

**GREENE CENTRAL SCHOOL, GREENE, NY
BOARD OF EDUCATION REGULAR MEETING
WEDNESDAY, JUNE 20, 2018**

A regular meeting of the Greene Central School Board of Education was called to order at 5:00 p.m., by President, Brian Milk, in the Board Conference Room, High School/Middle School complex, South Canal Street, Greene, NY.

CALL TO ORDER

- The Pledge of Allegiance was recited.

BOARD MEMBERS PRESENT:

Mr. Brian Milk, President
Mr. Scott Youngs, Vice-President
Mr. Seth Barrows
Mrs. Tammie McCauley
Mr. Jason Burghardt
Mr. Nicholas Drew (arrived 5:03 p.m.)
Mr. Douglas Markham

ROLL CALL

ADMINISTRATIVE STAFF PRESENT:

Mr. Gordon Daniels, Interim Superintendent of Schools
Mr. Mark Rubitski, Business Manager
Mr. James Walters, High School Principal
Mr. Timothy Calice, Middle School Principal
Mr. Bryan Ayres, Intermediate School Principal, Director of PE and Athletics
Mrs. January Pratt, Primary School Principal
Mrs. Michelle Hasselbarth, Director of Special Programs
Mr. Gerald Abbey, Jr., Interim Facilities Director
Mr. Dennis Symons, Interim Head Bus Driver

OFFICERS PRESENT:

Mrs. Donna Utter, District Clerk

- Motion made by Youngs, seconded by Markham, to adjourn to Executive Session at 5:01 p.m. for the following:
 - To review Special Education placements for particular students and to consider them for approval.
 - To discuss a labor relations matter involving two units.
 - To discuss a matter leading to the appointment of a particular person.

EXECUTIVE SESSION

Yes-6, No-0

- Motion made by Burghardt, seconded by Youngs, to adjourn Executive Session at 5:45 p.m.

ADJOURN EXECUTIVE SESSION

Yes-7, No-0

- President Milk reconvened the meet at 5:47 p.m.

RECONVENE

- 8. BUSINESS & FINANCE
Add: 6. Capital Project Phase 3 Contract Award
- 9. DISCUSSION ITEMS
Add: Extra-curricular Board Committee

ADD/DELETIONS TO AGENDA

- Upon the recommendation of the Committee on Special Education, a motion was made by Burghardt, seconded by Barrows, to approve the following placement(s):
#710023460; #710023415; #710023705; #710023750;
#710023762; #710023222; #710023670; #710023785;

SPECIAL EDUCATION PLACEMENTS

- #710023776; #710023781; #710023527; #710123558;
#710023695; #710023265; #710023783; #710022283.
Yes-7, No-0

**APPROVE MINUTES
6/6/18 MTG. &
5/31/18 BOE AUDIT
COMMITTEE MTG.**

- Motion made by Burghardt, seconded by McCauley, to approve the minutes of the Regular Board Meeting held on Wednesday, June 6, 2018, and the Board Audit Committee Meeting held on Thursday, May 31, 2018 (attached hereto as "Exhibit A") as presented.
Yes-7, No-0

CALENDAR:

- June 20 – Baccalaureate – Auditorium – 7:00 p.m.
- June 21 – 5th Grade Graduation – 8:30 a.m.
- June 23 – Graduation – MS/HS Gym – 10:00 a.m.
- July 4 – HOLIDAY
- July 11 – Board of Education Reorganizational Mtg. – 6:00 p.m.
- July 18 – Board of Education Meeting – 6:00 p.m.

**PUBLIC COMMENT:
BRENDA MILK**

- Brenda Milk comment about the 8th grade awards ceremony. She thanked the Board for the opportunity to voice her concern Regarding the presentation of awards in the form of gift bags given to two students who started the G.S.A. (Gay Straight Alliance), while other students received certificates only. She felt that the awards seemed to celebrate/promote a lifestyle in front of other students that she felt should be privately discussed at home. She also stated that rather than follow cultural trends, the school should be promoting moral behavior and cited a bible verse. She thanked Superintendent Daniels for his phone call to discuss her concerns, after Mr. Calice did not call her after she left her number with his secretary.

ROGER MILK

- Roger Milk also voiced his concerns regarding the G.S.A. and that his concern is out of love not discrimination. He stated his belief is that promoting the G.S.A. is a sin as quoted in the bible.

