

**EAST GREENBUSH CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
WEDNESDAY, MARCH 8, 2023
Central Administration Boardroom**

1. A. MEETING CALLED TO ORDER: Mr. Buono- 6:58 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

Student Council

Emma Marchiony	X
Roan Butterfield	X

2. PLEDGE OF ALLEGIANCE

3. EX OFFICIO STUDENT COUNCIL COMMENTS AND PRESENTATIONS

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

Roan Butterfield reported that some of their classmates and executive officers will be attending a Student Council leadership conference to meet with other school and councils to share ideas and leadership strategies. He also announced the upcoming Spirit week and the themes.

Emma Marchiony reported that the Devils for Inclusion club at Columbia is holding a week called "Inclusion Every Day Week" and they are posting trivia to get students involved and to spread awareness and inclusivity. She said they have asked all students to wear red on Friday, March 10, 2023 to show their support of the cause.

4. MINUTES

RESOLUTION TO APPROVE THE MINUTES OF THE BOARD OF EDUCATION MEETING OF FEBRUARY 15, 2023.

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

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 February 15, 2023.

Vote: Ayes- 7, Nays- 0, Abstentions- 2 (Skumurski, Steinbach)

Motion carried

5. BOARD FORUM #1

None at this time

6. PUBLIC FORUM #1

None at this time.

7. REPORTS AND PRESENTATIONS - SUPERINTENDENT OF SCHOOLS

A. Assemblymember John T. McDonald III

Assemblymember McDonald discussed the New York State budget process and some of the issues they are working on, such as raising the cap on CTE salaries and upping the UPK student allotment. He mentioned the large state aid amount East Greenbush will receive, said the district has probably been underfunded in the last few years. He said the district should be judicious in their spending as the next few years might be lean years.

Mr. Dunn thanked Mr. McDonald, and said he was pleased that Mr. McDonald is now his representative. He also thanked Mr. McDonald for addressing the UPK funding. He explained that if the cap was lifted, the district would be able to reach many more families.

Ms. Steinbach said she hoped Universal Pre-K can be expanded.

Mr. McDonald said he felt childcare is economic development. If children have a safe place to be, parents can work and contribute to the economy.

Mr. Simons thanked Mr. McDonald for always supporting, communicating with the District, and being an advocate for student education.

B. Questar STEM High School Students and Administrators

Dr. Gladys Cruz, District Superintendent for Questar BOCES, spoke about the P-tech and Early College Education program that are held at Hudson Valley Community College. She explained the priorities of the New York State Education Department in regards to graduation, equity, certifications and expanding opportunities for students.

Ms. Kimberly Sparkman, principal of the STEM programs, described the program and how it creates different pathways for students to achieve a career earlier, by allowing them to earn credits towards their associates degree while attending high school. She explained that during their freshman year, while taking the required high school courses, they learn about the pathways available. The following year they start to decide their path and then in the last years of the program, the students meet with mentors, job shadow and work at internships.

Some of the students spoke about why they chose the program and gave examples of their day to day schedules.

Ms. Curtin said the students are developing skills that will help them so much in the future. She said she thought it was great that the students can utilize the services of the college, such as the tutoring sessions.

Ms. O'Brien said she is very supportive of the program. She said the students were very well spoken, and was glad they were having a good experience. She wished them the best in the future.

Mr. Wayne Pratt, said he was proud of the students, and was glad they were having such a great experience at Hudson Valley Community College.

Dr. Cruz thanked EGCS D for supporting STEM high school.

Mr. Buono said the Board believes in supporting different pathways and opportunities for students and families. He encouraged the students to continue to maintain connections with the District, through sports and music, etc., and also maintaining connections socially with other students in the District.

C. Capital Project Planning

Mr. Simons reported that March Associates, the District's architect, has completed the Building Condition Survey and it has been submitted to the State.

