

**EAST GREENBUSH CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
NOVEMBER 17, 2021**

1. A. MEETING CALLED TO ORDER- Mr. Buono- 6:59 PM

B. ATTENDANCE

| | Present | Absent | Arrival |
|---------------------------------|---------|--------|-------------|
| Mr. Buono | X | | |
| Ms. Curtin | X | | |
| Mr. Dunn | X | | |
| Ms. Kennedy | X | | |
| Mr. Mann | X | | |
| Ms. O'Brien | X | | |
| Ms. Skumurski | X | | |
| Ms. Taylor | X | | |
| Mr. Yeboah | | | X 7:09 P.M. |
| Also Attending | | | |
| Mr. Simons | X | | |
| Ms. Cannon | X | | |
| Mr. McHugh | | X | |
| Ms. Wager | X | | |
| Student Council Representatives | | | |
| Ryan Seely | X | | |
| Emma Marchiony | X | | |

C. APPOINTMENT TO FILL THE BOARD VACANCY

Mr. Buono reported that the Board members have chosen Jennifer O'Brien to fill the Board vacancy caused by the resignation of Deanna Muth.

RESOLUTION TO FILL THE VACANCY ON THE BOARD OF EDUCATION

Motion by Mr. Mann, Seconded by Ms. Curtin

Resolved, the Board of Education of the East Greenbush Central School District appoints Jennifer O'Brien to fill the vacancy caused by the resignation of Deanna Muth, and to serve for the period November 17, 2021 to May 17, 2022

Vote: Ayes- 7, Nays- 0

Motion carried

D. OATH OF OFFICE:

Ms. Pangburn administered the Oath of Office to newly elected Board member, Ms. O'Brien.

Mr. Buono welcomed Ms. O'Brien to the East Greenbush Central School Board, and stated that he and the other Board members look forward to working with her as a representative of the school community.

Ms. O'Brien said she was honored to be selected and looked forward to serving the community and continuing to provide opportunities for all students.

2. PLEDGE OF ALLEGIANCE

3. EX OFFICIO STUDENT COUNCIL COMMENTS AND PRESENTATIONS

A. Student Council Representatives: Ryan Seely-President; Emma Marchiony-Vice President

Ryan Seely spoke of upcoming events, such as holiday decorating and bell ringing for the Salvation Army at Walmart in honor of Christopher Bascom, a former student who passed away in an accident in 2003. Ryan also congratulated the Boys Varsity Volleyball team for their regional victory, and stated the whole school will be supporting the team at the next game, on Saturday, November 20, 2021. Emma Marchiony reported that Student Council is purchasing gifts for two families in need this holiday season. She stated they will also be hosting a student health awareness week, and will be partnering with the Ethnic Coalition to support families in shelters. She said they will discuss that more at a future meeting.

Mr. Buono presented Ryan Seely with a Green Meadow Blue Ribbon shirt, as he is an alum of Green Meadow.

4. MINUTES

RESOLUTION TO APPROVE THE MINUTES OF THE BOARD OF EDUCATION MEETING OF NOVEMBER 3, 2021

Motion by Mr. Dunn, Seconded by Ms. Taylor

Resolved, upon the recommendation of the District Clerk, the Board of Education of the East Greenbush Central School District hereby approves the Minutes of the Board of Education Meeting of November 3, 2021.

Vote: Ayes- 5, Nays- 0, Abstentions- 2 (Skumurski and Curtin)

Motion carried

5. BOARD FORUM #1

Ms. Taylor stated how happy she is to be back in the schools and seeing the children. She also congratulated Green Meadow on the Blue Ribbon award.

Mr. Dunn also said how great it is to see people at the meetings again. He reported the Board toured Green Meadow prior to the meeting to see the progress of the capital projects. He said it was great to see the progress and how the buildings can be used in different ways. Mr. Dunn thanked Mr. Bickel for overseeing all the projects and stated his appreciation for Mr. Bickel's staff for all the work they do to keep the buildings in such good shape.

Ms. Skumurski thanked all the parents who brought their children to the meeting to perform. She expressed her excitement about the Blue Ribbon award and thanked all the teachers and staff for all their work to attain the Blue Ribbon honor.

