

EAST GREENBUSH CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
WEDNESDAY, DECEMBER 15, 2021

1. A. MEETING CALLED TO ORDER- Mr. Mann- 7:00 P.M.

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- 7:04 P.M.
Ms. Taylor	X		
Mr. Yeboah	X remote		
Also Attending			
Mr. Simons	X		
Ms. Cannon	X		
Mr. McHugh	X		
Ms. Wager	X		
Student Council Representatives			
Ryan Seely	X		
Emma Marchiony		X	

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 reported the Student Council recently spread cheer by bell ringing for the Salvation Army outside of Walmart. He also stated that the Student Council purchased gifts through Adopt-A-Family. Ryan reported on other clubs, as well. He stated National Honor Society also purchased gifts through Adopt-A-Family and that the Ethnic Coalition and Student Council have teamed up to purchase clothing items for families residing in shelters. Ryan said the week of Christmas, the students will be celebrating by having a Spirit week.

B. Genet Elementary School-Celebration of Diversity, Equity and Inclusion - Highlights of the ENL Program

Mr. Grignon and the ENL team presented an overview of the ENL Program, and explained some of the topics the English Language Learning students are learning. Mr. Grignon presented historic data and discussed the increasing enrollment in the program. Mr. Grignon also discussed the challenges of working with the ELL families and explained some are transient and some take extended vacations throughout the school year, which changes enrollment and makes scheduling the learning clusters very difficult for the staff. He praised the staff not only for their work with the students, but also for helping the families settle and navigate within the community.

Mr. Mann asked about the required testing of the ENL students.

Mr. Grignon explained that families that state a different primary language on the Home Language Questionnaire, provided at registration, are tested to see if they need to be placed in the program. Once students are in the program they then take a test every May or June. He explained this test is a four-part test that assesses speaking, writing, listening and reading. Mr. Grignon stated the ENL students also take the required New York State tests.

Ms. Taylor thanked the team for all they do for the students, and recognized the difficulty of their job.

Ms. Skumurski thanked the team, as well, and said she appreciated them teaching the children about each of the different cultures so they learn to be respectful of everyone.

Ms. O'Brien said she loved to see the community becoming more and more diverse, and said she felt it enriches the entire community.

Mr. Dunn thanked the team for the presentation, and stated the Board's continued support of the program.

4. MINUTES

RESOLUTION TO APPROVE THE MINUTES OF THE BOARD OF EDUCATION MEETING OF DECEMBER 1, 2021.

Motion by Mr. Yeboah, 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 December 1, 2021.

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

Motion carried

5. BOARD FORUM #1

None

6. PUBLIC FORUM #1

None

7. REPORTS AND PRESENTATIONS - SUPERINTENDENT OF SCHOOLS

A. Update School Opening-COVID-19 Testing, Concerts and Athletics

Mr. Simons was happy to report the District was able to have in-person concerts at a reduced capacity. He thanked the music teachers for their scheduling and staggering of the grades to make the transition between the concerts go smoothly. The Superintendent also thanked Mr. Goodwin for setting up a streaming service to broadcast the concerts to the community.

Mr. Simons reported that the Athletic competitions have also gone smoothly, and that even at half capacity, the Columbia High School gym holds 600 guests, and so far everyone who wants has been able to attend.

8. DISCUSSION ITEMS

A. Revised Title and Job Description - Accounts Payable Associate

Ms. Cannon explained that the Principal Account position has been vacant since March 2021, and after many postings, a candidate still has not been found. She reported the Principal Account Clerk title requires two years of supervisory experience, but the job itself has no supervisory responsibilities. She reported upon collaboration with Ms. Wager, Director of Business and Finance, and Rensselaer County Civil Service she is proposing a new title with a job description requiring a high school diploma and four years experience in maintaining financial accounts and records. She stated the new title will fall under the same salary schedule as Principal Account Clerk.

Mr. Mann asked the Board if they had any questions or concerns about the new title and suggested passing a resolution to move forward with the new title.

RESOLUTION TO APPROVE THE REVISED TITLE AND JOB DESCRIPTION OF ACCOUNTS PAYABLE ASSOCIATE

Motion by Mr. Dunn, Seconded by Ms. Skumurski

Resolved, the Board of Education of the East Greenbush Central School District hereby Approves the Revised Title and Job Description of Accounts Payable Associate.

