

**EAST GREENBUSH CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
WEDNESDAY, DECEMBER 4, 2024
Central Administration Boardroom**

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 7:02 P.M.
Ms. Steinbach	X		
Mr. Temple	X		
Ms. Turner	X		
Mr. Van Orden	X		

Also Attending

Mr. Simons	X
Mr. Mahar	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 NOVEMBER 20, 2024

Motion by Mr. Mann, 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 November 20, 2024.

Vote: Ayes-9, Nays- 0

Motion carried

4. BOARD FORUM #1

Ms. Phillips congratulated the District, particularly Ms. Mulligan on the favorable Moody's rating.

Ms. O'Brien and Ms. Turner echoed those sentiments.

5. PUBLIC FORUM #1

None at this time.

6. REPORTS AND PRESENTATIONS

A. EGCSO Superintendent Search-Questar III Presentation on the Search Process

Mr. Jim Niedermeier and Mr. Jeff Baker, representatives from Questar III, gave an overview on the Questar III service, and explained the five phases of the search process and the expected timeline. Mr. Niedermeier explained that the process includes developing a community survey, advertising the position, screening applicants, and conducting interviews. He said the timeline for the superintendent search typically takes about six months to complete.

Mr. Mann stressed the importance of moving quickly to stay competitive with other districts also searching for superintendents

Ms. O'Brien brought up the issue of confidentiality in the superintendent search process, particularly for candidates who are currently employed elsewhere.

Mr. Niedermeier suggested considering the option to conduct the initial interviews in a more private setting to protect candidates' current employment situations. He also discussed the Board's role in the superintendent search process, including reviewing applications, conducting interviews, and making the final selection.

Ms. Steinbach emphasized the importance of having a structured interview process with consistent questions for all candidates.

7. DISCUSSION ITEMS

A. EGCSO Communication Chain

Mr. Simons provided an updated version of the communication chain document, showing the discussed changes. He said Mr. Adam is working on similar documents personalized for each building.

Ms. Skumurski asked if "teacher" could be added with "counselor" under Grades/Scheduling.

Ms. Steinbach asked if "superintendent" can be added as step 4 under Employment.

Mr. Simons assured everyone that they would make those additions, and then upload to the District's website.

Ms. Steinbach said she thought this information should be added to the printed calendar that every family receives. She also asked everyone to commit to redirecting people through the appropriate channels when contacted, so the document is successful.

B. Columbia High School Proposed International Field Trip Request

Mr. Greg Tarkos and Mr. Dan Wagner reported that the recent trip to Costa Rica was a great success. Mr. Tarkos was excited to share that the upcoming trip to Japan in April 2025 has already garnered more interest than expected, and now has 40 students committed. He asked the Board for their consideration in announcing future international trips. He said since the trips are costly, announcing well in advance would allow families to start financial planning, explore payment plans and scholarships and begin setting up individual fundraising.

Ms. Skumurski asked if they have reached out to the Education Foundation.

Mr. Simons said he has reached out and will be meeting with the Foundation to discuss funding opportunities.

Ms. Van Orden expressed concerns about the cost of the trips, especially for families who may not be able to afford them. She said while individual fundraising is an option, it might not be feasible for all students. She suggested they explore alternative fundraising strategies and scholarship opportunities to make these trips more accessible to a wider range of students.

Mr. Temple expressed his concerns about equity and the educational value of field trips. He emphasized the importance of the academic component of field trips and raised concerns about the potential for field trips becoming more about travel than learning.

Mr. Wagner reported that there is immense educational value to the trip. He said the tour guides have a vast knowledge and detail of the provinces, the languages, and the culture.

Mr. Simons mentioned that the policy requires the students to report about the trip when they return.

Mr. Wagner said he would love to bring students to a future meeting to talk about all they learned.

Mr. Temple said he would like to see a prep program prior to the trip explaining what to expect.

Mr. Tarkos stated that he has three meetings with the parents and students with a slide show discussing what to pack and what to expect.

Ms. Van Orden suggested finding ways to better integrate the international trips with the school curriculum, possibly by creating pre-trip and post-trip educational components or forming a club related to international travel and cultural studies.

Mr. Wagner said if they could announce the future trips they would be open to forming a club and having meetings to learn about the places they would travel.

Mr. Simons agreed with the Board about making it a more structured educational experience.

