

**EAST GREENBUSH CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
WEDNESDAY, SEPTEMBER 24, 2025
Central Administration Boardroom**

1. A. MEETING CALLED TO ORDER: Ms. Turner - 7:00 P.M.

B. ATTENDANCE

	Present	Absent	Arrival
Mr. Buono	X		
Ms. Herron		X	
Mr. Marchiony	X		
Mr. Panasci	X		
Ms. Phillips	X		
Mr. Shane		X	
Mr. Temple	X		
Ms. Turner	X		
Ms. Van Orden	X		

Ex-Officio Student Member

Ms. Holly Thorpe	X
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**Student Council
Representatives**

Natalie Krisanda	X
Matthew Pallone	X

Also Attending

Dr. Kurtis Kotes	X
Mr. Lisa Mahar	X
Mr. Martin Mahar	X
Ms. Jennifer Mulligan	X

2. PLEDGE OF ALLEGIANCE

3. EX OFFICIO STUDENT COUNCIL COMMENTS AND PRESENTATIONS

A. Student Council Representatives: Natalie Krisanda~President; Matthew Pallone~Vice President

Natalie Krisanda and Matthew Pallone reported that Student Council has been busy organizing the upcoming Homecoming events. They stated they have finalized an Amazon list for decorations to turn a hallway into a decades-long timeline and have started painting Spirit Week banners for multiple campus locations. Additionally, they announced that the committee is working to revitalize the pep rally by incorporating new games and more crowd-inclusive activities. Natalie Krisanda also reported that since the committee is now collecting a profit from Homecoming on behalf of the All Sports Club, they've taken on the increased responsibility of securing chaperones and organizing ticket sales.

4. MINUTES

A. Approval of Draft Minutes dated September 10, 2025

RESOLUTION TO APPROVE THE MINUTES OF THE BOARD OF EDUCATION MEETING OF SEPTEMBER 10, 2025.

Motion by Mr. Panasci, 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 September 10, 2025

Vote: Ayes- 7, Nays- 0

Motion carried

5. BOARD FORUM #1

Mr. Temple thanked everyone for attending the meeting, and asked Mr. Harkin why so many students were in attendance.

Mr. Harkin reported that students attend to fulfill a requirement for their Participation in Government class.

Mr. Buono highlighted the discussion item in regards to the strategic plan. He said the committee, along with the District administration, put a lot of work and input into this document. He said he is looking forward to the overview and summary, which will give the Board a chance to ask questions about this vital roadmap.

Ms. Phillips thanked the Bell Top students for the apple cider, and said she was glad to see the new pollinator garden at Donald P. Sutherland.

6. PUBLIC FORUM #1

Ms. Marie McBride announced some important dates for upcoming All Sports Club events.

Dr. Kotes suggested she work with Mark Adam to have the dates put out on ParentSquare, to make sure all the information gets out to everyone.

Mr. Temple asked what the All Sports Club does.

Ms. McBride said it is a parent/community volunteer group that supports all sports in the District.

7. REPORTS AND PRESENTATIONS

Mr. James Thomas from Turner Construction and Mr. Pasquale Marchese from La Bella Architects provided a update on the capital project. They said Phase 1A was essentially complete, and Phase 1B will begin next week, starting with electrical work for new sports lighting and site logistics, with the goal of beginning fill work on the existing football field in November before winter sets in.

8. DISCUSSION ITEMS

A. Reserve update

Ms. Mulligan summarized the financial results of the 2024-2025 fiscal year and proposed action items for allocating available funds and reserve balances for the subsequent year. She explained that the District is closing out its fiscal year with a \$2.4 million total deficit, which includes a \$1 million operational deficit and expected use of funds for non-operating expenses like capital projects and bus purchases. Ms. Mulligan clarified the concept of fund balance as the district's "savings account" and emphasized the legal 4% limit on unassigned fund balance as a percentage of the next year's budget. Her presentation outlined a strategy to manage reserves and assign fund balance—including proposed funding for Bus Purchase, TRS, and ERS reserve, to ensure compliance with the 4% limit while being conservative about future needs, especially regarding the increased Tax Certiorari exposure and the upcoming zero-emission bus mandate.