Vote: Ayes- 7, Nays- 0

Motion carried

B. 2022-2023 School Budget - Board Parameters

Mr. Simons said the District is holding meetings with the various administrators and starting to receive budget requests. He said the meetings should be complete in the next couple of weeks and he will share that information with the Board for their review. He asked the Board to weigh in with their concerns, questions, or ideas. The Superintendent said the District will do its best to work within the Board's guidelines when developing the 2022-2023 school budget.

Mr. Dunn stated he would like to continue to spend the money wisely and asked that the implementation of the spending be transparent, accountable and result-driven. He asked if there were any significant changes or requests within the budget that those proposals be supported by a strong rationale of what the goal is, how to achieve it and what is the desired outcome.

Mr. Mann also stated he would like to continue to be transparent, as well.

Mr. Simons suggested highlighting one department each year and giving more in-depth details to explain to the Board and community how the budget is prepared and used. He stated that this year the District would like to discuss the Special Education budget and show the costs and what comes out of the general budget to fund that department.

9. REGULAR BUSINESS

A. Approval of Programs for Resident Children with Disabilities

RESOLUTION TO APPROVE THE PROGRAMS FOR RESIDENT CHILDREN WITH DISABILITIES

Motion by Ms. Kennedy, Seconded by Ms. Taylor

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- 7, Nays- 0

Motion carried

10. COMMITTEE REPORTS

A. Marissa Cannon, Director of Human Resources - Status of Vacant Positions

Ms. Cannon gave an update of the open positions within the District and where they are in the hiring process.

B. Linda Wager, Director of Business and Finance- Health Insurance Committee Meeting Minutes

Ms. Wager reported on the recent Health Insurance Committee meeting and explained some of the changes in the High Mark/Blue Shield transition. She said they don't expect any changes on the medical side, but because the formulary is unique to CASHIC, there may be some changes there. Ms. Wager said the changes will go into effect for all staff on July 1, 2022.

C. James McHugh, Asst. Superintendent for Curriculum and Instruction- Education Committee Meeting Minutes/Culturally Responsive Teaching for Multilingual Learners Competency

Mr. McHugh provided the minutes of the recent Education Committee meeting and discussed the implementation of an EGCSd toolkit for culturally responsive teaching that was created during summer curriculum writing. He discussed setting up professional development opportunities for staff to introduce the toolkit.

D. Jeffrey Simons, Superintendent

Mr. Simons discussed the recent meeting of the Committee of Global Education. He stated the committee reviewed the Board's new goals for incorporating diversity, equity and inclusion into the District and were happy for the support. Mr. Simons reported that professional development opportunities have been available in some of the schools and are available to all staff.

The Superintendent also reported that he has asked staff to apply to teach elementary students a hobby or interest in an afterschool program. Mr. Simons said the staff is excited and hoping there will be culturally diverse offerings, and the District is assuring the classes are inclusive of all students.

11. TABLED MOTIONS

None

12. OLD BUSINESS

None

13. CONSENT AGENDA

Mr. Dunn asked if all the Appendix D positions are filled.

Ms. Cannon stated that approximately five clubs are still unstaffed. Three elementary coding positions, and the frisbee and interact club at the secondary level. She said the Appendix D committee is planning to meet after the holiday break to discuss how the new interview process has worked and discuss what to do about the positions that are still unfilled.

A. Financial Reports

2021-12-15 Claims Auditor Reports for Warrants- 0045, 0046, V046, 0047, 0048, V048, 0049, 0051. pdf

2021-12-15 Extraclassroom Treasurer's Report-GMS-September 2021.pdf

2021-12-15 Extraclassroom Treasurer's Report-GMS-October 2021.pdf

2021-12-15 Extraclassroom Treasurer's Report-CHS-September 2021.pdf

2021-12-15 Extraclassroom Treasurer's Report-CHS-October 2021.pdf

B. Instructional/Instructional Support Personnel Memo

A. DISCONTINUANCE**1. Resignation for the Purpose of Retirement**

a. Pavlick, Linda - Teaching Assistant, Howard L. Goff Middle School, effective 1/22/22.

Date of Hire: 12/21/95

2. Resignation

a. Gibson, Shawn - Teaching Assistant, Columbia High School, effective 12/16/21.

b. Ghosh, Amrita - Substitute Teacher, effective 12/20/21, moving out of state.

3. Leave of Absence Adjustment

a. Rudofsky, Fred - requesting to extend unpaid leave until 1/28/22, planned return 1/31/22.

