

**GREENE CENTRAL SCHOOL
GREENE, NEW YORK
BOARD OF EDUCATION MEETING
THURSDAY, OCTOBER 20, 2016**

A Board of Education meeting was called to order at 6:00 p.m. by President, Ethan G. Day, 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. Ethan G. Day, President
Mr. Brian Milk, Vice-President
Mr. Timothy Crumb
Mrs. Karen Hendershott
Mrs. Tammie McCauley
Mr. Scott Youngs
Mr. Seth Barrows

ADMINISTRATIVE STAFF PRESENT:

Mr. Gordon Daniels, Interim Superintendent
Mr. Mark Rubitski, Business Manager
Mr. Timothy Calice, Middle School Principal
Mrs. Shelly Richards, Primary School Principal
Mrs. Sarah Wiggins, Director of Special Programs

OFFICERS PRESENT:

Mrs. Donna Utter, District Clerk

- Motion made by Milk, seconded by Crumb, to adjourn to **EXECUTIVE SESSION** Executive Session for the following at 6:01 p.m.:
 - To review special education placements for particular students and to consider them for approval.
 - To discuss the employment history of a particular person under consideration for the position of Interim Building Principal.
 - To discuss the employment and contract status of a particular person.

Yes-7, No-0

- Motion made by Crumb, seconded by Youngs, to adjourn Executive Session at 6:27 p.m.

Yes-7, No-0

**ADJOURN EXECUTIVE
SESSION**

- President Day reconvened the meeting 6:28 p.m.

RECONVENE

- None.

**ADD/DELETIONS
TO AGENDA**

- Upon the recommendation of the Committee on Special Education, a motion was made by Youngs, seconded by Crumb, to approve the following placement(s):
#710023456; #710023332; #710023587; #710023341;
#710023556.

Yes-7, No-0

**SPECIAL EDUCATION
PLACEMENTS**

- Motion made by Youngs, seconded by McCauley, to approve the minutes for the regular meeting held on October 5, 2016, and the special meetings held on October 13, 17, 18, 19, 2016 as presented.

Yes-7, No-0

**APPROVE MINUTES
10/5/16, 10/13/16,
10/17/16, 10/18/16
& 10/19/16**

- October 21 – Staff Development Day (change in calendar)
- October 21 – PTO Movie Night
- October 21 – Workers' Comp. Insurance Alliance Meeting – 6:30 p.m.

CALENDAR

CALENDAR CONT'D.

- NOTE – Early Dismissal Drill scheduled for October 21 will be held October 28

- October 31 – Community Halloween Dance – 7:00 p.m.
- November 2 – Board of Education Meeting – 6:00 p.m.

**PUBLIC COMMENT:
SHELLY RICHARDS**

- Shelly Richards, Primary School Principal, announced that donations totaling \$1100 have been received in memory of Chuck Young, a community volunteer for 10 years at the primary school working in the reading program. Mrs. Richards stated that Mr. Young's involvement in the district is missed by students and staff every day. She also stated that the readers' program will be renamed "Young Readers' Club" in honor of Mr. Young and the donations received will be used for materials and to further develop the reading program. Students are making a mural and tiles through the Arts In Education program in memory of Mr. Young. Mrs. Richards thanked and recognized members of Mr. Young's family who were present at the meeting.

MARIE SCOFIELD

- Marie Scofield, GTA President, prefaced her comments by stating that she had asked for time to discuss committee comments in Executive Session with the Board only, was denied, but Mark Rubitski, Business Manager, was allowed to remain. She went on to state that the district has been restoring a positive atmosphere where stakeholders' are valued and she is fearful that based on the individual the Board is planning on appointing as Superintendent of Schools tonight, will erode what progress has been made. As a member of the teacher faculty committee, she stated that the committee did not feel that they had sufficient time to question candidates and the feedback form was not sufficient to express their concerns. Ms. Scofield requested that it be noted that the teacher faculty committee ~~is not in favor of~~ *was not endorsing* the candidate *they believed* the Board *is would be* choosing. *(changed @ 11/2 meeting Crumb-Youngs 7-0)*

PAULA ESTABROOK

- Paula Estabrook lives and works in the community as a professional and was a member of the community committee. She stated that she could not understand how the Board could appoint an individual that 4 of the 5 committees were against. She gave up family time to serve on the committee and questioned whether it was a waste of time if their feedback was not going to be listened to.

