

**EAST GREENBUSH CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
MONDAY, JULY 8, 2024
Central Administration Boardroom**

1. A. MEETING CALLED TO ORDER: Mr. Temple- 6:42 P.M.

B. ATTENDANCE

	Present	Absent	Arrival
Mr. Buono	X		
Mr. Mann	X		
Ms. O'Brien	X		
Ms. Phillips	X		
Ms. Skumurski	X		
Ms. Steinbach	X		
Mr. Temple	X		
Ms. Turner	X		
Ms. Van Orden	X		

Also Attending

Mr. Simons	X
Ms. Cannon	X
Mr. Mulligan	X
Mr. Stiles	X

2. PLEDGE OF ALLEGIANCE

3. MINUTES

RESOLUTION TO APPROVE THE MINUTES OF THE BOARD OF EDUCATION MEETING OF JUNE 25, 2024

Motion by Mr. Mann, Second by Ms. Steinbach

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 June 25, 2024.

Vote: Ayes- 6, Nays- 0, Abstentions- 3 (Phillips, Turner, Van Orden)

Motion carried

4. BOARD FORUM #1

Ms. Van Orden thanked everyone for the warm welcome to the Board, and said she is looking forward to getting started.

Mr. Temple welcomed the new Board members. He thanked everyone for their support, and said he was looking forward to serving in the role of Board president.

Mr. Turner also said she was happy to be a part of the Board, and was looking forward to working with everyone.

Ms. O'Brien congratulated the 2024 graduates, and said she heard a lot of praise from community members about the ceremony.

Ms. Phillips thanked everyone for welcoming her and the other new members. She also expressed her gratitude to Ms. Pangburn for her support and work to get them onboard.

Ms. Steinbach welcomed the new members. She thanked Mr. Buono and Mr. Mann for their leadership over the last several years, and said she was looking forward to working with Mr. Temple in her new role.

5. PUBLIC FORUM #1

None at this time.

6. REPORTS AND PRESENTATIONS - SUPERINTENDENT OF SCHOOLS

Mr. Simons reported that his team along with the architect and construction teams, have been continuing to plan the capital project that was approved by the voters in May. He explained the preliminary phases, stating Phase 1 will include the Columbia High School roof and reconstruction of the basketball and tennis courts. Mr. Simons explained that these projects were chosen not only because of the Maximum Cost Allowances for the high school, but also because the design is simpler and quicker, so the plans can be submitted to the State Education Department sooner. He said they are currently working on the design, and the plans should be ready to submit by the end of July. The Superintendent said the State Education Department is currently taking approximately 26-28 weeks to approve projects, but might be adding the option for a 3rd party review to expediate the process. He stated that phase 1B will be the Goff athletic

fields and Goff elevator. He said they hope to submit those designs in late fall, and if all goes well, start the project in August 2025. He went on to discuss phases two through five, and the estimated costs.

Ms. Skumurski stated she was happy to hear the middle school is getting some much needed attention. She also expressed that she feels it is important to communicate the timelines to the community, especially the timing of the air conditioning schedules since it is based on aid.

Mr. Simons agreed and reiterated that the timing is solely based on the maximum cost allowances.

Ms. Steinbach also agreed they should communicate the timeline, especially since there is a two year lag between buildings. She also asked if the basketball and tennis court reconstruction would take place during an active season.

Mr. Simons said that the basketball courts are only used for physical education classes, Unified basketball, intermural and community use, but the tennis courts will be under construction during the season. He stated that Mr. Jones is aware, and is working on rescheduling home games and finding alternate venues.

Ms. Steinbach asked to be mindful of how the construction is messaged to the community, especially the senior players who would expect to end their time with home games.

Ms. O'Brien asked who will be Turner Construction's point of contact when they are working at the different buildings.

Mr. Simons said they will contact Paul Bickel if they have any questions or concerns.

Ms. Skumurski said she would like to receive updates as the project progresses.

Ms. Van Orden stated there was some frustration in the community when the District decided to close early on the extremely hot days. She thought since the air conditioning will not be installed in the elementary buildings for a few years, that the district should inform the community and explain why it is scheduled later in the timeline. She also said they would need to come up with a plan for later, when some schools have air conditioning and others don't.

Mr. Simons said Turner Construction thinks they can get air conditioning installed in one school each summer. He explained the timing does depend on aid, and the scope of the work is pretty complex in terms of asbestos abatement.

Ms. Steinbach asked if Goff was also closed on the hot days, since they have air conditioning.

Mr. Simons said they decided to close the middle school, as well, because they wanted to be equitable in terms of the bargaining units.

Ms. Skumurski stated that the air conditioning doesn't work well in all the rooms at Goff.

