

**GREENE CENTRAL SCHOOL
GREENE, NEW YORK
BOARD OF EDUCATION MEETING
WEDNESDAY, FEBRUARY 1, 2017**

A Board of Education meeting was called to order at 6:00 p.m. by Vice-President, Brian Milk, in the Board of Education room, High School/Middle School complex, 40 South Canal Street, Greene, N.Y.

CALL TO ORDER

- The Pledge of Allegiance was recited.

BOARD MEMBERS PRESENT:

Mr. Brian Milk, Vice-President
Mr. Timothy Crumb
Mrs. Tammie McCauley
Mr. Scott Youngs
Mr. Seth Barrows

BOARD MEMBERS ABSENT:

Mr. Ethan G. Day, President
Mrs. Karen Hendershott

ADMINISTRATIVE STAFF PRESENT:

Mr. Gordon Daniels, Interim Superintendent
Mr. James Walters, High School Principal
Mr. Timothy Calice, Middle School Principal
Mr. Bryan Ayres, Intermediate School Principal and Director of Athletics & PE
Mrs. January Pratt, Primary School Principal
Mrs. Sarah Wiggins, Director of Special Programs
Mr. Jordon Lilley, Transportation, Buildings & Grounds Supervisor

OFFICERS PRESENT:

Mrs. Donna Utter, District Clerk

- Motion made by Youngs, seconded by Crumb, to adjourn to Executive Session for the following at 6:10 p.m.:
 - To review special education placements for particular students and to consider them for approval.
 - To discuss accommodations in the education setting for a particular student.

EXECUTIVE SESSION

Yes-5, No-0

- Motion made by Youngs, seconded by Crumb, to adjourn Executive Session at 6:13 p.m.

ADJOURN EXECUTIVE SESSION

Yes-5, No-0

- Vice-President Milk reconvened the meeting 6:15 p.m.

RECONVENE

- 6. EDUCATION & PERSONNEL

Delete: 5. Proposed Change to Academic Calendar

ADD/DELETIONS TO AGENDA

- Upon the recommendation of the Committee on Special Education, a motion was made by Crumb, seconded by Barrows, to approve the following placement(s):
#710021929; #710123287; #710022665; #710123184;
#710021947; #710123595; #710023503; #710023492;
#710022495.

SPECIAL EDUCATION PLACEMENTS

Yes-5, No-0

- Motion made by McCauley, seconded by Youngs, to approve the minutes for the regular meeting held on January 18, 2017 as presented.

**APPROVE MINUTES
1/18/17**

Yes-5, No-0

**BOARD OF EDUCATION MEETING
WEDNESDAY, FEBRUARY 1, 2017
CALENDAR**

Page 2

- February 7 – Chenango County School Boards’ Mtg. - BOE President/Vice President
- February 8 – Budget Cmte. – 4:00 p.m.
- February 10 – BTD Health Insurance Consortium – 6:30 p.m.
- February 15 – Board of Education Meeting – 6:00 p.m.
- February 20-24 – Presidents’ Day Recess
- February 28 – Bus Vote 11:00 a.m. – 8:00 p.m.
- March 1 – Board of Education Meeting – 6:00 p.m.

**PUBLIC COMMENT:
JUSTIN BLEUER**

- Justin Bleuer, Pastor at the Berean Bible Church, thanked the Board for their service to the school and community. He addressed the Board regarding the Anti-Discrimination & Sexual Harassment Policies. As a father and pastor, he has been hearing the concerns regarding ramifications as a result of the two policies. The installation of privacy stalls in locker rooms over the April break is appreciated, however that is 2 months away. He questioned the privacy protections provided during out of district trips and overnight accommodations for students. He asked that the Board delay adopting the two policies until parent and student concerns have been discussed and addressed. He also requested that there be transparency in the process and allows for protection for everyone’s rights.

MATT RIDEOUT

- Matt Rideout, father of 2 girls, thanked the Board for their service and addressed the Board regarding Title 9 and a recommendation to allow students to use bathrooms based on their gender identity. How district’s are implementing this is all over the spectrum. He requested that the Board keep the concerns of all students in mind.

VICE-PRESIDENT MILK

- Vice-President Milk introduced and welcomed January Pratt the new Primary School Principal.