CHRISTINE MACK

- Christine Mack, member of the teacher faculty committee, stated that during the training concerns were raised and questions were raised regarding professionalism. She stated that the district is trying to "heal" and she feels by appointing the individual the Board has chosen, the district will be going backward instead of forward.

ROBERT BROOKS - Robert Brooks, member of the community committee, stated that the Board is dealing with similar issues faced 30-40 years ago when he was a school board member. He stated that the community committee did a very thorough job preparing and working together throughout the process. Terry Heller was their unanimous choice based upon who would be the best fit for the district. The other candidate whose experience was in a city school, would not be equipped to handle a rural district's needs or atmosphere. The community and school work very closely in this district. He suggested that the Board rethink

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- their decision and possibly start over. *Mr. Brooks stated that the Board better watch out or they will be coming after the Board. (changed @ 11/2 meeting Crumb-Youngs 7-0)*

- Peter Flanagan, teacher faculty committee member, stated that he found it disturbing that the Board doesn't appear to value the word of the committees. The committees were united in their opinion. He went on to state that he felt the district was headed in the right direction, but now he is not so sure.

PETER FLANAGAN

- Cohen Root, member of the student committee, stated that while their committee did not pick Terry Heller, they did not pick Dr. Doty either. He stated that he thought the decision of the Board would take into consideration the committees' input.

COHEN ROOT

- Marie Scofield, GTA President, stated that Dr. Doty's "creative budgeting" would include cutting football as the community would fund it.

MARIE SCOFIELD

- Peter Flanagan, member of the teacher faculty committee, stated that he doesn't come to a lot of meeting or get involved in the process as he assumes things are going to be handled. He thought the committees' were going to have a say in the outcome and is disappointed that it appears they did not.

PETER FLANAGAN

- President Day stated that it is not a comfortable position to hear from people he highly respects, and hoped to receive some degree of trust from, that the Board did not use the committee reports. He stated that the Board reviewed the reports from all the committees line by line. There was a clear preference on a couple of the committees, but it was not unanimous.

PRESIDENT DAY

- Board member, Scott Youngs, stated that the report from teacher faculty committee was split on their decision. He also stated that the Board decided to have BOCES help them with the process and this is the format they use. He went on to add that he became a board member to be part of the solution to the district's problems.

SCOTT YOUNGS

- Board member, Tammie McCauley, stated that her heart has always been with the teachers and she understands how they could feel being rushed and left out given that they only had one hour to interview each candidate and did not have as much information as board members did. She felt that for the first time in four years, the board as a whole worked well together and came to a consensus. Comments from the committees were taken very seriously and Gray Stevens from BOCES was very helpful throughout the entire process.

TAMMIE MCCAULEY

- President Day stated that he has been listening to and making note of the concerns voiced by the staff and community for the past 3 years. He said that the search committee feedback should not be viewed as the public's only participation in the process. Years of comments from staff and community shaped what the Board was looking for in the candidates.

PRESIDENT DAY

- Christine Mack, member of the teacher faculty committee, stated that they were trying to be positive in their comments and maybe by doing so, it did not correctly portray their

CHRISTINE MACK

- concerns. She also stated that since the interviews, some troubling concerns about the candidate are coming to light. Board member, Tammie McCauley, stated that the Board discussed whether more time was needed, however, they did not feel it would change their decision.

TIM CRUMB

- Board member, Tim Crumb, stated that this was the 4th time he has been on a committee to hire a superintendent. The last superintendent was not the consensus of the Board. This was the first time there was consensus and the Board worked very well together.

