

**EAST GREENBUSH CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
WEDNESDAY, FEBRUARY 12, 2025
Central Administration Boardroom**

1. A. MEETING CALLED TO ORDER: Mr. Temple: 7:03 P.M.

Mr. Temple requested a moment of silence in memory of Quadair Hoffler, a 2022 Columbia High School graduate, who recently passed.

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 the Student Council recently voted on themes for a March Madness spirit week, and discussed creating themed packs for sale. He also announced that their "Souper Bowl" canned food drive collected over 350 cans for those in need. Finally, he encouraged everyone to attend the Columbia Players' performances of "*Into the Woods*" from February 28th to March 1st.

4. MINUTES

A. Approval of Draft Minutes dated January 15, 2025

RESOLUTION TO APPROVE THE MINUTES OF THE BOARD OF EDUCATION MEETING OF JANUARY 15, 2025.

Motion by Ms. Van Orden, 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 January 15, 2025.

Vote: Ayes- 7. Nays- 0

Motion carried

B. Approval of Draft Minutes dated January 22, 2025

RESOLUTION TO APPROVE THE MINUTES OF THE BOARD OF EDUCATION MEETING OF JANUARY 22, 2025.

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

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 January 22, 2025.

Vote: Ayes- 7. Nays- 0

Motion carried

5. REPORTS AND PRESENTATIONS

A. Assemblymember John T. McDonald III

Assemblymember McDonald was unable to attend and will be rescheduled at the February 26, 2025 meeting.

6. BOARD FORUM #1

None at this time.

7. PUBLIC FORUM #1

None at this time.

8. DISCUSSION ITEMS

A. Superintendent Search Survey

Mr. Temple reported that the superintendent search has been advertised on numerous educational platforms and on social media with a February 22, 2025 application deadline. He stated approximately 1200 responses were received from the survey and the Board members will need to decide which portions of the survey feedback to publicly release.

Mr. Mann advocated for releasing only the executive summary or at most, the responses directly related to the survey questions, stating that irrelevant comments should not be made public. He expressed concern that including such responses, could detract from the search process and emphasized that other districts haven't released their full survey results. He did agree that names should be redacted for privacy.

Ms. Phillips stated that her preference would be to release the survey results with the names redacted. She said it was not the Board's place to selectively exclude community feedback, and since the survey solicited community input, they should include the responses that reflect how the community members chose to answer.

Ms. O'Brien said all responses, even if irrelevant to the questions were relevant to the individuals who submitted them and represent their desire to be heard. She suggested releasing all responses, allowing the community to read it all or just the executive summary, if they so choose.

Mr. Temple said releasing information ensures everyone is on the same page and has access to the same information as the Board. He said he felt transparency is important and demonstrated that the Board isn't withholding anything. He stated that the survey data, even the responses that were not directly relevant, can be useful to inform the District's path forward.

Ms. Skumurski stated that releasing all comments could distract from the superintendent search by resurfacing past issues, but acknowledged the importance of transparency, and felt the Board should not selectively filter responses.

Mr. Simons said based on previous discussions a resolution was added to the Item 9A of the agenda to reflect the apparent majority view of the Board members.

B. Projected Enrollment Report 2024-2025

Mr. Simons discussed the projected enrollment report for the 2024-2025 school year and explained that it shows District enrollment is stable and slightly increasing. He said projections indicate a potential increase of about 55 kindergarten students next year. The Superintendent stated the study also includes housing market analysis, showing significantly increased home prices and very short market times, reflecting the current challenging market.

Ms. Phillips asked why the report shows a jump in UPK enrollment for next year.

Ms. Mulligan explained that since UPK capacity is limited at this time, the District asked the planning commission to include historical UPK enrollment data in the projections, creating a separate cohort similar to the kindergarten projections. She stated that this will help assess UPK capacity needs over the next four years and could be a valuable planning tool for the future of the UPK program.