6. PUBLIC FORUM #1

None

7. REPORTS AND PRESENTATIONS - SUPERINTENDENT OF SCHOOLS

A. National Blue Ribbon School Presentation - Daniel Garab, Green Meadow Elementary School Principal

Mr. Simons stated he was honored to have Green Meadow Elementary School be recognized by the United States Department of Education as a National Blue Ribbon School of Excellence.

Mr. Garab discussed the Blue Ribbon application process and presented pictures and videos of the celebration. He thanked everyone for their help making it all possible.

The Green Meadow fifth grade chorus sang "Green Meadow's Going Blue" a song written by music teacher, Ms. Nagy.

B. Attendance Report - Columbia High School

Mr. Harkin presented a document showing the attendance rates, comparing each grade to the attendance of last year. He stated that the Board's approval of an additional Social Worker has really helped his team stay connected to the students and has resulted in a favorable outcome with attendance.

C. Update on Capital Project

Mr. Bickel gave an overview of all the capital projects occurring across the District.

Ms. Wager stated the delays impact the state aid, and she needed to file an early start aid form for Phase 1, which has been approved. She stated since Phase II is not completed, she will also need to file early start aid forms for that, to keep the aid going.

8. DISCUSSION ITEMS

A. Operations & Maintenance Vehicle Replacement Plan

Ms. Wager explained that each year the District tries to replace one vehicle to keep the vehicles operational and safe, and provided a list of vehicles the District would like to replace in the upcoming years. She also mentioned equipment requests that the District would like to consider replacing and will be including in the upcoming budget.

B. Substitute Teacher Rates

Mr. Simons explained the District is struggling to find qualified substitutes for teacher absences.

Ms. Wager presented area school substitute rates and suggesting increasing rates to attract more candidates. She explained that some teachers sub in multiple districts, and stated East Greenbush needs to increase rates to stay competitive. Ms. Wager suggested the District raise the substitute teacher rate from \$105 per day to \$135 per day. She also suggested \$145 per day for retired East Greenbush teachers, to incentivize them to return and sub in the schools.

Ms. Cannon reported that it has been very difficult to find substitutes and the schools have had to pull staff from their positions to cover the absences. She stated that increasing the rate will help the District more effectively recruit for substitute teachers and incentivize the district retirees to return to the District.

Mr. Buono recognized the need to be competitive and asked the Board to make a motion to approve the change of the substitute teacher rates effective November 22, 2021.

Motion by Mr. Yeboah, Seconded by Ms. Taylor

Vote: Ayes-9, Nays- 0

Motion carried

C. Board Goals & District Priority Objectives for 2021-2022

Mr. Simons explained he provided a preliminary document outlining the Board Goals and Objectives, and Mr. Buono and Mr. Mann have contributed some suggestions for revisions. The Superintendent asked the other Board members to send any other suggestions and then a final draft will be drawn up and presented for approval at the December 1, 2021 meeting.

9. REGULAR BUSINESS

A. Approval of Programs for Resident Children with Disabilities

RESOLUTION TO APPROVE THE PROGRAMS FOR RESIDENT CHILDREN WITH DISABILITIES

Motion by Mr. Yeboah, Seconded by Ms. Curtin

Resolved, upon the recommendation of the Superintendent, the Board of Education of the East Greenbush Central School District hereby approves the Programs for Resident Children with Disabilities.

Vote: Ayes- 9, Nays- 0

Motion carried

B. Inter-municipal Agreement for Interscholastic Hockey Merger 2021-2022**RESOLUTION TO APPROVE THE INTER-MUNICIPAL AGREEMENT FOR THE INTERSCHOLASTIC HOCKEY MERGER 2021-2022**

Motion by Mr. Dunn, Seconded by Ms. Kennedy

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the Inter-municipal Agreement for the Interscholastic Hockey Merger for the 2021-2022 school year.

Vote: Ayes- 9, Nays- 0

Motion carried

C. Amendment to Employment Agreement with Superintendent of Schools**RESOLUTION TO APPROVE THE AMENDMENT TO EMPLOYMENT AGREEMENT WITH SUPERINTENDENT OF SCHOOLS**

Motion by Mr. Dunn, Seconded by Mr. Mann

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the Amendment to the Employment Agreement with Superintendent of Schools.

Vote: Ayes- 9, Nays- 0

Motion carried

Mr. Simons thanked the Board for their continued support, feedback and guidance. He said he appreciated their vote of confidence.

