

STATE OF NEW YORK  
STATE EDUCATION DEPARTMENT

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In the Matter of  
Concerned Parents of Beacon City School  
District requesting New York State Education  
oversight due to unethical, illegal and  
inappropriate conduct of the leadership of  
the Beacon City School District

NOTICE OF PETITION

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NOTICE:

You are hereby required to appear in this appeal and to answer the allegations contained in the petition. Your answer must conform with the provisions of the regulations of the Commissioner of Education relating to appeals before the Commissioner of Education, copies of which are available at [www.counsel.nysed.gov](http://www.counsel.nysed.gov) or from the Office of Counsel, New York State Education Department, State Education Building, Albany, New York 12234.

If an answer is not served and filed in accordance with the provisions of such rules, the statements contained in the petition will be deemed to be true statements, and a decision will be rendered thereon by the Commissioner.

Please take notice that such rules require that an answer to the petition must be served upon the petitioner, or if he be represented by counsel, upon his counsel, within 20 days after the service of the appeal, and that a copy of such answer must, within five days after such service be filed with the Office of Counsel, New York State Education Department, State Education Building, Albany, New York 12234.

STATE OF NEW YORK

STATE EDUCATION DEPARTMENT

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In the Matter of

Concerned Parents of Beacon City School

District requesting New York State Education

Department oversight due to unethical, illegal and

VERIFIED PETITION

inappropriate conduct of the leadership of

the Beacon City School District

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TO THE COMMISSIONER OF EDUCATION:

1. My name is Melissa Rutkoske and I reside within the Beacon City School District at 29 Fairways Lane, Beacon, New York.
2. While I am an attorney, I am acting in the capacity of a taxpayer and community member in the Beacon City School District, hereinafter "BCSD". I have drafted this petition on behalf of the many concerned parents of BCSD. Their support and endorsement of this petition is evidenced by the signatures as set forth on **Exhibit A**.
3. Since the Spring of 2015, parents in the BCSD have become aware of troubling, unethical, inappropriate and illegal behaviors at several levels of the BCSD leadership.
4. Since the Spring of 2015, parents have been speaking out at Board Meetings. Their voices are recorded and can be viewed on YouTube; the Board of Education refuses to hear or take action on the issues that they raise.
5. I have attended many of these meetings, speaking out along with many others.
6. While we had no intention of filing this petition initially, it is clear that we have no voice and cannot impact change without it.

7. The incompetent, unethical, inappropriate and illegal behaviors presented within this petition are ongoing and continuous; this petition is timely due to the ongoing nature of the allegations as set forth within.

8. This petition calls for the following relief:

a) Investigation, audit and oversight by New York State Education Department into the behaviors of the Superintendent of Schools, Dr. Barbara Walkley, hereinafter "Dr. Walkley", the Board of Education, hereinafter "The Board", the District's Counsel, Michael Lambert, Esq. of Shaw, Perelson, May and Lambert, LLP, hereinafter "the attorney" and the former Beacon Teacher's Association President, Kim Pilla, formerly "Ms. Atwell" and hereinafter "Ms. Pilla".

b) Directing the Board to remove the Superintendent of Schools for cause.

c) Directing the Board to hire a new law firm to represent the BCSD, due to failure of the attorney to protect the BCSD from this behavior.

9. On October 14, 2015 commencing at 7:00 p.m., the BCSD held a Board meeting in the Large Group Instructional Room in the Beacon City High School located at 101 Matteawan Road, Beacon, New York 12508. At approximately 8:15 p.m., one of the community audience members announced that the room we were meeting in was over capacity. There were 84 people in the room and the sign announcing fire code capacity located directly behind the Superintendent, attorney and Board members announced that the maximum room capacity was 80 people.

10. Discussion ensued between the attorney and Board president who decided that we were to continue on in an overcrowded room since the auditorium was being utilized by the drama club. The capacity rule was optional, it appeared. Following fire code was optional, it appeared. The Board continued on with the meeting, instead of adjourning it to another room or another date, in violation of fire code and their own posted sign.

11. While this may appear to be petty, it is the most recent example of the incompetence and arrogance of the BCSD leadership, to include the Board, the Superintendent and the District's

attorney. Rules do not seem to apply to them.

12. There is a close personal relationship between Dr. Walkley, Superintendent of Schools and Ms. Pilla, former BTA president. Ms. Pilla was the BTA president for many years; in June 2015, enough teachers from the BCSD signed a petition for the recall of Ms. Pilla as BTA president to successfully complete the first step of the recall process. In August 2015, Ms. Pilla resigned from her position as BTA president.

13. Dr. Walkley was hired in February 2015 as the permanent Superintendent. Dr. Walkley was hired as the Interim Superintendent via Resolution 072214c(6.02) on July 22, 2014 for a term to commence August 1, 2014 and end on July 22, 2015.

14. Prior to Dr. Walkley's hiring as Interim Superintendent, Ms. Pilla and the school district's attorney, Mr. Lambert, corresponded with and forwarded private and confidential email correspondence to Dr. Walkley, in violation of confidentiality rules regarding personnel and staff.

**See Exhibit B.**

15. Prior to the Superintendent's hiring, former Superintendent Harvey Hilburgh and Board of Education President, Melissa Thompson corresponded regarding issues in the District that could be considered personal and confidential regarding district employees. It is unclear why Ms. Pilla was releasing such information to a former superintendent and to Dr. Walkley, neither of whom held positions in the district at that time.

16. What is clear is the connection between Harvey Hillburgh, Melissa Thompson, Ms. Pilla, Dr. Walkley and Mr. Lambert. The emails speak for themselves; the ones presented in **Exhibit B** are but a small portion of the total which can be retrieved through Ms.Pilla's Beaconteachers org email when requested.

17. The BCSD has policies for ethical conduct:

Pursuant to the provisions of Section 806 of the General Municipal Law, the Board of Education of the Beacon City School District recognizes that there are rules of ethical conduct for member of the Board and employees of the District that must be observed if a high degree of moral conduct is to be obtained in our unit of local government. It is the purpose of this resolution to promulgate these rules of ethical conduct for the Board Members and employees of the District...

## Standards of Conduct

Every Board member or employee of the Beacon City School District shall be subject to and abide by the following standards of conduct:

### Gifts:

Pursuant to Section 805-1 of the General Municipal Law, he/she shall not, directly or indirectly, solicit any gift or accept or receive any gift having a value of seventy-five dollars (\$75) or more, whether in the form of money, services, loan, travel, entertainment, hospitality, thing or promise or any other form, under circumstances in which it could reasonably be inferred that the gift was intended or expected to influence him/her in the performance of official duties or was intended as a reward for any official action on his/her part. *Policy Manual of the Beacon City School District*, Section 6110, adopted 11/10/08.

18. On or about January 2, 2015 through January 4, 2015, Dr. Walkley and Ms. Pilla rented a condominium at Mt. Snow together. See Exhibit C. Upon information and belief, Dr. Walkley and Ms. Atwell took a weekend ski trip together.
19. It is clear that the value of this travel was over \$75.00. Upon information and belief, Dr. Walkley made the reservation for them.
20. On January 4, 2015, Ms. Pilla thanks Dr. Walkley for a fun time with her. See Exhibit D.
21. On December 28, 2014, Dr. Walkley wrote in an email, "Hi Kim, I put your new phone on an automatic bill to me so you are all set." See Exhibit D. Upon information and belief, Dr. Walkley did and/or still does pay for Ms. Pilla's cell phone.
22. Prior to these events, on November 26, 2014, Ms. Atwell instructs the Interim Superintendent of Schools, Dr. Walkley on how to do her job in all aspects. See Exhibit E.
23. In this email, Ms. Atwell denigrates teachers, Board Members, staff, and a prior Superintendent.
24. In the last sentence of this email, sent from Ms. Pilla's Beaconteachers.org email address, she states to Dr. Walkley, "Hence, turnover on the BOE which will be the Doom of all of us and your demise." Why would Ms. Pilla state this unless the Superintendent and she had a plan for them both? Ms. Pilla already had her position in the BCSD as a gym teacher and BTA president.
25. This email makes it clear that Ms. Pilla and Dr. Walkley were, at that time, running the school district together; a change of the Board of Education would put an end to their plans. Dr.