MARY GELL

- Mary Gell, a teacher, voiced her support for Troy Lobdell. She stated that it has been a joy/privilege to interact with Troy both in and out of the school setting. She stated that he is shy, friendly, kind and involved in many organizations within the community and she stated he has never had an altercation in any events. She is concerned that he was suspended from his custodial position at the school due to a bullying event that he has never experienced before or was prepared to handle appropriately.

MIKE UTTER

- Mike Utter, Head Custodian, spoke in support of Troy Lobdell. He stated that Troy has worked with him for 5 years and has never shown any aggression. He believes the locker room environment put him in a situation that he didn't know how to handle. While he stated that he doesn't condone what Troy did, he feels a lack of supervision contributed to the incident.

MARIA UTTER

- Maria Utter, a Custodian, also spoke in support of Troy Lobdell. She stated that she worked with Troy and he is a good worker. She also feels that Troy was put in a bad situation that he didn't know how to handle and hopes the matter is investigated fully.

**BOARD OF EDUCATION REGULAR MEETING
WEDNESDAY, JUNE 20, 2018**

PAGE 3

- Tim Neville, Custodian, stated that he has worked with Troy Lobdell for 2 ½ years and he is always happy and a hard worker and enjoys working.

TIM NEVILLE

- Chris Mack, Elementary Teacher, read a statement from Christine McCabe, Elementary Teacher and Coach. Christine McCabe expressed her pleasure working with Troy Lobdell and how much the field hockey team enjoyed him as their #1 fan. Troy radiates positivity to those around him. He is always focused on the task at hand and treats people with the utmost respect. She went on to say that she has always been proud of having special needs students inclusive with other students and she feels that somewhere the district has let Troy down.

CHRIS MACK

- Sue Proscia, Dispatcher, commented that she know Troy Lobdell as a compassionate person. She also invited Board members to the bus garage annual picnic tomorrow at 12:00 noon.

SUE PROSCIA

- John Sininger, Elementary Music Teacher, announced that there are 38 new students interested in joining the elementary band in the fall. Bringing the total number of students projected to be 65.

JOHN SININGER

- Motion made by Burghardt, seconded by Markham, to approve The second reading and adoption of Policy #84 – *Sidewalks* as read.

**SECOND READING &
ADOPTION – POLICY
#84 – SIDEWALKS**

Yes-7, No-0

- Motion made by Markham, seconded by Drew, to approve the second reading and adoption of Policy #85 – *Display of the Flag* as read.

**SECOND READING &
ADOPTION - POLICY
#85 – DISPLAY OF
THE FLAG**

Yes-7, No-0

- Board member Burghardt asked if there needs to be a policy Regarding the *Pledge of Allegiance*, or is that left up to individual buildings.

- Bryan Ayres, Intermediate School Principal, stated that he has not had any problems in his building regarding the *Pledge of Allegiance*. Timothy Calice, Middle School Principal, stated that as long as students are respectful, there isn't a problem. Jim Walters, High School Principal, stated that the same applies at the high school.

- Board member Barrows asked how the policy applies to the display of flags on clothing. Tim Calice, Middle School Principal, stated that by questioning clothing, it could infringe on Freedom of Speech rights.

- Evelyn Frair, Youth Apprenticeship Advisor, handed out a flyer from the Raymond Senior Apprentice Presentations & Banquet which outlined the apprenticeship program. She thanked Board member Youngs for attending the presentations. As described in the flyer, apprenticeship programs help students rotate through several departments within a business according to their interests and growth objectives. Some students know going into the program

**REPORT(S):
STUDENT INTERNSHIP
REPORT – MRS. FRAIR
& MRS. ST.GERMAIN**

- what their end goal is, and others are still exploring. An outline from each apprenticeship site setting forth their expectations as well as student expectations, how many hours a day, if a paid apprenticeship, how much, and what grade level of students they are seeking. Students review the outlines before applying. The apprenticeship must be a part of a student's school day, usually 2 hours a day up to 10 hours a week. The Guidance Counselors work hard with a student's schedule to fit the program in. Students receive 5 credits per year and all are required to take a Skills USA test. If they pass, they get a seal for their diploma. The program is not intended just for the top students, but for those students who are unsure of their future plans. Academic criteria includes, potential to attend college, passing grade in all academic courses, regular attendance, good reading, writing and math skills, ability to learn new skills, and be able to communicate well. Mrs. Frair noted that Liberty Trucking, a new business in town which does logistics for Raymond has applied to be a new apprenticeship program this year. BT BOCES clears all the businesses which are part of the program. She shared a letter from Bill Gaffney, a mentor at Raymond, who stated that Raymond loves having students in their apprenticeship program. He stated that his team at Raymond enjoys interacting with the students and getting to know them and their interests. Mrs. Frair stated that there are currently 13 apprenticeship programs open and Greene has students in 7 of them. She sent out 19 applications for the fall programs, noting that students can apply to more than 1 program.