BILL CUDNEY

- Bill Cudney, parent, stated that the Board “runs one heck of a school” and he thanked the Board for all they do. He stated that male and females using the same bathroom goes against all that he feels morally and it worries him. He asked what security measures would be taken to protect students using the restrooms.

JODIE GILMORE

- Jodie Gilmore, a grandparent, asked if there is anything that parents can do to change this.

JAMES GREGORY

- James Gregory, Hogan, Sarzynski, Lynch, DeWind & Gregory, school attorneys, addressed the public. He thanked the public for their comments, but stated that the district’s hands are tied under NYS Executive Law regarding human rights which now includes transgender individuals. DASA, Dignity for All Students Act, states that you may not discriminate on the basis of gender identity. The way to change the law is through legislative action, and therefore concerns should be voiced to local representatives.

BILL CUDNEY

- Bill Cudney asked what security is NYS providing for students?

JAMES GREGORY

- No protections have been provided for. His recommendation to school districts is to take each case on a case by cases basis and do their best efforts to meet the needs of all students involved. He went on to state that there are no set procedures at this time and this is the advice that his law firm is giving the districts that they represent.

**BOARD OF EDUCATION MEETING
WEDNESDAY, FEBRUARY 1, 2017**

Page 3

- Board member McCauley, asked if the Board could table adopting the policies until the requirements of Title 9 are more definitive as there are court cases pending. **TAMMIE MCCAULEY**

- James Gregory stated that the policies are required by State and Federal Law and covers both employees and students. The transgender portion has been stayed, but is only ¼ of the law and any changes will not affect the remainder portions of the law and for liability protection, it is recommended that the policies be adopted. **JAMES GREGORY**

- Board member McCauley stated that district is required to provide a safe environment. **TAMMIE MCCAULEY**

- James Gregory stated that "safe environment" is defined as non-negligent supervision. **JAMES GREGORY**

- Michelle Whitbeck, stated that she has experience working with a variety of youth and has noticed increase anxiety and difficulties regarding how to express their concerns with the transgender issues. **MICHELLE WHITBECK**

- James Gregory, stated that there is no set process for students expressing gender identity issues, however, there are individuals in the district who are trained to discuss concerns with students. If a student is falsely trying to identify as transgender in order to gain access to bathrooms, this would be dealt with as a disciplinary issue. While this may be a concern, it has not been an actuality. **JAMES GREGORY**

- Sherry Simpson asked if parents are invited into the process when dealing with students. **SHERRY SIMPSON**

- James Gregory stated that this issue is dealt with as any other issue which involves a minor and on a case by case basis. It begins with discussion with school personnel experts until the situation is considered serious (when the students is requesting to be treated as transgender) and then the parents would need to be involved in the discussions, or it could be sooner if parents approach the school district with a specific concern. **JAMES GREGORY**

- Gordie Daniels, Interim Superintendent, stated that the proposed Policies replace existing policies in place at the district. He also stated that the April break was picked for installation of privacy partitions, due to no school during that time, but he would look into the possibility of doing the work earlier if possible. Students who feel uncomfortable, have the option of going to a different bathroom.

- Nicki Anthony, a parent and rape survivor, stated that she has concerns regarding the mental anxiety being in the same bathroom as a transgender individual can cause, and where is the protection for those students. **NICKI ANTHONY**

- James Gregory, stated that the public was doing a great job of expressing their concerns and the district is working on alternatives to accommodate all students. The district cannot legally require individuals to use specific bathrooms, but can offer them a choice of bathrooms – gender that they identify with, or private, but cannot force them to use one or the other. 21 states are debating this issue, however, NYS is leading the way in advocating for transgender rights. **JAMES GREGORY**