9. REGULAR BUSINESS

A. Resolution to Approve Public Release of Superintendent Search Community Survey with Names Redacted

RESOLUTION TO APPROVE PUBLIC RELEASE OF SUPERINTENDENT SEARCH COMMUNITY SURVEY WITH NAMES REDACTED

Motion by Ms. Phillips, Second by Ms. Turner

Resolved, the Board of Education of the East Greenbush Central School District hereby approves public release of Superintendent search community survey with names redacted.

Vote: Ayes- 6, Nays- 1 - *(Mr. Mann stated for the record that he is in support of releasing the survey, but only those portions containing pertinent responses to the survey questions.)*

Motion carried

B. Approval of Programs for Resident Children with Disabilities

RESOLUTION TO APPROVE THE PROGRAMS FOR RESIDENT CHILDREN WITH DISABILITIES

Motion by Mr. Mann, Second by Ms. Skumurski

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

C. Resolution to Approve the Site Work for Replacement of CHS Tennis Courts and Basketball Courts and CHS Roofing Bids for Capital Project Phase 1A

RESOLUTION TO APPROVE THE SITE WORK AND ROOFING BIDS FOR PHASE 1A

Motion by Mr. Mann, Second by Ms. Turner

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the Site Work and Roofing Bids for Phase 1A

Vote: Ayes- 7, Nays- 0

Motion carried

D. Proposed Change in Policy - Second Reading of Policy #6240 Investments

Ms. Mulligan explained the main objective is to broaden investment options and authorize additional depositories to maximize investment earnings. She explained the need to expand the number of approved depositories to include several partnering banks that can provide rate quotes, increasing competition and potentially better rates. Ms. Mulligan said the policy addresses underperformance in investing weekly available cash by exploring new investment options for those funds. She expressed her optimism that these changes will lead to increased earnings for the District.

Mr. Temple expressed concerns over who would manage the funds during the investing process.

Ms. Mulligan explained the District treasurer and herself would oversee the investing process with the vendor only providing information on benchmarking. She said the goal is to open one or two additional accounts specifically for managing daily/weekly cash flow without changing the primary relationship with Key Bank. Ms. Mulligan explained this will allow the District to invest short-term funds that are currently sitting idle and maximize those balances through money market accounts, investment pools like NYCLASS or NYLAF, or potentially higher-yield CDs.

RESOLUTION TO APPROVE CHANGE IN POLICY #6240 Investments

Motion by Ms. Turner, Second by Ms. Skumurski

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the Change in Policy #6240 Investments

Vote: Ayes- 7, Nays- 0

Motion carried

E. Resolution to Approve Additional Depositories for District Funds

RESOLUTION TO APPROVE ADDITIONAL DEPOSITORIES FOR DISTRICT FUNDS

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

Resolved, the Board of Education of the East Greenbush Central School District hereby approves Additional Depositories for District Funds

Vote: Ayes- 7, Nays- 0

Motion carried

F. Resolution to Authorize the Correction of the Tax Rolls & Amended Resolution Authorizing the Return of Unpaid Taxes to the Rensselaer County Treasurer

RESOLUTION TO AUTHORIZE THE CORRECTION OF THE TAX ROLLS & THE AMENDED RESOLUTION AUTHORIZING THE RETURN OF THE WARRANT OF UNPAID TAXES TO RENSSELAER COUNTY TREASURER

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

Resolved, the Board of Education of the East Greenbush Central School District hereby Approves the Correction of the Tax Rolls & Approves the Amended Resolution Authorizing Return of the Warrant of Unpaid Taxes to the Rensselaer County Treasurer.

Vote: Ayes- 7, Nays- 0

Motion carried

10. COMMITTEE REPORTS

A. Martin Mahar, Interim Director of Human Resources

Mr. Mahar provided a staffing update. He was happy to announce that the bus garage is now fully staffed at this time.

B. Jennifer Mulligan, Director of Business and Finance - Long Range Facilities Planning Committee Meeting 2-3-2025 Health Insurance Review Committee Meeting 2-5-2025

Ms. Mulligan discussed the recent Long Range Facilities Planning Committee meeting and said the main topics were enrollment projections, discussed earlier and an update on Phase 1A of the capital project. She provided a construction timeline of an April 2025 start on the tennis and basketball courts and a May start on the Columbia High School roof.

