

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

**BOARD OF EDUCATION MINUTES OF REGULAR MEETING
WEDNESDAY NOVEMBER 28, 2007**

Call to Order

A regular meeting of the Board of Education of the North Salem Central School District was called to order at 6:30 PM in the Board Conference Room by President Marie Martell.

At 6:31 PM., 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 and negotiations.

At 7:30 PM, on a motion made by Mr. Paul Smadbeck, seconded by Ms. Judith Schurmacher 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
Rebecca Narvaez, District Clerk
Carol Sibilias (Executive Session)
Bob Herlihy, Audit Committee
Members of the Public

Call to Order

The meeting was called to order at 7:39 PM by Board President Ms. Marie Martell and was followed by the pledge of allegiance.

Approval of Minutes

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo, the Board of Education voted 7-0 that the minutes of the regular meeting held on November 7, 2007 be approved with two changes made.

Superintendent's Report

Superintendent Kenneth Freeston stated that he is ready for the approaching decision-making process for inclement weather and will make and communicate these decisions clearly.

Dr. Freeston thanked the Board for approving his attendance at the Suburban School Superintendents Conference and stated that he found the conference and key note speaker to be both moving and compelling. The topic of the conference was the Creativity and the Arts, the Art of Science and the Science of Art.

Board Reports

Mr. Paul Giamundo reported on a dinner sponsored by the Westchester Putnam School Boards Association he attended with Mr. Paul Smadbeck. The two points that Mr. Giamundo wanted to pass along were the importance of school boards having a community developed Long Range Strategic Plan as well as the idea that school boards should strive to go from being good boards to better boards, “level 5” school boards.

Ms. Marie Martell has attended both Curriculum and Pupil Personnel Committee meetings recently and commented on the high quality of the work and commitment by the committee members.

Ms. Katherine Daniels also commented on how outstanding the Wellness Committee meeting was.

Presentations

School Board Recognition

Dr. Freeston recognized the Board in honor of School Board Recognition Week, this past October. He thanked the Board for the wonderful work that they do and stated that he is humbled by the Board’s volunteerism and appreciates all that they do.

Audit Committee-Mr. Robert Herlihy

Mr. Bob Herlihy reported on the Audit Committee and four agenda items:

- First the committee has reviewed the Management Letter from the external audit as well as the district’s response to the Management Letter. The committee was very pleased with the Management Letter and felt that the issues raised were minor and that the number of issues in the letter were much fewer than years past. Mr. Herlihy recognized the excellent job that Business Director Louise Lynch and the Business Office have done.

Ms. Marie Martell and Ms. Katherine Daniels both commented on the Corrective Action Plan recently developed and its usefulness in planning and moving forward.

- The second item the Audit Committee has been working on is the follow up list – the only items left outstanding from 2007 are the disaster recovery plan for the Internet Technology Department and the testing of such a plan. Mr. Herlihy stated that the committee remains unclear as to the status of these two items and that his main concern is the communication to the Board on items not completed.

Dr. Freeston acknowledged the committee’s concerns and remarked that the changes in leadership this past year may have led to some items being missed. The committee suggested that the IT Department make a report to the Board.

Ms. Marie Martell suggested that the Director of Technology also come to an Executive Session so that the confidential items that are a necessary part of IT can be discussed with the Board.

- The third item from the Audit Committee is their recommendation to the Board for the approval of Accume as the Internal Auditor for 2007-2008. Dr. Freeston and Ms. Louise Lynch researched other districts' experience with Accume and the committee feels that overall Accume delivered a good product.
- Lastly the committee is working on the 2008 Agenda and what it hopes to accomplish this next year. Mr. Herlihy stated that the committee recognizes some of the agenda items are mandatory and will remain on the agenda and also plans to keep others on the agenda such as meeting once a year with the Internal Claims Auditor. Also, the committee plans to review the payroll audit recommendations to follow up. And finally, the committee hopes to add, IT Departmental Controls onto next year's agenda.

Ms. Marie Martell stated that she would like to have the purchasing policy reviewed to ensure the policy is being followed.

Dr. Freeston and the entire Board thanked the Audit Committee for all of their work and preparation especially, Mr. Bob Herlihy, Mr. George Neuhaus and Mr. Tom Costello.

Instructional Program Review Process-Mike Hibbard

Dr. Michael Hibbard, Assistant Superintendent of Instruction and Human Resources presented the Board with a presentation on the review process for Instructional Programs. The presentation was an introduction for the Board on the process that will be used by the district to review programs and measure different program's success.

The presentation modeled the process and showed the elements fundamental to measuring success; in the upcoming months Dr. Hibbard will present the process in detail with specific programs such as the Science and Math programs.

