

**NORTH SALEM CENTRAL SCHOOL DISTRICT  
NORTH SALEM, NY 10560**

**BOARD OF EDUCATION  
MINUTES OF REGULAR MEETING  
Wednesday, November 16, 2005**

A Regular Meeting of the Board of Education of the North Salem Central School District of North Salem, New York, was held on Wednesday, November 16, 2005, in the North Salem Middle School Cafeteria. There being a quorum present, the meeting was called to order at ~~6:06 p.m.~~ 6:00 p.m. by Ms. Hublard Hershman.

**Board**

**Members:**

Douglas  
Giamundo  
Hart  
Hershman  
Martell  
O'Meara  
Palma

**Present:**

Ms. Alison Hublard Hershman  
Ms. Lisa Douglas\*  
Mr. Paul Giamundo  
Ms. Norma Hart  
Ms. Marie L. Martell  
\*Arrived at 6:07 p.m.  
**Absent:**  
Ms. Carla Palma, President  
Mr. John O'Meara

**Also Present:**

Dr. Peter R. Litchka, Superintendent of Schools  
Dr. Michael Courtney, Assistant Superintendent for  
Curriculum and Personnel  
Ms. Sylvia Fassler-Wallach, Director of Finance  
Dr. Patricia Cyganovich, Principal, MS/HS  
Ms. Roberta Reiner, Principal, PQ  
Mr. Domenick Consolo  
Ross Garrett, Videographer  
Community and staff members-approximately 30

**Executive Session:**

At 6:07 p.m. on a motion by Ms. Hart, seconded by Ms. Douglas and carried 5-0, the Board entered executive session for the purpose of discussing personnel and legal matters regarding the Appeal of Student No. 2005-1. Ms. Hart was appointed Clerk *Pro Tem* for this executive session. Mr. Jeffrey Kehl, Esq., legal counsel to the district, was present for this executive session.

Ms. Douglas arrived at 6:07 p.m.

**Return to Public Session:**

At 8:05 p.m. on a motion by Ms. Douglas, seconded by Ms. Martell and carried 5-0, the Board reconvened to public session.

**Pledge of Allegiance:**

After the Pledge of Allegiance, Ms. Hublard Hershman welcomed all present.

**Action Pertaining to  
Executive Session (If  
necessary):**

Nothing was offered at this time.

**Comments on Agenda items:**

Ms. DosSantos was recognized and asked if comments on block scheduling could be made following the Superintendent's Report.

**President's Report:**

Ms. Hublard Hershman stated that they would forego the President's Report for the evening.

**Board Member Reports:**

District-Wide Safety Team

Ms. Martell reported that the District-Wide Safety Team met on November 4, 2005 to go over the District evacuation plans with Ms. Reiner and Dr. Bovino. With the assistance of Mr. Brian Lane, from BCL Solutions, Inc., an evacuation plan is being put in place in the event of an emergency, in which the buildings would need to be evacuated. The next meeting of the District-Wide Safety Team is scheduled for December 7, 2005 at 1:00 p.m. in the district conference room.

**Board Member Reports:**

(continued)

Kindergarten Citizens' Advisory Committee

Ms. Martell reported that the Kindergarten Citizens' Advisory Committee met on November 10, 2005. The Kindergarten CAC is a continuation of last year's CAC, which recommended a full day kindergarten program. At the Board of Education meeting scheduled for December 14, 2005 @ 8:00 p.m. Ms. Reiner will be giving the Board a presentation regarding the proposed budgetary impact for the full day kindergarten program.

The Foundation for Learning

Ms. Martell reported that The Foundation for Learning met on November 15, 2005. Mr. Bill Pearson will be the President for this year. The Foundation thanked Mr. Paul Smadbeck for his service as the past President. The next meeting of the Foundation for Learning is scheduled for December 14, 2005 @ 7:30 p.m.

Fiscal Planning Citizens' Advisory Committee

Ms. Hart reported that the Fiscal Planning Citizens' Advisory Committee had a meeting on November 1, 2005. At this meeting they chose fourteen (14) other districts to compare to North Salem regarding budgets and cost per student expenditure. The next meeting of the Fiscal Planning CAC is scheduled for December 2, 2005 @ 8:00 a.m. in the district conference room.

Facilities and Fields Citizens' Advisory Committee

Mr. Giamundo reported that the Facilities and Fields Citizens' Advisory Committee met on November 15, 2005. He noted that at the Board of Education meeting scheduled for December 7, 2005 there would be a public presentation and discussion from 7:00 p.m. - 8:30 p.m. regarding the following:

The possibility of constructing:

- Multipurpose turf athletic field
- Lighting
- Tennis courts

Notice of this public presentation and discussion will be mailed out to the public via a postcard announcement.

Mr. Giamundo also noted that he and Dr. Litchka went to Hastings High School to observe see block scheduling in action. Mr. Giamundo recommended that any Board members who have not had the opportunity to do so, should go and see their program.