Mr. Temple said that he feels a fully free trip might not be the best approach. He proposed offering a discount to the chaperones on the trip's cost, capped at the individual's salary, this way, participants would benefit from the trip while still having a personal investment in the educational experience. Mr. Temple thought this approach would demonstrate a stronger commitment to the journey.

Mr. Tarkos noted the significant responsibility of leading a group of 40 students on an international trip. He emphasized the importance of ensuring student safety and having the travel plan go smoothly. He said that the trips involve substantial work, beyond simply enjoying a vacation.

Ms. Steinbach asked for a summary of the Costa Rica trip, including cost, participants, chaperones, the selection process and criteria used. She reported that she would be interested in brainstorming fundraising ideas and potential scholarship options to make the trip more accessible to students with financial constraints. She said if the Board is truly committed to inclusion and equity, they must ensure that all students have equal access to opportunities, like this trip. Ms. Steinbach said while providing information is helpful, they need to address the financial barrier if students cannot raise enough money to go. She said she felt they should address those issues upfront.

Ms. Turner asked if money raised through fundraising could be earmarked for students that are unable to afford the trip.

Mr. Simons explained there are some challenges with holding the money as there are policies that don't allow the District a way to account for these types of funds.

Ms. Steinbach suggested the teachers to take on the task of coming up with ways to fundraise and ways to make the trip accessible.

Mr. Simons requested that the teachers provide a detailed presentation on the Costa Rica trip experience at a January meeting, including student perspectives. He also asked for more information on fundraising options and potential ways to increase accessibility for all students.

8. REGULAR BUSINESS

A. RESOLUTION TO APPROVE THE PROGRAMS FOR RESIDENT CHILDREN WITH DISABILITIES

Motion by Ms. O'Brien, 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 Programs for Resident Children with Disabilities.

Vote: Ayes- 9, Nays- 0

Motion carried

B. Driver Education Program - Spring 2025

Mr. Simons noted that the District is using a new online registration platform, Family ID, which is also used for athletics. The Superintendent expressed appreciation for the efforts of Mr. Tooker and Mr. Jones in implementing this system.

RESOLUTION TO APPROVE THE DRIVER EDUCATION PROGRAM FOR THE SPRING OF 2025

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

Resolved, the Board of Education of the East Greenbush Central School District hereby Approves the Driver Education Program for the Spring of 2025

Vote: Ayes- 9, Nays- 0

Motion carried

C. Appropriation of Insurance Recovery Funds

RESOLUTION TO AUTHORIZE THE APPROPRIATION OF INSURANCE RECOVERY FUNDS

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

Resolved, the Board of Education of the East Greenbush Central School District hereby authorizes the appropriation of insurance recovery proceeds in the amount of \$13,908.00, and to authorize an adjustment to increase the 2024-2025 budget in code 2020-2000-21-11 in the amount of \$4,700.00, and budget code

2630-2041-03-10 in the amount of \$9,208.00.

Vote: Ayes- 9, Nays- 0

Motion carried

D. Resolution to Approve Superintendent Search Supported By Questar III

RESOLUTION TO APPROVE DISTRICT SUPERINTENDENT, DR. GLADYS I. CRUZ, TO BE THE SEARCH CONSULTANT FOR THE PURPOSE OF RECRUITING A SUPERINTENDENT OF SCHOOLS, AND FUTUREMORE, REIMBURSEMENT WILL BE MADE TO QUESTAR III FOR ANY ADVERTISING EXPENSES RELATED TO THE PROCESS BEYOND OLAS.

Motion by Mr. Buono, Second by Ms. Turner

Resolved, the Board of Education of the East Greenbush Central School District hereby authorizes District Superintendent Dr. Gladys I. Cruz, to be the Search Consultant for the purpose of recruiting a Superintendent of Schools, and furthermore, reimbursement will be made to Questar III for any advertising expenses related to the process beyond OLAS.

Vote: Ayes- 9, Nays- 0

Motion carried

E. Resolution to Approve the EGTA MOA

RESOLUTION TO APPROVE THE EGTA MOA

Motion by Mr. Mann, Second by Ms. Phillips

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the EGTA MOA

Vote: Ayes- 9, Nays- 0

Motion carried

9. COMMITTEE REPORTS

A. Jennifer Mulligan, Director of Business and Finance - Health Insurance Review Committee Meeting 11-19-24

Ms. Mulligan discussed the significant increase in prescription drug costs for the District. She highlighted the impact of rising specialty drug and GLP-1 medication costs, as well as the depletion of the district's reserve fund. Ms. Mulligan said to try to reduce these costs, the District is exploring options like Free Market Health, and requiring prior authorization for certain medications. Additionally, Ms. Mulligan informed everyone about substantial increases in Medicare Advantage Plan rates due to factors like the Hospital Wage Index and the Inflation Reduction Act of 2022.