10. COMMITTEE REPORTS**A. Marissa Cannon, Director of Human Resources - Staffing Update**

Ms. Cannon gave an update on the open staffing positions in the District and explained where they were in the hiring process.

B. Linda Wager, Director of Business and Finance - BRAC- Long Range Facilities Planning Meeting

Ms. Wager spoke of the latest BRAC- Long Range Facilities Planning meeting and stated that representatives from the North Greenbush Planning Board attended and presented upcoming and proposed commercial and residential development in the North Greenbush area.

Ms. Wager also discussed the impact on enrollment. She reported that representatives from Schodack and East Greenbush will be invited to attend future meetings.

C. James McHugh, Asst. Superintendent for Curriculum and Instruction

Mr. Simons reported that Mr. McHugh has provided the minutes of the recent Committee for Curriculum Study meeting.

Mr. Buono asked if the minutes can be posted again at the December 1st, 2021 meeting, so Mr. McHugh can answer any questions.

D. Jeffrey Simons, Superintendent

Mr. Simons reported that the Goff Middle School Resource Officer Mr. Russo has left the District and accepted a position in another district. He thanked Mr. Russo for all his contributions to the District. Mr. Simons stated that he is working with the Sheriff's department to fill that position, and interviews will be taking place on November 18, 2021.

11. TABLED MOTIONS

None

12. OLD BUSINESS

None

13. CONSENT AGENDA

Mr. Mann thanked everyone for reinstating the nighttime safety supervisor position at Columbia High School. He said he thought it would be very beneficial for the safety of the students.

Mr. Buono thanked Hannaford for the numerous donations. He also wished the Science Olympiad team luck in their upcoming competition.

A. Financial Reports

2021-11-17 Claims Auditor Reports for Audits 0037, 0038.pdf

2021-11-17 Treasurer's Reports- August 2021.pdf

B. Instructional/Instructional Support Personnel Memo**A. DISCONTINUANCE****1. Rescind Appointment**

- a. Cooke, Emily - Appendix "D" Peer Leadership Advisor

B. APPOINTMENTS

1. Probationary Appointment

The probationary expiration dates below are tentative and conditional only. Except to the extent required by the applicable provisions of Section 3012(3) of the Education Law, in order to be granted tenure the teacher 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 receives an ineffective composite or overall rating in the final year of the probationary period the teacher shall not be eligible for tenure at that time. (No prior tenure)

- a. Muzio, Timothy - Chemistry, Columbia High School
 (Replacing Leonard Fudge, Retirement)
 Tenure Area: Science
 Probationary Period: 11/22/21-11/21/25
 (unless extended in accordance with the law as above)
 Certification Status: NYS Initial Chemistry 7-12
 Step Placement: 1M = \$46,659.00
 Prior: 8/21-present Tech Valley High School; 6/15-8/19
 Degrees: B.S. Rochester Institute of Technology
 M.S. SUNY Albany

2. Probationary Appointment - Teaching Assistant

- a. Zarcone, Margaret - Teaching Assistant, Columbia High School
 (New position)
 Tenure Area: Teaching Assistant
 Probationary Period: 11/18/21-11/17/25
 Certification Status: NYS Teaching Assistant, Level 1
 Salary: Step 1 = \$20.75 per hour
 Hours per day: 6.5

3. Mentor Teacher Appointments - 2021-2022 School Year

| <u>Teacher</u> | <u>Stipend</u> |
|-------------------|----------------|
| a. Dedrick, Chris | \$3,172.00 |

4. 6th Period Assignment 2021-2022 School Year

- a. Dunaief, Amy - Teaching a 6th period of Art - Stipend - \$5000.00
 b. Jackson, Pamela - Teaching a 6th period of Mathematics - Stipend - \$5000.00

5. Appointment Adjustment

- a. Jones, Ryan - Physical Education, Columbia High School
From: 1.0 CHS
To: .6 CHS/.4 Release Time

6. Appendix "D" Advisors - 2021-2022 School Year

| <u>Name</u> | <u>Activity</u> | <u>Compensation</u> |
|---------------------------------|---|---------------------|
| | Columbia | |
| Hartnagle, George | Gay/Straight Alliance | \$2,213.00 |
| Shaw, Patricia/Weiss, Nicole | Columbian Yearbook Advisor | \$3,562.00 (split) |
| | Columbian Financial Advisor | \$506.00 (split) |
| Emily Cooke/Siobhan Kennedy | Freshmen Class Advisors | \$1,476.00 each |
| | Goff | |
| Tobin, Jamie | Computer Club | \$1,006.00 |
| Ouimet, Alysse/White, MacKenzie | Defenders of Mother Earth (DOME) | \$1,661.00 (split) |
| DiGiorgi, Kimberly | Garden Club | \$501.00 |
| Keyoskey, Julia/Walkley, Carol | Students Against Destructive Decisions (SADD) | \$1,668.00 (split) |

