

**EAST GREENBUSH CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION MEETING  
WEDNESDAY, JANUARY 8, 2025  
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	
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. EX OFFICIO STUDENT COUNCIL COMMENTS AND PRESENTATIONS**

A. Student Council Representatives: Kole Hardy~President; Natalie Krisanda~Vice President

Kole Hardy reported that after break, Student Council met to brainstorm ideas for the remainder of the 2025 school year.

Natalie Krisanda said they are excited about implementing the numerous ideas including a March Madness competition, a hot chocolate sale, an end-of-year celebration, and an end of the year field trip.

**4. MINUTES**

A. Approval of Draft Minutes dated December 18, 2024

RESOLUTION TO APPROVE THE MINUTES OF THE BOARD OF EDUCATION MEETING OF DECEMBER 18, 2024.

Motion by Mr. Buono, 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 December 18, 2024.

Vote: Ayes- 5, Nays- 0 Abstentions- 2 (Mann, Steinbach)

Motion carried

**5. BOARD FORUM #1**

Ms. Turner said the Education Foundation is gearing up for the upcoming Winterfest on January 18, 2025. She stated they are looking for volunteers, if any Board or community members are available.

Mr. Buono reported that over 1000 individuals have already participated in the superintendent search survey. He stated the survey will be closing on January 9th, 2025, and once Questar has analyzed the collected data, the findings will be shared at the meeting on January 22, 2025.

**6. PUBLIC FORUM #1**

None at this time.

**7. REPORTS AND PRESENTATIONS**

A. Federal Funding Allocation Trends

Mr. Simons stated that at a recent meeting with regional superintendents, they discussed concerns about potential changes in how federal funding is impacting schools. He said given the current concerns and the end of COVID grants, he felt it was important to review the amount received, its current use, and its impact on the budget.

Mr. Stiles said Title fund allocations have generally been consistent, with a slight increase in 2023-24. and IDEA funding has steadily increased over the years. He explained the expenditure of COVID-related relief funds (CARES and ARP), which peaked in 2021-22 and 2022-23 and have now expired.

Mr. Stiles reviewed all the Title and IDEA funding and explained how it is allocated.

Ms. Mulligan noted that the District doesn't know the amount of federal funding it will receive until after the May vote. She said last year they learned that the Title I funding allocation would decrease by \$222,000. As a result, the positions initially funded by Title I in the 2024-25 budget had to be shifted back to the general fund, increasing the financial burden on the general fund budget. Ms. Mulligan said looking ahead to the 2025-26 budget, it is reasonable to assume that these positions will need to continue to be funded through the general fund to ensure their ongoing support.

Mr. Temple asked when budgeting, does the District allocate restricted funds first to ensure compliance, and if there is an overall trend in the ratio of restricted to unrestricted revenue within the budget.

Ms. Mulligan said all the funds have specific spending requirements, and since the restricted funds can fluctuate, it's crucial to ensure that the general fund budget can adequately support positions and expenses that were previously funded through these restricted sources. She explained that this safeguards the District against potential funding decreases and ensures the continuation of necessary services.

Mr. Stiles stated that grant funding, especially Title I and IDEA, is crucial for helping all our students. He said the District uses this money wisely, targeting specific needs and making sure programs reach the right students.

Mr. Simons stated that unlike some districts, East Greenbush doesn't receive substantial Title I funding, but these funds significantly impact the budget, especially for mandated services like AIS, counseling, and special education. He said the District must carefully allocate these funds as they have limited flexibility due to strict regulations.

Mr. Buono pointed out that the Board previously significantly invested general fund resources to meet the needs of the students and families in programs such as UPK and K-8 Elevate programs, which he fully supports. He said the Board must now address the long-term sustainability of these programs, and important decisions regarding their continuation will need to be made during the upcoming budget cycle.

## 8. DISCUSSION ITEMS

### A. Donald P. Sutherland Water Heater Issues - Potential Emergency Project

Mr. Bicke reported that the hot water heating system at Donald P. Sutherland School is failing, and will require replacement of both units. He explained they can do the project through the Capital Project, which would take a long time for approval, or they can declare it as an emergency project and begin quickly. He said while it is not required for a school to have hot water, the district would prefer to repair the problem. Mr. Bicke said Labella Associates and Turner Construction have assessed the situation and are able to provide two options. He said they are in the process of developing cost estimates for the necessary repairs.

