

**EAST GREENBUSH CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
SEPTEMBER 14, 2022
Central Administration Boardroom**

1. A. MEETING CALLED TO ORDER: Mr. Buono- 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		
Ms. Steinbach	X		
Ms. Taylor	X		

Also Attending

Mr. Simons	X
Ms. Cannon	X
Mr. Stiles	X
Ms. Wager	X

2. PLEDGE OF ALLEGIANCE**3. EX OFFICIO STUDENT COUNCIL COMMENTS AND PRESENTATIONS**

A. Student Council Representatives: Emma Marchiony - President; Roan Butterfield -Vice President

Emma Marchiony reported that Student Council has held their first meeting of the year, and have begun discussing Homecoming. She stated that Spirit week will be the week of October 3rd, and the dance will be held on October 8th, 2022.

Roan Butterfield said Student Council started the year off strong by assisting the Freshmen during orientation, providing information and giving tours of the school.

4. MINUTES

RESOLUTION TO APPROVE THE MINUTES OF THE BOARD OF EDUCATION MEETING OF AUGUST 24, 2022.

Motion by Ms. O'Brien, Second 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 August 24, 2022.

Vote: Ayes- 6, Nays- 0, Abstentions- 1 (Dunn)

Motion carried

5. BOARD FORUM #1 - 7:15-7:25

Ms. Taylor congratulated Mr. Leonard on his retirement and thanked him for his many years of service to the District, students and community.

Mr. Buono welcomed everyone back to school. He reported that the Board recently held a retreat. He said they discussed Board operations and worked on goals for the 2022-2023 school year. Mr. Buono said they will present those goals to the District and community at a future meeting.

6. PUBLIC FORUM #1 - 7:25-7:35

Ms. Alison Hosier, Goff teacher and EGTA union president, she expressed her gratitude to the Board for reaching out with the recent staff survey. She said she wanted to acknowledge the exceptional professionalism and passion the teachers have. She stated the teachers have done amazing things including being recognized as top teachers on Channel 13, two teachers going to the second round of New York State Teacher of the Year, and the EGTA teacher of the year, Beth Hart. She stated EGTA is committed to a partnership with the community, and do a lot of community activities. Ms. Hosier said during September they will be working on Domestic Violence Awareness and in October, Breast Cancer Awareness. She also said she was looking forward to working with the Board and Administration, and having a partnership that acknowledges the benefits of excellent labor relations.

Mr. Bill Coyle thanked the Board for the opportunity to serve as the interim Director of Pupil Personnel Services. He also thanked the Board members for their service to the District.

7. REPORTS AND PRESENTATIONS - SUPERINTENDENT OF SCHOOLS - 7:35-7:50

A. Reports and Presentations - Library Department 5-Year Program Review

The District Librarians, Kate Banks, Felice Devine, Jamie Tobin, Laura Wladarczyk, Sarah Garno, Liz Griffin, and Peggy O'Connor, gave an overview of their program. They reported how the 2019 addition of the Follett Library System has made the physical and digital collections more accessible to the students, and how it has helped the staff determine the needs and improvements to the

collections. The elementary librarians thanked the Board for appointing them full-time at their buildings, and discussed things they are now able to accomplish with the extra time.

The Librarians explained some of their goals, such as expanding the Social Emotional learning opportunities, improving collections to reflect the diversity of the students through a diversity audit, obtaining flexible technology and seating, updating the library digital curriculum map to reflect the new standards, increasing the clerks to full-time to help support all the additional programs, and adding staff at the middle and high school.

Ms. Steinbach asked for more information about the diversity audits and the goals.

Ms. Garno explained they are currently looking for tools to do a diversity audit. She stated they are looking for something to assess the whole collection, make sure what currently exists is not dated and giving misinformation. She said after the audit they hope to fill the gaps, so every student can see themselves in a book.

DISCUSSION ITEMS - 7:50-8:00

A. School Safety and Educational Climate Incident Counts

Mr. Simons explained that yearly the District is required to track certain disciplinary incidents. He stated the reports are available on the website and on BoardDocs for public review. He explained that as he has reported previously most districts have seen an increase in incidents, and not all of the incidents are the type that are included on the reports. He said the District is investigating how to use Powerschool to track other disciplinary incidents.

Mr. Dunn asked if there was a breakdown on the "use, possession or sale of drugs", because he thought the number seemed very high.

