

**EAST GREENBUSH CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION MEETING  
WEDNESDAY, OCTOBER 30, 2024  
Donald P. Sutherland Elementary**

**1. A. MEETING CALLED TO ORDER-** Mr. Temple- 7:00 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		
Mr. Van Orden	X		

Also Attending

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

**2. PLEDGE OF ALLEGIANCE**

**3. PRESENTATIONS**

A. Donald P. Sutherland Elementary School Board Recognition

Mr. Alvey gave a brief presentation highlighting Donald P. Sutherland's new school theme "Take a Chance" He explained that the initiative encourages the students to go outside of their comfort zone and try new things. Mr. Alvey outlined the initiative, and explained some of the ways they are incorporating the program, such as Bump up Day, when students meet and do a project with the teachers in the next grade, and introducing a school-wide book project that reinforces the theme of taking a chance. In the spirit of Take a Chance, he invited the Board to play Board of Education Family Feud, using polls from the Donald P. Sutherland students for the answers.

**4. MINUTES**

A. Approval of Draft Minutes dated October 9, 2024

RESOLUTION TO APPROVE THE MINUTES OF THE BOARD OF EDUCATION MEETING OF OCTOBER 9, 2024

Motion by Ms. Van Orden, Second by Ms. Skumurski

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 October 9, 2024

Vote: Ayes- 8, Nays- 0, Abstentions- 1 (Phillips)

Motion carried

B. Approval of Draft Minutes dated October 16, 2024

RESOLUTION TO APPROVE THE MINUTES OF THE BOARD OF EDUCATION MEETING OF OCTOBER 16, 2024

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

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 October 16, 2024

Vote: Ayes- 8, Nays- 0, Abstentions-1 (Phillips)

Motion carried

**5. BOARD FORUM #1**

Ms. Van Orden thanked Mr. Alvey and his staff for hosting the meeting.

Ms. Skumurski thanked the DPS staff for all their efforts, and congratulated all the athletes going to sectionals this week and wished them luck on the upcoming games. She also gave a shout-out to the Genet staff for their new video, and encouraged everyone to watch how much care, love and support they give to the students.

Mr. Buono echoed everyone's thoughts, and thanked Mr. Alvey for the presentation.

Mr. Mann also thanked Mr. Alvey and his staff and said he appreciates everything they do for the students.

Ms. Turner thanked the staff for the fun game, and said she learned some things about the students.

Ms. O'Brien said she always enjoys coming to DPS, and thanked the DPS staff for the presentation and game. She congratulated the Boys Soccer Team on getting to sectionals, and wished all the athletes luck in their upcoming games. Ms. O'Brien also recognized the passing of teacher Carol Willis, reading specialist at Bell Top, and expressed her sympathies to the school community and her family.

Ms. Phillips thanked DPoS for hosting the meeting.

Ms. Steinbach thanked Mr. Alvey for the fun interactive game show, and also thanked the schools and the bus garage for hosting the many "Trunk or Treat" events.

## 6. PUBLIC FORUM #1

None at this time.

## 7. DISCUSSION ITEMS

### A. Howard L. Goff Middle School Principal Search

Mr. Simons reported that the District is looking to hire a probationary principal at Goff Middle School. He thanked Mr. McHugh for all he has done for Goff and the District, but stated it is unlikely that New York State will renew the waiver that removes the earnings cap for retired individuals. The Superintendent shared the job posting, and reviewed some aspects of the job.

Ms. Cannon provided a timeline for the hiring process and disclosed where the job will be advertised. She said they would like to post the position in early November, and hoped to have someone chosen by mid January, with a July 1, 2025 start date.

Mr. Buono asked if they were going to establish the interview committee soon, so they are in place and ready to go. He also asked if there are contractual requirements for the committee.

Ms. Cannon said they hope to have a committee in place soon, and said there is a contractual requirement through the East Greenbush Teacher's Association.

Mr. Buono asked if they wanted Board representation on the committee.

Mr. Simons reported that Mr. Temple has volunteered.

Mr. Buono asked if they would be willing to start the new candidate earlier if they were available prior to July 1, 2025.

Mr. Simons said it would be ideal if the new person could start early and have the chance to work with Mr. McHugh and the assistant principals. He said if an early start is not an option, they are discussing ways to help support the new candidate.