Mr. Panasci asked if you cannot take money out of the bus reserve, why doesn't the District put all the money in the tax certiorari reserve and take it out as needed to allow for flexibility.

Ms. Mulligan explained that the District has a bus replacement cycle where eight buses are purchased each year. The bus reserve is funded and all the aid goes into that reserve so the District does not have to borrow to pay for the buses.

Ms. Phillips reiterated the question, asking for clarity as to why not use the flexible reserve for everything.

Ms. Mulligan explained that the Bus Purchase Reserve directly commits funds for recurring capital expenditure (buying buses), which is a non-negotiable annual need. She said if this money isn't set aside, the cost would have to be built into the annual operating budget or require authorized borrowing, which is often less fiscally attractive than using a dedicated reserve. She also stated that given the high cost of the upcoming zero-emission bus mandate and the need to maintain the current fleet, having this reserve is crucial for long-term planning.

B. 8th Grade Trip- Washington DC

Dr. Kotes reported that for many years, the middle school has organized an annual Washington D.C. trip for eighth-grade students, which has resumed for the third year post-COVID. He explained that the planning for this trip is a year-long process that involves coordinating with vendors, securing appropriate lodging, and engaging counseling and social work staff to address student participation decisions. He stated the primary focus of discussion is the escalating cost of the trip and potential actions the leadership team can take to mitigate these expenses.

Ms. Mahoney reported that discussions are underway with the middle school leadership team to mitigate the cost of the Washington D.C. trip. She stated the goal is to ensure that all families who value this experience for their children have access to the trip. Ms. Mahoney reported that the current cost for the trip is \$555 per student. This comprehensive price includes seven meals, two nights of hotel accommodation, transportation, and entrance fees for various sites like Arlington National Cemetery (tram car), the Holocaust Museum, and Ford's Theatre. Additionally, a commemorative T-shirt is included for every student in the class, regardless of whether they attend the trip.

Ms. Van Orden stated that it looks like historically, an average of about 25% of students do not participate in the trip, which raises concerns about it truly being a class trip. She said a major point of discussion is the financial commitment required if the District aims to help every student who wants to attend, and asked specifically where the funding would come from if a quarter of the class needed financial assistance.

Dr. Kotes explained that the class would have to raise money through specific fundraising on behalf of the students, and the District would have to work even harder at securing community donations to fill that gap.

Ms. Mahoney explained that participation rates have remained relatively steady over the last three years, with an average of 75 to 80 students not participating each year. She reported that Administrators and counselors are proactive, individually meeting with every student who hasn't submitted a deposit to discuss the reason. She noted that many students cite anxiety about being away from home, finding roommates, and separation from family as the primary reason for not attending. For those needing financial help, the school works with the social work team and outside resources like Catholic Charities and the Wojeski Fund, which provided over \$6,000 in assistance last year. Ms. Mahoney reported that the fund covered the costs for every student who requested financial aid, demonstrating a commitment to supporting all who want to participate.

C. Strategic Plan

Dr. Kotes explained all the components of the strategic plan. He stated that it is a living document built upon core values, including kindness, collaboration, and a commitment to excellence, and focuses on three primary areas: the Student Experience, the Staff Experience, and Operations, with a strong community focus. He said the key goals involve fostering strong relationships for students; providing intentional support, professional development, timely communication for staff; and maintaining modern, high-quality, safe facilities, largely supported by the existing capital project. The Superintendent reported that the plan will be operationalized through annual, measurable goals set at every level, from the Board down to building administrators, to ensure accountability and alignment with the long-term community vision. Dr. Kotes acknowledged that the timeline may need to be adjusted for unforeseen circumstances. Ms. Phillips said she is a strong advocate for granting sufficient time for these actions. She acknowledged that this is an ambitious plan, and to ensure the District executes these excellent initiatives properly, the District must allocate the necessary time to do it right. She proposed the District align the planning around standardized, locked-in timeframes. She suggested to view the year in three main buckets: Fall/Winter, Spring, and Summer, which would provide consistency and a clear framework for mapping progress across the entire year.