Ms. Martell noted that they had received a letter from the New York State School Boards Association regarding sending gently used books to the School Boards Association in Latham, New York to be sent to the schools in Louisiana to help build their libraries back up. The program will run until December 1, 2005. Ms. Martell offered to collect the books that are dropped off at the Middle School/High School and send them off on behalf of our district.

Ms. Martell asked if this would be an initiative that the District would want to support.

Dr. Litchka reported the following:

- ✓ Ms. Martell, Mr. Giamundo, and he will be attending the 28<sup>th</sup> Joint Dinner-Leadership and Governance on November 17, 2005, sponsored

**Superintendent's Report:**

- by the Westchester-Putnam School Boards Association.
- ✓ The committee working on the planning of the auditorium celebration met last week and it was decided to postpone the event until April 16, 2006. Invitations will be forthcoming in late February or early March.
  - ✓ The Board of Education meetings, as well as our site scroll listing of our monthly events, will begin to be aired after the Thanksgiving break. Dr. Litchka offered his thanks to Dr. Bovino, Mr. Giamundo and Senator Liebell's office for their assistance in getting this off the ground.
  - ✓ Dr. Courtney will be circulating to the faculty a student behavior survey regarding discipline.
  - ✓ After the Thanksgiving break we will have two (2) evacuation drills. The plans have been shared with faculty and staff and will be shared with parents as well. The drill at Pequenakonck Elementary School is scheduled for Tuesday, November 29, 2005 and the drill at the Middle School/High School is scheduled for Wednesday, November 30, 2005. In the Spring of 2006, we will plan the evacuations again only the buses will be used for our means of evacuating our site.
  - ✓ The student representatives could not be in attendance this evening; therefore, Dr. Litchka reported on the events in our schools.
  - ✓ The Middle School/High School has been investigating the possibility of going to block scheduling for the past three (3) years. Dr. Litchka's recommendation to the Board is **not** to go to block scheduling for the 2006-2007 school year, due to an issue with the contractual language with the North Salem Teachers' Association. Dr. Litchka thanked Dr. Cyganovich and her staff for all their hard work.

Further discussion followed and continued until approximately 9:25 p.m., at which time the Board continued the meeting with the next item on the Agenda.

**School Improvement Plan - Dr. Michael Courtney, Dr. Patricia Cyganovich, and Ms. Roberta Reiner**

The highlights of Dr. Courtney's presentation were as follows:

- Getting Started
- Planning Teams
- Gathering Data
- Reviewing Longitudinal Data
- Meetings with Staff
- Reflect and Celebrate
- Consider the Big Picture
- Select Improvement Objectives
  - Quantitative Indicators of Student Achievement
  - Qualitative Indicators of Student Achievement
  - Non-Cognitive Indicators of Success
- Select Appropriate Strategies
- Measurement of Progress
- Responsibility
- Evaluation of Results
- Communication

Dr. Cyganovich highlighted some areas of the Academic Achievement Profile for North Salem Central Schools for the period of 2001-2005. NCLB and the New York State Accountability System has put enormous pressures on students, teachers, and administrators to improve test scores.

**Presentations/Discussion**  
**Items:**

**Presentations/Discussion**  
**Items:**

Qualitative indicators are also an important part of a comprehensive evaluation of student performance. Qualitative analysis allows for fine distinctions to be drawn because it is not necessary to shoehorn data into a finite number of classifications, and no attempt is made to assign frequencies, percentages, and distributions.

Howard Gardner's conceptual framework for multiple intelligences informs us that students demonstrate their capacities in multiple ways: logical-mathematical, linguistic, bodily-kinesthetic, spatial, musical, interpersonal, intrapersonal, and naturalistic. Most state tests assess narrow dimensions of logical-mathematical and linguistic performance. There was a brief review summarizing the results.

Ms. Roberta Reiner reviewed the School Improvement Plan for 2005-2006 for the Pequenaconck Elementary School. Ms. Reiner noted that this year schools will begin annual testing in grades three (3) through eight (8). Science and social studies testing will remain in grades four (4) and five (5) respectively. Grade four (4) will remain the benchmark year. Grades three (3) and five (5) will receive shorter tests that also reflect the state standards. Students failing to meet the standards will be mandated to remedial or special education services. She thanked the school improvement team, which is comprised of both administrators and team leaders. The members serving on the team this year include: Ms. Judith Amori, Ms. Lenora Bettcher, Ms. Meghan DeVito, Mr. John Lauro, Ms. Jennifer Major, Ms. Beverly Mittelstadt, and Ms. Joan Tendler. The building administrators on the team are Ms. Roberta Reiner and Ms. Barbara Lavrakas.

At 10:20 p.m. the Board took a short recess, after which time the meeting reconvened at 10:24 p.m.

**Recess:**

**Audit and Financial Status Report - Mr. Domenick Consolo**

Mr. Domenick Consolo was in attendance at the meeting and available for questions and answers regarding the audit and financial status report. Questions and answers followed.