Ms. O'Brien asked if OLAS is available to access across all the State regions

Ms. Cannon explained that OLAS reaches any and all candidates across the State of New York, and even out-of-State candidates can use the platform

Mr. Temple asked if additional postings or interviews are necessary, how would that impact the timeline.

Ms. Cannon said they are beginning the process early enough, and if it is determined they need to extend the posting, they would have ample time to do so.

Mr. Simons said they will also do up to three rounds of interviews to ensure the candidates are exactly what they are looking for.

Ms. Van Orden asked if it would be possible to advertise in the North Country and around the Berkshires in Massachusetts.

Ms. Cannon said they can advertise in those areas, as well.

### B. Board Email Listserv

Ms. Steinbach said there may be some confusion in the public about who receives emails sent to the BOE@egcsd.org. email address. She said the address not only is received by Board members, but also the administrative team of the District. She said she feels as a form of transparency and good practice the website should list who is on this listserv. She said she prefers and also proposes that a separate email be available for only the board members and superintendent, and if the rest of the Board is not in agreement, then they should at least list who is on the listserv.

Mr. Buono said he likes the idea of the listing in the interest of transparency, but believes the email should allow the issues to be available to the administrators, as well.

Ms. Steinbach said she feels the listserv should only include the Board members and the Superintendent, and if anything is needed to be passed on to the other administrators, it is the Superintendent's job to do that.

Ms. Skumurski said she understands why the email address can be misleading, and maybe they should change the title of it since it encompasses more than the Board.

Mr. Simons stated there is an efficiency for his staff to receive the emails, as it helps them be as responsive as needed. He said he agrees they should list who is receiving the emails, but as a matter of responsiveness he thinks it is helpful to the team to be able to know and provide information in a timely manner.

Mr. Mann agreed that they should list the recipients.

Ms. Van Orden stated she feels the administrative team should be included because if the Superintendent is out of the office, or unreachable for any reason, the issues can quickly be looked into by members of his team. She agrees with the posting the listing, but thinks since the team works collaboratively, they should all be included.

Ms. Skumurski suggested they rename the email address to avoid confusion.

Ms. Steinbach said she would like to keep the one named BOE for correspondence convenience and for anyone wishing to just reach the Board and Superintendent, and add another named BOE+admin for anyone who would want to include the administrators.

Mr. Temple said he felt it was important to retain the team's characteristics, and he would hope to retain the administration in the primary part of the conversations.

Mr. Phillips asked how the public can get in touch with them if they do have concerns. She said there might be issues that a member of the public does not want to share broadly.

Mr. Buono cautioned against a direct Board email, because he feels it is not as transparent, and brings up issues that separate the Board and the governance team.

Ms. Steinbach said she thinks they all agree they should list the recipients, but she also feels that the public should be able to contact the Board exclusively.

Mr. Simons said he will bring the concerns to Mark Adam and Peter Goodwin so they can work out how to present the email on the website to clarify who is receiving the emails that are sent to the current BOE address, and said perhaps they can discuss separating the email further before they make any determination.

Mr. Buono agreed that they should have more conversations before deciding.

Ms. O'Brien asked if Mark Adam could communicate the website update through ParentSquare and any other avenues of communication.

Mr. Simons said they will create a draft plan and share with the Board before sending it out.

Ms. Steinbach said she would like to include information to guide the public where to reach out to for all different issues. She said she feels that would be very helpful, would foster communication and give people clear channels. She said they are elected officials and it is their job to listen, and she welcomes any and all communication.

Ms. Phillips said they are really a 10 person board, and said she would like the website to include that information so the public is aware of the connectivity between the Superintendent and the Board

Ms. Steinbach said that she would like to build these ideas into the onboarding of new members framework, so they can clearly define who and how emails are responded to.

## **8. REGULAR BUSINESS**

A. Approval of Programs for Resident Children with Disabilities

### **RESOLUTION TO APPROVE THE PROGRAMS FOR RESIDENT CHILDREN WITH DISABILITIES**

Motion by Mr. Buono, 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. Capital Area School Development Association (CASDA) Proposal for Athletic Program Review

Ms. Phillips said she was happy the District is following through with the review, but wanted to make sure that it is clear as to what the Board expects.

