

**Regular Meeting of the Board of Education (Monday, June 12, 2023)**  
**Delaware Academy Central School District at Delhi**  
**High School Library Media Center**  
**2 Sheldon Drive, Delhi, NY 13753**  
**5:00 p.m.**

**MINUTES**

**Members Present:** Tammy Neumann, Lucy Kelly, Seth Haight, Sean Leddy, Kimberly Shephard, James Tucker, Jr., and Lauren Raba

James Tucker, Jr. arrived at 7:12 p.m.

**Others Present:** Kelly M. Zimmerman, Superintendent, Lisa A. Kulaski, District Clerk, Carey Shultz, Assistant Superintendent for Business and Personnel, Crystal Trask, High School Principal, Deborah Liddle, Middle School Principal and Director of Special Education, Brian Rolfe, Ro Avila, Winsome Zinkievich, Jared Yando and Roger Hall.

**Opening of Meeting**

**Call to Order**

President, Tammy Neumann called the Regular Meeting of the Board of Education to order at 5:04 p.m.

**Enter an Executive Session**

On a motion made by Trustee Sean Leddy, seconded by Trustee Lauren Raba, the Board of Education entered Executive Session to discuss the potential discipline of a particular employee and to discuss proposed litigation with no action to be taken, at 5:05 p.m.

**Leave Executive Session**

On a motion made by Trustee Seth Haight, seconded by Trustee Kimberly Shephard, the Board of Education left Executive Session at 5:40 p.m.

**Opening of Meeting**

**Call to Order**

President, Tammy Neumann called the Open Session of the Regular Meeting of the Board of Education to order with the Pledge of Allegiance at 6:00 p.m.

**Presentations**

There were no presentations.

**Public Comments**

President, Tammy Neumann, opened the floor to public comments.

There were no public comments.

**Routine Matters**

**A. Approve Minutes of the Budget Hearing held on May 8, 2023**

On a motion made by Trustee Lucy Kelly, seconded by Trustee Seth Haight, the Board of Education approved the Minutes of the Budget Hearing held on May 8, 2023. There were no further questions, comments or discussion, and the motion carried with a vote of 6-0.

**B. Approve Minutes of the Annual Budget Vote held on May 16, 2023**

On a motion made by Trustee Sean Leddy, seconded by Trustee Seth Haight, the Board of Education approved the Minutes of the Annual Budget Vote held on May 16, 2023. There were no further questions, comments or discussion, and the motion carried with a vote of 6-0.

**C. Approve Minutes of the Regular Meeting held on May 22, 2023**

On a motion made by Trustee Lauren Raba, seconded by Trustee Kimberly Shephard, the Board of Education approved the Minutes of the Regular Meeting held on May 22, 2023. There were no further questions, comments or discussion, and the motion carried with a vote of 6-0.

## D. Personnel Recommendations

On a motion made by Trustee Kimberly Shephard, seconded by Trustee Lauren Raba, the Board of Education, upon the recommendation of the Superintendent approved the personnel recommendations as submitted, and upon fingerprint clearance:

### RESIGNATIONS

Name	Position	Reason	Effective
Ossit, Margaret	English Teacher	To take a position elsewhere	6/30/2023
Pringle, Andrew	Special Education Teacher	Personal	6/30/2023

### RETIREMENTS

Name	Position	Effective
<i>No retirements for June 12, 2023.</i>		

### UNCLASSIFIED APPOINTMENTS - 4 Year Probationary Appointments

Name	Position/Dept.	Appointment	Effective	Tenure		Salary
				Area	Certification	
Hall, Roger	Spanish Teacher/Foreign Language	Probationary pending certification from NYSED for a Reissuance of an Initial Certificate	September 1, 2023	Foreign Language	Spanish 7-12 Initial Certificate (expired 1/31/2015)	\$49,200.00 as per Working Conditions under DAFA Agreement

Zinkievich, Winsome	Director of Special Education	Probationary	July 1, 2023	Special Education	School District Leader Professional Certificate School Building Leader Initial Certificate Childhood Education (Grades 1-6) Professional Certificate Students With Disabilities (Pk-K) Extension Professional Ext/Anno Students With Disabilities (Grades 1-6) Professional Certificate	\$82,500.00 as per Working Conditions under Delaware Academy Administrator's Association agreement
---------------------	-------------------------------	--------------	--------------	-------------------	---	--

\*Effective date noted as above unless extended in accordance with the law. This expiration date is tentative and conditional only. Except to the extent required by applicable provisions of Section 30123 of the Education Law, in order to be granted tenure the teacher/administrator must receive composite or overall annual professional performance review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either effective or highly effective in at least three (3) of the four (4) preceding years, and if the teacher/administrator receives an ineffective composite or overall rating in the final year of the probationary period, the teacher/administrator shall not be eligible for tenure at that time.