Ms. Mulligan also gave an overview of the Health Insurance Committee meeting explaining the key topics were rising healthcare costs, particularly prescription drug expenses. She said to address this, the District as part of the CASHIC consortium, is exploring options like "Free Market Health", a program to shop for lower prescription drug prices.

Mr. Temple expressed concerns on the impact of a "Free Market Health" plan on specific beneficiaries who require certain medications, and wondered if the plan would increase costs for those individuals.

Ms. Mulligan explained that "Free Market Health" is a program that would help the district shop for better pricing of prescription drugs with a projected estimated saving of \$121,000 annually to the District.

Ms. Van Orden asked what other districts were doing to mitigate the problem.

Ms. Mulligan explained that many suburban council districts are part of the CASHIC consortium, so NYSUT negotiates collectively with the union on behalf of its member district, rather than each district negotiating individually.

C. Roy Stiles, Asst. Superintendent for Curriculum and Instruction ~ Committee for Curriculum Studies Meeting 2-5-2025

Mr. Stiles reported that the physical education and health program reviews are on track for completion this school year. He also noted that 147 applications have been received for the UPK lottery, with 167 spots potentially available pending budget approval. The Assistant Superintendent stated that the committee learned about the successful 3-8 computer-based testing simulation, designed to prepare students for the State's transition to online testing. Finally, Mr. Stiles highlighted two upcoming professional development opportunities: a regional PD hosted by Questar III BOCES and the District's "Day of Leading and Learning," where over 30 staff members have already volunteered to lead sessions.

D. Jeffrey P. Simons, Superintendent - Health and Safety Committee Meeting 1-27-2025

Mr. Simons discussed the new State law regarding extreme heat in schools, requiring plans for temperatures above 82 degrees, and prohibiting space use above 88 degrees. He stated that county officials, including the mental health commissioner, superintendents, and Questar, are collaborating to improve threat assessment procedures in schools due to a rise in weapon-related threats. He stated that schools already have trained threat assessment teams, and the county is developing a mental health-focused process. The Superintendent said a new protocol requires schools to report threat assessments to county mental health at the same time they are conducted. Other topics included radio replacement/inventory, upcoming safety plan updates, workplace violence training review, school resource officer activities, and the "my EOP" app for electronic emergency plan access, which is being expanded to coaches. Additionally, Mr. Simons reported the district was recognized for sharing its athletic/after-school emergency plans, and the recent Bethlehem incident involving district students was mentioned.

11. TABLED MOTIONS

None at this time.

12. OLD BUSINESS

None at this time.

13. CONSENT AGENDA

Mr. Temple congratulated Tristan Murphy for being selected to participate with the New York State Band Directors Association Middle School Honor Band.

Ms. Skumurski congratulated the retirees and thanked them for their service to the District.

A. Financial Reports

Claim Auditor Reports for Warrants-0064, 0065, 0066, 0068, 0069, 0070, 0071, V020, V045, V055, V065

B. Instructional/Instructional Support Personnel Memo

A. DISCONTINUANCE

1. Resignation for the Purpose of Retirement

- a. Gruet, Katrina - Business, Columbia High School, effective 6/30/25.
Date of Hire: 8/29/12
- b. Halliday, Scott - Music, Columbia High School, effective 6/30/25.
Date of Hire: 9/8/92
- c. Higgins, Rosaire - Elementary, Howard L. Goff Middle School, effective 8/1/25.
Date of Hire: 3/11/99
- d. LaHera, Margaret - Speech, Bell Top/Donald P. Sutherland Elementary School, effective 6/30/25.
Date of Hire: 9/26/96
- e. Maxstadt, Tonya - Elementary Education, Donald P. Sutherland Elementary School, effective 9/2/25.
Date of Hire: 10/13/09
- f. Meek, Tami - Special Education, .2 Goff Middle School/.8 Districtwide, effective 6/30/25.
Date of Hire: 9/11/00
- g. Rudzinski, Christina - Elementary Education, Genet Elementary School, effective 6/30/25.
Date of Hire: 3/6/96