Dr. Kotes agreed, and said the standard practice is to set goals at the start of the year, evaluate progress at the end of the first semester, and then finalize and discuss accomplishments by the end of the school year.

Mr. Buono praised the comprehensive, well-thought-out document and the significant work that was completed. He stated that the Board's role is to provide fiscal and policy support necessary for execution. Mr. Buono stressed the importance of flexibility with timelines, acknowledging that adjustments may be needed. He also suggested embedding direct links within the final document for referenced items (like SEL frameworks) to aid community understanding. Mr. Buono also wants to ensure that strong commitments ("will do") are fiscally sustainable and suggested outlining how budgetary constraints might impact those key priorities. Lastly, he asked how the plan aligns with the Portrait of a Graduate initiative.

Dr. Kotes explained the challenge in aligning the plan with the Portrait of a Graduate initiative is the State's delay in finalizing its official definition. He stated that the District is way ahead in their work, but it is difficult to map out the full plan without a clear definition from the State.

Ms. Mahar agreed and stated the District is ready to merge their initiative immediately after the State finalizes the plan.

Mr. Temple challenged the Administration to be creative with goals like job coaching and transitions. He suggested using community partnerships, like Regeneron and Albany Med to give students hands-on real world experiences.

Dr. Kotes stated that the District already utilizes a job coach for the non-traditional students to ensure their path will lead to a successful, self-sustaining future, however agreed that the District should expand on this by developing more career internships across the Capital Region. He noted that many businesses would be eager to partner because they need a future workforce.

Ms. Mahar noted other programs, including business pathways, the Seal of Civic Readiness, and the Seal of Biliteracy and said the District must build on these strengths.

Mr. Buono said he just wanted to ensure the work already completed on the Portrait of a Graduate isn't lost. He stated he just was looking for clarification on how the existing work dovetails with the current plan and where the two processes meet and align. Mr. Buono also suggested they change the name of "Operations" to something like "Operations and Community," because he feels the current title doesn't fully capture the strong emphasis on community engagement and relations found in that final part of the document.

Dr. Kotes agreed to that change, and proposed a mini workshop to focus on priority items and how to measure them. He said if the Board is comfortable with the results, they could officially adopt them at the next meeting so the administrators have clear direction to move forward with the work.

Mr. Buono suggested they form a small sub-committee, similar to a previous one, where a few Board members work with Administration to develop proposed goals. He said the this group could bring their suggested goals to the full Board for discussion ensuring all views are represented before they are finalized and adopted.

Ms. Thorpe asked how she could help, and said she would be happy to send out surveys to the students or assist with any tasks that are needed. She said she appreciated the creative focus on approaching the big goals from a student perspective.

Mr. Buono said having a student representative is very important to the Board and they support her 110% as she gets more comfortable and asks questions.

D. Regionalization Plan

Dr. Kotes explained the New York State regionalization process, is being used by the State to find greater efficiencies and enhance academic programs across component school districts. He stated that East Greenbush, having opted into the consultation process with Questar III BOCES, will focus on five key areas: improving ELA and Math student outcomes (leveraging existing BOCES specialists and PD), enhancing staff and student attendance (by revisiting policy and implementing new strategies), recruiting and retaining educators (building on internal mentorship and university partnerships), and addressing the impact of Artificial Intelligence (AI) (through a technology task force). Dr. Kotes also highlighted the broader regional issue of consolidation, noting the significant financial incentives from the state and the need for greater legal flexibility to allow central school districts to initiate consolidation talks. He noted that no board action is required on the regionalization plan, but the district is committed to participating, ensuring the allocation of resources is balanced with internal priorities and that the district benefits from regional support.