D. 2023-2024 Budget Presentation Workshop #1

Mr. Simons presented the preliminary budget to the Board and community. He discussed how the district has worked to align the proposed spending plan with the Board goals. Mr. Simons gave an overview of the revenues and expenditures. The Superintendent stated the preliminary budget is calculated at \$109,104,754 with a 1% increase to the tax levy.

8. DISCUSSION ITEMS

A. Board Feedback on Budget

Ms. Curtin stated her support of an additional assistant principal at Goff.

Ms. O'Brien agreed and asked about the reading teacher included in the budget.

Mr. Simons explained that there are three reading teachers at Columbia, and two are retiring. He said they are thinking of moving those two positions to other schools to reduce the number of Early Intervention Specialists, but Mr. Harkin was unsure if only one reading teacher at the high school would be sufficient. Mr. Simons said they have included the reading teacher in the budget, but are still in discussions.

Mr. Dunn said he liked the overall tone of the budget, because all the inclusions are needs based and providing additional services for students. He asked when adding positions, especially at the management level, that they have a mission specific purpose for that position and also long term goals for that school tied to that individual position.

Mr. Simons said he has been meeting with Mr. McHugh, Mr. Neumann and Ms. Hoffman to discuss the long term vision for Goff. He stated that Mr. McHugh has been taking staff to other middle schools to get ideas of school organization, curriculum delivery models, scheduling, and academic support. He said the addition of another assistant principal will make the school more responsive to student, parent and staff needs.

Mr. Dunn said he would like to create a mission statement to include all the school levels to align and promote a true K-12 education.

Mr. Dunn also stated his support of the budget and the 1% increase. He said a gradual increase, as long as it is needs based, is better than having a large increase in a year or two. He said he feels the community doesn't mind a slight increase if they are receiving programs and services.

Mr. Simons said he would like to offer a 0% increase every year, but he is concerned about the future. He said the District is a highly rated district, in regards to its credit, and has a good bond rating, which allows the District to borrow money at low interest rates. Mr. Simons stated he would like to offer the taxpayers stability and continue to add programs and services for the students. He explained that he would like to put the District in the best position in the future to maintain all the programs and services that the taxpayers of East Greenbush Central School system expect.

Mr. Dunn said he is proud to say the District is consistently reaching a broader scope of students, and he would like to continue reaching out to help as many students as they can, but it comes at a cost. He said as long as they were spending the money wisely, appropriately and effectively he felt the community would be supportive. He also said he would not want to cut programs down the road, if the funding is not available.

Mr. Mann said he felt the economy is still in trouble, and costs are still rising for the consumer. He stated they were very fortunate to receive a large amount of funding this year and feels the District can maintain and offer another year of a 0% tax increase.

Mr. Simons stated he feels that if they raise the taxes incrementally they will avoid the possibility of having a large tax increase in the future. He said if they forego a tax increase, it will be a much tighter budget that may not provide the District the ability to respond in the future to some of the program needs or emergencies.

Ms. Skumurski said she supports the focus on the middle school. She said she would like to focus on mental health and transitioning the fifth graders to sixth grade, and the eight graders to ninth grade. Ms. Skumurski questioned the difference of a 0% or 1% increase asking if it is only about \$500,000.

Mr. Simons explained the \$583,000 is recurring revenue, while the state aid is not. He explained the 1% will be exponentially adding to the revenue every year, where state aid is unpredictable.

Ms. Taylor said she does not want to add positions and programs and have to remove them a couple years down the road. Ms. Taylor said for some the 1% increase is a lot and will be difficult.

Mr. Simons stated that the 1% would not go on the individual tax bills, but on the overall tax base. He stated Ms. Wager will do a report to show the effect on the taxpayers, and will bring that information to the next meeting.

Ms. Wager reported that home values in the District continue to grow, and the PILOT revenue is changing, which is beneficial to the taxpayers. She explained the 1% increase, or \$583,000, will be spread over the 1.9 billion tax base and will have a minimal effect on the individuals.

