President Kelly Lappan called the meeting to order at 7:30 p.m. at Central Administration Office, 144 Todd Hill Road, LaGrangeville, NY 12540. Board Members present were Mr. Adams, Mrs. Baxter, Mr. Johnston, Dr. Kaul, Mrs. Lappan, Mr. Martin, Mr. McCormick, Mrs. Smith, and Mr. Wilson. Also present were Dr. Lowden, Ms. Rafaik, and Ms. Zimmerman and an audience of approximately 15.

Public Comment
None at this time.

Superintendent’s Report
Dr. Licopoli welcomed everyone to the meeting. He stated he is pleased to be a part of the Arlington community. Dr. Licopoli introduced Mrs. Melissa Erlebacher. Mrs. Erlebacher prepared a slide presentation from the first week of school. The slides portrayed the positive energy of the students returning to school.

Dr. Licopoli presented “Planning for the 2011-2012 School Year.” He reviewed board goals and how they translate into SMART goals. He shared examples of how the goals would be rolled out for the school year. He reviewed the steps for planning, implementing, and producing.

Mrs. Kelly Lappan reviewed the specifications for recruiting the new Arlington Superintendent. She stated that the interview process should be complete by December.

Approve Workshop Consent Agenda

Items S1-P10 Motion by Mr. Wilson, second by Mrs. Baxter, to approve the Workshop Consent Agenda Items S1-P10, as submitted.

- SUPERINTENDENT SEARCH

S1. Specification That the Board of Education approve the Superintendent search specifications as proposed by the Board of Education:

- A visible instructional leader, who will continue the district’s focus on improving academic achievement for all students through a collaborative approach such as Professional Learning Communities

- A visionary educator with significant leadership experience, preferably as a superintendent, in a high-achieving school community
• A proven leader, flexible and caring, who will passionately advocate for the learning needs of all students

• An exceptional listener and communicator, with outstanding interpersonal skills, who has demonstrated the ability to build respect, trust and collaboration among all members of a school community

• A dynamic administrator who empowers others to carry out the District’s goals but remains accountable for all areas of leadership, particularly financial planning and oversight

**PERSONNEL RECOMMENDATIONS**

**P1. Resignations**
Accept the following resignations:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Reason</th>
<th>Effec.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sarah Stern</td>
<td>Soc., St., HS</td>
<td>Other employ.</td>
<td>8/19/11</td>
</tr>
<tr>
<td>Betty Profanato</td>
<td>Bus Driver</td>
<td>Personal</td>
<td>8/15/11</td>
</tr>
<tr>
<td>Jennifer Bo</td>
<td>PT Cont. TA, UMS</td>
<td>Personal</td>
<td>8/31/11</td>
</tr>
<tr>
<td>Mirella Spinelli</td>
<td>.4 French, LMS</td>
<td>Other employ.</td>
<td>8/31/11</td>
</tr>
</tbody>
</table>

**P2. Retirements**
Accept the following retirements:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Reason</th>
<th>Effec.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nancy Cade</td>
<td>Bus Driver/Custodial Wkr.</td>
<td>Retirement</td>
<td>9/29/11</td>
</tr>
</tbody>
</table>

**P3. Certified Appointments**
Accept the following certified appointments.

Name: Christian Narewski  
**Position:** Secondary Teacher AHS  
**Tenure Area:** Social Studies  
**Certification Status:** Social Studies 7-12, Initial  
**Beginning date of probation:** September 1, 2011  
**End date of probation:** August 31, 2014  
**Salary:** $48,911  
**Step:** B2

Name: Alice Estevez  
**Position:** ESL Teacher – ASM & Overlook  
**Tenure Area:** ESL  
**Certification Status:** ESOL K-12, Professional  
**Beginning date of probation:** September 1, 2011  
**End date of probation:** August 31, 2013  
**Salary:** $60,302  
**Step:** M7
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Schedule</th>
<th>Effec.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennifer Halstead</td>
<td>.5 AIS, Noxon – 1st Sem.</td>
<td>$31,167</td>
<td>9/1/11</td>
</tr>
<tr>
<td>Christine Miroff</td>
<td>.4 Foreign. Lang., LMS</td>
<td>$19,818</td>
<td>9/1/11</td>
</tr>
<tr>
<td>Allison Longbard</td>
<td>.5 Elem. and .2 Sp. Ed. at Jos. D’Aquanni/West Rd.</td>
<td>$43,668</td>
<td>9/1/11</td>
</tr>
<tr>
<td>Maureen Frischknecht</td>
<td>Temp. Elem., Noxon</td>
<td>$60,373</td>
<td>9/1/11</td>
</tr>
<tr>
<td>Lara Ivchenko</td>
<td>Temp. Elem., Vail Farm</td>
<td>$57,659</td>
<td>9/1/11</td>
</tr>
<tr>
<td>Roseann Turner</td>
<td>Hr. TA, Overlook</td>
<td>$11.33/hr.</td>
<td>9/6/11</td>
</tr>
<tr>
<td>Brittney Brenyo</td>
<td>Temp. ESL, HS and AMS</td>
<td>$47,627</td>
<td>9/1/11</td>
</tr>
<tr>
<td>Mary Monroe</td>
<td>.4 French, LMS</td>
<td>$20,495</td>
<td>9/1/11</td>
</tr>
<tr>
<td>Kasey Stecher</td>
<td>Temp. AIS Reading, LMS</td>
<td>$49,615</td>
<td>9/1/11 – 11/21/11</td>
</tr>
<tr>
<td>Colleen Connors</td>
<td>Temp. ESL, TIS</td>
<td>$60,302</td>
<td>9/1/11 – 12/11</td>
</tr>
<tr>
<td>Patricia Malone</td>
<td>.5 AIS/Elem., Beekman</td>
<td>$24,135</td>
<td>9/1/11</td>
</tr>
<tr>
<td>Catherine Perri</td>
<td>.6 Italian, AMS</td>
<td>$36,566</td>
<td>9/1/11</td>
</tr>
</tbody>
</table>

Part time temporary replacement for Nicole Sullivan for 1st semester of 11/12.