*Note: Employment is contingent upon clearance from the State Education Department to comply with the fingerprinting provisions of Project Save.*

#### UNCLASSIFIED APPOINTMENTS - 3 Year Probationary Appointment

Tenure					
Name	Position/Dept.	Appointment Effective	Area	Certification	Salary

*No unclassified appointments - 3 year probationary appointments for June 12, 2023.*

\*Effective date noted as above unless extended in accordance with the law. This expiration date is tentative and conditional only. Except to the extent required by applicable provisions of Section 30123 of the Education Law, in order to be granted tenure the teacher/administrator must receive composite or overall annual professional performance review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either effective or highly effective in at least two (2) of the three (3) preceding years, and if the teacher/administrator receives an ineffective composite or overall rating in the final year of the probationary period, the teacher/administrator shall not be eligible for tenure at that time.

*Note: Employment is contingent upon clearance from the State Education Department to comply with the fingerprinting provisions of Project Save.*

<b>MENTOR</b>	<b>Employee Name</b>	<b>Position</b>	<b>School year new hire is to be mentored</b>
---------------	----------------------	-----------------	---

*No mentor appointments for June 12, 2023.*

#### **MISCELLANEOUS APPOINTMENTS**

<b>Name</b>	<b>Appointment</b>	<b>Position</b>	<b>Effective</b>	<b>Compensation</b>
Ambrose, Danyelle	Temporary	Substitute Cleaner	7/1/2023 through 6/30/2024	\$14.20/hour
Braymer-Engels, Amy	Temporary	Summer Bus Driver - Springbrook	7/10/2023 through 8/31/2023	Per CSEA contract
Burrows, Bryce	Temporary	Student Cleaner	7/1/2023 through 6/30/2024	\$14.20/hour
Burrows, Ryan	Temporary	Student Cleaner	7/1/2023 through 6/30/2024	\$14.20/hour

Superintendent, Kelly Zimmerman, introduced two new probationary appointments, Mr. Roger Hall and Ms. Winsome Zinkievich. She said that Mr. Hall was the top candidate for the new Spanish teacher position and Ms. Zinkievich rose as the top candidate for Director of Special Education.

There were no additional questions, comments or discussion, and the motion carried with a vote of 6-0.

On a motion made by Trustee Lauren Raba, seconded by Trustee Lucy Kelly, the Board of Education approved the following:

#### **MISCELLANEOUS APPOINTMENTS**

<b>Name</b>	<b>Appointment</b>	<b>Position</b>	<b>Effective</b>	<b>Compensation</b>
Haight, Charles	Temporary	Student Cleaner	7/1/2023 through 6/30/2024	\$14.20/hour

Trustee Seth Haight abstained from the vote due to relationship.

There were no questions, comments or discussion, and the motion carried with a vote of 5-0.

On a motion made by Trustee Kimberly Shephard, seconded by Trustee Lauren Raba, the Board of Education approved the following:

#### **MISCELLANEOUS APPOINTMENTS**

<b>Name</b>	<b>Appointment</b>	<b>Position</b>	<b>Effective</b>	<b>Compensation</b>
Hillis, Brian	Temporary	Substitute Cleaner	7/1/2023 through 6/30/2024	\$14.20/hour
Hillis, Paul	Temporary	Bus Driver Trainee	7/1/2023 through 6/30/2024	\$0.00
Johnson, Ian	Temporary	Student Cleaner	7/1/2023 through 6/30/2024	\$14.20/hour
Kane, Alice	Temporary	Certified Substitute Teacher	Retroactive to 6/5/2023 through 6/30/2023	\$120.00/day
Peck, Wendy	Temporary	Substitute Cleaner	7/1/2023 through 6/30/2024	\$14.20/hour
Sackett, Joseph	Permanent	Assistant Building Maintenance Mechanic	6/14/2023	\$15.75/hour as per working conditions under CSEA Contract

Scanlan, Jeffrey	Temporary	Substitute Cleaner	7/1/2023 through 6/30/2024	\$14.20/hour
Wood, Dawn	Temporary	Substitute Cleaner	7/1/2023 through 6/30/2024	\$14.20/hour

#### TENURE APPOINTMENTS

Name	Tenure Area	Certification	Effective
Oliver, Meghan	Library Media Specialist	Library Media Specialist Professional Certificate	9/1/2023
Chase, Alexander	Guidance Counselor	School Counselor Permanent Certificate	9/1/2023
Broesler, Connor	Physical Education	Physical Education Permanent Certificate	9/23/2023