Action Items

Appointment of Internal Auditor

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo and carried (7-0) the Board of Education approved the following resolution.

RESOLVED, that the Board of Education authorize the President of the Board of Education, Ms. Marie L. Martell, to enter into agreement Accume Partners as the District's internal auditor for the purposes of performing the internal audit.

Authorization for Roof Litigation-Resolution

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo and carried (7-0) the Board of Education approved the following resolution.

WHEREAS the Board of Education was required to replace the defective existing roofs at North Salem Middle/High School and Pequenaconck Elementary School during the summer of 2007; and

WHEREAS such replacement was required to be done prior to the expiration of the ten-year warranties on such existing roofs because the manufacturer and installer of such existing roofs failed to honor their warranties; and

WHEREAS in addition to the expense incurred for replacement of the defective roofs prior to the expiration of such warranties, the School District incurred additional expense attributable to water intrusion in one or both buildings from such defective roofs; and

WHEREAS the Board of Education believes that it is in the interest of the School District and its taxpayers to pursue appropriate remedies against the manufacturer and installer of the defective roofs; now, therefore, be it

RESOLVED that School District counsel be and hereby is authorized to commence legal proceedings against the manufacturer and installer of the defective roofs to recover expenses and damages incurred as aforesaid.

Acceptance of CSE and CPSE Reports dated November 28, 2007

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo 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 acceptance of CSE and CPSE Reports dated November 28, 2007.

Consent Agenda

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo and carried (7-0) the Board of Education approved the following Consent Agenda.

Personnel Recommendations

Amend Ms. Jenine Vuolo (Certified)

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ms. Jenine Vuolo as a Leave Replacement Teacher from November 13, 2007 until June 26, 2008, at an annual salary of \$54,709, MA step 1, prorated to serve at the pleasure of the Board, subject to fingerprint clearance. Ms. Vuolo possesses an initial certification in elementary K-6, to serve in the schools of New York State. Ms. Vuolo will replace Ms. Christine Hundzyski.

Amend Ms. Dolores Ryan (Classified)

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the probationary appointment for 52 weeks of Ms. Dolores Ryan as a Bus Monitor, effective November 13, 2007 at an hourly salary of \$13.22, Step 1. Ms. Ryan will work 4 hours a day, 20 hours a week, subject to fingerprint clearance.

Appoint Mr. Michael Moore (Certified)

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Mr. Michael Moore as a part-time Teacher Aide for the 2007-2008 school year, retroactive to October 29, 2007. Mr. Moore will work 20 hours a week and placed at Step 1, at an hourly rate of \$13.79 an hour. Note: This is a new position in response to CSE recommendations for a 1 to 1 aide for a student who needs support during his BOCES Tech placement.

Academic Intervention Support

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the following individuals to fill positions for Academic Intervention Support for the New York State English Language Arts Assessment, effective from November 26 thru December 21 at a rate of \$54.40 an hour for 8 hours total.

Grade 3 Valerie Fuller and Susan Burch
Grade 4 Jeanne Dobbs, Joan Tendler and Dorothy Breslow
Grade 5 Nicole Federici and Marissa Oddo

Stipends

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the following individuals to fill the stipend positions as listed for the 2007-2008 school year.

<u>Name of Individual</u>	<u>Stipend Title</u>	<u>Amount</u>
Henry Sassone	Varsity Boys Basketball	\$8264.00
Chris Regan	JV Boys Basketball	\$5790.00
Eric Pechenko	Modified Boys Basketball	\$4181.00
John Lauro	Varsity Girls Basketball	\$6611.00
Jordan Birdsall	JV Girls Basketball	\$3806.00
Bill Dahl	Modified Girls Basketball	\$5226.00
Neil Broderick	Varsity Boys Bowling	\$3048.00
Damien Holst	Varsity Girls Bowling	\$3048.00
Diana Chin	Modified Cheerleading	\$3427.00
Dan Collea	Varsity Girls Alpine Ski	\$4967.00
Colm O'Callaghan	Varsity Indoor Track	\$7044.00
Patricia Glover	Varsity Indoor Track Assistant	\$5232.00

Budget Transfers

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo and carried (7-0) the Board of Education approved the following resolutions for the following budget transfers.

08-008

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$25,000.00 from A 5510-160-02-0000 (Transportation Salaries) to A 1621-166-03-0000 (Maintenance of Plant-Salaries) for the 2007-2008 school year.

08-009

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$50,000.00 from A 2110-130-00-0000 (Regular Day Instruction – Salaries 7-12) to A 1964-400-90-0000 (Refund on Real Property Taxes) for the 2007-2008 school year.