Mr. Buono expressed concerns that this regional work will pull resources and staff away from the key internal strategic priorities. He stated that as a high performing district, the District needs to know what benefits or support it will receive from this partnership compared to other schools.

Dr. Kotes assured that there is no strict metric defining participation, typically sending just one faculty and one administrator is acceptable. The Superintendent said he felt the commitment definitely offers some great growth opportunities to the District.

9. REGULAR BUSINESS

A. Boys Swimming Merger with Troy and CBA for the 2025-2026 Winter Season

RESOLUTION TO APPROVE THE BOYS SWIMMING MERGER WITH TROY AND CBA FOR THE 2025-2026 WINTER SEASON.

Motion by Mr. Buono, Second by Mr. Panasci

Resolved, the Board of Education of the East Greenbush Central School District hereby approves the Merger with Troy and CBA for the 2025-2026 Winter Season.

Vote: Ayes- 7, Nays- 0

Motion carried

B. Policy #5695, #5695-R - Students and Personal Electronic Devices

Resolution to adopt updated Policy #5695, #5695-R - Students and Personal Electronic Devices

Motion by Mr. Panasci, Second by Ms. Van Orden

Resolved, the Board of Education of the East Greenbush Central School District hereby adopts the updated Policy #5695, #5695-R - Students and Personal Electronic Devices

Vote: Ayes- 7, Nays- 0

Motion carried

10. COMMITTEE REPORTS

A. Martin Mahar, Interim Director of Human Resources

None at this time.

B. Lisa Mahar, Assistant Superintendent for Curriculum and Instruction - CCS Meeting Minutes 9-10-2025

Ms. Mahar discussed the recent Committee on Curriculum Studies meeting. She said the committee reviewed last year's PE and Health program review, which is scheduled for a public presentation by Chris Hosley at the October 29th meeting. Ms. Mahar reported that this year, the committee will conduct two new program reviews: one for English Language Learners (ELL) and one for School Counselors. She also reported that the meeting included brief updates on technology and professional development, with staff sharing highlights of current projects.

C. Dr. Kurtis Kotes, Superintendent - EGCS District Committees

Dr. Kotes reported that the leadership team met and consolidated prior recommendations into a working document to organize and redefine the District's Board Committees. He said the goal was to distinguish between committees that typically require a standing Board member and those focused on District operations where attendance is optional. He reported that key changes include organizing the Athletic Code under the Code of Conduct Committee, simplifying "Long Range Planning and Facilities" to Long Range Planning, and placing the attendance policy under the Policy Committee. Dr. Kotes noted that the revised structure also attempts to accommodate Board member preferences and schedules, though the team noted a potential gap in representation for committees with only one or two members, suggesting the need for alternates. He explained that this document is not final but provides a consolidated framework to move forward with scheduling and committee work.

Dr. Kotes also mentioned to the Board that there is an opportunity for a member to be selected as the NYSSBA voting delegate and said if they were interested, to select someone amongst themselves.

Mr. Panasci volunteered to take on that role.

11. TABLED MOTIONS

None at this time.

12. OLD BUSINESS

None at this time.

13. CONSENT AGENDA

A. Financial Reports

Claim Auditor Reports for Warrants- 0017, 0018, 0019, 0020, V010

B. Instructional/Instructional Support Personnel Memo

A. DISCONTINUANCE

1. Resignation

- a. Webber, Edward - Per Diem Substitute Teacher, effective 9/10/25
Reason: per sub request

B. APPOINTMENTS

1. Probationary Appointment

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)

- a. Wright, Sarah - Music, .6 Bell Top/.4 Donald P. Sutherland Elementary Schools
(Replacing Megan Gallucci, Resignation)
Tenure Area: Music
Probationary Period: 9/25/29-9/24/29
(unless extended in accordance with the law as above)
Certification Status: NYS Initial Music
Step Placement: 4B = \$54,361.00
Prior: 1/25-6/25 Term Sub Greater Amsterdam SD; 9/24-12/24
TS Bethlehem CSD; 9/22-6/24 Sharon Springs CSD; 9/21-
6/22 Queensbury CSD
Degrees: B.S. College of Saint Rose