B. APPOINTMENTS

1. Probationary Appointment

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. Kennedy, Caitlin - AIS, Reading, Bell Top Elementary School
(Replacing, Kevin Delaney, resignation)
Tenure Area: Reading
Probationary Period: 2/24/25 - 2/23/28
(unless extended in accordance with the law as above)
Certification Status: NYS Professional Literacy B-6
NYS Professional Childhood Education B-6
Step Placement: 6M = \$60,911.00 (prorated)
Prior: 9/19-Present Menands UFSD; 2/18-6/19 Corinth CSD

Degrees: B.S. Russell Sage
M.S. Sage Graduate School

The probationary expiration dates below are tentative and conditional only. Except to the extent required by the applicable provisions of Section 3012(3) of the Education Law, in order to be granted tenure the teacher must receive composite or overall annual professional performance review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either effective or highly effective in at least three (3) of the four (4) preceding years, 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. (No prior tenure)

- b. Patterson, Danielle - Speech, .5 Donald P. Sutherland Elementary/.5 District-wide
(Replacing Michelle McFerran, resignation)
Tenure Area: Speech
Probationary Period: 3/17/25-3/16/29
(unless extended in accordance with the law as above)
Certification Status: NYS Initial Speech & Language Disabilities
Step Placement: 2M = \$51,600.00 (prorated)
Prior: 6/22-present Story Place Preschool
Degrees: B.S. College of St. Rose
M.S. College of St. Rose

2. Clay Target Enrichment Coordinators 2024-2025 School Year

Name	Stipend
a. Batcher, Daniel	\$47.50 per hour
b. Gedney, Laura	\$47.50 per hour
(Maximum of 80 hours each)	

3. Per Diem Substitute Teacher

Name	Certification Area	Degree	Status	Effective Date
Drzymala, Jessica	Mathematics Degree	B.S.		2/13/25
Fiducia, Angela	Entrepreneurship Degree	A.A.S.		2/13/25
Fiorino, Sarah	Childhood 1-6; Social Studies 7-12	B.S.		2/13/25
Kalinowski, Christopher	Physical Education Degree	B.S.		2/13/25
Tedford, Samantha	Elementary & Special Education Degree	B.A.		2/13/25

4. Student Teachers/Interns 2024-2025

Building	Student	Content Area	Cooperating Teacher	College/Term
Bell Top	Piper Webb	Physical Therapy	Kathryn Biel	Russell Sage/Spring 2
Columbia	Noelle LeBlanc	English	Meagan Asenbauer	Siena/Spring 1 & 2
Genet	Piper Webb	Physical Therapy	Kathryn Biel	Russell Sage/Spring 2
Genet	Alexandra Volkman	Elementary	Amy Schwartz	Grand Canyon Univ./Spring 1 & 2
Genet	Qirat Memon	Occupational Therapy	Denise Lyle	Russell Sage/Spring 1 & 2
Genet	Chloe Lyman	Occupational Therapy	Denise Lyle	Russell Sage/Spring 1 & 2
Green Meadow	Piper Webb	Physical Therapy	Kathryn Biel	Russell Sage/Spring 2

C. OTHER

1. Salary Adjustment

- a. Kelly, Colleen - Term Substitute Salary 2024-2025 School Year
From: 4M = \$56,257.00
To: OSM = \$104,456.00
(new contract language for retired teachers)

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

Name	Position	Effective Date	Reason
Burl, Theresa	Cook-CHS	02/15/25	resignation
Halsey, Mark	Assistant Transportation Supervisor-Transportation	02/24/25	resignation to accept another position in District

Appointment as listed:

Name	Position	Effective Date	Salary
Halsey, Mark	Truck Driver-District Wide Probation: 2/24/25-8/23/25	02/24/25	Step 7 = \$27.05 per hour 8 hours/12 months
Langley, Angelica	Occupational Therapy Assistant - District Wide Provisional	02/24/25	Step 2 = \$28.98 per hour 6.5 hours/10 months
Nolan, Ashley	Monitor-DPS Probation: 2/13/25-10/12/25	02/13/25	Step 1 = \$16.41 per hour 3.75 hours/10 months

Substitute employees as listed:

Name	Position	Effective Date	Salary
Doty, Jennifer	Aide	2/13/25	Step 1 (HS) = \$17.62 per hour
	Monitor	2/13/25	Step 1 = \$16.41 per hour
	Senior Monitor	2/13/25	Step 1 = \$17.20 per hour
Fiducia, Angela	Aide	2/13/25	Step 1 (AS) = \$20.00 per hour
Lyons, Amanda	Aide	2/13/25	Step 1 (HS) = \$17.62 per hour
	Monitor	2/13/25	Step 1 = \$16.41 per hour
	Senior Monitor	2/13/25	Step 1 = \$17.20 per hour
Kalinowski, Christopher	Aide	2/13/25	Step 1 (AA) = \$20.00 per hour
Salvador, Carol	School Registered Nurse	2/13/25	Step 1 = \$29.97 per hour

Appointment adjustment:

Name	Position	Effective Date	Reason
Drzymala, Jessica	Substitute Aide	2/04/25	Step 1 (BS) = \$21.83 per hour (receipt of transcript)
Hoogkamp-Peters, Maeve	Typist - Goff	2/13/25	Change from provisional to permanent reachable on Civil Service Typist list
Primera-Miller, Andrea	Senior Monitor-Goff	1/25/25	Change is effective date from 1/24/25 to 1/25/25

D. Memorandum of Understanding - EGTA

E. Disposal of District Property- Upcycle Project

F. Library Materials Recommended for Weeding-Columbia High School Library

G. Library Materials Recommended to be Weeded- Genet Elementary School

H. New York State Band Directors Association (NYSBDA) Middle School All State Honor Band

I. 2024-2025 Non-Resident Tuition Rates

RESOLUTION TO APPROVE THE CONSENT AGENDA AS PRESENTED

Motion by Mr. Mann, Second by Ms. Skumurski

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

Vote: Ayes- 7, Nays- 0

Motion carried

14. ADDENDUM

RESOLUTION TO APPROVE THE NON-INSTRUCTIONAL SUPPORT PERSONNEL

Appointment as listed:			
Name	Position	Effective Date	Salary
Andersen, Kenneth	School Bus Driver Probation: 2/13/25-10/12/25	02/13/25	Step 3=\$27.64 per hour 5 hours/10 months
Barry, Stacey	School Bus Driver Probation: 2/13/25-10/12/25	02/13/25	Step 3=\$27.64 per hour 6.5 hours/10 months
Substitute employee as listed:			

Name			
French, Richard	School Bus Driver	02/13/25	Step 1=\$22.86 per hour

RESOLUTION TO APPROVE THE NON-INSTRUCTIONAL SUPPORT PERSONNEL

Motion by Ms. O'Brien, Second by Ms. Van Orden

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

Vote: Ayes- 7, Nays- 0

Motion carried

15. NEW BUSINESS

None at this time.

16. PUBLIC FORUM #2

None at this time.

17. BOARD FORUM #2

None at this time

18. EXECUTIVE SESSION

Motion by Ms. Turner, Second by Ms.O'Brien to enter Executive Session for purposes of

Vote: Ayes- 7, Nays- 0

Motion carried

Time: 8:04 P.M.

Respectfully submitted,

Jeanne Pangburn
District Clerk

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

Vote: Ayes- 7, Nays- 0

Motion carried

Time: 9:06 P.M.

19. ADJOURNMENT

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

Vote: Ayes- 7, Nays- 0

Motion carried

Time: 9:06 P.M.

Respectfully submitted,

Kimberly Turner
Board Member