Walkley was taking guidance from Ms. Pilla, a major player in the BCSD for years, utilizing her knowledge, connections and relationships in order to ensure Dr. Walkley's success in the district. In return, Dr. Walkley buys Ms. Pilla trips and pays for her cell phone. This is illegal. It cannot be viewed any other way.

26. Ms. Pilla was privy to significant confidential information in the BCSD. It appears that there was nothing off limits, as she was acting as Dr. Walkley's sounding board and mentor. When the teachers finally realized the extent to which Dr. Walkley and Ms. Pilla were involved, the only action they could take was to force Ms. Pilla's resignation. Notable is the fact that at no time did either Ms. Pilla or Dr. Walkley disclose their relationship to the BCSD.

27. On February 2, 2015, Dr. Walkley sent an email from Walkley.b@beaconk12.org to Ms. Pilla with the subject line, "Just dreamin' ". The email is a picture of an engagement ring. See **Exhibit F**.

28. On February 15, 2015, Dr. Walkley sent an email to Ms. Pilla under the subject line, "Houses". See **Exhibit F**.

29. In "11" of **Exhibit G**, Dr. Walkley states the following:

" Now to dream just a bit....if you and I could live together with the kids, this would be the place....it would be 1500 each—5 bedrooms and 4.5 bathrooms...a media room and game room...check it out..."

30. On March 23, 2015, Dr. Walkley sent to Ms. Pilla an email with a subject line stating, "Cabins" . Attached was a list of cabins. See **Exhibit H**.

31. On February 18, 2015, Ms. Pilla sends Dr. Walkley an email with a listing of vacation spots listed by "Secret Escapes". Ms. Pilla states, "Pick one just you and me" See **Exhibit I**.

32. Many of the emails were sent through District email servers; this too is against policy and a misuse of taxpayer funded resources.

33. Upon information and belief, the Exhibits attached hereto, along with many others were presented to the attorney for the district, Michael Lambert, Esq. in July 2015. Upon information and belief, the attorney conducted an investigation. The result of the investigation was not made

known to the complaining party. To date, it is believed that there has been no sanction, fine, or any other punishment for the behavior of Dr. Walkley or Ms. Pilla.

34. Without this evidence, it would be hard to believe that this conduct was occurring in our District; however, upon presentation of the evidence, one would assume that legal counsel would advise the BCSD Board of Education to take action. Obviously no action was taken as the Superintendent continues to be employed in her capacity of Superintendent.

35. What do the taxpayers pay legal counsel for if not to keep the district out of harm's way? What do the taxpayers pay legal counsel for if not to advise the Board that there are potential problems and legal exposure with the conduct of some of its employees?

36. On July 28, 2015, after the emails and evidence were given to the attorney, Mr. Atwell, ex-husband of Ms. Pilla, received the letter attached at **Exhibit J**. This letter came from Maureen Crush, Esq. , attorney representing Dr. Walkley. The letter states " You are to immediately cease and desist your statements, publication of defamatory materials and any other action by you damaging our client." The letter names Mr. Anthony White, one of the BCSD board members in it and threatens him as well.

37. Mr. Atwell is a teacher in the BCSD. He teaches high school math and has done so for 27 years. He is known to be one of the best teachers in the district. His livelihood is now in jeopardy due to the unethical relationship between his ex-wife and Dr. Walkley. Upon information and belief, the Board and district attorney are fully aware of all of these facts.

38. While a close personal relationship is not illegal, it is clear that Ms. Pilla was given preferential treatment and favors from Dr. Walkley in the way of trips, payment for her cell phone, and especially career advancement by Dr. Walkley editing, revising and assisting in the writing of Ms. Pilla's course work at SUNY New Paltz.

39. Until Dr. Walkley came to the BCSD, Ms. Pilla was a physical education teacher. Commencing in September 2014 and continuing on to the present time, Ms. Pilla is now an Instructional Support Teacher, formerly called a Teacher on Special Assignment (TOSA).

40. The public has been hugely inquisitive as to the role of the TOSA and now IST's. It has been the subject of many comments at Board Meetings. Until the public demanded to know what the TOSA's job description was, there was none. In late August 2015 and early September 2015, the BCSD created a flyer stating what the IST's are supposed to do. See **Exhibit K**. There is no sense to be made of this information to this day, yet hundreds of thousands of taxpayer dollars are funding these teachers. Regardless of where the money comes from, it is all taxpayer dollars.

41. On August 28, 2015 Meredith Heuer, Chairman of the Board of the Beacon Arts and Education Foundation (BAEF), wrote a letter to the Board of Education and read it out loud at the Board meeting on August 31, 2015. The facts of this situation as set forth in her letter, attached at **Exhibit L** are yet another example of the abuse of power by Dr. Walkley. Ms. Pilla was assigned to be the liaison to the BAEF as part of her duties for her TOSA position. See **Exhibit L** for a copy of the email from Ms. Pilla to Ms. Quartironi indicating such. Ms. Pilla did nothing to assist the BAEF president in any way. In fact, after Ms. Heuer confronted Dr. Walkley about this, Dr. Walkley stated that Ms. Pilla was merely volunteering to help BAEF and it was not a part of her official duties. If this wasn't part of her official duties, what was she spending her time and tax payer dollars on?

42. Upon information and belief, Ms. Pilla was interning at the District level in order to complete her administrative certificate, while on taxpayer time and while she was supposed to be doing her duties as a TOSA, whatever they were defined as. Upon information and belief, no teachers in the District know what she did in the way of BCSD duties during school year 2014-2015.

43. The list of indiscretions, abuse of power and unethical conduct by Dr. Walkley to assist and promote Ms. Pilla goes on and on.

44. On or about August , 2015, Mr. Atwell and Ms. Pilla disagreed about where their child was to attend school. Ms. Pilla no longer lives in BCSD; Mr. Atwell lives in the Glenham District, having relocated from the South Avenue District where their child had previously attended



school. Upon information and belief, the Deputy Superintendent and the District's legal counsel had informed Mr. Atwell and Ms. Pilla that their child was to attend Glenham School, as that is where the child resides half the time and Ms. Pilla resides out of district. Ms. Pilla appealed. Dr. Walkley overrode the Deputy Superintendent's decision and legal counsel's decision and placed the child back in South Avenue, against the wishes of Mr. Atwell and in accordance with the wishes of Ms. Pilla.

45. The above situation shows the extreme arrogance and unethical behavior of Dr. Walkley. The Superintendent, knowing that there was a conflict of interest should have recused herself from this decision altogether. Only a month early Dr. Walkley had threatened legal action against Mr. Atwell as previously stated in "36" herein. Instead of recusing herself, she held a meeting on the Friday afternoon before school commenced for the start of the school year and changed the decision of the decision makers whose job it was to make that decision.

46. The lack of judgment and inappropriateness of such a relationship between the leaders of two different and opposing factions of the school district is clear. Most reasonable people would agree that the Teacher's Union President should not be guiding the Superintendent, making decisions for the District, or being privy to confidential information. Most reasonable people would agree that obtaining special treatment due to a personal relationship is illegal and unethical.

47. In June 2015, 27 teachers were notified that they were being transferred. While this is in the Superintendent's discretion if conducted purely on the basis of education, there are many indicators pointing to retaliatory action. Many teachers filed grievances. Upon information and belief, the former BTA president did not support them. Instead, Dr. Walkley stated in public at a Board Meeting that she and the BTA president worked very well together on the transfers.

48. There is a history of Dr. Walkley forwarding official communications regarding many different matters to her personal email, which she then forwards to Ms. Pilla's personal email.

See **Exhibit M** for March 17, 2015 and April 19, 2015 emails sent from

[Walkley.b@beaconk12.org](mailto:Walkley.b@beaconk12.org) to [walkley.b@gmail.com](mailto:walkley.b@gmail.com) to [Kimpillaatwell@gmail.com](mailto:Kimpillaatwell@gmail.com). If it was proper for Ms. Pilla to be in receipt of this information, why did Dr. Walkley send it from public email to private email? The Petitioners herein believe that it is because the communications were privileged and not properly shared with Ms. Pilla. As much is admitted in an email of March 5, 2015, attached at **Exhibit N**. In the fourth line of this email, Dr. Walkley states , “Caution: You sent your school work to my work address...safer to send to gmail.” This begs yet another question: Why is the Superintendent of Schools editing, revising and assisting with the BTA president’s school work? Why would this be? Isn’t it clear that there is a significant conflict of interest created by this behavior, if not an appearance of such?

