

**EAST GREENBUSH CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
TUESDAY, MAY 6, 2025
Columbia High School Auditorium**

1.A. MEETING CALLED TO ORDER: Ms. Steinbach- 7:51 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

Student Council

Kole Hardy	X
Natalie Krisanda	X

2. PLEDGE OF ALLEGIANCE

3. EX OFFICIO STUDENT COUNCIL COMMENTS AND PRESENTATIONS

A. Student Council Representatives: Kole Hardy~President; Natalie Krisanda~Vice President
None at this time.

4. MINUTES

A. Approval of Draft Minutes dated April 22, 2025

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

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

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 April 22, 2025.

Vote: Ayes- 6, Nays- 0

Motion carried

B. Approval of Draft Minutes dated April 24, 2025

The approval of these minutes were tabled until the May 28, 2025 meeting due to lack of a quorum.

5. BOARD FORUM #1

Mr. Buono expressed his gratitude to the administration and the Board for their hard work and dedication in preparing the budget. He acknowledged the significant amount of time and thought that went into it. He said a key priority for the Board was maintaining the programs, and said he appreciated the efforts of the various employee groups who collaborated with the administration on the budget. He stated that while staff changes are always difficult, it appears that through attrition, the District will be able to preserve essential services and continue to support the families and students.

Ms. Turner echoed Mr. Buono's thoughts, and gave a shout-out to all the teachers in recognition of Teacher Appreciation Week.

Ms. O'Brien said she appreciates all the work that went into the budget process. She encouraged the community to come out and support the budget and Board candidates on May 20, 2025. Ms. O'Brien also wished the students luck in their upcoming exams and wished them a successful junior prom. She also thanked the teachers for all they do.

Ms. Phillips said a tremendous amount of effort went into this budget, and she said she believes it was crucial to retain programs to support the more vulnerable students. She said the decisions truly reflect the District's and Board's core values. She thanked everyone for all their hard work and for making the tough choices.

Ms. Steinbach said she truly believes teachers are the heart of the public education system, and she is thankful for all they do. She also acknowledged all the work put into the budget process and thanked everyone for holding steadfast throughout the process.

6. PUBLIC FORUM #1

None at this time.

7. DISCUSSION ITEMS

A. Capital Project Planning- Borrowing- Bond Anticipation Note-Director of Business and Finance Jennifer Mulligan

Ms. Mulligan explained that to finance the initial expenses of our capital project's Phase 1A, the District is undertaking its first short-term borrowing of \$10.1 million through a bond anticipation note (BAN). She explained that this note, maturing in December, will cover costs for Phase 1A and the early part of Phase 1B (fields behind Goff Middle School). Any interest earned on these borrowed funds will be placed into a debt service reserve to help pay for future debt service, ensuring the project remains tax-neutral as approved by voters.

Mr. Simons announced that the Board of Education is launching a community engagement initiative to gather feedback and inform a future strategic plan. He explained that this effort, stemming from an idea at a Board retreat, aims to solicit broad community input on the District's direction.

He said the District had partnered with Dr. Kevin McGowan, a consultant with an established community engagement process. The timing of this initiative is designed to coincide with the arrival of the new superintendent, Dr. Kurtis Kotes, on July 1st, allowing him to engage with the Board and community from the outset.

Ms. Simons stated that the process will begin with a community survey available from approximately May 12th to May 30th. This survey will be widely distributed through letters from both current Superintendent Simons and Dr. Kotes, as well as via QR codes on the District website, emails, and at local businesses.

Following the survey, a smaller group of Board members and the administrative team will meet to define the District's mission, vision, and core values (MVCV). On July 22nd, Dr. Kotes, in collaboration with Dr. McGowan and the Board, will lead a four-hour community engagement event with 50-60 stakeholders. This event will highlight District achievements and facilitate discussions on goals and data. The Superintendent explained the final steps will involve action planning and developing an implementation plan.

Mr. Buono expressed his concerns regarding the survey timing (during the busy spring and budget vote period). He also said the "Mission Vision Core Value" piece is really critical and wanted to ensure the involvement of newly elected Board members and the student board member in that definition process. He asked if there was already a process in place to include them.