Mr. James Thomas from Turner Construction explained the first option involves demolishing the current system and installing two new stainless steel tanks and two smaller boilers on a larger concrete pad. He said this option provides redundancy and ensures sufficient capacity for future expansion. The system will initially operate on oil, but the boilers are designed to be adaptable to natural gas or propane if it becomes available in the future. This option also includes the installation of new ductwork, breaching, and piping. He explained the alternative option involves just replacing the existing water heaters, but this would likely be more expensive and have a longer lead time due to the need for special order items. Mr. Thomas said his team is currently gathering cost estimates for both options and expects to have them by the end of the week.

Mr. Mann asked if any of the cost would be reimbursable.

Mr. Simons explained that state-declared emergencies result in full reimbursement in the following year, while other emergencies are reimbursed over 15 years. He explained that the District must pass a resolution declaring the project an emergency, allowing work to begin immediately without a public bidding process. The State Education Department will ultimately determine the reimbursement timeline, but the district retains control over the emergency declaration and project commencement.

Mr. Pasquale Marchese from LaBella Associates stated that the Board declares an emergency which allows the District to expedite a project. He said this would remove the usual bidding process and would speed up the timeline significantly. Mr. Marchese explained The State Education Department (SED) will determine the reimbursement period, which could be one year or 15 years.

Mr. Mann asked how the Board would enter the process of declaring an emergency project.

Mr. Marchese said they will just need a letter from the architect stating they have evaluated the existing condition, and pass the resolution.

Mr. Buono suggested that the resolution be placed on the January 15, 2025 special meeting, to expediate the process.

Mr. Simons said if they could get all the numbers, they could place it on the January 15th agenda.

Ms. Van Orden asked if they decide to just replace the existing water heaters would they run the risk of those not lasting, as well.

Mr. Bicke said they are uncertain, but option one offers potential advantages, including four units instead of two and potentially lower costs for replacement or repair components.

Ms. Phillips asked if they went with option two, would the heaters definitely need to be replaced or upgraded with the capital project.

Mr. Bicke said it was hard to know since they have not designed the boiler system which is scheduled for phase 5. He explained the current reliance on oil at the site limits the options, but they would like explore alternatives like natural gas and propane and the heaters in option one will give them more flexibility.

Mr. Simons said they will strive to get everything together and place the resolution on the January 15, 2025 agenda.

### B. EPA 2024 Clean School Bus Rebate Program

Ms. Mulligan explained the primary purpose of this discussion is to inform the Board about the EPA Round Four funding application. She said while applying does not constitute a commitment, it allows the District to be considered for a potential funding source. Ms. Mulligan explained the grant is awarded through a lottery, since the District is not a disadvantaged district. She also emphasized

alternative funding options, including the NISBIP program, tax incentives, and evolving state aid mechanisms for electric buses. She said State aid for electric buses has evolved to the point where, after applying all available funding sources (including NISBIP, tax incentives, and state aid), the actual net cost of an electric bus could be minimal, potentially even lower than the cost of a diesel bus. Furthermore, funding is available for charging infrastructure.

Ms. Mulligan said she believe it's important to submit an application for EPA funding for up to four large buses. The funding decision will be announced in April. Before then, the District will analyze the bus reserve and determine the ultimate net cost of these electric buses

Mr. Temple said considering the impending mandate, he believes the District should start including EV buses in the planning so the District can better understand the associated expenses and develop a plan for transitioning to an all-electric fleet.

Ms. Mulligan said the next logical step would be to have a fleet electrification study done. Also, she said they need to work with LaBella Architects and Turner Construction to begin planning the infrastructure.

Dr. McQueen said the previous fleet study from Cornice Technology is outdated due to route changes and rapid EV advancements. She said it showed that the current small buses wouldn't be viable for electrification due to range limitations. She stated that the District should focus on the larger buses which align with current EV technology and grant opportunities, potentially eliminating District costs per vehicle. Dr. McQueen emphasized the need for an updated fleet study and a crucial infrastructure/engineering study from a more advanced provider like Girardin Energy. She said this will ensure long-term compatibility and avoid costly technology upgrades in the future.