49. The influence that Ms. Pilla has asserted over the Dr. Walkley is not insignificant. Ms. Pilla, utilizing her Beaconteachers.org email address sent her endorsement of Mr. Nemecek to Dr. Walkley at Dr. Walkley’s private email address, indicating, once again, that this communication was not proper. Mr. Nemecek is now the Director of Physical Education. This allegation in no way disparages Mr. Nemecek; it is merely a statement of improper conduct and influence once again. See **Exhibit O**.

50. As previously stated, the BCSD parents and taxpayers are outraged at such unethical, illegal, inappropriate behavior. They are disappointed by their elected leaders on the Board of Education and equally enraged that taxpayer dollars are being spent on counsel that does not protect the BCSD and its children.

51. If one takes a blind approach to this matter, ignoring all the evidence presented or calling it fraudulent, the issue still remains. The BCSD is embroiled in a situation where there is no confidence in the leadership of the District. Parents are speaking out; parents are writing the Board members; parents are requesting meetings with District leaders; countless hours are being spent by District leaders and counsel in attempting to squelch the dissatisfaction in the community. However, the community continues to question and investigate. It is not going away; however, the community also recognizes that much time is being spent on these issues and

that is time not spent on improving the quality of education and school lives for our children.

52. If the Board of Education members were truly interested in what is best for our children, why do they not address the public's concerns? Why do they not recognize that their choice of Superintendent was not a good fit for this District and remedy the situation?

WHEREFORE, the Concerned Parents of Beacon City School District pray for the following relief:

a) Investigation, audit and oversight by New York State Education Department into the behaviors of the Superintendent of Schools, Dr. Barbara Walkley, the Board of Education, the District's Counsel, Michael Lambert, Esq. of Shaw, Perelson, May and Lambert, LLP , and the former Beacon Teacher's Association President, Kim Pilla.

b) Directing the Board to remove the Superintendent of Schools for cause.

c) Directing the Board to hire a new law firm to represent the BCSD, due to failure of the attorney to protect the BCSD from this behavior.

Dated: December 1, 2015

Beacon, New York



Melissa C. Rutkoske

VERIFICATION

STATE OF NEW YORK, COUNTY OF DUTCHESS ss:

I, Melissa Rutkoske, am the Petitioner on behalf of the Concerned Parents of the Beacon City School District in the within action. I have read the foregoing complaint and know the contents thereof. The contents are true to my own knowledge except as to matters therein stated to be alleged upon information and belief, and as to those matters I believe them to be true.

Subscribed and Sworn to  
before me on

\_\_\_\_\_  
NOTARY PUBLIC

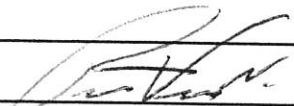
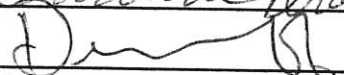
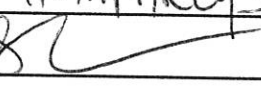
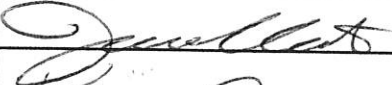

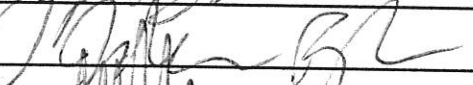
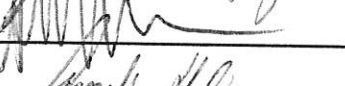
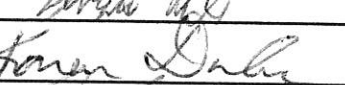



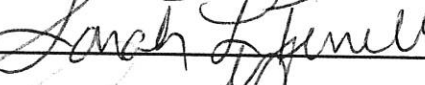
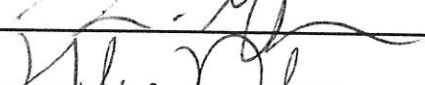
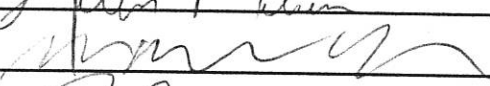


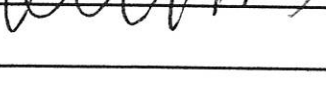
\_\_\_\_\_  
Petitioner's Signature

**EXHIBIT A**

EXHIBIT A

As evidenced by my signature as set forth below, I am a concerned parent in the Beacon City School District and support the petition and relief requested in it.

Gillian Ramkalawan	
Kristan Flynn	
Judith Meyer	
Meredith Meyer	
LORT LEP 100	
Richard D. Corneilus	
<del>Gregory</del>	
<del>Paul</del>	
<del>Th</del>	
<del>Bj</del>	
<del>Ed</del>	
<del>Ch</del>	
Terry Hale	
Tracy Ann Whitfield	
Estrina R Rivers	
Cory	
Robert Harvey	
Ann Murrell	
<del>John</del>	Adam McKibbin
<del>John</del>	Julie Shiroishi
<del>John</del>	
RS Featherstone	
Sophia F Jackson	
<del>Regina</del>	Raquel Verdesi

	PETER VEROBIS,
Barbara Verdese	
	Deana Morenowff
KATIE O'MAGAN	
MARINA HUMPHREYS	
Alex 	ALEX HUMPHREYS
	Jessica White
	Katrina Zizza
	Jon Battiglieri
	Julie Ryle
	Andrea Morenow
	Rachel Mole'
Karen Donohue	Karen Donohue
	Kathleen A.S. Hayes
Julie Clibbaro	Julie Clibbaro
	Theresa Goodman
Sarah L Terrell	Sarah L Terrell
	Liam Goodman
	Helen Nelsen
	Miyuki McKible
	Josh McKible
	Dan Aymar-Blair
	Monique Aymar-Blair

# **EXHIBIT B**



----- Forwarded message from B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)> -----

Date: Fri, 10 Jan 2014 19:01:59 -0500  
From: B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>  
Reply-To: B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>  
Subject: Re: Art Teaching Position: Preferred Eligibility List  
To: Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>

OMG.... BT on the ball again (not) How is she?

On Fri, Jan 10, 2014 at 6:44 PM, Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)> wrote:

Sent from my iPhone

Begin forwarded message:

**From:** Kim Atwell <[atwell.k@beaconnk12.org](mailto:atwell.k@beaconnk12.org)>  
**Date:** January 10, 2014, 5:40:30 PM EST  
**To:** Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>  
**Subject:** Fwd: Art Teaching Position: Preferred Eligibility List

Sent from my iPhone

Begin forwarded message:

**From:** "J.Farkas" <[stardoes@verizon.net](mailto:stardoes@verizon.net)>  
**Date:** January 10, 2014, 3:11:40 PM EST  
**To:** <[Dorward.p@beaconnk12.org](mailto:Dorward.p@beaconnk12.org)>  
**Cc:** <[tim.b@beaconnk12.org](mailto:tim.b@beaconnk12.org)>, <[Quartironi.a@beaconnk12.org](mailto:Quartironi.a@beaconnk12.org)>, <[atwell.k@beaconnk12.org](mailto:atwell.k@beaconnk12.org)>  
**Subject:** Art Teaching Position: Preferred Eligibility List

Dr. Paul Dorward, Superintendent of Schools  
Beacon City School District  
10 Education Drive  
Beacon, New York 12508

January 10, 2014

Dear Dr. Dorward,

I have attempted to reach out to the district twice this past December regarding my interest in returning to the Beacon district in the position of Art Teacher. As per my previous e-mail and letter to Brian Timm, Assistant Superintendent, I am a former Art Teacher for the Beacon district, who worked at Glenham Elementary School from 2000 to 2010. At that time, several art positions were cut from the budget.