#### ATHLETIC APPOINTMENTS

Name	Position	Season	DAFA Step	Years of Service	Stipend
Abts, Micaiah	Weight Room Instructor	Fall	V	10	\$2,922.00
Albright, Matthew	Varsity Girls Soccer	Fall	IIA	11+	\$6,404.00
All, Phillip	Varsity Volleyball	Fall	IB	11+	\$7,700.00
Anderson, Rob	Modified Football	Fall	IV	6	\$3,797.00
Baxter, Skip	Varsity Cross Country	Fall	IB	11+	\$7,700.00
Branigan, Michael	Boys Varsity Soccer Program Assistant	Fall	N/A	2	\$1,000.00
Bruce, Todd	Boys Varsity Soccer	Fall	IIA	11+	\$6,404.00
Burgin, Roberta	Varsity Golf	Fall	III	2	\$3,165.00
Dreyfus, Matt	Varsity Football Assistant	Fall	IB	7	\$6,560.00
Dungan, Gregory	Modified Football	Fall	IV	5	\$3,797.00
Emilio, Melissa	Modified Cross Country	Fall	IV	5	\$3,797.00
Ferrara, Jeffrey	Sports Coordinator	Fall/Winter/Spring	N/A	14	\$18,000.00
Mintz, Lenny	Volunteer Cross Country	Fall	N/A	11+	n/a

Superintendent, Kelly Zimmerman, offered congratulations to the three tenure appointments, Ms. Meghan Oliver, Mr. Alexander Chase and Mr. Connor Broesler.

There were no additional questions, comments or discussion, and the motion carried with a vote of 6-0.

On a motion made by Trustee Seth Haight, seconded by Trustee Lucy Kelly, the Board of Education approved the following:

**ATHLETIC APPOINTMENTS**

Name	Position	Season	DAFA Step	Years of Service	Stipend
Neumann, Philip	Varsity Head Football	Fall	IA	11+	\$8,116.00
Neumann, Shawn	Varsity Assistant Football	Fall	IB	9	\$6,560.00

Trustee Tammy Neumann abstained from the vote due to relationship.

There were no questions, comments or discussion, and the motion carried with a vote of 5-0.

On a motion made by Trustee Kimberly Shephard, seconded by Trustee Seth Haight, the Board of Education approved the following:

**ATHLETIC APPOINTMENTS**

Name	Position	Season	DAFA Step	Years of Service	Stipend
Rolfe, Brian	Boys Modified Soccer	Fall	IV	11+	\$4,457.00
Rolfe, Brian	Athletic Contest Chaperone	Fall/Winter/Spring	N/A	11+	\$3,000.00
Ruchar, Jennifer	Girls JV Volleyball	Fall	IIA	4	\$5,812.00
Spangenburg, Colin	Football/Basketball Clock Worker	Fall/Winter	N/A	N/A	\$20.00/game
Spangenburg, Kurt	Varsity Assistant Football	Fall	IB	11+	\$7,700.00

**EXTRACURRICULAR APPOINTMENTS**

Name	Position	Years of Service	DAFA Step	Stipend
------	----------	------------------	-----------	---------

*No extracurricular appointments for June 12, 2023.*

**CHANGE IN POSITION**

Employee	Title	Dept.	Current Status	New Status	Effective
----------	-------	-------	----------------	------------	-----------

*No changes in position for June 12, 2023.*

**CHANGE IN CIVIL SERVICE STATUS**

Name	Dept.	Position	Appointment	Effective
------	-------	----------	-------------	-----------

*No change in civil service status for June 12, 2023.*

**LEAVE OF ABSENCES**

Name	Position	Reason	Effective
------	----------	--------	-----------

*No leave of absences for June 12, 2023.*

There were no questions, comments or discussion, and the motion carried with a vote of 6-0.

On a motion made by Trustee Lauren Raba, seconded by Trustee Seth Haight, the Board of Education approved the following:

## **OTHER PERSONNEL MATTERS**

RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, does hereby approve the Juul Agreement of a particular teacher extending the tenure date to August 31, 2024.

There were no questions, comments or discussion, and the motion carried with a vote of 6-0.

### **E. Financial Reports**

On a motion made by Trustee Kimberly Shephard, seconded by Trustee Seth Haight, the Board of Education accepted the Financial Reports from the Treasurer for April 30, 2023, as submitted. There were no questions, comments or discussion, and the motion carried with a vote of 6-0.