Mr. Simons said the timing was based on Dr. McGowan's availability and the goal to complete the process efficiently allowing Dr. Kotes to use the information as he transitions to superintendent.

Mr. Buono said that even though new Board members haven't normally been involved before July 1st, he thinks it's important to offer them the opportunity to contribute their viewpoints early, perhaps during an interim phase before the main blueprint meeting.

Ms. Steinbach mentioned the ad hoc committee specifically for onboarding new Board members. She said their work should be completed soon and should be tied into this initiative. Ms. Steinbach also stated that since the Board's composition will be determined prior to the June 2nd meeting, they can invite both incoming and outgoing members ensuring they each have the opportunity to contribute.

Ms. Phillips agreed with Mr. Buono about the new members involvement and the timing. She asked if they will get good stakeholder participation in the summer. She said this is very important work and would want to have maximum engagement without creating barriers. Ms. Phillips wondered if they should let Dr. Kotes get settled before launching into this.

Mr. Simons said he will bring the questions to Dr. McGowan as he has extensive experience with the process. He also mentioned that ThoughtExchange is included as part of the consultant agreement, and the District found this program to be a highly effective tool during the pandemic, because it allows people to rank topics and questions submitted by others, which helps prioritize community input.

Mr. Buono asked if concerns raised during the superintendent search survey could be compared to this survey. He said he feels it's important to make sure they don't miss any concerns that were raised before, as people's priorities can change depending on the time of year or specific issues like the budget.

Ms. Van Orden asked if the QR code letters will be sent to the entire community.

Mr. Simons said the committee had raised this concern and the idea is to place QR codes in common public spaces, like libraries or local businesses, not just through the school district. He said while they have not finalized locations, the goal is to include all stakeholders.

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. Phillips, 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- 6, Nays- 0

Motion carried

B. Driver Education Summer of 2025

Mr. Simons explained this program is funded through the enrollment fees. Mr. Tooker stated if families have financial difficulties there is an application process through the guidance office and support from ConcernsU, a local non-profit community network.

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

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

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

Vote: Ayes- 6, Nays- 0

Motion carried

C. Memorandum of Agreement with CSEA

Mr. Simons explained that this MOA is to reassert that the mechanic work is exclusive to the CSEA bargaining unit.

RESOLUTION TO APPROVE THE MEMORANDUM OF AGREEMENT WITH CSEA.

Motion by Mr. Buono, Second by Ms. Phillips

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the Memorandum of Agreement with CSEA.

Vote: Ayes- 6, Nays-0

Motion carried

D. CDPHP EPO Plan Memorandums of Agreement and Memorandum of Understanding

Mr. Simons explained this was a collaborative effort with all District unions and employees to transition to a CDPHP EPO health insurance plan to reduce costs.

Ms. Mulligan detailed that this plan maintains the same benefits and co-pays, removes the need for primary care referrals, expands the provider network, and is projected to save the District approximately \$450,000 annually. She clarified that while there is still an overall premium increase, it is less than it would have been with the HMO plan, resulting in approximately \$900 annual savings in employee contributions for the family plan.

RESOLUTION TO APPROVE THE CDPHP EPO PLAN MEMORANDUM OF AGREEMENT WITH:

Civil Service Employees' Association

East Greenbush Administrators' Association

East Greenbush Operation and Technical Supervisory Association

East Greenbush Teachers' Association

School Related Personnel

RESOLUTION TO APPROVE THE CDPHP EPO PLAN MEMORANDUM OF UNDERSTANDING WITH:

Confidential Employees

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

Resolved, upon the recommendation of the Superintendent, the Board of Education of the East Greenbush Central School District hereby approves the CDPHP EPO Plan Memorandum of Agreements and the Memorandum of Understanding.

Ayes- 6, Nays- 0

Motion carried

9. TABLED MOTIONS

None at this time.

10. OLD BUSINESS

None at this time.

11. CONSENT AGENDA

A. Financial Reports

Claim Auditor Reports for Warrants-0094, 0095

B. Instructional/Instructional Support Personnel Memo

A. DISCONTINUANCE

1. Resignation for the Purpose of Retirement

a. Patrick, Jean - Teaching Assistant, Red Mill Elementary School, effective 7/1/25.