Mr. Simons stated there have been incidents of students vaping at Goff and Columbia, and also possessing marijuana at both schools. He also described the discipline process.

Mr. Dunn asked if the addition of the new safety supervisor position at Goff will be helpful in addressing these issues.

Mr. Simons said he has met with Administrators at Goff and they all felt with additional support they will be able to find more issues and will be able to better respond and get the students help.

Ms. Skumurski said she thought the instances of cyberbullying seems low, and asked if a student was bullying on social media not affiliated with the District, would it be included in the report.

Mr. Simons said not all inappropriate interaction is defined as cyberbullying, and even though all incidents are investigated and responded to, they might not be the correct definition to be included on the report.

Ms. Steinbach asked for more information about the bias related incidents in regards to sexual orientation at the high school, and if anti bias training would be available for the students and staff.

Mr. Simons explained that in general, during assault cases, at some point in the altercation there was a name calling or reference that prompted it to be categorized as bias related. He said now that students can gather again, the District will have opportunities to talk with students about these issues.

Mr. Simons suggested the District consider a follow-up school climate survey.

B. Follow Up on Faculty & Staff Survey/Opening Day

Mr. Simons stated the staff survey was addressed on opening day, and the data and comments have been shared with the Administrators and the Board. He said on opening day he discussed ways of normalizing after the pandemic, such as addressing student attendance, how to maintain high expectations while continuing to provide the students high levels of support, engaging with fun, community based activities with the families and social emotional learning.

Mr. Simons explained the District would like to work with the Board to align those areas to the goals.

9. REGULAR BUSINESS - 8:00-8:10

A. Approval of Programs for Resident Children with Disabilities

RESOLUTION TO APPROVE THE PROGRAMS FOR RESIDENT CHILDREN WITH DISABILITIES

Motion by Ms. Taylor, Second by Ms. O'Brien

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

B. Bus Purchase Reserve Funding 2022-2023

RESOLUTION TO APPROVE ADDITIONAL FUNDING IN THE AMOUNT OF \$500,000, EFFECTIVE IMMEDIATELY, INTO THE VOTER-AUTHORIZED 2018 BUS PURCHASE RESERVE FUND AND AUTHORIZES THE TRANSFER OF FUNDS IN ACCORDANCE WITH EDUCATION LAW 3651.

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

Resolved, the Board of Education of the East Greenbush Central School District approves additional funding in the amount of \$500,000, effective immediately, into the voter-authorized 2018 bus purchase reserve fund and authorizes the transfer of funds in accordance with Education Law Section 3651.

Vote: Ayes- 7, Nays- 0

Motion carried

C. Capital Reserve Funding 2022-2023

RESOLUTION TO APPROVE THE FUNDING OF THE 2022 CAPITAL RESERVE FUND IN THE AMOUNT OF \$750,000 FOR THE YEAR ENDING JUNE 30, 2022.

Motion by Ms. Taylor, Second by Ms. Skumurski

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the funding of the Capital Reserve Fund in the amount of \$750,000 for the year ending June 30, 2022

Vote: Ayes- 7, Nays- 0

Motion carried

D. Tax Certiorari Reserves 2022-2023

RESOLUTION TO APPROVE THE FUNDING OF THE TAX CERTIORARI RESERVES 2022-2023.

Motion by Ms. Skumurski, Second by Mr. Dunn

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the funding of the Tax Certiorari Reserves 2022-2023

Vote: Ayes-7, Nays- 0

Motion carried**E. Financial Advisory Services Agreement**

Ms. Wager explained the District has been working with Capital Market Advisors for the last couple years. She reported that this contract will be in effect until 2025, and then the District will go out with a Request for Proposal. She explained that the Financial Advisors help with the District's debt financing, issuing of bonds and bond anticipation notes.

RESOLUTION TO APPROVE THE FINANCIAL ADVISORY SERVICES AGREEMENT

Motion by Ms. Skumurski, Second by Ms. O'Brien

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the Financial Advisory Services Agreement.

Vote: Ayes- 7, Nays- 0

Motion carried**F. 2022-2023 Instructional Contract - Wynantskill Union Free School District**

RESOLUTION TO APPROVE THE 2022-2023 INSTRUCTION CONTRACT - WYNANTSKILL UNION FREE SCHOOL DISTRICT.

