



Fort Edward Union Free School District
Meeting of the Board of Education
March 13, 2023
Board Minutes

Members Present: Thomas Roche, Ella Collins, James Donahue, Amanda Durkee, John Guglielmo, Timothy Clark, Taylor Boucher and Ella Aul (Student Member)

Members Absent: Christina Durkee

Others Present: Keaysie Ferguson, Erin Russo, Christopher Rayder, Gregg Weeks and Sarah Buschynski

I. Call to Order and Pledge of Allegiance - Time: 6:30pm

II. Recognition of Successes:

- A. **Talent Unlimited Art Students:** Alexa Dubay-Hensler, Jules Mercier, Maharet Monroe, Spencer Smith and Rheanna Plude
- B. **Bowling Team:** James Keeley, Preston Gulick (1st Team All Star), Gabriel Glass (1st Team All Star) and Andrew Fish (League MVP)
- C. **AFT Grant:** Marianne Stark, Jessica Smatko, Ryan Herman and Joanna Scotch
- D. **Chronicle Newspaper Publication:** Jack Bacon
- E. **Connect Kids Field Trip Grant:** Kristen Morey

III. Community Comments:

Thomas Roche read the following: A public comment period not to exceed thirty (30) minutes each shall be provided at each business meeting. In an effort to provide an opportunity for all interested speakers, all speakers shall be limited to three (3) minutes during the public comment period. Community members, who wish to address the Board, are requested to complete the speaker request form and submit it to the Clerk of the Board prior to the meeting. Comments regarding agenda items will be taken first. Speakers are reminded of the three-minute time limit. Should the 30 minute time limit expire additional written comments may be taken prior to the meeting's adjournment. A member of the Board or the Superintendent will respond that the BOE received and reviewed the comments. When members of the public speak to the Board, they shall state their name and address, the name of the organization (if any) which they represent, and the agenda item they wish to comment on. Please be aware that by law individual student information or particular personnel issues cannot be discussed at public sessions of the board. The Board will not permit interruptions, slanderous remarks or "name-calling" by speakers or the audience. We take public comment very seriously and careful notes will be taken. However, the board generally does not respond while the meeting is in public session.

Sarah Buschynski spoke on behalf of the PTO and stated that the PTO collected monies at the Winter Carnival and is donating the \$150.00 proceeds to the Backpack Program.

IV. Presentations - None

V. Reports:

A. **Board Committee Reports (9 Board Committees)**



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1. Budget, Finance and Audit Committee
 - a) Met tonight 2/13/23 = Budget Workshop #4
 - b) Amanda Durkee noted that if anyone has any questions on the budget presentations, they should reach out to Superintendent Richard DeMallie
2. Personnel, Grievance and Negotiations Committee
3. Curriculum and Instruction Committee
4. Policy Review Committee
 - a) Met 3/1/23 = moving forward on reviewing the policy audit
 - b) Will meet again 3/20/23
5. Athletic Committee
 - a) Met 3/8/23
 - (1) Discussed Hudson Falls football merger and are ready/excited to move forward with this
 - (2) Not moving forward with Argyle merger for girls basketball, recommended to keep at Fort Edward and hold a modified and potentially JV or Varsity
 - (3) Competitive Cheer / Game Day Cheer merger with Hudson Falls; recommends adding cheerleading as a sport and merger and make decisions before day one of season
 - (4) Wrestling Proposal from Coach Terry = would like to gather student interest
 - (5) Reviewed spring mergers - tennis, softball and baseball
 - (6) Next Meeting = 6/6/23 at 6:00pm
6. Strategic Planning Committee
7. Health & Safety of Buildings & Grounds
8. Capital Project Committee

B. Superintendent Report

1. Things that have occurred since the last meeting:
 - a) Unified Bowling began and ended - finished 3rd in their division; had 6 athletes and 6 partners; we may be looking into holding a Unified Basketball team.
 - b) Thank you to the cafeteria and Ashley DeLisle for the Valentine's Day Breakfast with Pre-K and their Special Guests.
 - c) Have had a couple of Superintendent Hearings that resulted in long term suspensions.
 - d) Ran a test of the lockdown buttons in the school and it was successful.
 - e) Created a Remote Learning Plan, which will be distributed after the next snow event. If we use our last snow day, we will need to move to remote learning if there is another snow or emergency event after that.
 - f) Started summer school and summer enrichment course planning.
 - g) Had a traffic pattern meeting with Officer Huntington, Chief Lindsay and Village board members John Boucher and Dave Cutler to try and address this, will be meeting again 4/5/23.