TAMMIE MCCAULEY

- Board member, Tammie McCauley, stated that the chosen candidate was passionate, had a plan, high expectations, organized procedure to follow-up on items, and would establish a protocol that would not allow for "wishy washy" decisions.

MARIE SCOFIELD

- Marie Scofield, GTA President, stated that she still felt more time was needed before a decision is made. She stated that truthfulness and transparency are important.

PAULA ESTABROOK

- Paula Estabrook, member of the community committee, stated that she is trusting the Board with her children's future. She suggested the Board share some of their thoughts on why they felt Dr. Doty would be a better fit for the district. She went on to say that she is putting her faith in the board members who were elected to represent us.

ROBERT BROOKS

- Robert Brooks, member of the community committee, stated that he personally called individuals in Chenango Valley, Oswego, and Apalachin regarding each of the candidates. He asked if any of the Board members made contact with individuals in those districts. He stated that 2 of the 3 candidates had serious problems in their home districts. He reiterated that the district still has time to start the process over. Someone like Gordie Daniels who if cut, would bleed green, is the type of good fit that the district needs.

COHEN ROOT

- Cohen Root, member of the student committee, stated that maybe more time would allow the committees to meet and discuss each of the candidates.

PRESIDENT DAY

- President Day addressed the process by stating that it would have been a large time commitment for any of the Board members to set up the various aspects of the search process, and therefore, they entrusted BOCES to facilitate the search. The process is one that BOCES uses with all districts. The Board did discuss the candidates with individuals from their home districts.

SCOTT YOUNGS

- Board member, Scott Youngs, stated that he also made phone calls and heard that Dr. Doty did a great job raising the level of the school she was working at. He went on to say that the Board did their homework.

PRESIDENT DAY

- President Day stated that the Board trusts the committee members and the positions they hold and understands the conclusions reached, however, the Board needed to choose a candidate to meet the concerns of the district.

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KAREN HENDERSHOTT**

- Board member, Karen Hendershott, stated that the Board did put the committee sheets side by side to review and they also followed-up on questions as requested by the committees. **KAREN HENDERSHOTT**
- Marion Braman, a parent, stated that maybe a verbal meeting with the committees instead of paper responses would have been better. **MARION BRAMAN**
- Board member, Tammie McCauley, stated that paper responses is the preferred way to avoid confrontations. She stated that Dr. Doty is very smart, organized, feels that valuing people is important, and she had a vision. **TAMMIE MCCAULEY**
- President Day, stated that there is not a face in the room that he doesn't respect and he doesn't want to lose their trust. **PRESIDENT DAY**
- Board member, Scott Youngs, stated that as the Board moves forward, you have our word that we will continue to do what is necessary to make this district better. **SCOTT YOUNGS**
- The Enrollment Report for the period ending September 30, 2016, with a total enrollment of 999 was noted. **REPORT(S):
ENROLLMENT RPT.**
- None. **BOARD COMMITTEE
REPORTS:**
- Tabled until the next meet when Jordon is available for any for questions. **TRANSPORTATION:
YEAR END REPORT**
- **The Superintendent of Schools recommends the following Board action:** **EDUCATION & PERSONNEL:**
- Motion made by Youngs, seconded by Crumb, to appoint Mrs. Carole Stanbro as Interim Principal of the Primary School effective November 1, 2016. This appointment shall expire at such time as a permanent principal is appointed. **APPOINTMENT(S):
INTERIM PRIMARY
SCHOOL PRINCIPAL-
CAROLE STANBRO**
Yes-7, No-0
- Motion made by Youngs, seconded by Crumb, to appoint Patsy Thatcher as a Teacher Aide for a one-year probationary appointment effective October 21, 2016 and ending October 20, 2017 for so long as the particular student's IEP remains in place. **TEACHER AIDE –
PATSY THATCHER**
Yes-7, No-0
- Motion made by Youngs, seconded by Crumb, to appoint Logan Mowatt as a Teacher Aide for a one-year probationary appointment effective October 21, 2016 and ending October 20, 2017 for so long as the particular student's IEP remains in place. **TEACHER AIDE –
LOGAN MOWATT**
Yes-7, No-0
- Motion made by Youngs, seconded by Crumb, to appoint Daniel Williamson as a Cafeteria Worker for a one-year probationary appointment effective October 24, 2016 and ending October 23, 2017. **CAFETERIA WORKER
DANIEL WILLIAMSON**
Yes-7, No-0
- Motion made by Youngs, seconded by Crumb, to modify Kalli Garey's previous appoint as a per-diem substitute effective September 1, 2016, to a substitute (long-term, step B-1) effective October 21, 2016, not to exceed June 30, 2017. **MODIFY LONG-TERM
SUBSTITUTE TEACHER
KALLI GAREY**
Yes-7, No-0