Motion by Mr. Dunn, Second by Ms. Kennedy

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the 2022-2023 Instruction Contract - Wynantskill Union Free School District.

Vote: Ayes- 7, Nays- 0

Motion carried**G. Appropriation of E-RATE Funds**Ms. Wager explained the District receives a rebate for telecommunication expenses that can be used to purchase technology.

RESOLUTION TO APPROVE THE APPROPRIATION OF E-RATE FUNDS.

Motion by Ms. Steinbach, Second by Ms. Kennedy

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the Appropriation of E-Rate Funds.

Vote: Ayes-7, Nays- 0

Motion carried**10. COMMITTEE REPORTS - 8:10****A. Marissa Cannon, Director of Human Resources - Staffing Update**Ms. Cannon gave an update on the staffing and recruitment efforts.**B. Linda Wager, Director of Business and Finance**

None at this time.

C. Roy Stiles, Asst. Superintendent for Curriculum and Instruction - Social Emotional Learning Committee Meeting of Aug. 25, 2022Mr. Stiles said the Social Emotional Learning Committee discussed current work going on in the District, worked on a vision statement, talked about strengths in the buildings and throughout the District and will be selecting 3-5 focus areas to work on this year.**D. Jeffrey Simons, Superintendent - Code of Conduct Committee Meeting of Aug. 22, 2022 & Health and Safety Committee Meeting of Aug. 25, 2022**

Mr. Simons said the Code of Conduct Committee discussed how to enforce expectations this year regarding the disciplinary code, talked about the trends of inappropriate actions among students using technology, substance abuse issues, the impact the pandemic had on student mental health, and the need of consequences implementing some of the professional development regarding restorative practices. He said they also discussed the dress code, specifically hoodies. They decided no student should be allowed to wear the hood up in the hallways, but the teacher has the discretion to allow it in the classroom. He said the Code of Conduct will be brought to the next meeting with some slight adjustments.

Mr. Simons said Dr. Jaclyn Schildkraut attended the Health and Safety meeting to discuss the effectiveness of lockdown drills. She said while it initially heightens everyone's anxiety, it also increases their preparedness. She also is working on a program to simplify the language used during the emergency drills. Mr. Simons said one of the District schools will be piloting the program, but it cannot be implemented District-wide until the State approves the program.

Mr. Simons reported Nick Zema, from StopIt Solutions, also attended the meeting to discuss the Panic Alert System. Mr. Zema gave an overview of the system and provided the next steps to participate.

Ms. Wager stated the District will be able to participate with a grant provided through Questar III BOCES.

11. TABLED MOTIONS

None

12. OLD BUSINESS

None

13. CONSENT AGENDA - 8:20**A. Financial Reports**

2022-09-14 Claim Auditor Reports for Warrants -V000, V011, V014, V017, 0018, V019, 0019, 0020, 0021, V022, 0022, V023, 0023, 0024, 0025

B. Instructional/Instructional Support Personnel Memo

A. DISCONTINUANCE**1. Resignation**

- a. Curtis, Wendy - Teaching Assistant, Howard L. Goff Middle School, effective 9/24/22
Hire Date: 1/27/22 Reason: accepted a full time teaching position in another district
- b. Seeberger, Melissa - Teaching Assistant, part time Howard L. Goff Middle School, effective 9/15/22
Hire Date: 2/3/22 Reason: to accept a full time teaching assistant position
- c. Wagner, Samantha - Reading LOA, Genet Elementary School, effective 9/6/22
Reason: to accept probationary special education position at Genet

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. Wagner, Samantha - Special Education, Genet Elementary School
(Replacing Scott LaGoy, transfer to CSE Chairperson)
Tenure Area: Special Education
Probationary Period: 9/6/22-9/5/26
(unless extended in accordance with the law as above)
Certification Status: NYS Initial Students w/Disabilities 1-6
NYS Initial Childhood Education 1-6
NYS Initial Literacy B-6
Step Placement: 2M = \$49,475.00
Prior: 8/21-6/22 Berne-Knox Westerlo CSD; 5/21-6/21
Per Diem Sub EGCS
Degrees: B.S. SUNY, Albany
M.S. SUNY, Albany