B. Roy Stiles, Asst. Superintendent for Curriculum and Instruction - Professional Development Committee Meeting 11/18/24

Mr. Stiles reported that the District is prioritizing a Future-Driven, Whole-Learner, and Inclusive educational approach. He explained that a sub-committee will review the upcoming PD plan, aiming to balance teacher needs with mandated training and additional professional development opportunities. Mr. Stiles stated that multiple full and half-day PD sessions are scheduled for the year, including a staff-led 'Day of Leading and Learning.' He added that a planning committee will organize this day, offering diverse sessions on topics like AI, technology, and vertical curriculum alignment. Embedded PD days and off-site visits are also planned to support teacher development and curriculum implementation.

C. Jeffrey P. Simons, Superintendent-Global Education Committee

10. TABLED MOTIONS

None at this time.

11. OLD BUSINESS

None at this time.

12. CONSENT AGENDA

Ms. Phillips said she felt it may be an oversight, but wanted to know why the track event overnights mentioned financial assistance for student athletes, if needed, but the wrestling trip did not.

Mr. Simons responded that he was sure it was just an oversight, but he would ask Mr. Jones for clarification and report back to the Board.

Ms. Skumurski expressed her support for the overnight trips, and said she was happy that the students were given these opportunities.

A. Financial Reports

Claim Auditor Reports for Warrants- 0044, V020, V032, V037, V042
2024-12-04 Extraclassroom Treasurer's Reports for the Month of July, 2024
2024-12-04 Extraclassroom Treasurer's Reports for the Month of August, 2024.pdf

B. Instructional/Instructional Support Personnel Memo

A. DISCONTINUANCE

1. Resignation

- a. Mager, Diana - Substitute Teacher, moved out of state

2. Leave of Absence

- a. Campos, Jillian - Science, Howard L. Goff Middle School, requesting an unpaid child-rearing leave of absence from 11/22/24-3/5/25. Planned return 3/6/25.
- b. Horton, Kara - Kindergarten, Red Mill Elementary School, requesting to extend her unpaid child-rearing leave of absence through 6/30/25. Planned return September 2025.
- c. Slater, Michelle - Teaching Assistant, Howard L. Goff Middle School, requesting an unpaid leave of absence from 1/27/25-5/14/25 to complete student teaching requirement. Planned return 5/15/25.

B. APPOINTMENTS

1. Per Diem Substitute Teacher

Name	Certification Area	Degree Status	Effective Date
Bly, Betsy	Teaching Assistant	B.S.	12/5/24
Cicchino, Katherine	Literacy & Library/Media Specialist	M.S.	12/5/24
Donohue, Joseph	Childhood Education 1-6	M.S.	12/5/24

2. Student Teacher/Intern 2024-2025 School Year

Building	Student	Content Area	Cooperating Teacher	College/Term
D.P.S.	Kendra Phoenix	Occupational Therapy	Nicole Barmen	Keuka/Spring 1
Goff	Angela Bodnar	English	Rachel Mathis	SUNY Albany/Spring 1
Goff	Matthew Tyrrel	Social Studies	Michael Barnes	Siena/Spring 1 & 2
Goff	Scott Teta	Physical Education	Greg Jette	SUNY Cortland/Spring 1
Green Meadow	Alexandra Hill	Elementary	Michelle Baldwin	Houghton/Spring 1

C. MISCELLANEOUS

1. Unpaid Coaches 2024-2025 Winter Sports Season

The following will volunteer for our winter athletic programs. All hold current certification in AED/CPR, First Aid, Blood Borne Pathogens, DASA, Concussion Management, SAVE & Child Abuse.