**COACHING ROSTER
WINTER SEASON
2016-2017**

- Motion made by Youngs, seconded by Crumb, to appoint the following coaches for the winter season 2016-2017:

Boys' Basketball: Varsity – Chris Rice
JV – Brendan Eggleston
- Boys' Basketball: Modified 8 – Rick Tallman
Modified 7 – Kerry Mason
Unpaid Volunteers – Jeff Barry &
Chris Wentlent
Girls' Basketball: Varsity – Dave Gorton
JV – Rick Smith
Modified 8 – Megan McDermott
Modified 7 – Cassandra Aldrich
Wrestling: Varsity – Jesse Fendryk
Bowling: Varsity – Mary McBride
Boys' Swimming: Varsity – Mary Katherine Dugue
Yes-7, No-0

LIFEGUARDS 2016-17

- Motion made by Youngs, seconded by Crumb, to appoint Zach Orzell as a Lifeguard for 2016-2017 school year.
Yes-7, No-0

SUBSTITUTE ROSTERS

- Motion made by Youngs, seconded by Crumb, to appoint the following individuals to the Substitute Rosters for the 2016-2017 school year:

- Theresa Morrison – Substitute Teacher UPK-5;
- Christine Ruggiero – Substitute Teacher UPK-5;
- Valerie Jones – Substitute LTA and Aide UPK-12;
- Rita Swift – Substitute Custodial Worker

Yes-7, No-0

**APPROVE LINKS 18
PLAN**

- Motion made by Crumb, seconded by Hendershott, to approve the LINKS 18 Plan as presented and to authorize the Superintendent to sign the same on behalf of the district.
Yes-7, No-0

**TRIP REQUESTS-
7TH & 8TH GRADES**

- Motion made by Hendershott, seconded Milk, to approve the following trip requests pending approval of transportation by the district's Transportation Supervisor:

- 7th Grade to Albany, NY – May 12, 2017
- 8th Grade to Washington DC – May 17-19, 2017

Yes-7, No-0

**FIRST READING
POLICY #TBD
USE OF SOCIAL
MEDIA WEBSITES**

- Motion made by Milk, seconded by Crumb, to approve the first reading of Policy #TBD, *Greene CSD Use of Social Media Websites*, as read.

Yes-7, No-0

**REQUEST(S) FOR
UNPAID LEAVE-
RACHEL SHEAR,
BUS MONITOR**

- Motion made by Milk, seconded by Youngs, to approve the request for an unpaid leave of absence by Rachel Shear, Bus Monitor, for January 17, 2017 through January 20, 2017.

Yes-7, No-0

**BUSINESS & FINANCE:
OBSOLETE LAWN
EQUIPMENT**

- Motion made by Crumb, seconded by Youngs, to declare A 1986 John Deere 318 lawn tractor as surplus and to dispose of the same at an auction.

Yes-7, No-0

**DONATION FROM
RAYMOND CORP.**

- Motion made by Hendershott, seconded by McCauley, to accept the generous donation from the Raymond Corporation of two (2)

- hand pallet trucks with an estimated value of \$640 with appreciation.
Yes-7, No-0

- The school will donate back to Raymond our old hand pallet truck which is from the Lyon-Raymond era over 50 years ago, to be donated to the Agricultural Museum in Norwich.