- Board member Markham thanked Mrs. Frair for helping the Board to understand the program better.

- Jessica St. Germain, High School Guidance Counselor, stated that each Spring the counselors go into classes to discuss upcoming classes and opportunities including the apprenticeship program and New Visions with students. New Visions is a similar program which is run through DCMO BOCES. The New Visions program only has Allied Health, Law and Government programs and is only open to Seniors.

- Dominic Williams, a Senior, stated that he has been in the Raymond apprenticeship program for both his junior and senior year. He stated that when he started the program he was interested in engineering and then moved into the manufacturing side of the business which led him to welding. He commented that he worked with a lot of people and is hoping to become a full time employee in welding at Raymond upon his graduation. He thanked the Board for their support of the program.

- Board member Youngs commented on how amazing the Senior Apprentice Presentations were. He stated that it is amazing what Raymond is allowing students to do and the great benefits they are receiving through the program. He congratulated all the students on a great job.

- Tim Calice, Middle School Principal, stated that John Bogardus the Middle School Technology Teacher, has been meeting with engineers at Raymond and they came to visit the middle school technology room. They are reviewing and helping to update our

**BOARD OF EDUCATION REGULAR MEETING
WEDNESDAY, JUNE 20, 2018**

PAGE 5

- curriculum based on current needs. Raymond is very interested in being more involved with the school, however, Mr. Calice would like it to be a mutual involvement where the school can provide something to Raymond as well. On Monday, middle school staff visited Raymond for a 3 hour tour and presentation. Many staff have never been inside Raymond and it was an eye-opening experience. It is hoped that all buildings will use time on upcoming conference days to attend a similar tour. Mr. Calice stated that Raymond is interested in improving their communication with the community and this would be a good start.

- Jim Walters, High School Principal, stated that there needs to be a mutually beneficial relationship with Raymond and the Youth Apprenticeship Program is an exciting opportunity for our students. He commented that students, through their work at Raymond, have helped develop cost-saving ideas and programs.

- The Enrollment Report ending May 31, 2018 with a total student enrollment of 988 was noted.

ENROLLMENT REPORT

- **Audit Committee:** Board member McCauley commented on the Audit Committee meeting held today, June 20, 2018. The committee reviewed how balances are determined at the end of the year and what to do if there is a large fund balance. She thanked Steve Page for his participation and input at the meetings which has been very helpful. The committee will not be meeting with Dr. Timms as there is a hefty price tag associated with his presentation.

BOARD COMMITTEE REPORTS:

- Dennis Symons, Head Bus Driver, thanked the Board and community for allowing him to serve the district this year. He stated that the transportation department is not happy with status quo and is continually trying to make improvements.

TRANSPORTATION:

- The Superintendent of Schools recommends the following Board actions:
- Motion made by Drew, seconded by Youngs, to approve the filing of a Section IV Merger Application for wrestling (modified and varsity) with Oxford.

**EDUCATION & PERSONNEL
SECTION IV MERGER APPLICATION - GREENE/OXFORD WRESTLING**

Yes-7, No-0

- Motion made by Drew, seconded by Burghardt, that in accordance with Section 204-a of the New York State Civil Service Law, funds are hereby provided to implement the agreement between the Greene Transportation Unit and the Chief Executive Officer of the Greene Central School District for the period of July 1, 2018 through June 30, 2021, and authorize the Superintendent to sign the necessary Memorandums of Understanding to complete the agreement.

**CONTRACT AGREEMENT(S):
GREENE TRANSP. UNIT**

Yes-6, No-0, Abstain – (Youngs)

- Motion made by Burghardt, seconded by Drew, that in accordance with Section 204-a of the New York State Civil Service Law, funds are hereby provided to implement the agreement between the Greene Nutrition Network and the Chief Executive Officer of the Greene Central School District for the period of

GREENE NUTRITION NETWORK

**BOARD OF EDUCATION REGULAR MEETING
WEDNESDAY, JUNE 20, 2018**

PAGE 6

- July 1, 2018 through June 30, 2021, and authorize the Superintendent to sign the necessary Memorandums of Understanding to complete the agreement.
Yes-7, No-0

APPOINTMENT(S):