As per the seniority list, I am positioned as the first teacher to return to the district should an art position become available. It is my understanding that there will be two art teacher retirements within the next year, including the June retirement of the current Art Teacher at Glenham. I have both a desire, and legal right as per the eligibility list, to an available art teaching position. I have contacted Kim Atwell, who responded to me promptly in confirming the retirements and my eligibility.

Please advise me regarding the next step in this process. I look forward to returning to the district in the position of Art Teacher, and I am awaiting your response.

Sincerely,  
Sallie Farkas, Art Educator  
99 North Street  
Newburgh, New York 12550-3403  
[\(845\) 562-7845](tel:(845)562-7845) cell [\(845\) 863-9278](tel:(845)863-9278)

----- End forwarded message -----

----- Forwarded message from B Walkley <walkleyb@gmail.com> -----

Date: Tue, 14 Jan 2014 18:03:10 -0500  
From: B Walkley <walkleyb@gmail.com>  
Reply-To: B Walkley <walkleyb@gmail.com>  
Subject: Tonight  
To: atwell k <atwell.k@beaconteachers.org>

Hey Kim,

If you have a few moments please give me a call.... if not tonight then tomorrow. I watched all of the Board Meeting video and I would like to talk with you about somethings... particularly in relationship to Melissa and PD...

----- End forwarded message -----

----- Forwarded message from B Walkley <walkleyb@gmail.com> -----

Date: Tue, 21 Jan 2014 22:01:13 -0500  
From: B Walkley <walkleyb@gmail.com>  
Reply-To: B Walkley <walkleyb@gmail.com>  
Subject: Re: TOSA  
To: Kim Atwell <atwell.k@beaconteachers.org>, "H. Hilburgh" <hilburgh@comcast.net>

Hi Kim,

Rest assured that you wouldn't get an e-mail like this because you do your homework, you're resourceful and a learner. You are a seeker and you have a brain!

On Tue, Jan 21, 2014 at 8:51 PM, Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>wrote:

So if I were him and he were me. I would have lots to say about a union prez sending this email. "How dare she". Oh that's right, he would actually have to know what he is talking about and not be clueless. Duh. On the other hand if I were him and got an email like this I would quit tomorrow.

Sent from my iPhone

Begin forwarded message:

**From:** Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Date:** January 21, 2014, 8:43:47 PM EST  
**To:** Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>  
**Subject: Fwd: TOSA**

Sent from my iPhone

Begin forwarded message:

**From:** "Atwell, Kim" <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Date:** January 21, 2014, 2:12:37 PM EST  
**To:** Brian Timm <[timmm.b@beaconk12.org](mailto:timmm.b@beaconk12.org)>  
**Cc:** [atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org), Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Subject: TOSA**

Hi Brian,

As a follow-up to our conversation today, I wanted to share a couple of things that may be helpful:

I believe the intent of the position was for an internal teacher to take the special assignment for this school year to commence in Sept. The job description looks like the one that was started over the summer, however,

there should be some preparation and communication with the current staff as to what the expectations will be for this position. If a teacher takes the position, he/she will need to take a leave of absence for the duration and then a replacement teacher will need to be hired. No one has an idea as to what a TOSA is, nor do they understand what the district is asking, as this is not something we have done in the past. The 2 TOSA's currently in place at South and Glenham are being utilized in a very different way and are not additional positions for the purpose of providing Professional Development or Instructional Support to teachers..( very different situation)

If the district does appoint an internal teacher, this will impact how the CBA applies to this individual. We should know this ahead of time as there are 2 internal teachers who have emailed me inquiring and I believe will apply. As far as the APPR, there is language in the regulations with respect to teachers who provide Instructional support..

You had mentioned putting this posting on OLAS...this could be a problem as you should identify what you are looking for beforehand as a TOSA is not a tenure area or a certification area. You cannot just hire a probationary 1.0 FTE TOSA until June. not even sure I know exactly what you would be hiring? Are you then creating a new teaching position? Is the district able to absorb this cost once the grant money runs out?

I would suggest that you contact Mike Lambert. Please get back to me when you have the accurate information. Thanks

Kim

----- Forwarded message from B Walkley <walkleyb@gmail.com> -----

Date: Wed, 22 Jan 2014 16:10:47 -0500  
From: B Walkley <walkleyb@gmail.com>  
Reply-To: B Walkley <walkleyb@gmail.com>  
Subject: Re: Follow up.  
To: "H. Hilburgh" <Hilburgh@comcast.net>  
Cc: Kim Atwell <atwell.k@beaconteachers.org>

From the Paulcarta Dictionary

de·ci·sion -

something that somebody **else** chooses or makes up his or her mind about, after considering it and other possible choices

On Wed, Jan 22, 2014 at 1:03 PM, H. Hilburgh <[Hilburgh@comcast.net](mailto:Hilburgh@comcast.net)> wrote:

What's a *decision*?

---

**From:** "Kim Atwell" <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>  
**To:** "B Walkley" <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>, "Harvey Hilburgh" <[hilburgh@comcast.net](mailto:hilburgh@comcast.net)>  
**Sent:** Wednesday, January 22, 2014 12:41:32 PM  
**Subject:** Fwd: Follow up.

Decisions. Decisions. Please tell me there is a spot in heaven for me.

Sent from my iPhone

Begin forwarded message:

**From:** Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Date:** January 22, 2014, 12:38:12 PM EST  
**To:** "Dorward, Paul" <[dorward.p@beaconk12.org](mailto:dorward.p@beaconk12.org)>  
**Cc:** Brian Timm <[timmm.b@beaconk12.org](mailto:timmm.b@beaconk12.org)>, Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>, Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Subject: Re: Follow up.**

Paul. The form that I shared was the form that we worked on this summer and is part of what Dawn was involved in. I believe you and I should make a determination as to the form and move on. As far as the deadline, let's make a decision and also move on. At some point I believe we need to button this up. Let me know when is best to meet or talk to finalize. Thanks

Kim

Sent from my iPhone

On Jan 22, 2014, at 12:03 PM, "Dorward, Paul" <[dorward.p@beaconk12.org](mailto:dorward.p@beaconk12.org)> wrote:

Kim

The administrators expressed that they would like to have a form that they can use. We will take the two "tools" that were shared with us (one from you and one from Dawn) and prepare a form that teachers can complete.

Also, as we discussed, the plan would be to have this form and the additional guidance sheets placed in the folder with other APPR items. This information would be shared with the teachers along with a description of the process including that they can meet with their administrator to discuss the types of items that they might want to consider submitting for domain four.

You and I will need to speak about the due date. I know that we intended to back up the due date but I do not see that we included that date in the plan.

Paul N. Dorward, Ph.D.  
Superintendent  
Beacon City School District  
10 Education Drive  
Beacon, NY 12508  
Phone: [845-838-6900](tel:845-838-6900) ext 2010  
Fax: [845-838-6905](tel:845-838-6905)

On Wed, Jan 22, 2014 at 11:22 AM, Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)> wrote:  
Paul,

Last week we met to discuss the forms and artifact process relative to the APPR. Do you have an idea as to how and when this information will be shared with the teachers. Please advise. Thank you.

11/7/2015

Fw: Re: Follow up.

Kim

Sent from my iPhone



----- Forwarded message from B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)> -----

Date: Tue, 21 Jan 2014 11:24:10 -0500  
From: B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>  
Reply-To: B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>  
Subject: Re: Posting #441  
To: Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>

Hey Kim,

Are they making this a tenure track position, are they increasing the # of permanent positions by 1.0... the Board better ask some good questions on this one..

On Tue, Jan 21, 2014 at 9:00 AM, Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)> wrote:  
Check this out Extremely interested.

Sent from my iPhone

Begin forwarded message:

**From:** Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Date:** January 21, 2014, 8:57:29 AM EST  
**To:** Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>  
**Subject:** Fwd: Posting #441

Sent from my iPhone

Begin forwarded message:

**From:** "Anderson, Kristian" <[anderson.kr@beaconk12.org](mailto:anderson.kr@beaconk12.org)>  
**Date:** January 20, 2014, 10:23:44 PM EST  
**To:** Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Subject:** Posting #441

Hi Kim,

I just wanted to let you know that I am extremely interested in the teacher on special assignment position at Rombout Middle School. Although I do not have a full time position in Beacon I am currently on the substitute list and I am a coach for the district. I sent a cover letter and a copy of my resume to

Brian Soltish and Brian Timm to express my interest as well. I hope that I am able to apply to the position since I recently received my masters in Literacy, as well as my certification in literacy and students with disabilities 1-12, I believe that I have many of the qualifications and experiences that may benefit Rombout.