Ms. Mulligan explained they can still purchase traditional fuel buses this year, as EV bus deliveries are delayed until 2026-2027. She explained that this allows the District to continue using these fuel buses for the next cycle. Ms. Mulligan suggested potentially incorporating two EV buses into the bus reserve to maintain the current replacement cycle. She reported that fuel buses have a lifespan of 10-12 years, and the District is nearing the end of the lifespan with some of the current fleet.

Mr. Buono said the previous resolution to adopt electric buses aligns perfectly with the availability of new funding. He asked for more details on the transportation plan and the proposed implementation schedule. Mr. Buono stated that this opportunity has the potential to significantly accelerate the transition to electric vehicles, a possibility that could not previously be considered. He said he reviewed some of the webinar on the fleet electrification plan, and it's clear that funding is available, and felt the District should explore the opportunities further.

Dr. McQueen reported that an area district that quickly adopted EV buses encountered issues with an outdated charging infrastructure, rendering their initial investment obsolete. She said this highlights the importance of careful planning and avoiding hasty decisions. Dr. McQueen said thorough research and a well-defined plan are crucial, and fortunately with the current funding opportunities and timing, it is a favorable time for the District to proceed with EV planning.

#### A. Approval of Programs for Resident Children with Disabilities

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

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

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. Resolution to Amend Employment Agreement for Roy Stiles, Assistant Superintendent for Curriculum and Instruction

##### RESOLUTION TO AMEND EMPLOYMENT AGREEMENT FOR ROY STILES, ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION.

Motion by Mr. Mann, Second by Ms. Turner

Resolved, the Board of Education of the East Greenbush Central School District hereby approves to amend the employment agreement for Roy Stiles, Assistant Superintendent for Curriculum and Instruction

Vote: Ayes- 7, Nays- 0

Motion carried

#### C. Resolution to Amend Employment Agreement for Jennifer Mulligan, Director of Business and Finance

##### RESOLUTION TO AMEND EMPLOYMENT AGREEMENT FOR JENNIFER MULLIGAN, DIRECTOR OF BUSINESS AND FINANCE.

Motion by Mr. Buono, Second by Ms. Turner

Resolved, the Board of Education of the East Greenbush Central School District hereby approves to amend the employment agreement for Jennifer Mulligan, Director of Business and Finance.

Vote: Ayes- 7, Nays- 0

Motion carried

#### D. Resolution to Amend Employment Agreement for Dr. Wanda McQueen, Transportation Administrator

##### RESOLUTION TO AMEND EMPLOYMENT AGREEMENT FOR DR. WANDA MCQUEEN, TRANSPORTATION ADMINISTRATOR.

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

Resolved, the Board of Education of the East Greenbush Central School District hereby approves to amend the employment agreement for Dr. Wanda McQueen, Transportation Administrator

Vote: Ayes- 7, Nays- 0

Motion carried

Mr. Simons thanked Mr. Stiles, Ms. Mulligan, and Dr. McQueen for all the work they do. He also thanked the Board for their support to the salary adjustments.

## 10. COMMITTEE REPORTS

A. Martin Mahar, Interim Director of Human Resources-Staffing Update

Mr. Mahar gave an staffing updating announcing all the recent hires, and also the unfilled positions that are posted or just recently closed.

Mr. Mann asked if the head mechanic position was still unfilled at the bus garage.

Mr. Simons explained that the District is beginning negotiations with CSEA, and will be working to make adjustments to that job description, and others to attract more candidates.

## 11. TABLED MOTIONS

None at this time.

## 12. OLD BUSINESS

Mr. Mann asked if Governor Hochul was planning to extend the waiver to allow retired personnel to return.

Mr. Simons said while it was previously indicated that this would be the final year for the waiver, recent conversations with advocacy groups like NYSSBA suggested it is more likely to be extended than was believed last year. He stated the Legislature and Governor's office are reportedly more receptive to this possibility, and are proposing solutions including having districts contribute to the retirement system when rehiring retirees. Mr. Simons said he plans to discuss this topic at the upcoming Advocacy Committee meeting.

## 13. CONSENT AGENDA

Mr. Buono asked if the Addendum can be included with the consent agenda for approval.

Ms. Phillips referred to item F, and asked if there was a cap on time received.