08-010

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$3332.00 from A 2110-130-00-0000 (Regular Day Instruction – Salaries 7-12) to A 2610-164-31-0000 (Library - AV Aide Salaries) for the 2007-2008 school year.

08-011

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$8,500.00 from A 2110-130-00-0000 (Regular Day Instruction – Salaries 7-12) to A 2810-150-32-0000 (Guidance Salaries – Instructional) for the 2007-2008 school year.

Adoption of Text Books

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo 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 textbooks, for the 2007-2008 school year:

<i>Title</i>	<i><u>Habibi</u></i>
<i>Author</i>	<i>Naomi Shihab Nye</i>
<i>Publisher</i>	<i>Aladdin Paperbacks</i>
<i>Copyright Date</i>	<i>1997</i>

<i>Title</i>	<i><u>Nickel and Dimed on (Not) Getting by in America</u></i>
<i>Author</i>	<i>Barbara Ehrenreich</i>
<i>Publisher</i>	<i>Henry Holt and Company, LLC</i>
<i>Copyright Date</i>	<i>2001</i>

Discussion Items

Discussion of long term facilities projects

Dr. Freeston stated that the Board had been looking at the 10-year Facilities Plan and the goal at this stage is to come up with the priorities within the next 3 or 4 meetings. The Geothermal Report with recommendations was recently distributed to the Board and a discussion took place regarding the different options, as well as the risk factors and cost factors involved.

Ms. Katherine Daniels brought up the energy contract with SIEBE signed in 1998; the contract states that a review should be completed annually by the Board in case the district is entitled to receive money back. Ms. Daniels stated that further research is needed on the energy contract and the company maintaining the contract to determine whether or not the district is in fact owed money back.

A discussion took place with regard to the most important projects that need to be completed including the HVAC and new boilers, health and safety issues and ADA issues. With regard to the boilers there is a lot of concern from the Board, as the boilers are past the expected service life, and if one were to break

down it would be a major challenge. The Board agrees that the HVAC and boilers must remain in year one of the Facilities Plan.

A discussion took place with regard to the ADA compliance issues, the Board is concerned that the issues exist but also discussed whether or not some of the ADA compliance issues could be broken up into different years. Ms. Judy Schurmacher stated that it was probably most cost effective to do the ADA projects at the same time.

Mr. Paul Giamundo suggested the bundling of the projects for years one, two and three with regard to financing.

Mr. Paul Smadbeck stated that there is also the issue of the Turf Field. Mr. Smadbeck stated that this is a deep rooted community issue and should be an issue for the community to decide. Mr. Smadbeck stated that his fear would be that if the Turf Field went out for a vote, the vote would pass for the field but not for the boilers.

The next step with regard to the priorities will be to ask School Counsel if the vote could go to the community, including the facility projects listed in year one, two and three—with two separate vote options, one including the Turf Field and one not including the Turf Field.

Dr Freeston summarized the discussion by stating that moving forward he would contact School Counsel to find out if legally the vote can go to the community with the two options. The options would include year one, two and three from the current facilities plan, one including a Turf Field and one without. Dr. Freeston also stated that both options do not include any of the geothermal options and funding for the geothermal options.

Ms. Alison Hublard Hershman asked about other options for funding a Turf Field. Dr. Freeston stated that in his experience fund raisers are not the route for this big a project but stated that he had seen this type of project carried out by a few large donations/patrons.

New Business

Mr. Paul Giamundo commented on the beautiful brochures that were given out at the Realtor's Breakfast describing the North Salem School District and community. Dr. Freeston recognized Dr. George Bovino and Jayne Lamana for their work on the brochures and stated that the breakfast was a great success.

Public Comments

Ms. Joan Kruzykowski commented on the recent additional tax increase residents from the Peach Lake area will have to cover due to new sewers. She asked that the Board keep this in mind as it looks to the planning for the upcoming facilities projects and funding for the projects.

Mr. Gary Windus commented on the fact that he had been told that a class trip to Philadelphia was cancelled due to athletic practices. Mr. Windus was concerned that there was not a fair balance between athletics and the arts within the district.

Consideration of Executive Session Subject to Board Approval

At 10:12 PM., a motion was made by Ms. Alison Hublard Hershman, seconded by Mr. Paul Giamundo and carried, to enter into Executive Session for the purpose of discussing specific personnel and negotiations.

Adjournment

On a motion made by Judith Schurmacher and seconded by Paul Giamundo; the Board unanimously approved to adjourn the meeting at 11:00 PM.

Respectfully Submitted,
Rebecca Narvaez, District Clerk