Thank you

[Kristian Anderson](#)  
[\(845\) 489-6175](tel:(845)489-6175)

----- End forwarded message -----

----- Forwarded message from B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)> -----

Date: Wed, 15 Jan 2014 08:32:10 -0500  
From: B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>  
Reply-To: B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>  
Subject: Re: Turnkey trainers  
To: Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>

Doesn,t matter NOW what he said, it was on agenda as a turnkey trainer.

On Tue, Jan 14, 2014 at 10:31 PM, Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)> wrote:  
Notice how he puts inservice training

Sent from my iPhone

Begin forwarded message:

**From:** "Atwell, Kim" <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Date:** January 14, 2014, 9:28:28 PM EST  
**To:** [atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)  
**Subject:** Fwd: Turnkey trainers

----- Forwarded message -----  
**From:** **Atwell, Kim** <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Date:** Tue, Jan 14, 2014 at 4:08 PM  
**Subject:** Re: Turnkey trainers  
**To:** "Dorward, Paul" <[dorward.p@beaconk12.org](mailto:dorward.p@beaconk12.org)>

thanks

On Tue, Jan 14, 2014 at 3:25 PM, Dorward, Paul <[dorward.p@beaconk12.org](mailto:dorward.p@beaconk12.org)> wrote:  
Kim

When you come over tomorrow I would also like to discuss the concerns that you raised yesterday regarding the appointment of Donald Paulson to provide in-service training.

Thanks.

Paul N. Dorward, Ph.D.

Superintendent

Beacon City School District

10 Education Drive

Beacon, NY 12508

Phone: [845-838-6900](tel:845-838-6900) ext 2010

Fax: [845-838-6905](tel:845-838-6905)

----- Forwarded message from B Walkley <walkleyb@gmail.com> -----

Date: Tue, 21 Jan 2014 11:25:27 -0500  
From: B Walkley <walkleyb@gmail.com>  
Reply-To: B Walkley <walkleyb@gmail.com>  
Subject: BTW  
To: atwell k <atwell.k@beaconteachers.org>

What is TOS - Teacher on Special????

----- End forwarded message -----

----- Forwarded message from Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)> -----

Date: Mon, 24 Feb 2014 16:01:40 -0500

From: Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>

Reply-To: Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>

Subject: Fwd: Prep Periods

To: Harvey Hilburgh <[hilburgh@comcast.net](mailto:hilburgh@comcast.net)>, B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>

I let mike know he was forwarding his email and romo is sending to everyone.

Sent from my iPhone

Begin forwarded message:

**From:** Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>

**Date:** February 24, 2014, 11:12:41 AM EST

**To:** Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>

**Subject: Fwd: Prep Periods**

Sent from my iPhone

Begin forwarded message:

**From:** "Romanino, Eric" <[romanino.e@beaconk12.org](mailto:romanino.e@beaconk12.org)>

**Date:** February 24, 2014, 10:13:30 AM EST

**To:** "Dorward, Paul" <[dorward.p@beaconk12.org](mailto:dorward.p@beaconk12.org)>, Frank Mulhern <[mulhern.f@beaconk12.org](mailto:mulhern.f@beaconk12.org)>

**Subject: Re: Prep Periods**

Paul;

The people are entitled to a prep as per the BTA contract but are not scheduled a block time within the master schedule.

ERIC

Eric J. Romanino  
Beacon City School District  
Director of Physical Education,  
Athletics and Health Services  
Office:  [\(845\) 838-6900](tel:(845)838-6900)   [x3230](tel:x3230)

Fax: [\(845\) 838-1777](tel:845-838-1777)

On Mon, Feb 24, 2014 at 8:37 AM, Dorward, Paul <[dorward.p@beaconk12.org](mailto:dorward.p@beaconk12.org)> wrote:

See below.

Please send me a response by the end of the day.

Thanks.

Paul N. Dorward, Ph.D.

Superintendent

Beacon City School District

10 Education Drive

Beacon, NY 12508

Phone: [845-838-6900](tel:845-838-6900) ext 2010

Fax: [845-838-6905](tel:845-838-6905)

----- Forwarded message -----

From: **Michael Lambert** <[mlambert@shawperelson.com](mailto:mlambert@shawperelson.com)>

Date: Sat, Feb 22, 2014 at 10:13 AM

Subject: Prep Periods

To: "Dorward, Paul" <[dorward.p@beaconk12.org](mailto:dorward.p@beaconk12.org)>

Cc: Michael Lambert <[mlambert@shawperelson.com](mailto:mlambert@shawperelson.com)>

Paul:

Can you confirm with Frank and the building principals as to whether OT, Guidance Counselors, Speech Language Therapists, School Psychologists, School Social Workers and Secondary Librarians have prep periods. Thanks.

Michael K. Lambert, Esq.

Shaw, Perelson, May & Lambert, LLP

21 Van Wagner Road

Poughkeepsie, New York 12603

[\(845\) 486-4200](tel:(845)486-4200)

Fax: [\(845\) 486-4268](tel:(845)486-4268)

Cell: [\(845\) 337-7471](tel:(845)337-7471)

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----- End forwarded message -----



----- Forwarded message from Michael Lambert <[mlambert@shawperelson.com](mailto:mlambert@shawperelson.com)> -----

Date: Fri, 24 Jan 2014 12:14:21 +0000

From: Michael Lambert <[mlambert@shawperelson.com](mailto:mlambert@shawperelson.com)>

Reply-To: Michael Lambert <[mlambert@shawperelson.com](mailto:mlambert@shawperelson.com)>

Subject: Re: Teacher on Leave/ Update

To: Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>

Backbone of the district.

Michael K. Lambert

Sent from my iPhone

On Jan 24, 2014, at 6:58 AM, "Kim Atwell" <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)> wrote:

Please tell me he didn't cry?

Sent from my iPhone

On Jan 23, 2014, at 10:56 PM, Michael Lambert <[mlambert@shawperelson.com](mailto:mlambert@shawperelson.com)> wrote:

They were shameless tonight.

Michael K. Lambert

Sent from my iPhone

On Jan 23, 2014, at 10:49 PM, "Kim Atwell" <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)> wrote:

No problem. Thanks again Mike. It was a great idea on your part as this was, I believe, the better route.

On Monday night I assume they can act on her amended resignation and extend krause's leave until the end of June?

And who would of guessed, we actually worked this out without utilizing the "backbones of the district". :)

Ttul.

Kim

Sent from my iPhone

Begin forwarded message:

**From:** Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Date:** January 23, 2014, 10:24:50 PM EST  
**To:** Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>  
**Subject:** Fwd: Teacher on Leave/ Update

Sent from my iPhone

Begin forwarded message:

**From:** Michael Lambert  
<[mlambert@shawperelson.com](mailto:mlambert@shawperelson.com)>  
**Date:** January 23, 2014, 10:06:57 PM EST  
**To:** "Atwell, Kim"  
<[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Subject:** Re: Teacher on Leave/ Update

Thanks.

Michael K. Lambert  
Sent from my iPhone

On Jan 23, 2014, at 10:05 PM, "Atwell,  
Kim" <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)> wrote:

FYI

----- Forwarded message --

-----

**From:** Atwell,  
Kim <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
>  
**Date:** Thu, Jan 23, 2014 at  
10:03 PM  
**Subject:** Teacher on Leave/  
Update  
**To:** Paul Dorward  
<[dorward.p@beaconk12.org](mailto:dorward.p@beaconk12.org)>  
**Cc:** Kim Atwell  
<[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>

Paul,

I spoke with Carol Curtain ( H.S. SPED teacher on Leave) tonight as she called me back after my original conversation with her today.. She has agreed to amend her resignation date to June 30th, 2014. She will send an email to you tomorrow morning with the request and follow up with a hard copy letter which you should receive by Monday.