Mr. Simons explained that the MOA allows EGTA members to donate time, and addresses how the time is redistributed if not fully used.

A. Financial Reports

Claim Auditor Reports for Warrants- 0054, 0055, 0056, 0057, 0058, V032, V045

B. Instructional/Instructional Support Personnel Memo

A. DISCONTINUANCE

1. Resignation

- a. Rivera, Emily - Columbia Musical Choral Director 2024-2025, effective January 6, 2025.  
Reason: Professional theater position.

B. APPOINTMENTS

1. Probationary Appointment

Upon the recommendation of the Superintendent of Schools, the Board of Education hereby appoints the individual listed below to a probationary appointment as a member of the administrative staff in the tenure area contingent on successful completion of the probationary term as listed.

- a. Harris, Jessica - Director of Pupil Personnel Services, 12 Months  
(Replacing Catherine Pennock, resignation)  
Tenure Area: Director of PPS  
Probationary Period: 2/10/25-2/9/28  
Certification Status: NYS Professional School District Leader  
NYS Initial School Building Leader  
NYS Permanent School Psychologist  
Step Placement: Step 3 EGAA, Schedule 1 = \$122,979.00 (prorated)  
Prior: 7/22-present Director/Asst. Director Queensbury UFSD; CSE  
Chairperson 1/21-6/22 Mechanicville CSD; School Psychologist  
9/19-1/21 Mechanicville CSD; 1/14-9/19 Bethlehem CSD;  
5/10-1/14 Berkshire UFSD  
Degrees: B.S. Russell Sage  
M.S. College of Saint Rose  
C.A.S. College of Saint Rose

2. Probationary Appointment - Teaching Assistant

- a. Albert, Danielle - Teaching Assistant, Red Mill Elementary School  
(Replacing Epali Das, resignation)  
Tenure Area: Teaching Assistant

Probationary Period: 1/9/25-1/8/29  
Certification Status: NYS Teaching Assistant, Level III  
Step Placement: Step 11 = \$28.42 per hour  
Hours per day: 6.5

- b. Allen, Samantha - Teaching Assistant, Goff Middle School  
(Replacing Tammy Kivitz, Retirement)  
Tenure Area: Teaching Assistant  
Probationary Period: 1/9/25-1/8/29  
Certification Status: NYS Initial Social Studies 7-12  
Step Placement: Step 1 = \$22.67 per hour  
Hours per day: 6.5
- c. Tuttle, Kimberly - Teaching Assistant, Green Meadow Elementary School  
(New position)  
Tenure Area: Teaching Assistant  
Probationary Period: 1/24/25 - 1/23/29  
Certification Status: NYS Teaching Assistant, Level III  
Step Placement: Step 2 = \$22.99 per hour  
Hours per day: 6.5

3. 6th Period Assignment 2024-2025 School Year, effective 1/9/25

Name	Building	Subject	Stipend
Quail, Jennifer Goff		Reading	\$3,900.00 (60%)

4. Mentor Teacher Appointments 2024-2025 School Year

Teacher	Stipend
a. Rys, Susan	\$1,995.00 (60%)
b. Kusche, Jaimee	\$1,995.00 (60%)

5. Per Diem Substitute Teacher

Name	Certification Area	Degree	Status	Effective Date
Wheat, Jill Music		B.S.		1/9/25

6. Student Teacher/Intern 2024-2025 School Year

Building	Student	Content Area	Cooperating Teacher	College/Term
Green Meadow	Kierstin Lynch	Elementary	Michelle Ecker	Sage/Spring 2

7. Drivers' Education Instructor

Name	Course	Salary	Effective Date
Jeffrey Tooker	5-hour Pre-Licensing Course	\$35.00 Per Student Enrolled	10/28/24

C. OTHER

1. Adjustment to Compensation

- a. Rivera, Emily - Musical Choral Director  
From: \$2,873.00  
To: \$1,149.20 (40%)

C. Non-Instructional Support Personnel Memo

Discontinuance as listed:

Name	Position	Effective Date	Reason
Callender, Corey	Substitute Bus Driver	01/09/25	per employees request
Howland, Christopher	Custodial Worker- Green Meadow	01/11/25	resignation

Appointment as listed:

Name	Position	Effective Date	Salary
Janowski, Matthew	Custodial Worker- Genet Probation period: 1/9/25-7/8/25	01/09/25	Step 1 = \$19.12 per hour 8 hours/12 months
Nicoll, Gary	School Bus Driver-Transportation Probation period: 1/9/25-9/10/25	01/09/25	Step 3 = \$27.64 per hour 4.75 hours/10 months

Substitute employees as listed:

Name	Position	Effective Date	Salary
Alvey III, John	Aide	01/09/25	Step 1 (AS) = \$20.00 per hour
	Monitor	01/09/25	Step 1 = \$16.41 per hour
	Senior Monitor	01/09/25	Step 1 = \$17.20 per hour
Carmona, Aida	Monitor	01/09/25	Step 1 = \$16.41 per hour
	Senior Monitor	01/09/25	Step 1 = \$17.20 per hour
Drzymala, Jessica	Aide	01/09/25	Step 1 (HS) = \$17.62 per hour
Ferriero, Ava	Aide	01/09/25	Step 1 (HS) = \$17.62 per hour
	Monitor	01/09/25	Step 1 = \$16.41 per hour
Jakkula, Niharika	Aide	01/09/25	Step 1 (BS) = \$21.83 per hour
Kendrick, Mikayla	Aide	01/09/25	Step 1 (HS) = \$17.62 per hour
	Monitor	01/09/25	Step 1 = \$16.41 per hour
Kolakoski, Beth	Aide	01/09/25	Step 1 (AS) = \$20.00 per hour
	Monitor	01/09/25	Step 1 = \$16.41 per hour
	Senior Monitor	01/09/25	Step 1 = \$17.20 per hour
Panasci, Liliana	Aide	01/09/25	Step 1 (HS) = \$17.62 per hour
	Monitor	01/09/25	Step 1 = \$16.41 per hour
Stefanko, Ella	Monitor	12/09/24	Step 1 = \$16.41 per hour
	Senior Monitor	12/09/24	Step 1 = \$17.20 per hour
Walters, Peyton	Senior Monitor	01/09/25	Step 1 = \$17.20 per hour

Appointment adjustment:

Name	Position	Effective Date	Reason
Leto, Jennifer	Typist-Genet	01/09/25	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	12/02/24-12/19/24	unpaid medical leave of absence

- D. Acceptance of Gifts and Authorization to Increase the 2024-2025 Budget
- E. Disposal of District Property - Assets
- F. Memorandum of Agreement - Resolution to Approve Sick Day Donation-EGTA
- G. Approval of Consent Agenda

**14. ADDENDUM**

RESOLUTION TO APPROVE THE NON-INSTRUCTIONAL SUPPORT PERSONNEL

<b>Appointment as listed:</b>			
<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Salary</u>
Farnum, Surojni	School Bus Driver	01/09/25	Step 3 = \$27.64 per hour
	Probation period: 1/9/25-9/10/25		6.25 hours/10 months
Horowitz, Jonathan	School Bus Driver	01/09/25	Step 3 = \$27.64 per hour
	Probation period: 1/9/25-9/10/25		4.5 hours/10 months

RESOLUTION TO APPROVE THE CONSENT AGENDA AS PRESENTED WITH THE INCLUSION FOR THE ADDENDUM  
Motion by Mr. Buono, Second by Mr. Mann

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

Vote: Ayes- 7, Nays- 0

Motion carried

Mr. Temple congratulated Ms. Julie Harris on her Director of PPS appointment and wished her well in her new position.

**15. NEW BUSINESS**

**16. PUBLIC FORUM #2**

None at this time.

**17. BOARD FORUM #2**

**18. EXECUTIVE SESSION**

Motion by Mr. Mann, Second by Ms. Turner to enter Executive Session for purposes of negotiations and the employment history of particular individuals.

Vote: Ayes- 7, Nays- 0

Motion carried

Time:8:20 P.M.

Respectfully submitted,

Jeanne Pangburn  
District Clerk

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

Ayes- 7, Nays- 0

Motion carried

Time: 9:46 P.M.

**19. ADJOURNMENT**

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

Vote: Ayes- 7 , Nays- 0

Motion carried

Time: 9:47pm

Respectfully submitted,

Michael Buono  
Assistant District Clerk