

**NORTH SALEM CENTRAL SCHOOL DISTRICT
NORTH SALEM, NEW YORK 10560
www.northsalemsschools.org**

**BOARD OF EDUCATION MINUTES OF REGULAR MEETING
WEDNESDAY SEPTEMBER 19, 2007**

Call to Order

A regular meeting of the Board of Education of the North Salem Central School District was called to order at 6:32 p.m. in the Board Conference Room by President Marie Martell.

At 6:32 p.m., a motion was made by Ms. Judy Schurmacher, seconded by Mr. Paul Smadbeck and carried, to enter into Executive Session for the purpose of discussing specific personnel.

At 7:03 p.m., on a motion made by Ms. Judy Schurmacher, seconded by Ms. Alison Hublard Hershman and carried, the Board adjourned the Executive Session and reconvened to the Public Session.

Board Members Present at this Meeting:

Mrs. Marie L. Martell, President
Ms. Alison Hublard Hershman, Vice-President
Mr. Paul Giamundo, Trustee
Ms. Judith Schurmacher, Trustee
Ms. Katherine Daniels, Trustee
Mr. Paul Smadbeck, Trustee
Mr. Jonathan Freeman, Trustee

Also Present: Dr. Kenneth Freeston, Superintendent of Schools
MaryJo Hauser, Assistant Superintendent Pupil Personnel
Dr. Michael Hibbard, Assistant Superintendent for Instruction and Human Resources
Louise Lynch, Director of Business Administration
Rebecca Narvaez, District Clerk
Members of the North Salem Staff
Members of the Public

The meeting was called to order by Ms. Marie Martell the Board President at 7:10 PM.

Pledge of Allegiance:

After the pledge, Ms. Martell welcomed all present, the new staff members and she congratulated the newly tenured teachers. Ms. Martell asked the Board to step forward to congratulate the tenured teachers.

North Salem School Administration then welcomed their new staff members.

Reception for Tenured Teachers and New Employees

The Board reconvened at 7:44 PM for public session.

Public Comment:

Mr. Gary Windus asked about an SAT issue that he had previously brought up with regard to Westchester Magazine and the criteria the magazine uses when calculating the SAT scores and the Westchester School's rankings. The question is whether or not schools are reporting actual results, averages and are some schools only submitting their highest marks?

Dr. Freeston replied that this was one of the issues that he had spoken with Dr. Freund about and that this topic was also on the area Superintendent's Meeting Agenda the following day.

Mr. Paul Smadbeck commented that this issue is the very thing that will be addressed by tonight's Board Action plans aligned with the Board's goals.

Mr. Andrew Brown asked about status report on Fiscal Planning Committee's draft of the five year fiscal plan for the District. Ms. Katherine Daniels stated that the fiscal plan cannot be drafted until the Facilities, Technology, Curriculum and other committees have drafted their five year plans. Ms. Daniels stated that there is still work to be done with respect to prioritizing projects as well as the work identified in the architect's draft facilities report and that there is still a list of questions outstanding from the **Fiscal** Committee.

Dr. Freeston responded that the Board has not taken a vote or a position on the priorities in the architect's report and that it was his understanding that the Board only received the plan in July after other committees had seen the report. He stated that the next step is for the Board to work on the priorities, so that the work the Fiscal Planning Committee does on cost and payment scenarios is based on work that was deliberated and acted on by the Board. He stated that all the committees need to be come together and work together to move forward. Dr. Freeston also stated that ideally, with committee sign ups and the finalization of committee charges, this can take place within the next 60 days.

Approval of Minutes

On a motion by Alison Hublard Hershman, seconded by Paul Giamundo and carried 7-0, the Board of Education approved the September 5th minutes with one amendment, Alison Hublard Hershman is not the Chair of the Long Range Strategic Planning.

Superintendent's Report

Dr. Freeston thanked the North Salem Little League for the dugout donation and stated that the next step will be to research what the correct procedures so that the project can pass the level of scrutiny the State will require and before the Board will formally act on accepting the donation.