- SCOTT YOUNGS** - Board member Scott Youngs stated that he is a parent and understands and shares some of the public's concerns, however as a board member regardless of his belief, he has to follow the law.
- VICE-PRESIDENT MILK** - Vice-President Milk stated that public comments had exceeded the 30 minutes allowed, and the board would continue with agenda items. He thanked the public for their comments.
- REPORT(S):** - None.
- BOARD COMMITTEE REPORTS:** - None.
- TRANSPORTATION:** - None.
- EDUCATION & PERSONNEL:** - **The Superintendent of Schools recommends the following Board action:**
- APPOINTMENT(S):
SUBSTITUTE ROSTER
JESSICA ANDERSON** - Motion made by Youngs, seconded by Crumb, to appoint Jessica Anderson, Teacher Aide, to the Substitute Roster as a Substitute Teacher (6-8) to be utilized in an emergency situation when no other substitute is available effective February 2, 2017.
Yes-5, No-0
- ADVISORS GSA CLUB-
EMILY WORSNOPP &
CHRISTINE PASKE** - Motion made by Crumb, seconded by Youngs, to appoint Emily Worsnopp and Christine Paske as unpaid Advisors to the Middle School Gay Straight Alliance Club for the 2016-2017 school year effective February 2, 2017.
Yes-5, No-0
- COACHING ROSTER
SPRING 2017** - Motion made by Youngs, seconded by Crumb, to appoint the following Coaches for Spring 2017 effective February 2, 2017:
- Varsity Baseball Coach – Ron Rapp
 - Baseball Unpaid Volunteer Coach – Tim Calice
 - JV Softball Coach – Brendan Eggleston
 - Varsity Tennis Coach – Rich Karl
 - Varsity Track Coach – Mary McBride
 - Varsity Track Assistant – Deb Krupp
- Yes-5, No-0
- RESIGNATION(S):
TIM SININGER –
AIDE** - Motion made by Crumb, seconded by McCauley, to accept the resignation of Timothy Sininger, Aide, effective February 10, 2017, with appreciation.
Yes-5, No-0
- CREATE POSITION(S):
TEACHER AIDES (5) &
BUS MONITOR (5)** - Motion made by Youngs, seconded by Crumb, to create five (5) Teacher Aide positions and five (5) Bus Monitor positions to remain in compliance with Civil Service requirements. The creation of these positions will not result in any actual openings or new hires as they are already filled.
Yes-5, No-0
- SECOND READING AND
ADOPTION OF POLICY
#11 ANTI-
DISCRIMINATION** - Motion made by Crumb, seconded by Barrows, to approve the second reading and adoption of *Policy #11 – Anti-Discrimination Policy* (former Policy #2410) as read.
Yes-4, No-1(McCauley)

**BOARD OF EDUCATION MEETING
WEDNESDAY, FEBRUARY 1, 2017**

**Page 5
SECOND READING &
ADOPTION OF POLICY
#12 SEXUAL
HARASSMENT**

- Motion made by Crumb, seconded by Barrows, to approve the second reading and adoption of *Policy #12 – Sexual Harassment Policy* (former Policy #2400) as read.
Yes4-, No-1(McCauley)

**SECOND READING &
ADOPTION POLICIES
#13-#25**

- Motion made by Youngs, seconded by Barrows, to approve the second reading and adoption of the following policies as read:
 - *Policy #13 – Wellness Policy* (former Policy #7616)
 - *Policy #14 – Voter Propositions* (former Policy #1621)
 - *Policy #15 – Access to Records Under Public Officers Law Article 6* (former Policy #7640)
 - *Policy #16 – Notification of Breach of Security*
 - *Policy #17 – Parental Involvement Board Policy* (former Policy #3242)
 - *Policy #18 – Interpretation Services for Parents & Persons in Parental Relationship who are Hearing Impaired*
 - *Policy #19 – Code of Ethics* (former Policy #6110)
 - *Policy #20 – Special Education Programs & Related Services* (former Policy #7711)
 - *Policy #21 – Significant Disproportionality by Race/Ethnicity*
 - *Policy #22 – Electronic Access to Individualized Education Programs (IEPs)*
 - *Policy #23 – Disabled Students Participating in School District Programs* (former Policy #7720)
 - *Policy #24 – Pre-Referral Intervention Strategies*
 - *Policy #25 – Appointment & Training of Appropriate Special Education Personnel* (former Policy #7731)

Yes-5, No-0

**BUSINESS & FINANCE:
TREASURER'S REPORT
FOR EXTRA-CURR.
ACTIVITY FUNDS**

- Motion made by McCauley, seconded by Crumb, to accept the Treasurer's Report for the extra-curricular activity accounts for December 2016 as presented.