2. Part Time Appointment

- a. Hart, Elizabeth - .1 Reading, Donald P. Sutherland Elementary School
Effective: 9/25/25 - 6/30/26
Certification Status: NYS Permanent Reading Teacher
NYS Permanent N-6
Step Placement: Step OSM = \$107,328.00 x .1
Prior: 9/00-6/24 East Greenbush CSD; 12/88-6/00
Chatham CSD
Degrees: B.S. SUNY, Oneonta
M.S. College of Saint Rose
- b. Meek, Tami - .5 Special Education, Districtwide/Woodland Hill Montessori School
Effective: 9/25/25 - 6/30/26
Certification Status: NYS Permanent Special Education
NYS Permanent N-6
NYS Permanent Recreation
Step Placement: Step OSM = \$107,328.00 + \$270.00 grad credits x .5
Prior: 9/00-6/25 East Greenbush CSD
Degrees: B.S. SUNY, Cortland
M.S. College of Saint Rose

3. Career Development & Occupational Studies (CDOS) Coordinator, 2025-2026 School Year

- a. Mancini, Claire - Stipend \$7,244.00

4. 6th Period Assignment 2025-2026 School Year

Name	Building	Subject	Stipend
Cavotta, Theodore	Columbia	Special Education	\$6,500.00
Lapolla, Stephen	Columbia	Social Studies	\$6,500.00

5. Per Diem Substitute Teacher

Name	Certification Area	Degree	Status	Effective Date
Christiansen, Rachel	Elementary (Pre K-6)	M.S		9/25/25
Das, Epali	Degree in Education	B.A		9/25/25
Ryan, Martha	Earth & General Science	M.S		9/25/25
Servidone, Anthony	Physical Education	M.Ed		9/25/25
Tucker, Sondra	Political Science	B.A		9/25/25
Volkman, Alexandra	Early Childhood Education	M.Ed		9/25/25

6. Student Teacher/Intern 2025-2026 School Year

Building	Student	Content Area	Cooperating Teacher	College/Term
Columbia	Adam Maxwell	English	Emily Shatraw	Siena/Spring 1 & 2
Columbia	Hazel Robertson	Science	Robert West	SUNY Plattsburg/Fall 1 & 2

C. MISCELLANEOUS

1. Athletic Coaching Positions - 2025-2026 Winter Sports Season

- a. Tyler Rose Varsity Boys' Basketball
 Certified Teacher - Physical Education - Goff
 Experience: Basketball J.V. Boys' Basketball - Columbia - 2018-2025
 Freshmen Boys' Basketball - Columbia - 2017
 Baseball Varsity Assist. Baseball - Columbia - 2023-2025
 J.V. Baseball - Columbia - 2020-2022
 Freshmen Baseball - Columbia - 2017-2019
 J.V. Baseball - Lansingburgh - 2016
 J.V. Assist. Baseball - Kenmore West - 2015
 Volleyball J.V. Boys' Volleyball - Columbia - 2018-2020, F2-2021, 2023-2025
 Varsity Boys' Volleyball - Columbia-2021-2022
 Football Varsity Assist. Football - Kenmore West - 2015
 Base Salary: \$5,260.00 + \$401.00 = \$5,661.00
 Start Date: November 17, 2025
- b. Shawn Wyman Varsity Girls' Basketball
 Teaching Assistant - Green Meadow - Professional Coaching License
 Experience: Basketball Girls' JV Basketball - Columbia - 2020-2025
 Base Salary: \$5,260.00 + \$401.00 = \$5,661.00
 Start Date: November 17, 2025

2. Home Athletic Contest Staff 2025-2026 Sports Season

The staff listed below may work in any of the following positions during the 2025-2026 sports season, Announcer, Coordinator, Scorekeeper, Security/Supervision, Ticket Seller/Family Pass, Shot Clock, etc.