Mr. Simons agreed and said that the middle school air conditioning will be addressed in the capital project, as well.

7. DISCUSSION ITEMS

A. East Greenbush CSD District-Wide Safety Plan with the Town of East Greenbush SRO Agreement and Rensselaer County Sheriff's Department SRO Agreement

Mr. Simons explained that Mr. Tooker, District Safety Coordinator and Lisa Lyons, a representative from Questar who provides Safety Risk Management Services, recently attended trainings and learned of new requirements to the safety plan. He reported that the new requirements come from the Board of Regents and are to ensure that the school drills are trauma informed. The Superintendent stated that one of the new requirements will be for staff and students to all be trained about the safety plans before a drill can be implemented. He noted students have not needed to be trained in previous years. He said staff will be provided with an online training module that will need to be completed prior to September 6, 2024.

Mr. Stiles said staff members from each of the buildings will work with Mr. Tooker this summer to come up with an age appropriate, trauma informed plan that can be presented to the students.

Mr. Simons said drills will not begin until after September 30, 2024, once all the staff and students are trained. He said other requirements are the need to notify caregivers of the emergency drills at least a day in advance, having an announcement at the beginning of the drill to identify that it is a drill, not an emergency, and have bus driver and monitor representation on the building level planning teams. The Superintendent also stated that the District will be providing a script for staff to conduct a post drill facilitation of debriefing. He said he thought it was important to have a consistent and age appropriate conversation.

Mr. Simons said the safety plan will be placed on the website for 30 days for public review, and if there are no comments or questions, will be brought to the August meeting for approval.

Mr. Mann asked if the updated plan will be shared with the local law agencies, so they are aware of the changes.

Mr. Tooker said that the information will be shared with Chief Rudzinski, and shared with all law enforcement throughout Rensselaer County. He said if they want to meet to go over the changes, he will make arrangements.

Mr. Simons stated they usually meet in the beginning of the school year, so they can also discuss the changes then.

Mr. Mann said he just wanted to make sure all the law enforcement agencies are notified, since the buildings are spread out over many jurisdictions.

Ms. Phillips asked if it the SRO processes with East Greenbush and Rensselaer County were working well, since they are each slightly different.

Mr. Simons stated that both arrangements are working very well. He said both officers do a lot in the classrooms to educate the students. Mr. Simons said the District does have some input into the choice of the officers assigned.

Ms. Phillips asked if it was standard to only have SRO's stationed at the middle and high schools.

Mr. Simons explained it is pretty standard. He acknowledged that the community has expressed concerns about the elementary schools, but the District currently lacks the funds to support those programs at this time. The Superintendent added that discussions are ongoing.

B. Board Retreat Date-TBD

Mr. Temple explained that the Board retreat is an opportunity for the Board members to come together and set goals for the future of the District.

Mr. Simons said it is more of a board development session where they set goals, and talk about Board relationships. He said he will send out an email to try to set a date, and ask Board members if they have any topics they would like to discuss. He said once those responses are in, he will work with a few members to try to prepare an agenda.

Mr. Temple, Ms. Steinbach and Ms. O'Brien expressed interest in assisting.

Mr. Buono said he said it would be helpful if previous board goal and priorities documents were shared with everyone in advance.

Mr. Simons said he will send out the survey, and current goals and vision statements to everyone.

C. NYSSBA Convention, October 20-22, 2024

Mr. Simons asked everyone to let Ms. Pangburn know by July 12th, if they wish to attend the convention, so she can set up registrations, hotel and travel arrangements.

D. Superintendent's Evaluation Timeline and Process

Mr. Simons explained the SuperEval process and said he hopes to have it completed by July 19, 2024. He said it is a good opportunity for growth, and assists the Board and Superintendent on setting priorities.

8. REGULAR BUSINESS

A. Approval of Programs for Resident Children with Disabilities

RESOLUTION TO APPROVE THE PROGRAMS FOR RESIDENT CHILDREN WITH DISABILITIES

Motion by Ms. Skumurski, 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- 9, Nays- 0

Motion carried

B. Mentor Facilitator Agreement

Mr. Stiles stated that the three year agreement is to continue receiving Mentor Facilitator Services with Ms. Melissa Gilligan. He said that the New York State Education Department requires new teachers to be mentored. Mr. Stiles said the coordinator makes sure everyone is getting the appropriate hours, sets up meetings and oversees the whole program.

Mr. Buono asked if teachers that are not necessarily new, but are new to the District receive a mentor. He said some new employees coming from other districts have been recently hired, and while they might not need the full mentoring program, it might be beneficial to allow them a mentor to help acclimate them to the District.