B. APPOINTMENTS**1. Probationary Appointment**

a. Tremblay, Meryl - Family Engagement Social Worker, District-wide

(New position)

Tenure Area: School Social Worker

Probationary Period: 12/16/21-12/15/25

Certification Status: NYS Provisional School Social Worker

Step Placement: 1M = \$46,659.00

Prior: 4/19-8/21 St. Catherine's R&E May School;
3/18-8/21 St. Coleman's School, Watervliet
Degrees: B.A. Siena College
M.S.W. SUNY, Albany

2. Probationary Appointment - Teaching Assistant

- a. Halse-Mendez, Jason - Teaching Assistant, Howard L. Goff Middle School
(Replacing Camille Pawlowski, resignation)
Tenure Area: Teaching Assistant
Probationary Period: 12/20/21-12/19/25
Certification Status: NYS Teaching Assistant, Level II
Salary: Step 1 = \$20.75 per hour
Hours per day: 6.5
- b. Kelly, David - Teaching Assistant, Columbia High School
(new position)
Tenure Area: Teaching Assistant
Probationary Period: 12/16/21-12/15/25
Certification Status: NYS Teaching Assistant, Level I
Salary: Step 1 = \$20.75 per hour
Hours per day: 6.5

2. Appendix D Advisors 2021-2022 School Year

<u>Name</u>	<u>Activity</u>	<u>Compensation</u>
Ploss, Julie	Musical Choral Director	\$3,515.00
Asenbauer, Meagan Domalewicz, Noelle	Peer Leadership - Columbia	\$2,031.00 (split)

3. Appointment Adjustment, effective 12/16/21

- a. Gibson, Shawn - Physical Education Teacher .2 FTE
From: .2 Physical Education, CTAEP
To: .2 Physical Education, CTAEP/.4 Physical Education, Columbia

4. Per Diem Substitute Teacher

<u>Name</u>	<u>Certification Area</u>	<u>Degree Status</u>	<u>Effective Date</u>
Backmon, Veronica	English Degree	B.A.	12/16/21
Fucilli, Roger	Teaching Assistant	B.A.	12/16/21
June, Aaron	History/Business Degrees	B.A., B.S.	12/16/21
Pietrocola, Marygrace	Sociology Degree	B.A.	12/16/21
Tomson, Devon	Physical Education	M.S.	12/16/21

5. Student Teachers/Interns 2021-2022 School Year

<u>Building</u>	<u>Student/Intern</u>	<u>Cooperating Teacher</u>	<u>College/Term</u>
Columbia	Anthony Webber	Melinda Tracy-Special Education	St. Rose/Spring 2
	Alexandra Alliegro	Marilyn Thomson-Mathematics	SUNY Albany/Spring 1 & 2
	Dianna Rumpf	Ashley Rickson-Counselor	St. Rose/Spring 1 & 2
	Maddison Flynn	Ashley Rickson-Counselor	St. Rose/Spring 1 & 2
Goff	Jennifer Gardy	Donnamarie Vlieg-Science	St. Rose/Spring 1
Green Meadow	Marina Flagg	Denise Romer-Elementary	St. Rose/Spring 2

C. OTHER

1. Athletic Stipend

- a. Jones, Ryan - \$3,500.00 per athletic season through June 30, 2022

C. Non-Instructional Support Personnel Memo

Discontinuance as listed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Reason</u>
Lynagh, Michael	Monitor-DPS	1/03/22	Resigned to accept position as a Senior Monitor
Waters, Mark	Substitute Custodial Worker	11/18/21	Rescind Appointment

Appointments as listed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Salary</u>
Lynagh, Michael	Senior Monitor-CHS Probation: 1/3/22-7/2/22	1/03/22	Step 2 = \$15.95 per hour 3.75 hours/10 months
Nicholson, Aleemarie	Senior Monitor-Goff Probation: 12/16/21-6/15/22	12/16/21	Step 1 = \$15.74 per hour 6.5 hours/10 months

Substitute employees as listed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Salary</u>
Benesch, Kevin	Custodial Worker	12/16/21	Substitute rate = \$15.74 per hour
Carmody, Kathleen	Monitor	12/16/21	Step 1 = \$15.02 per hour
	Senior Monitor	12/16/21	Step 1 = \$15.74 per hour
Cohen, Adam	Aide	12/16/21	Step 1 (BA) = \$19.97 per hour
Drzymala, Jessica	Aide	12/16/21	Step 1 (HS) = \$16.13 per hour
Jones, Evan	Custodial Worker	12/16/21	Substitute rate = \$15.74 per hour
Pauli, Abigail	Aide	12/16/21	Step 1 (HS) = \$16.13 per hour
Seeberger, Melissa	Aide	12/16/21	Step 1 (HS) = \$16.13 per hour