Name	Sport
a. McCabe, Criag	Wrestling
b. Morgan, Brendan	Wrestling
c. Piasecki, Michelle	Basketball Girls'

2. Intramurals for the 2024-2025 School Year

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

a. Kennedy, Siobhan

C. Non-Instructional Support Personnel Memo

Discontinuance as listed:

Name	Position	Effective Date	Reason
Clark, Paul	Truck Driver-District Wide	12/5/2024	resigning to accepts Head Custodian position in District

Appointment as listed:

Name	Position	Effective Date	Salary
Adams, Brenda	Food Service Helper-Red Mill Probation: 12/5/24-6/4/25	12/5/2024	Step 1 = \$16.74 per hour 3 hours/10 months
Clark, Paul	Head Custodian-Green Meadow Provisional Appointment	12/5/2024	Step 7 = \$31.48 per hour 8 hours/12 months
Carmody, Kathleen	Bus Aide-Transportation Probation: 12/5/24-6/4/25	12/5/2024	Step 1 (HS) = \$17.62 per hour 5.5 hours/10 months
Pelletier, Karie	Food Service Helper-CHS Probation: 12/6/24-6/5/25	12/6/2024	Step 1 = \$16.75 per hour 5 hours/10 months

Substitute employees as listed:

Name	Position	Effective Date	Salary
Alvey, Julia	Aide	12/5/2024	Step 1 (HS) = \$17.62 per hour
	Monitor	12/5/2024	Step 1 = \$16.41 per hour
Bly, Betsy	Aide	12/5/2024	Step 1 (BS) = \$21.83 per hour
Donahue, Joseph	Aide	12/5/2024	Step 1 (BS) = \$21.83 per hour
Johnson, Jessica	Athletic Trainer	12/5/2024	Step 1 = \$31.73 per hour

Appointment adjustment:

Name	Position	Effective Date	Reason
Brache, Emily	Typist-DPS	12/5/2024	Change from provisional to permanent-reachable on Civil Service Typist eligible list
Davis, Carrie	Typist-Bell Top	12/5/2024	Change from provisional to permanent-reachable on Civil Service Typist eligible list
Mangione, Claudia	Typist-Split position RM/BT	12/5/2024	Change from provisional to permanent-reachable on Civil Service Typist eligible list
Riley, Jamie	Typist-Transportation	12/5/2024	Change from provisional to permanent-reachable on Civil Service Typist eligible list
Rumsey, Angela	Sr. Typist-Buildings & Grounds	12/5/2024	Change from provisional to permanent-reachable on Civil Service Sr. Typist eligible list
Sager, Caren	Typist-Genet	12/5/2024	Change from provisional to permanent-reachable on Civil Service Typist eligible list
Schwab, Michelle	Typist-CHS	12/5/2024	Change from provisional to permanent-reachable on Civil Service Typist eligible list
Timmons, Emily	Sr. Typist-CHS	12/5/2024	Change from provisional to permanent-reachable on Civil Service Typist eligible list
Winter, Wioletta	Food Service Helper-Goff	11/1/2024	change from 3.75hrs per day to 6.5hrs per day
Yuzynko, Helen	Typist-Transportation	12/5/2024	Change from provisional to permanent-reachable on Civil Service Typist eligible list

Unpaid Leave of Absence:

Name	Position	Effective Dates	Reason
Varian, Shane	Monitor-Bell Top	11/08/24-12/1/24	unpaid medical leave of absence

D. Acceptance of Gifts and Authorization to Increase the 2024-2025 Budget

E. Library Materials Recommended to be Weeded- Goff Middle School

F. Boys and Girls Indoor Track Overnight Trip-Staten Island, New York

G. Boys and Girls Indoor Track Overnight Trip-New Haven Connecticut

H. Columbia Wrestling Overnight Trips; Athens PA & Bronx NY

I. Disposal of District Property - Assets

J. Approval of Consent Agenda

RESOLUTION TO APPROVE THE CONSENT AGENDA AS PRESENTED

Motion by Ms. Turner, Second by Ms. Phillips

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

Ms. Skumurski mentioned that the Education Foundation Hall of Fame applications are now available. She encouraged everyone to reach out if there is anyone they wish to nominate.

Mr. Buono stated that he was looking forward to beginning the superintendent search process. He assured the Board's transparency throughout the process and asked the community for their input.

Mr. Mann thanked Mr. Mahar for coming out of retirement to help the District in the HR dept.

17. EXECUTIVE SESSION

Not needed at this time.

18. ADJOURNMENT

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

Vote: Ayes- 9, Nays- 0

Motion carried

Time: 9:06 P.M.

Respectfully submitted,

Jeanne Pangburn
District Clerk