### **F. CSE Recommendations**

On a motion made by Trustee Lauren Raba, seconded by Trustee Seth Haight, the Board of Education accepted the Special Education Report from the Director of Special Education for April 30, 2023, as submitted. There were no questions, comments or discussion, and the motion carried with a vote of 6-0.

## **Reports**

### **A. Principal's Monthly Reports**

Ms. Deborah Liddle, Middle School Principal, reported for the Elementary, Middle School and High School:

- There were no new enrollments.
- Student Successes
  - PreK Celebration was held.
  - Middle School and High School concerts were held and were huge successes. Participants from Chorus, Band, Orchestra and the Ukulele club performed. She stated it was a great job by all of our musicians and their teachers (Ms. Collison, Ms. Gibson, and Ms. Linder).
  - Science 8 exams finished on Monday 6/5. All NYS testing is complete in the Middle School.
  - 2 Middle school students earned their FFA jackets at the FFA Banquet that was held on Friday, 6/2/23. Congratulations to all the FFA members!
  - Middle and High school students attended the High Note Festival at Lake George (Orchestra and Band).
  - Middle School awards is scheduled for June 13.
  - Juniors took their US History Regents on June 1.
  - Spanish trip & senior trip were successes. Students returned with stories and memories that will last a lifetime.
  - Tractor day was held on June 9. Seven students participated as well as one adult, who was an uncle of a senior, who started the tradition 20 years ago
  - Held the annual student BBQ today. Weather held out and it was enjoyed by all.
  - Athletics
    - Ellie Lees took 6th in the D2 2000 steeplechase at states. She set a PR and USA Top 50 time this season
    - Alton Francisco placed 16th in D2 1600 at states.
    - Vincent VanMaaren placed 3rd in the pole vault at states clearing 14'6" which is a new PR and school record
- Faculty & Staff
  - Ms. Liddle acknowledged the retirements of Nancy Piper (Math 8) and Steve Lange (Science 6). Their impact on our students will truly be missed next year. She wished them well in their new endeavors.
- Events
  - In the Elementary School, field days, Kindergarten celebration and a concert will held.
  - Last day of school for elementary students
  - In the Middle School, Regents Testing will be from June 14 to June 22.
  - In the High School, field days and the Academic Awards Banquet will be held.

- The Senior class will be painting the rock, will have a car Parade & Picnic, have a walk through the elementary and graduation rehearsal.

The Board thanked Ms. Liddle for her reports.

## **B. Departmental Reports & C. Superintendent Monthly Report**

Superintendent, Mrs. Kelly Zimmerman, combined the Departmental and Superintendent monthly reports.

She gave an update on the emergency stair project. She provided an updated schematic of the design and a sample of a picture of another site with a finished product to the board members. She had questions about the integrity of the design of the granite steps in terms of avoiding water leakage, how the granite would work and what the stairs would look like when they were finished. They are still on track for that to be completed this summer.

She reported that she received a letter from the Catskill Area School Study Council (“CASSC”) recognizing Tyler Branigan for serving as student director for the CASSC student leadership program. They also recognized Delaware Academy’s investment in providing and supporting Tyler in his leadership role.

Mrs. Zimmerman wanted to address questions regarding how the district makes decisions regarding program assistants during the course of the school year. Mr. Jeffrey Ferrara spoke to the board. He said that the number of athletes who sign up for sport is a big driving factor towards looking at whether program assistants are needed. Also, some of the extras that go in to the program beyond the coaching, including scouting and other tasks that a head coach might not have time to do. Mrs. Zimmerman asked him to comment on the difference between how people come to be volunteers versus appointed program assistants. Mr. Ferrara stated that the difference between what the coach approaches him with and what the person is willing to take on as their responsibilities. Someone may not be able to provide the complete commitment but still has the love of the game and would be willing to volunteer. Paid coaches will get complete coaching certification. If someone is volunteering their time the district mandates that they have the necessities like CPR, first aid, concussion management and fingerprinting but they are not required to take the complete coaching courses.

Trustee Shephard asked if there are other requirements for program assistants. Mr. Ferrara stated that program assistants have to start their coaching certification and they have three years to complete it, although they can apply for an extension.

The Board thanked Mrs. Zimmerman for her reports.

## **D. Board Committee Reports**

### **A.L. Kellogg Committee**

The committee did not meet in June, 2023.

### **Athletic Committee**

The committee did not meet in June, 2023.

### **Board Liaison Committee**

The committee did not meet in June, 2023.

### **Capital Project Committee**

Trustee, Sean Leddy, said the committee held a brief meeting where they discussed the front steps, the proposed capital project and what the appearance of the propositions might be, gym floor being redone this summer and the old Elementary playground.