- a. Polarolo, Chantel b. Tucker, Sondra

C. Non-Instructional Support Personnel Memo

Discontinuance as listed:			
Name	Position	Effective Date	Reason
Castillo, Xiomara	Custodial Worker-RM	9/27/25	resignation
Flintrop, Katelyn	Substitute Typist	9/25/25	Per Employee's Request
Harroun, Paula	Substitute Aide + Monitor	9/25/25	Per Employee's Request
Kennedy, Dawn	Typist-CHS	11/24/25	retirement
Appointment as listed:			
Name	Position	Effective Date	Salary
Acker, Veronica	Monitor-Bell Top 9/25/25-3/24/26	9/25/25	Step 1 = \$16.90 per hour 3.5 hours/10 months
Substitute employees as listed:			
Name	Position	Effective Date	Salary
Anziano, Janelle	Food Service Helper	9/25/25	Step 1 = \$18.10 per hour
Belanger, Kayla	Aide	9/29/25	Step 1 (HS) = \$18.15 per hour
Christiansen, Rachel	Aide	9/25/25	Step 1 (BS) = \$22.48 per hour
Jimenez, Biolka	Food Service Helper	9/25/25	Step 1 = \$18.10 per hour
Roy, Bonnie	Senior Typist	9/25/25	Step 1 = \$21.37 per hour
Ryan, Martha	Aide	9/25/25	Step 1 (BS) = \$22.48 per hour
Sasso, Sandra	Aide	9/29/25	Step 6 (3 Yr) = \$24.11 per hour
Servidone, Anthony	Aide	9/25/25	Step 1 (BS) = \$22.48 per hour
Thompson, Timothy	Custodial Worker	9/25/25	Step 1 = \$18.21 per hour

Tucker, Sondra	Aide Senior Typist	9/25/25	Step 7 (BA) = \$25.47 per hour Step 7 = \$24.35 per hour
Volkman, Alexandra	Aide	9/25/25	Step 1 (BA) = \$22.48 per hour
Appointment adjustment:			
Cooley, Desmond	Substitute Bus Aide	6/25/25	Step 11 (HS) = \$24.47 per hour
Das, Epali	Substitute Aide	8/27/25	Step 3 (BA) = \$23.58 per hour
Hammill, Julie	Substitute Aide	7/01/25	Step 1 (BS) = \$22.48 per hour
Rudzinski, Christina	Substitute Aide	7/01/25	Step 1 (BA) = \$22.48 per hour

D. Approval of Programs for Resident Children with Disabilities

E. Disposal of District Property - Assets

F. Approval for CHS Merged Varsity Ice Hockey Overnight Trip

G. Interim Administrator for Transportation Services

H. Library Materials Recommended for Weeding - Bell Top Elementary School

I. Library Materials Recommended to be Weeded- Red Mill Elementary

J. Approval of Consent Agenda

RESOLUTION TO APPROVE THE CONSENT AGENDA AS PRESENTED

Motion by Mr. Marchiony, Second by Mr. Buono

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. NEW BUSINESS

None at this time.

15. PUBLIC FORUM #2

None at this time.

16. BOARD FORUM #2

None at this time.

17. EXECUTIVE SESSION

Motion by Mr. Panasci, Second by Ms. Van Orden to enter Executive Session for the discussion of employment history of a particular person or corporation

Vote: Ayes- 7, Nays- 0

Motion carried

Time: 9:41 P.M.

Respectfully submitted,

Jeanne Pangburn

District Clerk

Motion by Mr. Marchiony, Second by Mr. Panasci to exit Executive Session

Vote: Ayes- 7, Nays- 0

Motion carried

Time: 10:22 P.M.

18. ADJOURNMENT

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

Vote: Ayes- 7, Nays- 0

Motion carried

Time: 10:23 P.M.

Respectfully submitted,

Michael Buono

Assistant District Clerk