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- h) Have had a conversation with FEAA, but Labor Relation Specialist, Rachel Risetto, is out of town, but will bring notes at the April Meeting.
- i) Scheduled to have a meeting with FESS, but the meeting was canceled.
- j) Had a meeting to wash each cohort; have one student out of cohort and a few behind in credit and we are working on how to get these students back up with their cohorts.
- k) Superintendent Conference Day March 10th was successful. A major focus was on well-being, with EAP sessions on Work Life/Balance, De-Stress for Work Success and Preventing/Coping with Burnout. Thank you to FETA for providing breakfast, Patrick Kenneally for bringing award-winning Moroccan chef, Aneesa Waheed, to our cafeteria and to Twisted Taco Truck for coming. We also had Scientific Investigations for Science Teachers, iReady data review for PreK-2 and legal updates regarding discipline for all staff.

2.Future Items:

- a) Will be scheduling meetings with the non-tenured staff; have 14 to do and are hoping to have them completed before April Break.
- b) Non-Tenured Staff Updates (where non-tenured staff stand in regard to achieving their tenure) will come in April.
- c) Adirondack League Meeting = 3/16/23
- d) Behavioral Health Meeting = 3/17/23
- e) Adirondack Area School Board Association = 3/23/23
- f) FEAA Meeting = 3/24/23
- g) Budget Workshop #5 = 3/28/23
- h) All County Music Festival = 4/1/23 at 1:30pm in Granville
- i) Accountability 2.0 with Assistant Commissioner Teresa Billington = 4/3/23
- j) April Break = 4/7 - 4/15
- k) Boilers
 - (1) 3/18/23 boilers are being shut down to replace valves
 - (2) 3/20/23 demo begins on new boiler install

3.Presentation on behalf of Joyce Long (Director of Pupil Services)

- a) Annual reviews have begun
- b) Unannounced Observations will be completed by 3/18/23

4.Presentation on behalf of Steve Neron (Buildings and Grounds)

- a) Fixed dishwasher in kitchen
- b) Fixed some leaking toilets
- c) Worked on lighting in auditorium
- d) Worked on science hood ventilation unit
- e) Has plans on potential snow removal for tomorrow, 3/14/23
- f) Will be attending BOE Meetings beginning in April

C. Treasurer Report (Reports in BOE Packets)

D. Building Principal Report

1.Drama Club presented The Addams Family 3/17/23 and 3/18/23

- a) Over 300 pre-sale and more sold at the door



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2. Blood Drive organized by Mr. Prindle = 3/15/23
3. Character Education has kicked off in elementary school
 - a) 3/15/23 = Elementary assembly with Jackie the Magician talking about respect and recognized February Kindness Crew with "Tea with the Principal"
4. NYC trip for Sophomores and Juniors to The Museum of Jew Heritage is happening in April
5. John Ferrell, singer/songwriter who travels the world singing about peace and hope is coming to Fort Edward in April; this is being sponsored by the PTO
6. New cell phone practice of students putting their phones in clear cell phone holders or keeping them invisible during class. This is not a new policy, it is just a new practice of implementing the existing policy. Day one has yielded no cell phone issues.
 - a) Timothy Clark asked for clarification on this implementation as it included headphones and earbuds. Erin Russo noted that if a student was using headphones or earbuds to listen to a video for an assignment, that would be acceptable, but it is not allowed for non-educational purposes. She further noted that she would discuss these types of events with the study hall teachers.
7. Spring parent and coach meeting occurred just before board meeting 3/13/23 at 6pm
8. Attendance overall 89.9% attendance rate; 12th and 2nd grade have the highest attendance rate (93%) and 9th grade remains the overall grade with the most room for growth in attendance (81%).
9. Will be doing an incentive that those in grade 6-12 with no referrals and 2 or less absences will be get to go on an end of year trip to Moreau State Park