Respectfully,

Kim

----- End forwarded message -----

----- Forwarded message from "H. Hilburgh" <Hilburgh@comcast.net> -----

Date: Sat, 25 Jan 2014 15:20:34 +0000 (UTC)  
From: "H. Hilburgh" <Hilburgh@comcast.net>  
Reply-To: "H. Hilburgh" <Hilburgh@comcast.net>  
Subject: Re: JAT  
To: B Walkley <walkleyb@gmail.com>  
Cc: atwell k <atwell.k@beaconteachers.org>

Maybe you're right...hasn't he been fishing for a clue all year? And there is always the danger of that darn fish in your fly...

---

**From:** "B Walkley" <walkleyb@gmail.com>  
**To:** "atwell k" <atwell.k@beaconteachers.org>, "H. Hilburgh" <hilburgh@comcast.net>  
**Sent:** Saturday, January 25, 2014 10:05:47 AM  
**Subject:** JAT

Hello everyone,  
The other day I was clicking around on the web and came upon a hunting/fishing lodge in Maine. It had video feeds of the staff that included this handsome man who was a fish guide. He takes people fly fishing and if needed teaches them how to fly fish or whatever.... The reason I am telling you this is because my thought was, this is exactly what Brian Timm should be doing

----- End forwarded message -----

----- Forwarded message from B Walkley <walkleyb@gmail.com> -----

Date: Sat, 25 Jan 2014 10:05:47 -0500

From: B Walkley <walkleyb@gmail.com>

Reply-To: B Walkley <walkleyb@gmail.com>

Subject: JAT

To: atwell k <atwell.k@beaconteachers.org>, "H. Hilburgh" <hilburgh@comcast.net>

Hello everyone,

The other day I was clicking around on the web and came upon a hunting/fishing lodge in Maine. It had video feeds of the staff that included this handsome man who was a fish guide. He takes people fly fishing and if needed teaches them how to fly fish or whatever.... The reason I am telling you this is because my thought was, this is exactly what Brian Timm should be doing

----- End forwarded message -----

----- Forwarded message from B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)> -----

Date: Sun, 26 Jan 2014 23:59:05 -0500  
From: B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>  
Reply-To: B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>  
Subject: Re: Agenda Questions  
To: Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>

Kiiimmmmm,

My, my, my.... what adult says, the contract was followed because the guy I am firing. whom I determined is not competent, whom I know doesn't know anything TOLD ME IT WAS.... so hey, don't look at me, it's not me .....

I agree, chunks are flying everywhere!

On Sun, Jan 26, 2014 at 11:35 PM, Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)> wrote:

FYI. He told MT the contract was followed because Brian told him it was. She questioned it when she met with him. She didn't say anything about what u shared. Those guys make me nauseous.

Sent from my iPhone

Begin forwarded message:

**From:** "Atwell, Kim" <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Date:** January 26, 2014, 10:51:05 PM EST  
**To:** Paul Dorward <[dorward.p@beaconk12.org](mailto:dorward.p@beaconk12.org)>  
**Cc:** Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Subject:** Agenda Questions

Paul,

I have questions regarding the IRP appointments specific to the non bargaining unit members. There seems to be quite a few non BTA folks being appointed and typically Instructional support is always been allocated to teachers within the district. I understand there are Max hours, however the Max hours can be given to one specific teacher if not enough teachers apply. Also, so you are aware, each of the postings vary in how they read, it may be helpful if in the future the format is consistent. If a posting specifies a particular building, that should not limit the BTA from applying nor does it limit the district from appointing teachers from other buildings, in fact, I would think this should be encouraged. We may need some clarification to ensure that teachers within the district who are consistently working with our students are filling these positions regardless of which building they are in. Thanks

Kim

---- Forwarded message from Kim Atwell <atwell.k@beaconteachers.org> ----

Date: Mon, 24 Feb 2014 06:57:27 -0500  
From: Kim Atwell <atwell.k@beaconteachers.org>  
Reply-To: Kim Atwell <atwell.k@beaconteachers.org>  
Subject: Re: Emergency Faculty and Staff meeting  
To: Melissa Thompson <melissaandterry@yahoo.com>

Let you know what he says this morning

Sent from my iPhone

On Feb 24, 2014, at 6:21 AM, Melissa Thompson <melissaandterry@yahoo.com> wrote:

I specifically told him I won't go for that. Tonight is gonna be fun.

Melissa Thompson

On Feb 23, 2014, at 7:43 PM, Kim Atwell <atwell.k@beaconteachers.org> wrote:

Romo just told me he is taking over indefinitely and pd was asking him tons of questions and get this.....pd was taking romo's advice. Holy crap

Sent from my iPhone

On Feb 23, 2014, at 7:27 PM, Melissa Thompson <melissaandterry@yahoo.com> wrote:

Lol...maybe his daughter wrote it

Melissa Thompson

On Feb 23, 2014, at 7:03 PM, Kim Atwell <atwell.k@beaconteachers.org> wrote:

I would agree its a step above his level but way too many mistakes for me to have a hand in. :).

Sent from my iPhone

On Feb 23, 2014, at 4:28 PM, Kim Atwell <atwell.k@beaconk12.org> wrote:

Sent from my iPhone

Begin forwarded message:

**From:** "Romanino, Eric"  
<[romanino.e@beaconk12.org](mailto:romanino.e@beaconk12.org)>  
>  
**Date:** February 23, 2014,  
3:42:12 PM EST  
**To:** "Faculty & Staff HS"  
<[facultystaffhs@beaconk12.org](mailto:facultystaffhs@beaconk12.org)>  
>, Paul Dorward  
<[dorward.p@beaconk12.org](mailto:dorward.p@beaconk12.org)>,  
Ann Marie Quartironi  
<[quartironi.a@beaconk12.org](mailto:quartironi.a@beaconk12.org)>  
>, Brian Timm  
<[timmm.b@beaconk12.org](mailto:timmm.b@beaconk12.org)>  
**Subject:** Emergency Faculty  
and Staff meeting

**There will an emergency  
faculty and staff meeting  
Monday morning at 7:15 am.**

Dr. Sievering fell on black ice Saturday morning and was hospitalized. Early reports indicates that he fractured his T3 vertebrae and was waiting for an MRI on Monday morning and was to see a neurosurgeon. At this time, it would be presumptuous to diagnose the severity of the injury and how long he maybe out.

Mr. Mulhern just visited John and reported that he is resting comfortably and is with his family.

**Dr. Dorward would like to  
meet with staff at 7:15**



**tomorrow morning (Monday)  
to give you an update and a  
plan of action in John  
absence.**

ERIC

Eric J. Romanino  
Beacon City School District  
Director of Physical  
Education,  
Athletics and Health Services  
Office: (845) 838-6900  
x3230  
Fax: (845) 838-1777

----- End forwarded message -----

----- Forwarded message from Kim Atwell <atwell.k@beaconteachers.org> -----

Date: Mon, 24 Feb 2014 15:58:37 -0500

From: Kim Atwell <atwell.k@beaconteachers.org>

Reply-To: Kim Atwell <atwell.k@beaconteachers.org>

Subject: Fwd: MOU Clarification & Etc..

To: Harvey Hilburgh <hilburgh@comcast.net>, B Walkley <walkleyb@gmail.com>

We are in full shit show mode at full throttle, full speed and every part of the district exposed. There are no words !!

Sent from my iPhone

Begin forwarded message:

**From:** "Atwell, Kim" <atwell.k@beaconk12.org>

**Date:** February 24, 2014, 2:36:03 PM EST

**To:** Paul Dorward <dorward.p@beaconk12.org>, Brian Timm <timmm.b@beaconk12.org>, Ann Marie Quartironi <quartironi.a@beaconk12.org>

**Cc:** atwell.k@beaconteachers.org, Kim Atwell <atwell.k@beaconk12.org>

**Subject:** Fwd: MOU Clarification & Etc..

Dear Paul,

I have concerns over the information which is being shared with BTA members regarding contractual rights and FMLA entitlement. During meetings last week with two BTA unit members and Ms. Woods, inaccurate information was given to the teachers regarding the utilization of their contractual sick leave as well as the status of their FMLA. Teachers have and continue to receive information that is not accurate and I have intervened to resolve. I have an obligation to make certain that my unit members' rights are being followed, but I cannot continue to meet with each teacher and the district to assure that the information from the district is accurate. I do not believe it is appropriate, nor I am I willing to discuss any aspect of contract negotiations with Ms. Woods. Moving forward, I will recommend BTA unit members meet with Mr. Timm to discuss leaves specific to contract and/or FMLA. I am informing you so you have the opportunity to resolve the issue proactively before any further action is taken. Thank you.