Ms. Cannon said historically they have not, but she thinks it may be a good idea to try to implement that going forward.

Ms. O'Brien agreed and said each district has a different climate, and she thinks this would be a good thing to offer.

Ms. Steinbach asked if the mentees give any feedback about the program afterwards and if so, does the District take any of the information into account.

Mr. Stiles said adjustments are made. He explained that Ms. Gilligan looks at the needs of each individual when planning the program each year, it is not the same program over and over.

Mr. Buono asked if Ms. Gilligan can come to a future meeting to give an overview of the program.

RESOLUTION TO APPROVE THE MENTOR FACILITATOR AGREEMENT

Motion by Mr. Buono, Second by Ms. Turner

Resolved, upon the recommendation of the Superintendent, the Board of Education of the East Greenbush Central School District hereby approves the Mentor Facilitator Agreement.

Vote: Ayes- 9, Nays- 0

Motion carried

9. COMMITTEE REPORTS

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

Ms. Cannon provided a staffing update.

Ms. Steinbach asked if the District has found additional ways to advertise the positions to attract more candidates.

10. TABLED MOTIONS

None at this time.

11. OLD BUSINESS

Mr. Buono expressed his wish to have a student member included on the Board. He said a student voice is needed, and he hopes to have a student onboard half way through the school year.

12. CONSENT AGENDA

A. Financial Reports

2024-07-08 Claim Auditor Reports for Warrants - 0176, 0177, 0178, 0179, 0180, V171, V176, V179

2024-07-08 Extraclassroom Treasurer's Report-CHS-April 2024

2024-07-08 Extraclassroom Treasurer's Report-Goff-April 2024

B. Instructional/Instructional Support Personnel Memo

A. DISCONTINUANCE

1. Resignation

- a. Diehl, Nicole - .6 Health, Goff Middle School/Columbia High School, effective 7/17/24.
Date of Hire: 2/16/23 Reason: personal

2. Rescind Appointment

- a. Janowski, Maureen - K-8 Elevate Summer Program, Teaching Assistant.

B. APPOINTMENTS

1. Probationary Appointments

The expiration dates below are tentative and conditional only. In order to be granted tenure the teacher must receive composite or overall annual professional performance rating review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either effective or highly effective to the extent required by the applicable provisions of the Education Law, the Rules of the Board of Regents and the Regulations of the Commissioner of Education, 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. (Prior tenure)

- a. Traver, Diane - French, Howard L. Goff Middle School
(Replacing Joanne Loccisano, Retirement)
Tenure Area: Foreign Language
Probationary Period: 9/3/24- 9/2/27 (pending verification of tenure)
(unless extended in accordance with the law as above)
Certification Status: NYS Permanent French 7-12
NYS Permanent Reading & PreK-6
Step Placement: 20M = \$95,581.00
Prior: 9/24-present Oswego City Schools; 9/22-6/23 New York
Mills UFSD; 9/05-6/22 Canastota Central School
Degrees: B.A. SUNY, Potsdam
M.S. College of St. Joseph, VT

2. K-8 Elevate Summer School Staff (7/8/24-8/2/24)

Name	Position	Salary
Lunford, Cheryl	Teaching Assistant as per negotiated agreement	

3. Summer Work - Science Research Course

- a. Gleason, Heidi - Effective 7/1/24 - 8/31/24 at \$47.50 per hour (maximum of 50 hours)

4. Per Diem Substitute Teacher

Name	Certification Area	Degree Status	Effective Date
Allen, Samantha	Social Studies 7-12	B.A.	9/3/24
Mathis, Sophie	Music Degree	B.M.	9/3/24
Roehr, Savanna	Childhood Education	B.S.	9/3/24

C. MISCELLANEOUS

1. Intramurals for the 2024-2025 School Year

The following are staff members that will be supervising intramural programs for the 2024-2025 school year.

Ackerman, Luke	Barnes, Michael	Conte, Nicole
Davis, Deanna	Dedrick, Christopher	Gansle, Ashley
Gibson, Shawn	Holtz, James	Hosley, Christopher

Hotaling, Courteny	Jette, Greg	Kuhn, Zachary
LaMora, Scott	LeGare, Christopher	Leggett, Sean
Leyhane, Kevin	Libardi, Tom	Marion, Donald
Preston, Jacob	Rivera, John	Romanowski, Drew
Rose, Tyler	Sankey, Curtis	Secor, Marjorie
Vice, Noah	Walkely, Carol	Welge, Mark

2. Home Athletic Contest Staff 2024-2025 Sports Season

The staff listed below may work in any of the following positions during the 2024-2025 sports season, Announcer, Coordinator, Scorekeeper, Security/Supervision, Ticket Seller/Family Pass, Shot Clock, etc.