2. Probationary Appointment - Teaching Assistant

- a. Das, Epali - Teaching Assistant, Red Mill Elementary School
(Open position)
Tenure Area: Teaching Assistant
Probationary Period: 9/15/22-9/14/26
Certification Status: NYS Teaching Assistant Emergency Covid-19
Salary: Step 1 = \$20.75 per hour
Hours per day: 6.5
- b. Dole, Elizabeth - Teaching Assistant, Columbia High School
(Replacing Margie Zarcone, resignation)
Tenure Area: Teaching Assistant
Probationary Period: 9/15/22-9/14/26
Certification Status: NYS Teaching Assistant, Level I
Salary: Step 1 = \$20.75 per hour
Hours per day: 6.5
- c. Seeberger, Melissa - Teaching Assistant, Columbia High School
(Replacing Joanne Clum, retirement)
Tenure Area: Teaching Assistant
Probationary Period: 9/15/22-9/14/26
Certification Status: NYS Teaching Assistant, Level 3
Salary: Step 2 = \$21.04 per hour
Hours per day: 6.5

3. Part Time Appointment - Instructional Support Staff

- a. Kinley, Mary - Teaching Assistant, Bell Top Elementary School
(Replacing Aimee Kot, resignation)
Effective: 9/15/22
Certification Status: NYS Teaching Assistant, Level I
Salary: Step 1 = \$20.75 per hour
Hours per day: 3.5
- b. Trindade, Sarah - Teaching Assistant, Howard L. Goff Middle School

(Replacing Lauren Koshykar, resignation)
 Effective: 9/15/22
 Certification Status: NYS Teaching Assistant, Level I
 Salary: Step 1 = \$20.75 per hour
 Hours per day: 3.5

4. 6th Period Assignment 2022-2023 School Year

- a. Polaski, Rachel - Teaching a 6th period of English - Stipend - \$5000.00

5. Mentor Teacher Appointments - 2022-2023 School Year

<u>Teacher</u>	<u>Stipend</u>
a. DeMarco, Lalena	\$3,212.00
b. Fontaine, Maria	\$3,212.00
c. Hosier, Alison	\$3,212.00
d. Hosley, Chris	\$3,212.00
e. Leyhane, Kevin	\$3,212.00
f. Lindberg, Ida-Marie	\$3,212.00
g. Lussier, Sarah	\$3,212.00
h. Milazzo, Allison	\$1,606.00 (prorated for 1/2 year)
i. Montesi, Ronald	\$3,212.00
j. Ret, Lesley	\$3,212.00

6. Substitute Teaching Assistant 22-23 school year

- a. Cook, Linda - Step OS = \$28.36 per hour

7. Per Diem Substitute Teacher

<u>Name</u>	<u>Certification Area</u>	<u>Degree Status</u>	<u>Effective Date</u>
Bhandari, Sumati	Chemistry Degrees	M.S.	9/15/22
Diehl, Nicole	Health Education	M.S.	9/15/22
Honeyman, Allan	French 7-12; N-6	M.S.	9/15/22
Redding, Ashley	SWD 1-12; Math 7-12; Childhood 1-6	M.S.	9/15/22
Snyder, Chloe	English Degree	B.A.	9/15/22

8. Student Teachers/Interns 2022-2023 School Year

<u>Building</u>	<u>Student</u>	<u>Content Area</u>	<u>Cooperating Teacher</u>	<u>College/Term</u>
Genet	Rachel Quell	Elementary	Jessica Van Skiver	SUNY Oneonta/Fall 1
	Rachel Coyne	Elementary	Jenna Turnbull	St. Rose/Fall 2
Red Mill	Karly Forezzi	Elementary	Jaclyn Duncan	St. Rose/Fall 2

C. MISCELLANEOUS

1. Home Athletic Contest Staff 2022-2023 Sports Season

The staff listed below may work in any of the following positions during the 2022-2023 sports season, Announcer, Coordinator, Scorekeeper, Security/Supervision, Ticket Seller/Family Pass, Shot Clock, etc.