Yes-5, No-0

**INTERNAL CLAIMS
AUDITOR REPORT**

- Motion made by Youngs, seconded by Barrows, to accept the Internal Claims Auditor's Report for December 2016 as presented.

Yes-5, No-0

**BUDGET COMMITTEE
UPDATE**

- Mark Rubitski, Business Manager, reviewed with the Board budget line items which were reviewed by the Budget Committee. The line items included:
 - Maintenance of Plant – adjusted based on a recent retirement;
 - Insurance for students – up \$3,000;
 - Curriculum Development – up due to salary increase;
 - Co-curricular – stipends paid to staff down slightly;
 - Employee Benefits – a rate change caused our portion to decrease;
 - Workers' Compensation – decrease;
 - Employee Health Insurance – 7.4% increase;
- Using revenue projections based on the Governor's proposed Budget and expenses from the budget line items addressed to-date, the overall budget gap at this point is \$587,261.

JONES MEMORIAL

- Motion made by Youngs, seconded by Crumb, to approve the transfer of \$10,524.99 from Jones Memorial Scholarship Fund to the Greene Community Scholarship Fund.

Yes-5, No-0

ADDITIONAL DISCUSSION

ITEMS: - None

REVIEW BOARD

OUTSTANDING ACTION LIST:

| Directed Date: | Task: | Responsibility Of: | Report Back: |
|-----------------------|--|---------------------------|---------------------|
| 3/7/2007 | Policy/ Procedure Manual | BOE and Superintendent | Ongoing |
| 5/4/2016 | District Safety Plan | BOE and Superintendent | Feb. 1, 2017 |
| 7/6/2016 | Annual Appointments Review | BOE and Superintendent | Mar. 15, 2017 |
| 1/25/2017 | Review of Implementation of Anti-Discrimination & Sexual Harassment Policies | BOE and Superintendent | Ongoing |

* **District Safety Plan** – will be rescheduled due to snow day.

* **Policy Committee** – will be setting a date to meet soon.

SUPERINTENDENT'S REPORT:

- **Change to Academic Calendar** – Interim Superintendent Daniels stated that we still have two (2) emergency days which need to be used before any days can be taken back from vacations.

**PUBLIC COMMENT:
TIMOTHY CALICE**

- Timothy Calice, Middle School Principal, announced that Christine Paske, MS/HS Health Teacher, recently received the Central South Zone of NYS AHPERD Health Education Teacher of the Year Award.

SCOTT YOUNGS

- Board member Youngs commented that as students are committing to colleges, he would like to recognize them at the board level.

COHEN ROOT

- Cohen Root, a senior, suggested that educating the community on gender discrimination could be accomplished by holding an informational night similar to what was done regarding the heroine epidemic.

TAMMIE MCCAULEY

- Board member McCauley stated that she would like to see all perspectives represented at such an event.

REVIEW COMMITTEE SCHEDULE:

| Committee Name: | Last Meeting: | Next Meeting: |
|-------------------------|----------------------|------------------------------|
| Budget | Jan. 25, 2017 | February 8, 2017 @ 4:00 p.m. |
| Building & Grounds | Jan. 12, 2017 | February 9, 2017 @ 4:30 p.m. |
| Transportation | Nov. 2, 2016 | |
| Employee | | February 1, 2017 @ 5:40 p.m. |
| Audit | Sept. 21, 2016 | |
| Curriculum & Technology | Dec. 13, 2016 | |
| Legislative | | |
| Tenure | | |
| Sabbatical | | |
| Policy | Jan. 13, 2017 | |

* Building & Grounds looking at touring the pool, cafeteria and gym areas. Mr. Calice and Mr. Walters will be invited since it involves their buildings and also Rosemary Badger from the cafeteria can join in. The group will meet in the board room prior to the tour.

**BOARD OF EDUCATION MEETING
WEDNESDAY, FEBRUARY 1, 2017**

Page 7

- Motion made by Youngs seconded by McCauley, to adjourn the meeting at 7:29 p.m.
Yes-5, No-0

ADJOURNMENT

Respectfully submitted,

Donna Marie Utter
District Clerk