Date of Hire: 11/14/22

b. Wos, Martha - Teaching Assistant, Green Meadow Elementary School, effective 6/30/25.

Date of Hire: 12/14/06

2. Resignation

a. Krein, Kaitlyn - Psychologist, Genet Elementary School, effective 6/28/25.

Date of Hire: 8/31/23 Reason: personal

B. APPOINTMENTS

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

Name	Activity	Compensation
a. Aldi, Lenore	Band K-5 BT/DPS	\$1,066.00
b. Aldi, Lenore	Orchestra K-5 Genet/Red Mill	\$1,066.00

2. Per Diem Substitute Teacher

Name	Certification Area	Degree	Status	Effective Date
Martin, Dorothea German	B.A.			5/7/25

3. Student Teacher/Intern 202-2025 School Year

Building	Student	Content Area	Cooperating Teacher	College/Term
Red Mill	Delaney Burton	Special Education	Amy Morgan	Russell Sage/Spring 2
Red Mill	Una Miller	Elementary	Valerie Santillo	Russell Sage/Spring 2

C. Non-Instructional Support Personnel Memo

Discontinuance as listed:			
Name	Position	Effective Date	Reason
Audino, Teresa	Food Service Helper-Goff	06/30/2025	retirement
Harper, Carol	Bus Aide-Transportation	08/16/2025	retirement
Mazzone, Cynthia	Monitor-Red Mill	06/27/2025	retirement
Appointment as listed:			
Name	Position	Effective Date	Salary
Hansen, David	Mechanic-Transportation Probation: 5/7/25-11/6/25	05/07/2025	Step 3 = \$28.54 per hour 8 hours/12 months
Schwartz, Rita	Food Service Helper-Red Mill	05/07/2025	Step 1 = \$16.74 per hour 3 hours per/10 months
Substitute employees as listed:			
Name	Position	Effective Date	Salary
Allen, Kerry	Aide	05/07/2025	Step 1 (3 year college) = \$20.42 per hour
Lachapelle, Emma	Aide	05/07/2025	Step 1 (3 year college) = \$20.42 per hour
Schwab, William	Aide	05/07/2025	Step 1 (HS) = \$17.62 per hour
	Monitor	05/07/2025	Step 1 = \$16.41 per hour
	Sr. Monitor	05/07/2025	Step 1 = \$17.20 per hour
Leave of absence:			
Name	Position	Effective Date	Reason
Roy, Kaitlyn	Bus Aide-Transportation	05/08/2025-6/27/2025	Unpaid Leave of Absence

D. Special Grants 2025-2026

E. Approval of Consent Agenda

RESOLUTION TO APPROVE THE CONSENT AGENDA AS PRESENTED

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

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

Vote: Ayes- 6, Nays- 0

Motion carried

12. ADDENDUM

None at this time

13. NEW BUSINESS

None at this time

14. PUBLIC FORUM #2

Mr. Robert Shane, District parent, and school board hopeful, expressed his excitement about the strategic plan and his desire to participate, if elected. Based on his experience as co-chair of a strategic planning committee at the College of St. Rose, he suggested considering faculty and staff input in the process, especially during budget concerns, as it can foster buy-in and uses the knowledge of people who work directly with students. He also noted a trend in museum boards, based on a recent conference, to incorporate worker input in their long-term planning.

15. BOARD FORUM #2

None at this time.

16. EXECUTIVE SESSION

Motion by Mr. Buono, Second by Ms. Turner to enter Executive Session for purposes of advice of council, the employment history of more than one individual and for collective bargaining.

Vote: Ayes- 6, Nays- 0

Motion carried

Time: 8:38 P.M.

Respectfully submitted,

Stephanie Reamer
Superintendent Secretary

Jeanne Pangburn
District Clerk

Motion by Ms. Phillips, Second by Ms. Van Orden to Exit Executive Session
Vote: Ayes- 6, Nays- 0
Motion carried
Time: 10:50 P.M.

17. ADJOURNMENT

Motion by Ms. Van Orden, Second by Ms. Turner to Adjourn the Meeting
Vote: Ayes- 6, Nays- 0
Motion carried
Time: 10:50 P.M.

Respectfully submitted,

Michael Buono
Assistant District Clerk