SUBSTITUTE ROSTERS - Motion made by Burghardt, seconded by McCauley, to appoint Morgan Hurlbert to the Substitute Roster as a Substitute Teacher, LTA and Aide, effective with the 2018-2019 school year.
Yes-7, No-0

**SUMMER MAINT.
WORKERS**

- Motion made by Youngs, seconded by Burghardt, to appoint the following individuals as Summer Maintenance Workers effective June 25, 2018:

- Ronald Rapp – painter/worker
- Nolan Butler
- Nathaniel Erickson
- Nathan Hurlburt
- Nathan Barry (when he has completely filled out and signed his application)

Yes-7, No-0

**SHIELA WALKER,
SENIOR TYPIST**

- Motion made by Burghardt, seconded by McCauley, to conditionally appoint Mrs. Shiela Walker as a Senior Typist effective July 1, 2018. Candidate must take the Senior Typist exam when offered by Chenango County and subsequently be reachable on the Civil Service list. A one-year probationary period will begin once employee achieves acceptable list placement.
Yes-7, No-0

**SUMMER TEACHERS-
LINDA GARBARINO &
MICHELLE EVANS**

- Motion made by Burghardt, seconded by McCauley, to appoint Linda Garbarino and Michelle Evans as part-time Summer Co-Teachers for 44 days effective July 1, 2018.
Yes-7, No-0

**ELEMENTARY TEACHER
SERANDA BARTON**

- Upon the recommendation of the Superintendent and on motion made by Youngs, seconded by Burghardt, the following conditional probationary appointment is hereby made:

Name of Appointee: Seranda Barton
Tenure Area: Elementary
Date of Commencement
of Probationary Services: September 1, 2018
Expiration Date of
Probationary Appointment: June 30, 2022
Certification Status: Childhood Education Initial

Yes-7, No-0

**ELEMENTARY TEACHER
KRISTEN HREHOR**

- Upon the recommendation of the Superintendent and on motion made by Burghardt, seconded by Youngs, the following conditional probationary appointment is hereby made:

Name of Appointee: Kristen Hrehor
Tenure Area: Elementary
Date of Commencement
of Probationary Services: September 1, 2018

**BOARD OF EDUCATION REGULAR MEETING
WEDNESDAY, JUNE 20, 2018**

PAGE 7

- Expiration Date of Probationary Appointment: June 30, 2022
Certification Status: Childhood Education Initial
Yes-7, No-0

**BUSINESS & FINANCE:
TREASURER'S REPORT
ACTIVITY FUNDS**

- Motion made by Burghardt, seconded by Youngs, to accept the Treasurer's Report for the Extra-Curricular Activity Funds for May 2018 as presented.
Yes-7, No-0

- Motion made by Burghardt, seconded by McCauley, to accept the Contract for Health and Welfare Services between Greene Central School Board of Education and Binghamton Central School District Board of Education to provide health and welfare services for children residing in the Greene school district but attending non-public schools in Binghamton and to authorize the Board President to sign the Contract and the district to pay the invoice in the amount of \$584.00.
Yes-7, No-0

**CONTRACT FOR
HEALTH SERVICES-
BINGHAMTON CSD**

- Motion made by Burghardt, seconded by Youngs, to accept the Internal Claims Auditor Report for May 2018 as presented.
Yes-7, No-0

**INTERNAL CLAIMS
AUDITOR REPORT**

- A concern was raised regarding the high percent of errors – 3.17%. Mr. Rubitski, Business Manager, stated that this was caused by a number of purchases/services rendered without purchase orders. This is an area the district needs to improve upon and it was discussed with the Audit Committee.

- Mr. Rubitski stated that the Administrators have not discussed changes to the rates yet, however, he is leaning toward changing the non-instructional rates to \$11.10/hour on July 1st versus the end of the year when the minimum wage increase takes effect. A recommendation will be sent out prior to the Reorganizational Meeting.

**REVIEW SUBSTITUTE
RATES FOR 2018-19**

- Mr. Rubitski reviewed information with the Board from a Recent BTD Health Insurance Consortium meeting. He commented that the consortium is doing well with expenses well below budgeted amounts.