Mr. Simons stated that he meet with officials at CASDA. He explained that the consultant will have an opportunity to work with the Athletic Director, review hiring procedures and evaluation issues. The Superintendent explained that the consultant will gather information, make some suggestions and recommendations and will provide a preliminary report in February with an evaluation and next steps. A final report will be provided at the end of the process.

Mr. Buono volunteered to be a liaison in the process.

### **RESOLUTION TO APPROVE THE AGREEMENT WITH CAPITAL AREA SCHOOL DEVELOPMENT ASSOCIATION**

Motion by Ms. Steinbach, Second by Ms. Skumurski

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the Agreement with the Capital Area School Development Association

Vote: Ayes- 9, Nays- 0

Motion carried

## **9. COMMITTEE REPORTS**

A. Jeffrey P. Simons, Superintendent ~ Ad Hoc Board Operating Procedures Committee 10/17/24; Ad Hoc Community Engagement/Strategic Planning Committee 10/23/24; Ad Hoc Onboarding New Members Committee 10/23/24

Mr. Simons explained they have recently formed three Ad-hoc committees to address certain areas the Board has been discussing.

He stated that the Operating Procedure Committee meeting team is working on three areas:

- shared norms for Board participation
- ways to coordinate board participation at school events
- a general framework for decision making that can be applied to different situations

Mr. Temple stated that through all these new committees they are trying to make it a focus to engage with all stakeholders to understand concerns, wants, and the community's response to the Boards decisions.

Mr. Simons reported in the Community Engagement and Strategic Planning Committee meeting the team is working to establish short term goals for this year, and also long range goals within the strategic planning process. He said they are looking for a more formal and extensive way of engaging the community. The Superintendent stated they are looking for outside resources to help them conduct a community survey, and are considering using tools such as K-12 Insight, Thought Exchange and bringing in the Brighton School District superintendent to consult on a comprehensive strategic planning process that was used in that district.

Ms. O'Brien added that they need to define the community beyond the students, teachers and families, and include business and town resources as well. She said she would like to reach out to the many towns and villages the District encompasses.

Ms. Skumurski said they will be taking some time to work on the survey to make sure the right questions are being asked.

Ms. Steinbach agreed that it will take some time to make informed decisions about the direction the District is looking to go.

Ms. Van Orden said she would be interested in hearing from families that live within the District, but choose to send their children to private schools or to homeschool. She said their feedback could be very valuable and should be considered.

Mr. Simons stated that at the Onboarding New Board Members meeting the new members stated that it would be helpful if they could meet before the Organizational meeting to discuss agenda items they are unfamiliar with, and review the resolutions that are passed on those items. They stated that providing historical background on items that they are currently dealing with would bring them up to speed and enable them to make informed decisions with the rest of the Board. The new members also felt it is important to be able to anticipate what is occurring during the budget process, so more background on the process would be useful. Mr. Simons said he spoke with Ms. Mulligan, and they are working to provide additional information to help everyone understand the process. He said he also understands they should explain the agenda and which items usually fall within those categories to make sure everyone is working within the same definitions of what the topics and headings are about.

Mr. Temple said the new members have stated that completing the required NYSSBA training early in their reign was very helpful in their understanding of the process. He thanked Ms. Steinbach for suggesting they complete that early. Ms. Phillips asked if the information provided about the budget could include more about Foundation Aid. Mr. Simons reported that he and Ms. Mulligan have discussed bringing in a State Planning Representative from Questar III to assist Ms. Mulligan in presenting information about budget obligations and explaining Foundation Aid. Ms. Steinbach added that the committee discussed a mentor/mentee arrangement to assist the new members, or to have the Board president reach out to the new members, introducing him or herself and being available for questions or any other need. She also discussed implementing a meet and greet with the new members prior to the organizational meeting to help acclimate them, and make them feel comfortable before having to jump right in and vote.

**11. OLD BUSINESS**

Mr. Buono reminded everyone of the 2025-2026 requirement to have a student on the Board, and stated that he would like to have a student Board member in place some time this year

**12. CONSENT AGENDA**

Mr. Mann suggested to combine the consent agenda and addendum for one vote.

Ms. Phillips asked if going forward if a summary of open employee positions could be provided, so the Board would know what positions still need to be filled.