7. Per Diem Substitute Teacher

| <u>Name</u> | <u>Certification Area</u> | <u>Degree Status</u> | <u>Effective Date</u> |
|----------------|-----------------------------|----------------------|-----------------------|
| Brown, Dorothy | Stds w/Disabilities 5-9M.S. | | 11/18/21 |

8. Student Teachers/Interns 2021-2022 School Year

Building Student/Intern Cooperating Teacher College/Term

Red Mill Jessica Farley Rajesh Harde SUNY Cortland/Spring 1 & 2

C. MISCELLANEOUS**1. Athletic Coaching Position - 2021-2022 Winter Sports Season**

- a. **Jason Trimmer** **Modified Wrestling Coach**
 Non-Certified Teacher - Temporary Coaching License
Experience: **Wrestling** No prior experience
Base Salary: \$3,253.00
Start Date: November 22, 2021

C. Non-Instructional Support Personnel Memo**Discontinuance as listed:**

| <u>Name</u> | <u>Position</u> | <u>Effective Date</u> | <u>Reason</u> |
|--------------|---------------------------|-----------------------|---------------|
| Beebe, Sadie | Typist- Red Mill/Bell Top | 11/03/2021 | Resignation |

Appointments as listed:

| <u>Name</u> | <u>Position</u> | <u>Effective Date</u> | <u>Salary</u> |
|---------------|---|-----------------------|---|
| Falaro, Rekka | Senior Typist-CHS Probation: 11/18/21-5/17/22 | 11/18/2021 | Step 1 = \$18.99 per hour 7.5hrs/12 months |
| Murphy, John | School Safety Supervisor-CHS Provisional Appointment | 11/29/2021 | Step 1 = \$35.58 per hour 3.5hrs/10 months |

Substitute employees as listed:

| <u>Name</u> | <u>Position</u> | <u>Effective Date</u> | <u>Salary</u> |
|-------------------|------------------|-----------------------|------------------------------------|
| Charbonneau, Mary | Custodial Worker | 11/18/21 | Substitute rate = \$15.74 per hour |
| Washock, Megan | Aide | 11/18/21 | Step 1 (HS) = \$16.13 per hour |
| Waters, Mark | Custodial Worker | 11/18/21 | Substitute rate = \$15.74 per hour |

D. Acceptance of Gifts and Authorization to Increase the 2021-2022 Budget**E. CHS Science Olympiad Overnight trip to North Pocono Science Olympiad Tournament in Pennsylvania****F. Approval of Consent Agenda****RESOLUTION TO APPROVE THE CONSENT AGENDA AS PRESENTED**

Motion by Mr. Mann, Seconded by Ms. Taylor

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the Consent Agenda.

Vote: Ayes- 9, Nays- 0

Motion carried**14. ADDENDUM**

None at this time

15. NEW BUSINESS

None at this time.

16. PUBLIC FORUM #2

Ms. Squillace thanked Ms. Wager and Ms. Cannon for listening to concerns about the difficulty in finding substitute teachers and trying to attract more by modifying the terms. She also thanked the Board for understanding the problem and acting quickly on the rate increase for the subs.

17. BOARD FORUM #2Mr. Buono congratulated the Boys Varsity Volleyball team on winning regionally and moving on to the State competition.**18. EXECUTIVE SESSION**

Motion by Mr. Yeboah, Seconded by Ms. Taylor to enter Executive Session for purposes of personnel and contractual matters.

Vote: Ayes- 9, Nays- 0

Motion carried

Time: 8:58 P.M.

Respectfully submitted,

Jeanne Pangburn
District Clerk

19. ADJOURNMENT

Motion by Ms. Skumurski, Seconded by Mr. Mann to Adjourn

Vote: Ayes- 9, Nays- 0

Motion carried

Time: 10:00 P.M.

Respectfully submitted,

Cheryl Kennedy
Assistant District Clerk