**BTD HEALTH INSUR.
CONSORIUM MEETING
UPDATE**

- Motion made by Youngs, seconded by Markham, to award the bid to Kascon, LLC, 2930 Mason Road, Waterville, NY as the lowest bidder in the amount of \$124,000 for asbestos abatement at both the Primary and Intermediate schools crawlspaces and to issue the Notice to Proceed on behalf of the district.
Yes-7, No-0

**CAPITAL PROJECT
PHASE III – ASBESTOS
ABATEMENT-
CONTRACT AWARD**

DISCUSSION ITEMS:

- **Athletic Update – Field Hockey:** Bryan Ayres, Director of PE & Athletics stated that to request a change to another more competitive class, you must be a sectional finalist which Greene was not. The plan is to stay in our current class one more year.
- **Athletic Update – Lacrosse Club:** Bryan Ayres commented that he has had discussions with the Athletic Director at Oneonta and clubs are not allowed to play against other school teams. The only

- option would be to make lacrosse a school sport which we have not budgeted for. Board member Markham indicated that the club would be willing to make a donation to the school to cover costs. Concerns raised: checking with attorneys to see if a donation can be accepted; what to do for future years – budgeting; the need for certified equipment. Mr. Ayres stated that Greene can still get into the spring schedule until October/November. Board member Youngs raised a concern over adding a team to the budget when staff cuts have been made.

- **Extra-curricular Committee:** President Milk stated that the Board Sabbatical Committee will be rolled into the Employee Committee and this would make room to add a Board Extra-curricular Committee. The committees will be established at the Reorganizational meeting. Mr. Bryan Ayres commented that he discussed this committee at a recent coaches meeting and the importance of following the chain of command was discussed. He further commented that this committee would be helpful for merger discussions.

**REVIEW BOARD
OUTSTANDING ACTION LIST:**

Directed Date:	Task:	Responsibility Of:	Report Back:
3/7/2007	Policy Manual	BOE and Superintendent	Ongoing
12/20/2017	Small Capital Project		8/1/18
1/3/2018	Sports Uniform Policy	BOE	7/20/18
1/17/2018	Bus Garage-outside lighting, fencing & upstairs bathroom	BOE and Facilities Director	Ongoing
5/2/18	Legislative Committee – Community Member – Student Enrollment	BOE	Ongoing
5/2/18	Superintendent Search	BOE	Ongoing

* Move Sports Uniform Policy to 7/20.

**SUPERINTENDENT'S
REPORT**

- Interim Superintendent Daniels commented on the following:
(1) Exit Interview – Asked if a couple Board members could complete the exit interview for Mrs. Hasselbarth. Board members Drew and Markham stated they would.
(2) Student Representative on Board – Interim Superintendent Daniels spoke with Tim Ryan Superintendent at and he will be sending their information regarding the process they use. He went on to comment that the BG Board loves having the student's input and feel that it helps temper board meetings. He also stated that this would need to be approved by the voters at the May budget vote.

**REVIEW COMMITTEE
SCHEDULE:**

Committee Name:	Last Meeting:	Next Meeting:
Budget	April 5, 2018	
Building & Grounds	April 4, 2018	
Transportation	April 12, 2018	
Employee	June 6, 2018	
Audit	June 20, 2018	
Curriculum & Technology	June 7, 2017	
Legislative		
Tenure	April 17, 2018	
Sabbatical		
Policy	May 30, 2018	

**BOARD OF EDUCATION REGULAR MEETING
WEDNESDAY, JUNE 20, 2018**

PAGE 9

- Transportation Committee - Try to meet before Reorganizational meeting to discuss year-end activities.

- Buildings & Grounds – Will be setting a date in the near future.

- Holly Mohr, LTA, thanked Mr. Abbey for fixing the air conditioning in the Intermediate Computer Lab and Library. She stated that she has been asking for it to be fixed for 5 years, and she sent Mr. Abbe an email and within ½ hour he had it working. **PUBLIC COMMENT:
HOLLY MOHR**

- Board member Drew asked Mr. Abbey to pass on compliments to his crew regarding the noticeable difference in the look of the grounds. **NICHOLAS DREW**

- Evelyn Frair, Business Teacher/Apprenticeship Advisor, thanked the Board for allowing her to present information on the Apprenticeship Program. She stated that if they have any questions, they can come and talk to her or the guidance counselors. She also commented that she is a fan of the baseball program and asked that the Board consider what adding a lacrosse team would do to numbers in other sports areas. Great efforts are being made to grow our current programs and she doesn't want to see those efforts thwarted. **EVELYN FRAIR**

- Board member Youngs asked Mrs. Frair to encourage students in the Apprenticeship Programs to come and inform the Board members of their progress.

- Motion made by McCauley, seconded by Burghardt, to adjourn the meeting at 7:12 p.m. **ADJOURNMENT**
Yes-7, No-0

Respectfully Submitted,

Donna Marie Utter
District Clerk