Ms. Cannon said she could provide a staffing update

A. Financial Reports

Claim Auditor Reports for Warrants- 0031, 0032, 0033, 0034, 0036, V008, V011, V015, V023, V033

2024-10-30 Treasurer's Report for the Month of August, 2024

2024-10-30 Revenue Status Report for the month of August, 2024

2024-10-30 Budget Status Report for the Month of August, 2024

2024-10-30 Budget Transfers for the Month of August

2024-10-30 Extraclassroom Treasurer's Reports for the Month of June, 2024

B. Instructional/Instructional Support Personnel Memo

A. DISCONTINUANCE

1. Resignation

a. Das, Epali - Teaching Assistant, Red Mill Elementary School, effective 11/16/24.

Date of Hire: 9/15/22 Reason: full time job elsewhere

B. APPOINTMENTS

1. Appendix "D" Appointments - 2024-2025 School Year

Goff

Name	Activity	Compensation
Wargula, Kate/Weber, Nicole	Art Club	\$1,967.00 (split stipend)
Armbruster, Julianne	Musical Assistant	\$1,967.00
Keyoskey, Julia	Musical Assistant	\$1,967.00
LaVoie, Lorraine	Musical Assistant	\$1,967.00

C. Non-Instructional Support Personnel Memo

Discontinuance as listed:			
Name	Position	Effective Date	Reason
Fodor, Logan	Custodial Worker-Green Meadow	10/17/2024	resignation
Substitute employees as listed:			
Name	Position	Effective Date	Salary
Corbett, Daniel	Monitor	10/31/2024	Step 1 = \$16.41 per hour
	Senior Monitor	10/31/2024	Step 1 = \$17.20 per hour
Kraz, Julianne	Monitor	10/16/2024	Step 1 = \$16.41 per hour
Piterniak, Zephyr	Monitor	10/31/2024	Step 1 = \$16.41 per hour
	Senior Monitor	10/31/2024	Step 1 = \$17.20 per hour

D. Library Materials Recommended for Weeding- Red Mill Elementary

E. Disposal of District Property - Assets

F. Approval of Consent Agenda

**13. ADDENDUM**

A. Addendum to Instructional/Instructional Support Personnel Memo

A. APPOINTMENT

1. Appendix "D" Appointment - 2024-2025 School Year

Goff  
Name Activity Compensation  
Smith, Brandon Musical Director \$2,873.00

B. Addendum to Non-Instructional Support Personnel Memo

Appointment as listed:			
Name	Position	Effective Date	Salary
Donaldson, Savanna	School Bus Driver-Trans probation: 10/31/24-4/30/25	10/31/24	Step 3 = \$27.64 per hour 5.25 hours/10 months
Mokhiber, Alexandria	School Bus Driver-Trans probation: 11/8/24-5/7/25	11/08/2024	Step 3 = \$27.64 per hour 6.5 hours/10 months

**RESOLUTION TO APPROVE BOTH THE CONSENT AGENDA AS PRESENTED AND THE ADDENDUM**

Motion by Ms. Turner, Second by Mr. Mann

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

Vote: Ayes- 9, Nays- 0

Motion carried

**14. NEW BUSINESS**

None at this time

**15. PUBLIC FORUM #2**

None at this time

**16. BOARD FORUM #2**

Ms. Steinbach thanked Dr. McQueen for the trunk or treat at the bus garage, she said it was a fun event.

Ms. O'Brien thanked Mr. Alvey for hosting the Board meeting and for arranging the fun game.

Mr. Buono said that the NYSSBA conference was a great event this year. He acknowledged a Columbia High student presenting information about the New Visions program at the conference, and said she did a great job. He also thanked LaBella Associates and Renaissance for hosting the District at the event.

**17. EXECUTIVE SESSION - 8:20**

Motion by Ms. Skumurski, Second by Ms. Turner to enter Executive Session for purposes of discussions about the employment history of a particular employee and to discuss the Superintendent's contract

Vote: Ayes- 9, Nays- 0

Motion carried

Time: 8:15 P.M.

Respectfully submitted

Jeanne Pangburn  
District Clerk

**18. ADJOURNMENT**

Motion by Ms. Turner, Second by Mr. Buono to Adjourn the Meeting

Vote: Ayes- 9, Nays- 0

Motion carried

Time:8:58 P.M.

Respectfully submitted,

Michael Buono  
Assistant District Clerk