Mr. Buono said he was supportive of all the budget items that support the students, but he wanted more information about the technology and equipment additions. He also asked them to look at the professional development adds, saying he felt the large PD budget already included should be sufficient. He said he would also like to look at the reserves and fund balances because he would like to try to offer the community a 0% increase again this year. Mr. Buono stated he felt when receiving a large amount of aid, it is not good practice to add a tax increase on top of it to the taxpayers. He said the taxpayers already filled the gaps years ago when the funding was not given by the State.

B. New York State School Boards Association Convention 2023- Call For Proposals

Mr. Buono asked if any of the Board members had any ideas they would like to propose to NYSSBA. Mr. Simons stated that at the NYSCOSS conference the District did a presentation about the multi-tiered system of support (RTI program), how they are utilizing the Renaissance Star assessment to inform the Board, and how it is working in regards to staff development. He said they received a lot of interest and questions after. He felt it would be good to show the Board's role in the federal funds by providing sustainability, keeping the District accountable and ensuring that there was a mechanism to report back to the Board. Mr. Simons reported another item to discuss would be safety, since East Greenbush is a flagship school in that regards.

Mr. Buono added the Pre-K process would be a good topic, since it is new to the District.

Ms. Curtin added long term planning, goal setting, the scorecard and keeping accountability.

Mr. Simons said the District will work on a draft proposal to show the Board

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. O'Brien, Second 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- 9, Nays- 0

Motion carried

B. Litigation Resolution

RESOLUTION TO APPROVE THE LITIGATION RESOLUTION.

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

Resolved, the Board of Education of the East Greenbush Central School District hereby approves Litigation Resolution

Vote: Ayes- 9, Nays- 0

Motion carried

C. Resolution to Approve EGTA MOA

RESOLUTION TO APPROVE THE MEMORANDUM OF AGREEMENT WITH EGTA.

Motion by Mr. Mann, Second by Ms. Curtin

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the Memorandum of Agreement with EGTA.

Vote: Ayes- 9, Nays- 0

Motion carried

10. COMMITTEE REPORTS

A. Marissa Cannon, Director of Human Resources - Staffing Report

Ms. Cannon gave an update on staffing and hiring.

B. Linda Wager, Director of Business and Finance

Ms. Wager stated that Mark Castiglione and Madison Hrysko from the Capital District Regional Planning Commission attended and gave enrollment projections. She said they reported that East Greenbush is a growing district with many new families moving in.

Ms. Wager said an abridged version of the new capital project plan was presented, and the committee discussed the Building Condition Survey and how that is used to set priorities. Ms. Wager thanked Mr. Pratt for chairing the committee and bringing historical knowledge about the District. She said the District plans to invite Capital Market Advisors to the next BRAC meeting to provide information on the District's debt service.

Mr. Simons suggested inviting Capital Market Advisors attend a Board meeting first to explain the debt service schedule.

C. Roy Stiles, Asst. Superintendent for Curriculum and Instruction - PD Committee 2-27-23

Mr. Stiles gave an overview of the upcoming March 17, 2023 Professional Development Day schedule and offerings. He stated that Mr. McHugh has also scheduled a professional development opportunity at Goff to focus on Mental Health and Awareness. Mr. Stiles said the committee is working on professional development opportunities for the 2023-2024 school year, and making sure they align with the Board of Education goals and strategic vision.

D. Jeffrey Simons, Superintendent - Health and Safety Committee 2-13-23

Mr. Simons reported the Administrators and School Safety Officers have attended "I Love You" training, which consists of safety planning and reunification drills. He said the district has a very solid reunification plan in place. He also discussed the Stop It program, an anonymous reporting app that can be used to report if someone is planning on hurting themselves or others. He said this program will be implemented beginning in April. Mr. Simons said they are also looking into the policy relating to Narcan in the elementary schools. The committee thought it would be a good idea to have Narcan available, especially since there are many events with visitors.

Ms. Skumurski asked for a future update on the vaping monitors.

11. TABLED MOTIONS

None at this time.

12. OLD BUSINESS

None at this time.