- Motion made by Milk, seconded by Crumb, to approve the Transportation Contract with Bainbridge Guilford CSD for the 2016-2017 school year and to authorize the Board President to sign the same on behalf of the district at no cost to the district.
Yes-7, No-0

**TRANSPORTATION
CONTRACT WITH
BAINBRIDGE
GUILFORD CSD**

- Motion made by Crumb, seconded by Milk, to accept the generous donation of \$1100 from community members in memory of Chuck Young to be used for the primary Young Readers Club with appreciation.
Yes-7, No-0

**DONATIONS -
CHUCK YOUNG**

- Mark Rubitski, Business Manager, requested a Budget Committee kick-off meeting on October 26, 2016 at 4:00 p.m. The Budget Committee will meet on Wednesdays opposite board meetings at 5:00 p.m. going forward.

**ADDITIONAL DISCUSSION
ITEMS:
2016-17 BOARD
GOALS**

- **1. 2016-2017 Board of Education Goals - Discussion** – Interim Superintendent, Gordie Daniels, shared preliminary goals which focused on academic achievement, secure learning environment, character education, and enhanced building facilities and asked that the Board review them.

- **2. Superintendent Search Announcement –** President Day announced that Dr. Linda Doty has been chosen as the successful candidate in the superintendent search process.

**SUPERINTENDENT
SEARCH**

**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

- Interim Superintendent, Gordie Daniels, thanked Shelly Richards, Primary School Principal, for all her efforts and stated that while he wishes her the best, she will be missed.

**SUPERINTENDENT'S
REPORT**

- Holly Mohr, LTA, read a statement from Rick Tallman who was Unable to attend the meeting thanking the Board and Administration for allowing two modified soccer programs. His statement also thanked Bryan Ayres, Director of PE and Athletics, and Rick Smith, Athletic Coordinator for their hard work and dedication.

**PUBLIC COMMENT:
HOLLY MOHR - RICK
TALLMAN**

- Holly Mohr went on to state that she has seen a lot of Superintendents come and go and that the district's biggest downfall is communication. Face to face communication just doesn't happen anymore as we rely more and more on paper and emails. She also stated that the district is just coming out of the gutter and hopes that we aren't headed back there.

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PUBLIC COMMENT CONT'D.**

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TAMMIE MCCAULEY

- Board member, Tammie McCauley, requested caution going forward and acknowledged that individual decisions regarding candidates were made without hearing from the Board. She encouraged everyone to work together with the Board and to understand that they do have the district's best interest at heart.

LINDA GARBARINO

- Linda Garbarino, teacher, stated that positive communication is taking place between the primary and high school as Bethany Cutting has students who are working with primary students.

MARY GELL

- Mary Gell, primary school teacher, thanked Shelly Richards for all she has done to bring reading expertise to our building. She stated that she is thankful for the chance to work with Shelly Richards and wishes her the best.

**MICHELE MARKER-
PTO THANK YOU**

- Michelle Marker, PTO President, presented the Board with candy bars as a thank you for all their hard work.

REVIEW COMMITTEE SCHEDULE:

Committee Name:	Last Meeting:	Next Meeting:
Budget		
Building & Grounds		
Transportation		
Employee		
Audit	Sept. 21, 2016	
Curriculum & Technology		
Legislative		
Tenure		
Sabbatical		
Policy		

EXECUTIVE SESSION

- Motion made by Milk, seconded by Crumb, to adjourn to Executive Session for the following at 7:33 p.m.:

- To discuss the contract negotiations involving the Superintendent of Schools.

Yes-7, No-0

ADJOURN EXECUTIVE

- Motion made by McCauley, seconded by Crumb, to adjourn Executive Session at 8:36 p.m.
Yes-7, No-0

RECONVENE

- President Day reconvened the meeting at 8:36 p.m.

ADJOURNMENT

- Motion made by Milk, seconded by Youngs, to adjourn the meeting at 8:36 p.m.
Yes-7, No-0

Respectfully submitted,

Donna Marie Utter
District Clerk