Ackerman, Luke	Barnes, Michael	Batcher, Daniel
Bohower, Melanie	Cavotta, T. Craig	Cicccone, Christopher
Clum, Joanne	Clum, William	Conte, Nicole
Cooley, Desmond	Dedrick, Christopher	DiBacco, Audra
Dickie, Marc	Gansle, Ashley	Gibson, Shawn
Hosley, Christopher	Hotaling, Courteny	Jette, Greg
Kennedy, Siobhan	Kuhn, Zachary	LaMora, Scott
LeGare, Christopher	Leggett, Sean	Libardi, Tom
Lussier, Bryan	Mann, Ernestine	Obermayer, James
Preston, Jacob	Randall, Kyle	Rose, Tyler
Sankey, Curtis	Taylor, Steve	Vice, Noah
Walkley, Carol	Weir, Jeff	Wyman, Shawn
Young, Natalie		

C. Non-Instructional Support Personnel Memo

Discontinuance as listed:

Name	Position	Effective Date	Reason
Pirie, Brett	Substitute Bus Driver	6/26/24	resigned
Sheehy, Jaime	Insurance Technician - Central Administration	6/27/24	rescinded appointment
Smith, Kayla	Physical Therapist- District Wide	6/27/24	resigned
Smith, Roberta	Substitute Aide	6/24/24	resigned

Appointment as listed:

Name	Position	Effective Date	Salary
McCollum, Mary	Insurance Technician - Central Administration Provisional appointment *Conditional pending fingerprint clearance	7/22/2024	Step 4 = \$27.66 per hour 7.5 hours per day/12 months
Randorf, Katie	Occupational Therapist - District Wide Provisional appointment	9/03/2024	Step 2M = \$51,600

Appointment Adjustment:

Name	Position	Effective Date	Reason
Halsey, Mark	Assistant Transportation Supervisor	7/09/2024	Change from provisional to permanent - Reachable on Civil Service list

Summer employment as listed:

Name	Position	Effective Date	Salary
Alaxanian, Todd	School Safety Supervisor	7/08/2024	Contract hourly rate

Lyle, Denise Substitute Occupational Therapist 7/08/2024 Contract hourly rate

Substitute employees as listed:

Name	Position	Effective Date	Salary
Allen, Samantha	Aide	9/03/24	Step 1 (BS) = \$21.83 per hour
Mathis, Sophie	Aide	9/03/24	Step 1 (BS) = \$21.83 per hour
Roehr, Savanna	Aide	9/03/24	Step 1 (BS) = \$21.83 per hour
Sager, Christopher	Custodial Worker	7/09/24	Substitute rate = \$17.59 per hour

D. Health and Welfare Services Contract- Albany City School District

E. Approval of Consent Agenda

RESOLUTION TO APPROVE THE CONSENT AGENDA AS PRESENTED

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

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

Vote: Ayes- 9, Nays- 0

Motion carried

13. ADDENDUM

None at this time.

14. NEW BUSINESS

None at this time.

15. PUBLIC FORUM #2

None at this time.

16. BOARD FORUM #2

Mr. Buono congratulated the recent graduates and wished them well in their journey.

Ms. Skumurski said she thought graduation went well, but hopes they can acknowledge the students entering the military next year.

17. EXECUTIVE SESSION

Motion by Mr. Mann, Second by Ms. Skumurski to enter Executive Session for purposes of employment history.

Vote: Ayes- 9, Nays- 0

Motion carried

Time: 7:44 P.M.

Respectfully submitted,

Jeanne Pangburn
District Clerk

Motion by Mr. Buono, Second by Ms. Turner to exit Executive Session

Vote: Ayes- 9, Nays- 0

Motion carried

Motion by Mr. Mann, Second by Ms. Skumurski to return to Public Session

Vote: Ayes- 9, Nays- 0

Motion carried

RESOLUTION TO APPROVE SETTLEMENT AGREEMENT

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

Roll call vote:

Mr. Buono - Aye

Mr. Mann - Aye

Ms. O'Brien - Aye

Ms. Phillips- -Aye

Ms. Skumurski - Aye

Ms. Steinbach - Nay

Mr. Temple - Aye

Ms. Turner - Aye

Ms. Van Orden - Nay

Ayes-7, Nays-2
Motion carried

18. ADJOURNMENT

Motion by Ms. Skumurski, Second by Ms. O'Brien to Adjourn the Meeting

Vote: Ayes- 9, Nays- 0

Motion carried

Time: 8:09 P.M.

Respectfully submitted;

Michael Buono
Assistant District Clerk