13. CONSENT AGENDA

Ms. Wager thanked Mr. Pratt for his donation to the One Book, One District, One Community Initiative. Mr. Simons thanked Mr. Pratt for his generosity. He also thanked the Rotary Club, the Kiwanis Club, Red Mill and Green Meadow PTO's for their donations and for being supportive of the school wide program.

A. Financial Reports

2023-03-08 November Treasurer's Report

2023-03-08 Claim Auditor Reports for Warrants -0076, 0077, 0078, 0079, 0080, V063, V069

B. Instructional/Instructional Support Personnel Memo

A. DISCONTINUANCE

1. Leave of Absence

- a. DeLancey, Jennifer - Gr. 1, Red Mill Elementary School, requesting an unpaid child-rearing leave of absence from 3/3/23-6/30/23. Planned return, beginning of 23-24 school year.
- b. Kelly, David - Teaching Assistant, Columbia High School, requesting an unpaid child-rearing leave of absence from 3/7/23 - 6/30/23. Planned return September 2023.

B. APPOINTMENTS

1. Term Substitute Appointment

- a. Buoye, Holly - Gr. 1, Red Mill Elementary School
(Replacing Jennifer DeLancey, leave of absence)
Effective: 3/20/23 - 6/30/23
Certification Status: NYS Initial Childhood Education 1-6
NYS Initial Students w/Disabilities 1-6
Step Placement: 1B = \$44,251.00 (prorated)
Prior: 1/22- present Per Diem Sub EGCSD
Degrees: B.S. Towson University

2. Appointment Adjustment

- a. Fox, Brian - Technology, Howard L. Goff Middle School
From: .65 FTE Technology
To: .85 FTE - .65 Technology/.2 Art, effective 4/24/23-6/30/23

3. Per Diem Substitute Teacher

<u>Name</u>	<u>Certification Area</u>	<u>Degree Status</u>	<u>Effective Date</u>
Bond, Harry	Social Studies	B.A.	3/9/23
Eads, Kelly	Degree in Early Childhood Education	A.S.	3/9/23

4. 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>
Green Meadow	Emily Benoit	Elementary	Erin Tarbox	SUNY,Oneonta/Spring 2

C. OTHER**1. Salary Adjustments - Credit Hours**

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Compensation</u> (prorated for 1/2 year)
Mahar, Carina	M+0	M+9	\$234.00
Vice, Noah	B+0	B+6	\$156.00

2. Adjustment of Tenure Date

- a. Hulbert, Sara - Tenure Date **From:** 9/3/23 **To:** 5/9/25
Adjustment of tenure date due to unpaid child-rearing leave of absence during the probationary period.

D. MISCELLANEOUS**1. Athletic Coaching Positions 2022-2023 Spring Sports Season**

- a. **Siobhan Kennedy** **Girls' Modified Lacrosse**
Certified Teacher - Spanish - Columbia
Experience: **Lacrosse** No prior coaching
Volleyball Girls' Modified Volleyball - Goff - 2022
Girls' Freshmen Volleyball - Columbia - 2021
Base Salary: \$3,009.00
Start Date: March 27, 2023
- b. **Kurt Randall** **Junior Varsity Girls' Lacrosse**
Non-certified Teacher - Temporary Coaching License (pending)
Experience: **Lacrosse** No prior coaching experience
Base Salary: \$3,936.00
Start Date: March 13, 2023

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

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Reason</u>
Anziano Jr, Salvatore	Custodial Worker-CHS	3/1/2023	Resignation
Morrow, Wayne	Educational Technology Specialist	5/2/2023	Retirement
Stuto, Darlene	Substitute Aide - Transportation	3/01/2023	Per employee's request
Wood, Brianna	Aide - Transportation	3/18/2023	Resignation
Wood, Eleanor	Monitor-Bell Top Elementary School	3/4/2023	Resignation

Appointment as listed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Salary</u>
Caska, Cecelia	Interim Deputy Claims Auditor	3/1/2023- 3/10/2023	\$25.50 per hour
Hoffman, Tara	Purchasing Associate - Central Office Provisional	3/9/2023	Step 1 = \$18.68 per hour 7.5 hours/12 months