E. Student Board Member

1. Received feedback that having the boys' bathroom doors removed is uncomfortable and is investigating a way to earn the doors back
2. Would like to bring back Student of the Quarter

VI. Discussion Items:

- A. Coaches Packet = this has been revived and is now being utilized
- B. Correction to August Minutes = Start date for Hillary Potter was not listed on the August minutes, this has been fixed and republished to the website
- C. Healthy Kids After School Program = would like them to move forward with gathering community interest
- D. Tax Exemption for Volunteer Firefighters and Ambulance Workers = would like to see impact and what area school boards are also doing
- E. 1st Year Advisor Volunteer = Timothy Clark felt that club advisors should be paid for their time but past practice has been that an advisor volunteers, gathers interest and builds a program and then, if sustainable, the Board of Education can discuss stipends, etc. Amanda Durkee requested that Richard DeMallie discuss past practice with FETA and policy for amending the contract for the purpose of adding club advisors.
- F. eSports
- G. Moot Court = missed it this year as it is a spring activity; will gather student interest



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- H. Tennis Club = opportunity for intramural and developmental tennis versus competitive tennis as a sport
- I. Dungeons and Dragons Club = have a middle school teacher interested in starting this club; the board has requested to gather student interest and give a snapshot of what this club would consist of

VII. Consent Agenda:

Although Board action is required, it is generally unnecessary to hold discussion on these items. With the consent of all members, they are therefore grouped and approval is given in one motion. In the event a Board member wants to discuss any item, it is moved to an appropriate place on the agenda.

- A. Approval of Minutes for Board Meeting held February 13, 2023.
- B. Approval of Treasurer Reports for February as included in the Board packets.
- C. Approval of Budget Transfers for February as included in the Board packets.
- D. Approval of the Warrants and Claims as included in the Board packets.

Motion made by John Guglielmo, seconded by Amanda Durkee to approve items A-D. Motion carried 7-0.

VIII. Action:

- A. Motion made by Amanda Durkee, seconded by Timothy Clark to approve the CSE/CPSE Recommendations as included in the Board packets. Motion carried 7-0
- B. Motion made by Ella Collins, seconded by James Donahue to approve the Single Audit Management Representation Letter. Motion carried 7-0.
- C. Motion made by Taylor Boucher, seconded by Ella Collins to approve the Single Audit Corrective Action Plan. Motion carried 7-0.
- D. Motion made by John Guglielmo, seconded by Taylor Boucher to approve cheerleading to be recognized as a sport. Amanda Durkee reiterated that if Fort Edward decides to move forward with the merger for competitive cheerleading, it must be recognized as a sport. Motion carried 7-0.
- E. Motion made by John Guglielmo, seconded by Amanda Durkee to approve the football merger for all levels between the Fort Edward UFSD and Hudson Falls CSD for the 2023-2024 school year. Amanda Durkee thanked Hudson Falls. Motion carried 7-0.
- F. Motion made by John Guglielmo, seconded by Amanda Durkee to approve the cheerleading merger for all levels between the Fort Edward UFSD and Hudson Falls CSD for the 2023-2024 school year. Amanda Durkee reiterated that this was in place in case the cheerleaders decided to



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move forward with competitive cheer versus club cheerleading. Motion carried 6-0-1. Taylor Boucher abstained.

- G. Motion made by Amanda Durkee, seconded by Timothy Clark to approve the soccer merger for all levels between the Fort Edward UFSD and Argyle CSD for the 2023-2024 school year. Motion carried 7-0.
- H. Motion made by Ella Collins, seconded by James Donahue to approve the golf merger for all levels between the Fort Edward UFSD and Argyle CSD for the 2023-2024 school year. Motion carried 7-0.
- I. Motion made by Taylor Boucher, seconded by Amanda Durkee to approve the tennis merger for all levels between the Fort Edward UFSD and Argyle CSD for the 2023-2024 school year. Motion carried 7-0.
- J. Motion made by James Donahue, seconded by Timothy Clark to approve the cross country merger for all levels between the Fort Edward UFSD and Argyle CSD for the 2023-2024 school year. Motion carried 7-0.
- K. Motion made by James Donahue, seconded by Amanda Durkee to approve participation in the Cooperative Purchasing Program coordinated by Washington-Saratoga-Warren-Hamilton-Essex Counties BOCES for bids awarded in the 2023-2024 school year for custodial products, copy paper and envelopes. Motion carried 7-0.
- L. Motion made by Amanda Durkee, seconded by James Donahue to approve the following resolution:

WHEREAS, the Village of Fort Edward has requested that the Fort Edward UFSD transfer the real property located at 220 Broadway, Fort Edward commonly known as “the Annex”; and

WHEREAS, the Village intends to use the property for public purposes, including the storage and preservation of historical documents and artifacts; and

WHEREAS, the District has, by previous resolution, closed the building and determined that it was not needed for educational purposes; and

WHEREAS, the District is agreeable to transferring the property to the Village for public purposes that would benefit the school district community as well as the village community

The District adopts the following proposition for consideration by the voters:

Shall the Board of Education of the Fort Edward Union Free School District be authorized to transfer a portion of the real property located at 220 Broadway, Fort Edward to the Village of



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Fort Edward, for public use, in accordance with the agreement dated March 13, 2023?

Motion carried 7-0.

M. Motion made by Amanda Durkee, seconded by Ella Collins to approve the following resolution:

**Memorandum of Agreement By and Between Fort Edward Union Free School District and
Southern Adirondack Substitute Teacher Alliance**

WHEREAS, the parties have entered into a Collective Bargaining Agreement, dated July 1, 2019 to June 30, 2025; and

WHEREAS, the CBA outlines terms and conditions of employment agreed to by and between the parties, including, but not limited to, compensation as provided for in each respective salary schedule for specific titles recognized within the bargaining unit; and

WHEREAS, Article VIII, Salary, provides annual compensation for uncertified substitutes; and

WHEREAS, due to an increase in the New York State minimum wage, the 2022-2023 daily rate for uncertified substitutes needs to be adjusted, effective December 31, 2022, in order to be in compliance; and

NOW, **THEREFORE**, the parties agree as follows:

1. Effective December 31, 2022, the daily compensation for uncertified substitutes (Tier One 0-24) shall be increased to reflect \$92.30 per day.
2. The parties agree that uncertified substitutes shall receive retroactive salary adjustments to reflect the daily rate, as provided for in number 1 above, effective December 31, 2022.
3. The parties further agree that any dispute concerning the terms of this Agreement shall be resolved through the grievance procedure set forth in the Collective Bargaining Agreement between the District and the Unit.
4. The parties agree that this MOA shall be subject to ratification by the Board of Education.

Motion carried 7-0.

IX. Personnel:

All appointments are subject to change and compensation proration, pending emergency school closing and required reductions in force. All coaching appointments are made pending completion and verification of all required coaching credentials, with the stipend per FETA contract commensurate with experience and no other salary or benefits. All coaching, extracurricular appointments are subject to reduction and compensation proration, pending final student enrollment numbers, and pending the outcome of any potential mergers and emergency school closings.



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- A. Motion made by Taylor Boucher, seconded by Timothy Clark to appoint Stephanie Iuliucci as Mentor, effective February 13, 2023, at a rate of pay of \$1000, as per FETA contract. Motion carried 7-0.
- B. Motion made by Amanda Durkee, seconded by John Guglielmo to appoint Daniel Wilcox as Deputy Claims Auditor. Motion carried 7-0.
- C. Motion made by Timothy Clark, seconded by Amanda Durkee to accept the letter of resignation from Sophia Malinowski, effective March 13, 2023. Motion carried 7-0.

X. Coaching - None

XI. Second Public Comment Period - None

XII. Executive Session

Motion made by John Guglielmo, seconded by Amanda Durkee to enter into Executive Session at 8:08 pm. Motion carried 7-0.

XIII. Return to Public Session

Motion made by James Donahue, seconded by John Guglielmo to return to Public Session at 8:28 pm. Motion carried 7-0.

XIV. Adjournment

Motion made by Taylor Boucher, seconded by John Guglielmo to adjourn the meeting at 8:29 pm. Motion carried 7-0.