**Consent Agenda - Personnel Actions**

On a motion by Ms. Hart, seconded by Ms. Douglas and carried 5-0, the Board agreed to accept the Consent Agenda, as presented, in accordance with the following:

*Appointments*

**Instructional**

**Suzanne Babineau**, substitute teacher, effective November 17, 2005

**Patricia Stepanovic**, substitute teacher, effective November 17, 2005

**Non-Instructional**

**Denise Brewer**, substitute custodian, \$14.00 per hour, effective November 17, 2005

**Randy Mead**, substitute custodian, \$14.00 per hour, effective November 17, 2005

*Appointments*

**Non-Instructional** (continued)

**George Sampayo**, currently a night custodian at the Middle/High School, transferred to day custodian at Pequenaconck Elementary School, Step 5, Custodian Day Schedule A of the Custodial Compensation Schedule, effective

**Action Items:**  
(continued)

November 17, 2005

*All appointments of new staff are conditioned upon timely receipt of required criminal background check materials.*

**Resolution Regarding Appeal of Superintendent's Hearing Decision in the Matter of Student 2005-1**

A motion was made by Ms. Hart, seconded by Ms. Douglas to consider the following resolution:

**“WHEREAS**, a disciplinary hearing was held before the Superintendent of Schools as provided by Section 3214 of the Education Law pursuant to charges that Student No. 2005-1 had two knives in his possession on the premises of North Salem Middle/High School on September 22, 2005; and

**WHEREAS**, the Superintendent of Schools found that Student No. 2005-1 committed the acts charged, and imposed the penalty of suspension from regular attendance upon instruction through the January 31, 2006; and

**WHEREAS**, an appeal was taken on behalf of Student No. 2005-1, which was heard by the Board of Education on ~~November 11, 2005~~, November 16, 2005, with the student's parents, family members and pastoral representative present; and

**WHEREAS**, the Board of Education has considered the arguments presented before it and has reviewed the record of the proceedings before the Superintendent of Schools; now, therefore, be it

**RESOLVED**, that the finding of the Superintendent of Schools that Student No. 2005-1 had two knives in his possession on the premises of North Salem Middle/High School on September 22, 2005 be and hereby is affirmed; and be it further

**RESOLVED**, that the penalty of suspension from regular attendance upon instruction through January 31, 2006 be and hereby is affirmed; *provided* that Student No. 2005-1 may return to class on December 12, 2005 on probationary status through the end of the 2005-2006 school year, with the balance of such suspension to be imposed in the event that Student No. 2005-1 is hereafter determined in a hearing held before the Superintendent of Schools to have violated the School District's Code of Conduct during the period of probation as aforesaid.”

A brief discussion followed. Ms. Douglas noted that the date of November 11, 2005 should read November 16, 2005. The Board members were polled. Trustees Douglas, Hart, Hublard Hershman, Martell, and Giamundo all supported the motion. Trustees O'Meara and Palma were absent. The motion passed 5-0, with the change as noted.

**Action Items:**

(continued)

**Acceptance of the Annual Independent Audit Report of the North Salem Central School District for the 2004-2005 fiscal year dated August 19, 2005**, prepared by Bennett Kielson Storch DeSantis, The Government Services division of O'Connor Munns & Dobbins, LLP  
On a motion by Ms. Hart, seconded by Ms. Douglas and carried 5-0, the

Board accepted the annual independent audit report of the North Salem Central School District for the 2004-2005 fiscal year dated August 19, 2005. On a motion by Ms. Hart, seconded by Ms. Douglas and carried 5-0, the Board accepted the two action items listed below in one motion:

**Acceptance of Treasurer's Reports and the Extraclassroom Fund  
Treasurer's Reports of September 2005**

**Acceptance of Donation** - Two (2) 35mm manual cameras, donated by Cyndi Spar-David. Thank you to Ms. Spar-David for her donation.

There were none offered at this time.

**Comments on Items not on  
the Agenda:**

**Old Business:**

**Agenda and Commencement Time for Board of Education Meetings**

Mr. Giamundo requested that this item be tabled until the next meeting of the Board of Education when the full Board would be in attendance.

None was offered at this time.

**New Business:**

At 11:15 p.m. on a motion by Ms. Hart, seconded by Ms. Douglas and carried 5-0, the Board voted to return to executive session to discuss personnel and collective negotiations under the Taylor Law. Ms. Hart was appointed Clerk *Pro Tem* for this executive session.

**Consideration of Executive  
Session:**

At 11:45 p.m. on a motion by Mr. Giamundo, seconded by Ms. Martell and carried 5-0, the Board reconvened to public session.

**Reconvene to Public Session:**

There was no further business before the Board and on a motion by Mr. Giamundo, seconded by Ms. Martell and carried 5-0, the meeting was adjourned at 11:45 p.m.

**Adjournment:**

Respectfully submitted,

(Minutes accepted at BOE meeting on  
January 25, 2006 with change on page 1  
as noted.)

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Marsha S. Freer, District Clerk