- Kennedy, Siobhan
- Kuhn, Zachary
- Schmitt, Melanie
- Vice, Noah
- Zilgme, Peter

C. Non-Instructional Support Personnel Memo

Discontinuance as listed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Reason</u>
Cray, Ronald	Groundskeeper-CHS	12/22/22	Retirement
Lussier, Russell	Substitute Bus Driver	9/1/22	Per employee's request
O'Leary, Kathleen	Senior Monitor-Goff	11/30/22	Retirement
Schwenke, Russell	Substitute Bus Driver	9/1/22	Per employee's request
Wood, Brooklyn	Substitute Monitor	8/23/22	Per employee's request
	Substitute FSH	8/23/22	

Appointments as listed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Salary</u>
Anaya-Morales, Stephanie	School Bus Driver Probation: 9/6/22-3/5/23	9/6/22	Step 3 = \$26.18 per hour 5.75 hours/10 months
Hix, Jill	School Bus Driver Probation: 9/6/22-3/5/23	9/6/22	Step 3 = \$26.18 per hour 5.5 hours/10 months
Ingram, Rachel	School Bus Driver Probation: 9/6/22-3/5/23	9/6/22	Step 3 = \$26.18 per hour 5.75 hours/10 months
McGlaufflin, Gabriel	School Bus Driver Probation: 9/6/22-3/5/23	9/6/22	Step 3 = \$26.18 per hour 5.5 hours/10 months
Neal, Ezra	Database Specialist Provisional	9/19/22	Step 1 = \$35.42 per hour 8 hours/12 months
Peura, Sharon	School Bus Driver Probation: 9/6/22-3/5/23	9/6/22	Step 3 = \$26.18 per hour 5.25 hours/10 months

Voluntary Transfer:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Reason</u>
Walters, Nicholas	Custodial Worker	9/7/22	Voluntary Transfer from Red Mill to Bell Top

Substitute employees as listed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Salary</u>
Barie, June	Substitute Aide	9/15/22	Step 1 (HS) = \$16.13 per hour
	Substitute Monitor	9/15/22	Step 1 = \$15.02 per hour
Fucilli, Roger	Substitute Aide	9/15/22	Step 1 (BA) = \$19.97 per hour
Harris, Diane	Substitute Food Service Helper	9/15/22	Substitute rate = \$14.58 per hour
Lentz, Jackson	Substitute Bus Aide	9/15/22	Step 1 (HS) = \$16.13 per hour
Roberts, Ashley	Substitute Monitor	9/15/22	Step 1 = \$15.02 per hour
	Substitute Senior Monitor	9/15/22	Step 1 = \$15.74 per hour
	Substitute Aide	9/15/22	Step 1 (HS) = \$16.13 per hour
Shanahan, Nicole	Substitute Monitor	9/15/22	Step 1 = \$15.02 per hour
	Substitute Aide	9/15/22	Step 1 (HS) = \$16.13 per hour
Trindade, Sarah	Substitute Aide	8/29/22	Step 1 (BA) = \$19.97 per hour

Leave of Absence:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Reason</u>
Wheeler, Melissa	School Bus Driver	11/7/22- 1/15/23	Unpaid Leave for Educational Purposes

E. Acceptance of Gifts and Authorization to Increase the 2022-2023 Budget

F. Disposal of District Property - Assets

G. Approval of Consent Agenda

RESOLUTION TO APPROVE THE CONSENT AGENDA AS PRESENTED

Motion by Ms. O'Brien, Second by Ms. Skumurski

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

Vote: Ayes-7, Nays- 0

Motion carried

14. ADDENDUM

None

15. NEW BUSINESS

None

16. PUBLIC FORUM #2

None

17. BOARD FORUM #2

Mr. Dunn thanked Ms. Hosier for speaking of the concerns and benefits of labor relations. He thanked Mr. Coyle for coming back and helping until a PPS Director can be hired. Mr. Dunn thanked the other Board members for their input during the Board retreat. He also thanked Administration for all they have done to get the kids back to school with a semblance of normalcy.

Mr. Buono asked if any of the Board members, besides himself and Mr. Mann, would be interested in the Board goal process.

Ms. Steinbach agreed to help.

18. EXECUTIVE SESSION - 8:30

Motion by Ms. Taylor, Second by Ms. Skumurski to enter Executive Session for purposes of Contractual and Personnel matters.

Vote: Ayes- 7, Nays- 0

Motion carried

Time: 8:12 P.M.

Respectfully submitted,

Jeanne Pangburn
District Clerk

19. ADJOURNMENT

Motion by Ms. Taylor, Second by Mr. Dunn to Adjourn the meeting

Vote: Ayes- 7, Nays- 0

Motion carried

Time: 10:28 P.M.

Respectfully submitted,

Cheryl Kennedy
Assistant District Clerk