The Audit Committee will report on the results of the Internal Auditor's Payroll Audit at the October 3rd Board meeting. Ideally the Board will take action on it as well.

There will also be the public forum and community sign ups here at the Middle School Cafeteria at 7:00 PM and the same will take place at PQ on October 17th.

Action Items

Policy Review:

- i. Policy Review: The Board conducted the first reading of the Revised Independent Educational Evaluations #4321.3 with regard to the Fee Schedule.
- ii. Policy Review: The Board conducted the first reading of the Revised Student Health Services #5420 adding E.3 an updated version of the Health History form.

Ms. Martell stated that as this is the first reading of the proposed changes it is not an action item and will not be voted on until the next meeting.

Health Care Consultant:

On a motion by Alison Hublard Hershman, seconded by Paul Giamundo and carried 7-0 the Board of Education approved the following resolution:

BE IT RESOLVED that the Board of Education authorize the district to enter into contract with Everett James, Inc. of Ridgefield, CT for the purposes of conducting a health benefit plan review.

BE IT FURTHER RESOLVED that the Board of Education authorize the Superintendent to execute such agreement at a cost not to exceed \$7000.00.

Budget Transfers:

On a motion by Alison Hublard Hershman, seconded by Paul Giamundo and carried 7-0 the Board of Education approved the following resolution:

001-08

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$15,000.00 from A1310-163-01-0000 (*Business Office - Non instructional Salaries*) to A1310-400-90-0000 (*Business Office – Contractual*).

002-08

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$55,000.00 from A 2250-471-04-0000 (*Special Education – Tuition*) to A2250-150-90-0000 (*Special Education – Instructional Salaries*).

Consent Agenda:

On a motion by Alison Hublard Hershman, seconded by Paul Giamundo and carried 7-0 the Board of Education approved the Consent Agenda:

Personnel Recommendations

I. Termination

Mr. Richard Mondello

RESOLVED, that the employment of Robert Mondello be and hereby is terminated pursuant to Civil Service Law Section 71 by reason of exhaustion of applicable leave effective September 12, 2007.

II. Amend

Certified

Ms. Denise Frasca

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education hereby amends the part time .6 FTE special education teacher placement of Denise Frasca from MA step 10 to MA 30 step 10 effective September 4, 2007 to June 26, 2008. Her prorated annual salary will be \$53,269.20. This is a new position in a new Life Skills program at the High School.

Classified

Ms. Jill Keene

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education hereby amends the hours worked for Ms. Jill Keene as a Bus Monitor from 2 hours a day, 10 hours a week to 4 hours and day, 20 hours a week, effective September 4, 2007, at an hourly salary of \$13.91, Step 2. (not amending salary, just hours).

III. Appointments

Certified

Ms. Denise Frasca

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ms. Denise Frasca as a Consultant at St. Joseph's School, two hours and forty minutes per week. Ms. Frasca is currently employed at .6 teaching the Life Skills Class, this appointment equated to .08 at a salary of \$7102.56. The Teacher Consultant position is a new position at Saint Joseph's, effective September 20, 2007.

Classified

Ms. Kristen Monani

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ms. Kristen Monani as a substitute teacher aide, for the 2007-08 school year. Ms. Monani will be paid at an hourly rate of \$11.00.

Ms. Florence Hutchinson

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ms. Florence Hutchinson as a substitute teacher, (K-6), for the 2007-08 school year, at the substitute rate of \$85.00 for the first 10 days and \$95.00 thereafter, subject to fingerprint clearance.

Mr. Matthew Cable

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education hereby extends the temporary appointment dates of Matthew Cable and from August 13 thru September 19 as a Bus Driver Maintenance Step 3 for the 2007-08 school year, at the rate of \$42,728.00 per year 2006-2007 contract.

Mr. Matthew Cable

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the 52-week probationary appointment of Mr. Matthew Cable as a Bus Driver Maintenance Step 3 for the 2007-08 school year, at the rate of \$42,728.00 per year per 2006-2007 contract, effective September 20, 2007. Mr. Cable is replacing Mr. Richard Mondello.