D. Acceptance of Gifts and Authorization to Increase the 2021-2022 Budget

E. Columbia High School Driver Education Spring 2022 Proposal

F. Disposal of Library Materials- Goff Middle School

G. Approval of Consent Agenda

RESOLUTION TO APPROVE THE CONSENT AGENDA AS PRESENTED

Motion by Mr. Dunn, Seconded by Ms. O'Brien

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

Vote: Ayes- 7, Nays- 0

Motion carried**14. ADDENDUM**

A. Transportation Contract with Amazing Grace Transportation

Ms. Wager stated that due to the lack of bus drivers, an outside company is needed to transport two MVA students relocated to Schenectady.Ms. Taylor asked if the drivers are subjected to background checks and if the district would be notified if there was a substitute driver.Ms. Wager said the drivers have to have background checks and if the regular driver is out, Mark Noeth will be notified.Ms. Skumurski asked if there were any other less costly options.Mr. Simons explained that the shortage of drivers is affecting outside agencies, as well. He reported that since these students fall under the McKinney Vento Act, transporting these students is federally mandated. He said there is the possibility that the student's living situation can resolve and the District will be able to end the contract.**RESOLUTION TO APPROVE THE TRANSPORTATION CONTRACT WITH AMAZING GRACE TRANSPORTATION**

Motion by Ms. Taylor, Seconded by Ms. Skumurski

Resolved, the Board of Education of the East Greenbush Central School District hereby Approves the Transportation Contract with Amazing Grace Transportation.

Vote: Ayes- 7, Nays- 0

Motion carried**15. NEW BUSINESS**Ms. Skumurski suggested the District and Board consider doing something, such as a memorial tree, for any student that loses a parent or guardian. She said she feels it would be nice for the student to have a place of remembrance to go to and know that the school community supports them during the grieving process. She asked if this can be a future goal, not only funded through the District, but maybe through the PTO's and Education Foundation.Mr. Simons stated he was aware of the losses and the social workers have reached out and are working with the students. He stated if the Board felt they needed to do something to commemorate the losses, the District will support that.Ms. O'Brien said she agreed with Ms. Skumurski and thought some gesture from the school community would be a nice idea.Mr. Mann asked the Board to email any ideas to Mr. Simons, and suggested adding to the bricks at the library that are currently placed as memorials for students.

Mr. Yeboah said that he agrees that it is very sad and unfortunate that these children have lost their loved ones, but he feels the Board needs to be careful not to implement something that can become unsustainable in the future. He stated he was hesitant because other students have had losses and nothing has been done, and also wondered if there were any policies in effect concerning this.

Mr. Simons said he will look and see if there is any policy to cover this situation and stated the District has supported families or groups in the past who proposed a tree planting or a bench when a student of beloved member of the community has passed. He asked for a little time to look into policies or sample policies available and will report back to the Board.

Mr. Mann reported that he would like to follow a model that Questar has started and make reporting COVID 19 cases throughout the District web-based. He said instead of the daily time-consuming email and texts, it would be better to just be a link on the website.

Mr. Simons said Mr. Adam will be sending out a communication to parents notifying them that all COVID reporting will be a link on the website going forward.

Mr. Dunn supported the idea and said the District needs to keep the focus on what the District is doing, and show the community that the District is moving forward.

Mr. Mann asked if the newly announced New York State mask mandates will affect the schools.

Mr. Simons said not at this time, but it might affect the mask breaks the District currently allows. He said the District is not making a change until the mandate is clarified.

16. PUBLIC FORUM #2

None at this time

17. BOARD FORUM #2

None at this time

18. EXECUTIVE SESSION

Motion by Mr. Dunn, Seconded by Ms. Skumurski to enter Executive Session

Vote: Ayes- 7, Nays- 0

Motion carried

Time: 8:25 P.M.

Respectfully submitted,

Jeanne Pangburn
District Clerk

19. ADJOURNMENT

Motion by Ms. O'Brien, Seconded by Ms. Skumurski to Adjourn

Vote: Ayes-, Nays-

Motion carried

Time: 10:05 P.M.

Respectfully submitted,

Cheryl Kennedy
Assistant District Clerk