**Kim Atwell**  
**President**  
**Beacon Teacher's Association**  
<http://beaconteachers.org/>

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----- Forwarded message -----

From: **Frazier-Woods, Cheryl** <[frazierwoods.c@beaconk12.org](mailto:frazierwoods.c@beaconk12.org)>

Date: Mon, Feb 24, 2014 at 1:15 PM

Subject: MOU Clarification & Etc..

To: Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>

Cc: Brian Timm <[timmm.b@beaconk12.org](mailto:timmm.b@beaconk12.org)>

Hi Kim,

Thank you for taking time out of your hectic schedule to be present for clarification on the District's FMLA policy and the MOU agreement on Thursday, February 20, 2014.

My confusion comes into play regarding the "instructional employee" ability to return to work as we near the end of the school year. You have indicated that if the "instructional employee" is using paid leave, he or she can return to work even if there is less than three (3) weeks left in the semester.

Since it is going into the new contract, perhaps it can be amended and written as such, which would alleviate my confusion and be clear for all.

Also, we talked about Veronica Cuervas-Soto. I will be sending her a reminder letter that she needs to notify the District by April 30, 2014 of her intentions (as per the June 3, 2013 letter originally issued).

Thank you again for all that you do for the District.

Cheryl Frazier-Woods  
Personnel Assistant  
Beacon City School District  
(845) 838-6900, Ext. 2017  
[Email:frazierwoods.c@beaconk12.org](mailto:frazierwoods.c@beaconk12.org)

----- End forwarded message -----

----- Forwarded message from Kim Atwell <atwell.k@beaconteachers.org> -----

Date: Mon, 24 Feb 2014 16:05:07 -0500

From: Kim Atwell <atwell.k@beaconteachers.org>

Reply-To: Kim Atwell <atwell.k@beaconteachers.org>

Subject: Fwd: Dr. Sieverding/ Dropout Prevention Forum

To: Harvey Hilburgh <hilburgh@comcast.net>, B Walkley <walkleyb@gmail.com>

No words

Sent from my iPhone

Begin forwarded message:

**From:** Kim Atwell <atwell.k@beaconk12.org>

**Date:** February 24, 2014, 4:03:00 PM EST

**To:** Kim Atwell <atwell.k@beaconteachers.org>

**Subject:** Fwd: Dr. Sieverding/ Dropout Prevention Forum

Sent from my iPhone

Begin forwarded message:

**From:** "Dorward, Paul" <dorward.p@beaconk12.org>

**Date:** February 24, 2014, 11:56:32 AM EST

**To:** Paul Dorward <dorward.p@beaconk12.org>

**Subject:** Dr. Sieverding/ Dropout Prevention Forum

I am writing to inform you of a temporary change in leadership at the Beacon High School. Due to an unfortunate injury sustained at home, Dr. Joannes Sieverding will be out on medical leave. In the interim, I will be asking the Board of Education to approve the appointment of Mr. Eric Romanino, Director of Physical Education, Athletics, and Health Services as Acting Principal until such time as Dr. Sieverding is able to return to his duties.

As a result, the Public Forum on Developing Dropout Prevention Strategies scheduled for tomorrow night, Tuesday, February 25th at the Beacon High School must be postponed since Dr. Sieverding was to be the main presenter. We hope to reschedule this event at a later date and will keep you informed once a new date has been determined.

----- Forwarded message from Kim Atwell <atwell.k@beaconteachers.org> -----

Date: Mon, 24 Feb 2014 16:00:31 -0500  
From: Kim Atwell <atwell.k@beaconteachers.org>  
Reply-To: Kim Atwell <atwell.k@beaconteachers.org>  
Subject: Fwd: Introduction letter  
To: Harvey Hilburgh <hilburgh@comcast.net>

This one takes the cake

Sent from my iPhone

Begin forwarded message:

**From:** Kenya Gadsden <kgadsden@lifespire.org>  
**Date:** February 23, 2014, 4:47:57 PM EST  
**To:** Melissa Thompson <thompson.beacon@gmail.com>  
**Subject: Re: Introduction letter**

Hello Melissa,

I pray all is well with you and the family. I just wanted to keep you in the loop. This is the letter that I sent to Mr. Timm and Dr. Forward for their review and approval. This letter will be sent to all building principles to get the ball rolling on the Parent workshop(s). I also would like to know if you have some time to explain to me the role of board members outside of what I have read. Have a great rest of your Sunday, hope to hear from you soon.

Sent from my iPhone

On Feb 23, 2014, at 4:39 PM, "Kenya Gadsden"  
<kgadsden@Lifespire.org> <mailto:kgadsden@Lifespire.org>> wrote:

Hello Dr. Dorward,  
I just made some minor changes. Please forward the attached to all the building Principles.  
Thanking you in advance.  
Kenya

Sent from my iPhone

Begin forwarded message:

From:  
<corenehendricksongadsden@gmail.com> <mailto:corenehendricksongadsden@gmail.com>>  
Date: February 23, 2014 at 4:34:49 PM EST

To: Kenya Gadsden <kgadsden@Lifespire.org <mailto:kgadsden@Lifespire.org>>  
Subject: Re: Introduction letter

My name is Kenya Gadsden and I am a parent of two children in the Beacon City school District. I am pleased to announce that I will be the newly appointed Parent Communicator for the remainder of the 2013-2014 school year. The goal of the district will be to provide families with Parent Workshops that will enhance their current support for their children. In order for the goal to be met, I will need your knowledge and support.

The goal is to have a Parent Workshop for The High School, The Middle School and a combination workshop for all four elementary schools. This format is not set in stone and can be coordinated to suit the needs of the families we serve.

I've reviewed the district calendar to gain a sense of the amount of events, assessments and breaks we must take into consideration before we plan. We must also consider events that may occur in your buildings that are not yet listed on the District Calendar. From now until the end of March, we have 25 days before the grade 3-8 E.L.A. assessments start. In the month of April, we have 12 days that we can work with due to Spring Break, but we must keep in mind that grade 3-8 Math assessments also start in April ( 30th) leading into the first two days of May, leaving us with 18 days available to work with. Please provide the following as quickly as you can. I understand that my request is of short notice and I am apologizing and thanking all of you in advance and I would greatly appreciate your responses by Friday February 28, 2014 With all of this being said, here is what I will need from you:

1. What month would you like to host your Parent Workshop? (Please keep in mind that the elementary schools will be combined so coordination of schedules is required on behalf of the administrators of those buildings.
2. What topics would you like to cover? Will 30 minute sessions allow for a thorough workshop?
3. Please include both an informational component and an interactive component.
4. Please consider the availability of teachers to chair the workshops. Those teachers interested will follow the regulations set by the BTA.

Lastly, I am looking forward to working with each of you to improve our district.

Kenya Gadsden

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This message was secured by ZixCorp(R).

----- End forwarded message -----

---- Forwarded message from Kim Atwell <atwell.k@beaonteachers.org> ----

Date: Mon, 24 Feb 2014 16:00:04 -0500

From: Kim Atwell <atwell.k@beaonteachers.org>

Reply-To: Kim Atwell <atwell.k@beaonteachers.org>

Subject: Fwd: Emergency Faculty and Staff meeting

To: Harvey Hilburgh <hilburgh@comcast.net>, B Walkley <walkleyb@gmail.com>

This was ridiculous he has no clue as to what to do

Sent from my iPhone

Begin forwarded message:

**From:** Kim Atwell <atwell.k@beaconk12.org>

**Date:** February 23, 2014, 4:28:46 PM EST

**To:** Kim Atwell <atwell.k@beaonteachers.org>

**Subject:** Fwd: Emergency Faculty and Staff meeting

Sent from my iPhone

Begin forwarded message:

**From:** "Romanino, Eric" <romanino.e@beaconk12.org>

**Date:** February 23, 2014, 3:42:12 PM EST

**To:** "Faculty & Staff HS" <facultystaffhs@beaconk12.org>, Paul Dorward <dorward.p@beaconk12.org>, Ann Marie Quartironi <quartironi.a@beaconk12.org>, Brian Timm <tim.b@beaconk12.org>

**Subject:** Emergency Faculty and Staff meeting

**There will an emergency faculty and staff meeting Monday morning at 7:15 am.**

Dr. Sievering fell on black ice Saturday morning and was hospitalized. Early reports indicates that he fractured his T3 vertebrae and was waiting for an MRI on Monday morning and was to see a neurosurgeon. At this time, it would be presumptuous to diagnose the severity of the injury and how long he maybe out.

