacher  
Status: Nursery, Kindergarten & Grades 1-6  
Reason: Leave of Absence of Deborah Carpenter

6. New Teacher: Megan Volo  
Discipline: Special Education  
Building: Hamagrael  
Advisor: Nicole Canning  
Total Stipend: \$400.00

7. New Teacher: Michelle Moloney  
Discipline: Mathematics  
Building: Middle School  
Advisor: Patricia Rider  
Total Stipend: \$160.00

8. Name: Deborah Carpenter  
Position: 1.0 Education Teacher  
Location: Slingerlands  
Effective Date: 1/15/12  
Reason: Resignation for Retirement Reasons  
Length of Service: 23 Years

9. Name: Lauren Ward  
Position: Elementary Teacher  
Location: Glenmont Elementary  
Effective Date: November 28, 2011 through March 2, 2012  
Type of Leave: Maternity Leave

10. It is recommended that the Board of Education approved the attached list of Co-curricular appointments for the 2011-12 school year.

### **8. PERSONNEL ACTION – SUPPORT STAFF**

(All appointments and payments for services are subject to our possession of proper payroll documentation and a notice, if appropriate, from the Commissioner of Education that (s)he is fully cleared for employment.):

It was moved by Mrs. Lenhardt, seconded by Mr. Downey and passed unanimously to approve the following Instructional staff actions:

1. Name: Ronald Dames  
Position: Bus Driver  
Location: Transportation  
Effective Date: August 31, 2011  
Reason: Resignation for personal reasons  
Length of Service: 1 year
2. Name: Alan Gordon  
Position: School Monitor (Aide to Students with Disabilities)  
Location: High School  
Effective Date: August 14, 2011  
Reason: Resignation for personal reasons  
Length of Service: 15 years
3. Name: Thomas Stephany  
Position: Custodial Worker  
Location: Elsmere Elementary School  
Effective Date: February 17, 2012  
Reason: Resignation due to retirement  
Length of Service: 32 years
4. Name: Patricia Padula  
Position: School Monitor (Clerical Aide)  
Location: Middle School  
Effective Date: September 1, 2011  
Reason: Resignation for personal reasons  
Length of Service: 8 years
5. Name: Shannon Clyde  
Position: School Monitor (Aide to Students with Disabilities)  
Location: Hamagrael Elementary School  
Effective Date: July 28, 2011  
Reason: Resignation for personal reasons  
Length of Service: 3 years
6. Name: Amy Hunter  
Position: School Monitor (Noon Hour Aide)  
Location: Eagle Elementary School  
Effective Date: August 30, 2011  
Reason: Resignation for personal reasons  
Length of Service: 2 years

7. Name: Susan Lenegar  
Position: 10 month Probationary School Monitor (Aide to Students with Disabilities)  
Hours per Day: 6.25 hours per day  
Salary: Step 2 of Salary grade 3-1; \$17,799  
Location: Middle School  
Effective Date: September 8, 2011  
Reason: Recall due to the resignation of Shannon Clyde

8. Name: Emily Slattery  
Position: 10 month Temporary School Monitor (Noon Hour Aide)  
Hours per Day: 2.25 hours per day  
Hourly Salary: Step 2 of Salary grade 3-1; \$14.91/hour  
Location: Hamagrael Elementary School  
Effective Date: September 8, 2011  
Ending Date: June 30, 2012  
Reason: Due to the resignation of Debora Galazzo

9. It is recommended that the Board of Education re-appoint the attached list of Transportation School Bus Drivers and School Monitors (Bus Attendants) for the 2011-12 school year, based on bidding results from August 29, 2011.

10. It is recommended that the Board of Education approve the attached list of vacation days for the Management Staff, effective July 1, 2011 for the 2011-12 school year.

#### **9. COMMITTEE ON SPECIAL EDUCATION/PRESCHOOL EDUCATION RECOMMENDATIONS**

It was moved by Mrs. Lenhardt, seconded by Mr. Cooper and passed unanimously to approve the Committee on Special Education recommendations and the Committee on Preschool Special Education recommendations for the following meeting dates:

3/17/11; 3/31/11; 4/1/11; 5/19/11; 8/4/11; 8/10/11; 8/11/11; 8/15/11; 8/17/11; 8/18/11; 8/19/11; 8/22/11; 8/23/11; 8/24/11; 8/26/11; 8/31/11; 9/1/11

#### **10. APPROVAL OF HUMAN RESOURCES ASSOCIATES CONTRACT**

It was moved by Mrs. Lenhardt, seconded by Ms. Bierman and passed unanimously to approve the contract with Human Resources Associates for the 2011-12 school year, as per attached. This contract provides professional services for the district's Employee Assistance Program.

#### **11. CLAIMS AUDITOR REPORT**

It was moved by Mrs. Lenhardt, seconded by Mr. Cooper and passed unanimously to accept the Claims Auditor report for the month of July 2011.

#### **12. ANNUAL PROFESSIONAL PERFORMANCE REVIEW (APPR)**

It was moved by Mrs. Lenhardt, seconded by Ms. Bierman and passed unanimously to approve the Annual Professional Performance Review for the 2011-12 school year.

**13. FIRST READING OF THE FOLLOWING POLICIES**

The Board of Education conducted a first reading of the following policies:

4526	Computer Use in Instruction Policy
4626-R	Computer Use in Instruction Regulation
4526.1	Internet Safety Policy
4526.1-R	Internet Safety Regulation
4526.2	Acceptable Use Policy
4626.2-R	Acceptable Use Regulation

**14. FUTURE MEETINGS AND EVENTS**

Wednesday, September 21, 2011	7:00 pm	Regular Board Meeting
Wednesday, October 5, 2011	7:00 pm	Regular Board Meeting
Wednesday, October 19, 2011	7:00 pm	Regular Board Meeting

**15. ADJOURNMENT**

It was moved by Mrs. Lenhardt, seconded by Mr. Downey, and passed unanimously at 7:29 pm to adjourn the regular meeting.

Respectfully submitted,

Michelle Curtis  
Deputy Clerk

Date approved \_\_\_\_\_