### **Diversity, Equity and Inclusion**

Trustee, Lucy Kelly said they held a brief meeting in June, 2023.

### **Finance Committee**

The committee did not meet in June, 2023.

### **Policy Review Committee**



The committee did not meet in June, 2023.

### **Technology Committee**

The committee did not meet in June, 2023.

### **Policy Review / Adoption**

#### **A. Second Reading and Adoption of Policy #46 Disposal of District Property**

The Board of Education conducted a second and third reading and adoption of Policy #46 Disposal of District Property.

On a motion made by Trustee Seth Haight, seconded by Trustee Kimberly Shephard, the Board of Education adopted Policy #46 Disposal of District Property, as amended. There were no questions, comments or discussion, and the motion carried with a vote of 6-0.

### **10. Old Business**

There was no old business.

### **11. New Business**

#### **A. Discussion on ballot propositions for the Capital Project with no action to be taken.**

Jared Yando, of Schoolhouse Construction, and Ben Maslona, of Fiscal Advisors, talked to the board briefly regarding the proposed ballot propositions for the Capital Project. The board engaged in conversation with them exploring why districts would choose one or greater than one proposition within the same project to put before voters.

The Board thanked Mr. Yando and Mr. Maslona for their attendance and comments.

Student Board Member, Carter Tarrants, arrived to the meeting at 7:01 p.m.

Trustee, Kimberly Shephard, left the meeting at 7:08 p.m.

Trustee, Kimberly Shephard, returned to the meeting at 7:11 p.m.

Trustee, James Tucker, Jr., arrived at 7:12 p.m.

#### **B. Permission to start Delaware Academy Track Club**

On a motion made by Trustee Lucy Kelly, seconded by Trustee Seth Haight, the Board of Education approved the proposal submitted by Ms. Melissa Emilio, to start a 7-12 track club that will not meet during school hours with no budget and no stipend to be paid for an advisor position, as submitted. There were no questions, comments or discussion, and the motion carried with a vote of 7-0.

#### **C. Approve Donations for Backpack Program**

On a motion made by Trustee Sean Leddy, seconded by Trustee Kimberly Shephard, the Board of Education accepted a donation in the amount of \$90.00 from St. John's Episcopal Church for use in the backpack program.

Trustee, Lauren Raba, asked if Ms. Christine Miller could give an overview of what goes into the backpacks and what it takes to run the program. Superintendent, Kelly Zimmerman said that she would ask Ms. Miller to do a presentation.

There were no further questions, comments or discussion, and the motion carried with a vote of 7-0.

#### **D. Set Date for Annual Reorganizational Meeting**

On a motion made by Trustee Sean Leddy, seconded by Trustee Lauren Raba, the Board of Education scheduled the Annual Reorganizational Meeting for Wednesday, July 12, 2023 at 6:00 p.m. There were no questions, comments or discussion, and the motion carried with a vote of 7-0.

### **12. Public Comments**

President, Tammy Neumann, opened the floor to public comments.

Kathleen Coopersmith appeared and voiced her concerns over the turf.

### **13. Other Discussion**

#### **A. Board Comments**

Trustee, Kimberly Shephard made comments regarding the capital project, specifically that it is more than just a turf project, but more like a sports complex.

Trustee, Seth Haight offered congratulations to the recent appointments and those who received their tenure. He encouraged all to attend the public forums.

Trustee, Lauren Raba had no comments.

Trustee, Lucy Kelly also welcomed the new appointees. She mentioned she had talked to Superintendent Zimmerman about protocols for buses being more evident to district households.

Superintendent, Kelly Zimmerman stated that in addition to being included in the calendar they are also stated on the transportation page on the district website.

Trustee, James Tucker, Jr., thanked everybody on the board. He sees life through different lenses after his time on the board.

Trustee, Sean Leddy congratulated all of the graduating seniors as they are receiving their awards and accolades and starting a new chapter in their lives.

Student Board Member, Carter Tarrants spoke for himself and for Tyler Branigan. He thanked everyone for the position and the opportunity and for listening to their comments and everything they had to say.

#### **Close Meeting:**

The Annual Reorganizational Meeting will be held on Wednesday, July 12, 2023, at 6:00 p.m. in the High School Library Media Center. The Regular Meeting of the Board of Education will follow immediately after the Annual Reorganizational Meeting.

#### **Adjourn Meeting:**

On a motion made by Trustee Seth Haight, seconded by Trustee Lucy Kelly, the Board of Education adjourned the meeting at 7:31 p.m.

Respectfully submitted,

Lisa A. Kulaski  
District Clerk

BOE Approved: 8/17/2023