Mr. Mulhern just visited John and reported that he is resting comfortably and is with his family.

**Dr. Dorward would like to meet with staff at 7:15 tomorrow morning (Monday) to give you an update and a plan of action in John absence.**

ERIC

Eric J. Romanino  
Beacon City School District  
Director of Physical Education,  
Athletics and Health Services  
Office: (845) 838-6900 x3230  
Fax: (845) 838-1777

----- End forwarded message -----



----- Forwarded message from B Walkley <walkleyb@gmail.com> -----

Date: Mon, 27 Jan 2014 16:16:24 -0500  
From: B Walkley <walkleyb@gmail.com>  
Reply-To: B Walkley <walkleyb@gmail.com>  
Subject: How about...  
To: atwell k <atwell.k@beaconteachers.org>

Hi Kim,  
Looks good, just suggest adding the first item

Here is the agenda for Thursday's meeting:

- **Welcome, Overview and Agenda**
- **Special Presentations**

1. Ann Marie Quartironi, Assistant Superintendent for Business
2. Sarah Terrell, Beacon Arts in Education

- **Committee Chair Report(s)**
- **Building Reports**
- **Building Principal Reports**
- **Old Business**
- **New Business**

**Be sure to sign up for our potluck dinner here:** <http://goo.gl/2J0SUu>

Also, please mark your calendars for our upcoming meetings:

- February 12th @ 6:30 pm - August Project Committee (See What Beacon Has to Offer)
- March 3rd @ 6:30 pm - Regular PTO/BTA meeting
- May 8th @ 6:30 pm - Regular PTO/BTA meeting
- June 16th @ 6:30 pm - Regular PTO/BTA meeting- only item on the agenda is August Project

We hope to see you on Thursday!

----- End forwarded message -----

----- Forwarded message from Michael Lambert <mlambert@shawperelson.com> -----

Date: Mon, 27 Jan 2014 15:14:42 +0000

From: Michael Lambert <mlambert@shawperelson.com>

Reply-To: Michael Lambert <mlambert@shawperelson.com>

Subject: Draft Response to your Questions/Comments re IRP Appointments of 1/27/14 Agenda

To: "atwell.k@beaconteachers.org" <atwell.k@beaconteachers.org>

Cc: Michael Lambert <mlambert@shawperelson.com>

Kim:

FYI. I provided the following proposed response to PD. I wanted you to know that it was coming from me, so if there are any questions about it you could call me.

I have reviewed your 1/26/14 e-mail regarding IRP appointments set forth on the 1/17/14 agenda. I agree with much of what you stated. First, I agree that it is preferable that IRP hours be given to BTA unit members. When the work can be structured in such a way that it can be properly delivered by a single appropriately-qualified BTA unit member (regardless of the building to which they are assigned), it should be offered to such unit member. However, when the work (because of issues such as scheduling or subject matter) cannot properly be done by a single individual, it must be posted as multiple positions. I am willing to speak with you if you have questions as to why any of the IRP positions being appointed on this evening's agenda were posted in the way that they were. If an appropriately-qualified BTA unit member does not apply for one or more of these IRP positions, the District has no choice but to appoint an appropriately qualified non-BTA unit member. Second, I also agree with you that there should be consistency in the formatting of our IRP postings throughout the District. I will take the necessary steps to ensure that this goal is accomplished.

Michael K. Lambert, Esq.

Shaw, Perelson, May & Lambert, LLP

21 Van Wagner Road

Poughkeepsie, New York 12603

(845) 486-4200

----- Forwarded message from Melissa Thompson <[melissaandterry@yahoo.com](mailto:melissaandterry@yahoo.com)> -----

Date: Sun, 12 Jan 2014 08:09:43 -0500

From: Melissa Thompson <[melissaandterry@yahoo.com](mailto:melissaandterry@yahoo.com)>

Reply-To: Melissa Thompson <[melissaandterry@yahoo.com](mailto:melissaandterry@yahoo.com)>

Subject: Re: Agenda Review meeting

To: Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>

Unreal. I tried to warn him but I seem to think that he thinks he is invincible.

Melissa Thompson

On Jan 11, 2014, at 9:24 PM, Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)> wrote:

So even more... talked with three teachers regarding the turnkey training. Paulson has not been trained in this work to turnkey although he knows it. This summer barb in her continued plans to do turnkey training eventually in our district had a group of teachers. 3 from the high school attend in this PowerPoint stuff they are actually certified and trained. They were paid under inservice and supposed to be utilized this year via bt who was supposed to be working with teachers on professional development. And an SMOA for turnkey incorporated. ( never happened) The hs teachers i spoke to are pissed and will take issue along with my support. He thinks we are all stupid. Just so u know. I will wait for him to reach out if he doesn't work to resolve I am pursuing. Good luck Monday we r running out of gas. Thanks friend I am trying to hang in.

Sent from my iPhone

On Jan 11, 2014, at 8:37 PM, Melissa Thompson <[melissaandterry@yahoo.com](mailto:melissaandterry@yahoo.com)> wrote:

Unreal

Melissa Thompson

On Jan 11, 2014, at 6:45 PM, Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)> wrote:

Forgot to tell u. He told AMQ yesterday that it was too bad about Brian that he was starting to get better. Clueless beyond

Sent from my iPhone

On Jan 9, 2014, at 9:46 PM, Melissa Thompson <[melissaandterry@yahoo.com](mailto:melissaandterry@yahoo.com)> wrote:

Notice the use of amq's name? Like that will make me but it?!

Melissa Thompson

On Jan 9, 2014, at 9:26 PM, Kim Atwell  
<[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)> wrote:

So I guess teachers are now determining what types of trainings are needed. Boy will this open up a can of worms. Shouldn't bt and pd be the ones determining the types of trainings for teachers Maybe if I put a request in to train teachers how to cook chili that would work too. Insane it makes me sick.

Sent from my iPhone

On Jan 9, 2014, at 9:06 PM, Melissa Thompson  
<[melissaandterry@yahoo.com](mailto:melissaandterry@yahoo.com)> wrote:

???

Melissa Thompson

Begin forwarded message:

**From:** Melissa Thompson  
<[thompson.beacon@gmail.com](mailto:thompson.beacon@gmail.com)>  
>  
**Date:** January 9, 2014 at 9:05:33 PM EST  
**To:** Melissa Thompson  
<[melissaandterry@yahoo.com](mailto:melissaandterry@yahoo.com)>  
>  
**Subject: Fwd: Agenda Review meeting**

Melissa  
Thompson

Begin forwarded  
message:

**From:** "Dorward,  
Paul"  
<[dorward.p@beaconk12.org](mailto:dorward.p@beaconk12.org)>  
>  
**Date:** January  
9,  
2014  
at  
7:52:44  
PM  
EST  
**To:** Melissa  
Thompson  
<[thompson.beacon@gmail.com](mailto:thompson.beacon@gmail.com)>  
>  
**Subject: Re:**  
**Agenda  
Review  
meeting**

Melissa

Brian  
and  
Ann  
Marie  
said  
that  
the  
term  
"turnkey"  
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a  
grant.  
This  
would  
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be  
posted.  
The  
teacher  
made  
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request  
to  
provide  
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training.

The  
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makes  
provision  
for  
paying  
teacher  
to  
develop  
the  
training  
and  
teach  
their  
fellow  
teachers.

Paul  
N.  
Dorward,  
Ph.D.

Superintendent

Beacon  
City  
School  
District

10  
Education  
Drive

Beacon,  
NY  
12508

Phone: 845-  
838-