Replacement for Janet Perles.

Recall from PEL. Temp. replacement .5 FTE of Jennifer Halstead’s position. Jennifer is taking a leave from her FT position.

PEL temporary replacement for Catherine Sutton for 1st Semester of 11/12.

PEL temporary replacement for Amy Markland for 11/12.

Not earning tenure in Sp. Ed.

Vacancy due to budget reduction changes.

Temporary replacement for Maureen Tancredi who is out on FMLA.

Replacement for Mirella Spinelli who resigned.

Temporary replacement for Felecia White who will be out on FMLA.

Temporary replacement for Allison Lauchaire who is out on FMLA.

Temporary replacement for .5 FTE of Jennifer Halstead’s position. Jennifer is taking a leave from her FT position.

Replacement for Rosemarie Conti who resigned.
P4. **Leave**

Approve the following leaves of absence:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Reason</th>
<th>Effec.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennifer Halstead</td>
<td>AIS., .5 Beekman .5 West Rd.</td>
<td>Personal (requested reduction to PT temp position for 1st semester)</td>
<td>9/1/11</td>
</tr>
<tr>
<td>Felicia White</td>
<td>Reading, LMS</td>
<td>FMLA</td>
<td>9/6/11 – 11/20/11</td>
</tr>
<tr>
<td>Lori Bartholomew</td>
<td>PT Cont. TA, ASM</td>
<td>FMLA</td>
<td>9/6/11 – 10/21/11</td>
</tr>
<tr>
<td>Donna Repetto</td>
<td>Bus Driver</td>
<td>Continuing Unpaid Medical</td>
<td>9/6/11-9/30/11</td>
</tr>
</tbody>
</table>

P5. **Co-Curricular Appointments**

Approve the following co-curricular appointments:

| District Coordinator:            | District Library Coordinator - | Pauline Herr                    |

| Arlington High School:           | Co-curricular:                 | Scenic Designer: Fall Dramatics - | Thomas Swetz |
|                                 |                                 | AV Co-specialists -               | Janet Ohnikian, Christopher Shave |
|                                 |                                 | SYSOP -                          | Christopher Shave                    |

2011/12-Student Activity Fund Stipends: (Stipend funds raised through Student Activity Fund)

<table>
<thead>
<tr>
<th>Name</th>
<th>Stipend</th>
<th>Amount</th>
<th>School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amy Kilroy</td>
<td>Fall – Orchestra Director</td>
<td>$2,121</td>
<td>HS</td>
</tr>
<tr>
<td>Caitlin Dougherty</td>
<td>Fall Childrens’ Chorus – Vocal Director</td>
<td>$800</td>
<td>HS</td>
</tr>
</tbody>
</table>

P6. **Substitutes - additional to list**

Approve the appointment of the following individuals to serve as substitutes:

**Teachers/T.A.’s**
- Marissa Bettina
- Lisa Morganstern-Perl
- Brenda Curran
- Olga Lemieszewski
- Patrick Quinn
Renu Mundra
Jillian Cillo
Lisa Taravella
Peter Klensch
Carrie Kennett
Samantha Gordiner
Karen Kleidman
Margaret Chianelli
Marcie Harrington
Thomas McGrath
Michael Bangert
Kerri Kennett
Rebecca Zahurak
Richard Birchman
Lisa Guzman
Tim Salinger
Erica Beaulac

**Clerical**
Michelle Vega

**Transportation**
John C. Tucker
Melissa Moye

**Home Tutor**
Leslie Battistoni
Olga Lemieszewski

**Interpreter**
Kim Inkyoon

**P7. Arlington High School - Summer School Program Addition:**
Approve the appointment of the following individual to staff the 2011 Arlington Summer School Program at Arlington High School. (Compensation as per approved summer school salary schedule)

Regents Prep. - Patrick Vertullo

**P8. Classified Appointments**
Accept the following classified appointments. An asterisk (*) before the name of any individual below indicates that the appointment is conditional pending clearance for employment.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Schedule</th>
<th>Effec.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Steven Zehnacker</td>
<td>Custodian</td>
<td>$39,773</td>
<td>8/29/11</td>
</tr>
</tbody>
</table>

Salary correction from 8/23/11 agenda.
**P9. Annual Professional Performance Reviews: Principals**
That the Board of Education approve the APPR Memorandum of Agreement between the Arlington Central School District and Arlington Administrators Association effective September 1, 2011.

**P10. Annual Professional Performance Reviews: Teachers**
That the Board of Education approve the APPR Memorandum of Agreement between the Arlington Central School District and Arlington Teachers Association effective September 1, 2011.

**Items S1-P10**
Motion by Mrs. Smith, second by Dr. Kaul, to approve the Workshop Consent Amended Agenda Items S1-P10. The motion was carried unanimously.

1. Removed the probationary appointment of Pamela Sammarco and added Pamela Sammarco to the substitute list and

**Public Comment**
None at this time.

**Reflection**
None at this time.

**Adjourn to Executive Session**
Motion by Mr. Wilson, seconded by Mr. Johnston, to adjourn to Executive Session for the purpose of discussing legal matters made confidential by State and/or Federal law (attorney/client privilege). The motion was carried unanimously.

**Adjourn Meeting**
Motion by Mrs. Baxter, seconded by Mr. Wilson, to adjourn the meeting at 9:40 p.m. The motion was carried unanimously.

Margie Flynn, District Clerk