Substitute employees as listed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Salary</u>
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Baird, Chelsea	Sr. Typist	3/7/2023	Step 1 = \$18.99 per hour
Dybas, Theodora	Typist	3/9/2023	Step 1 = \$18.38 per hour
Hogan, Heather	Custodial Worker	3/9/2023	Substitute rate = \$16.66 per hour
Rumsey, Angela	Custodial Worker	3/6/2023	Substitute rate = \$16.66 per hour
Torre, Patricia	School Bus Driver	3/9/2023	Substitute rate Step 3 = \$25.77 per hour

Appointment adjustment as listed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Reason</u>
Truss, James	Supervising Custodian-Goff Probation period: 3/9/23-9/8/23	3/9/2023	Change from Provisional to Permanent serving Probation - Reachable on Civil Service supervising custodian eligible list

Leave of Absence:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Reason</u>
Bradley, Margaret	Senior Monitor-Goff	4/18/23-4/21/23	Unpaid personal leave of absence

- D. Health and Welfare Services Contract- Wynantskill Union Free School District
- E. Acceptance of Gifts and Authorization to Increase the 2022-2023 Budget
- F. CHS Science Olympiad Overnight trip to LeMoyne College, Syracuse, NY
- G. Library Materials Recommended to be Weeded - Genet Elementary School
- H. Boys & Girls Indoor Track NYS Qualifiers Overnight trip to Staten Island, NY
- I. Boys & Girls Bowling NYSPHSAA State Championship Overnight Trip
- J. Green Meadow Grade 5 Field Trip to Six Flags New England
- K. Resolution to Approve Discontinuance of Employment
- L. Approval of Consent Agenda

RESOLUTION TO APPROVE THE CONSENT AGENDA AS PRESENTED

Motion by Mr. Dunn, Second by Mr. Mann

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

RESOLUTION TO APPROVE THE NON-INSTRUCTIONAL SUPPORT PERSONNEL

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

Resolved, upon the recommendation of the Superintendent of Schools, the Board of Education of the East Greenbush Central School District hereby approves the following actions of non-instructional personnel:

Vote: Ayes- 9, Nays-0

Motion carried

Appointment as listed:			
<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Salary</u>
Clinton, Constance	School Bus Driver Probation Period: 3/9/2023-11/8/2023	3/9/2023	Step 3 = \$26.18 per hour 5.25 hours per day/10 months

15. NEW BUSINESS

Ms. Curtin asked if Mr. Stiles and Dr. McQueen could give an update on the Route 4 Corridor study after the March 27, 2023 meeting.

16. PUBLIC FORUM #2

None at this time.

17. BOARD FORUM #2

Ms. Taylor congratulated Mr. Morrow for his upcoming retirement and thanked him for all he has done for the district.

18. EXECUTIVE SESSION

Motion by Ms. Skumurski, Second by Mr. Dunn to enter Executive Session for purposes of Employment History.

Vote: Ayes- 9, Nays- 0

Motion carried

Time: 9:35 P.M.

Motion by Mr. Dunn, Second by Ms. O'Brien to return to Public Session

Vote: Ayes- 9, Nays- 0

Motion carried

Time: 10:04 P.M.

RESOLUTION TO APPROVE AN AGREEMENT AND GENERAL RELEASE WITH AN EMPLOYEE

Motion by Ms. Curtin, Second by Ms. Skumurski

Resolved, the Board of Education of the East Greenbush Central School District hereby approve an Agreement and General Release with an Employee

Vote: Ayes- 9, Nays- 0

Motion carried

Respectfully submitted,

Jeanne Pangburn
District Clerk

19. ADJOURNMENT

Motion by Mr. Mann, Second by Ms. Curtin to Adjourn the Meeting

Vote: Ayes- 9, Nays- 0

Motion carried

Time: 10:05 P.M.

Respectfully submitted,

Cheryl Kennedy
Assistant District Clerk