Ms. Amanda Ottly

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the 52-week probationary appointment of Ms. Amanda Ottly as Payroll Clerk, effective October 5, 2007, CSEA Clerical Schedule AA with a respective 2007-08 annual salary of \$48,272 (Step 2), subject to fingerprint clearance. Ms. Ottly will be replacing Ms. Lisa Perrotta who resigned.

IV. FMLA

Ms. Christina Hundzynski

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education grants Ms. Christina Hundzynski, Elementary Teacher, a twelve-week leave pursuant to FMLA effective on or about November 22, 2007 and following, an unpaid child care leave of absence, effective on or about February 21, 2008 until September 1, 2008.

V. Step and Lane Advancements – Effective September 1, 2007

Name	Current Degree Status	Current Step	New Lane Requested	New Salary
Abramo, Melissa	MA30	9F	9H-MA60	\$92,777
Fox, Cynthia	MA30	5F	5H-MA60	\$77,800

Adoption of Text Books:

On a motion by Alison Hublard Hershman, seconded by Judith Schurmacher and carried 7-0 the Board of Education approved the following resolution:

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the adoption of the following textbook, for the 2007-2008 school year:

Title	<i>Bravo!</i>
Author	Judith A. Muyskens Linda H. Harlow Michele Vialet Jean-Francois Briere

Board of Education Meeting-Schedule Change:

On a motion by Alison Hublard Hershman, seconded by Paul Giamundo carried 7-0 the Board of Education approved the following resolution:

***RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves a change in the Board of Education meeting date from November 21, 2007 to November 28, 2007.*

Discussion Items

Proposed Resolutions for Annual NYSSBA Convention

A discussion took place regarding the resolutions for the NYSSBA Convention. Ms. Katherine Daniels gave a brief summary of each resolution and the Board voted on whether or not to support or not support the individual resolutions. Please see attachment #1.

Committee Charges

A discussion reviewing the Committee Charges took place-the changes will be formally acted on at a subsequent meeting. Still being researched are the Long-Range Strategic Planning, District Wide Safety and Communication Charges.

Board Goal Action Plan

A discussion regarding a review of the Goal Action Plans took place; the suggestions by Board members were compiled and organized.

Old Business

Rescue Windows will continue to be looked at with direction of Ken Waldron in order to keep properly maintained. Building Administrators are looking into training and correction of operational difficulties.

Ms. Marie Martell asked about money budgeted for a foreign language and a fine and practical art consultant. Dr. Freeston responded that he and Dr. Hibbard would need to explore the scope of work, complete a plan and address this issue. Ms. Martell stated that she was concerned that it might get lost if not acted upon within the year that it was budgeted for.

Public Comments

Mr. Gary Windus commented that the Board ought to put out presentation material for the public to follow while they worked on various items. The Board thanked Mr. Windus for his suggestion and agreed to put out material that was not confidential. A question about the Consent Agenda being out for the public, before being approved by the Board, was raised and will be looked at by the Superintendent, the Board and Board Counsel.

Mr. Andrew Brown again wanted to state his concern that the five year plan was not being moved on more quickly. Dr. Freeston wants all of the School Administration-the Administrative Council-to have an opportunity to discuss the plan together as a team in order to come up with priorities as well as the opportunity for old committee members to meet with new. Mr. Brown and Mr. Floer are concerned that time will drag on. Ms. Katherine Daniels noted that the Fiscal Planning Committee had outlined a number of questions in an e-mail sent to Louise Lynch. Ms. Daniels said she would

provide a copy of this e-mail to the Facilities Committee. Ms. Daniels stated that she and the Fiscal Planning Committee would like responses to those comments. Ms. Daniels also stated that she wants input from Dr. Freeston and the rest of the administration on the way the Facilities Committee has prioritized the work.

Adjournment

On a motion made by Alison Hublard Hershman, seconded by Judy Schurmacher, and carried 7-0; the Board approved to adjourn the meeting at 10:13 PM.