

**NORTH SALEM CENTRAL SCHOOL DISTRICT  
NORTH SALEM, NEW YORK 10560  
[www.northsalemschools.org](http://www.northsalemschools.org)**

**BOARD OF EDUCATION MINUTES OF REGULAR MEETING  
WEDNESDAY JANUARY 9, 2008**

**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 6:30 PM., a motion was made by Ms. Judith Schurmacher, seconded by Mr. Paul Smadbeck and carried, to enter into Executive Session for the purpose of discussing specific personnel.

At 7:26 PM, on a motion made by Ms. Alison Hublard Hershman, seconded by Mr. Paul Giamundo 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  
Mr. Paul Smadbeck, Trustee  
Mr. Jonathan Freeman, Trustee

**Board Members Absent:**

Ms. Katherine Daniels

**Also Present:** Dr. Kenneth Freeston, Superintendent of Schools  
Ms. MaryJo Hauser, Assistant Superintendent Pupil Personnel  
Dr. Michael Hibbard, Assistant Superintendent for Instruction and Human Resources  
Ms. Rebecca Narvaez, District Clerk  
Dr. Patricia Cyganovich, Principal North Salem Middle School/High School  
Ms. Roberta Reiner, Principal Pequenakonck Elementary School  
Ms. Barbara Lavrakas, Assistant Principal Pequenakonck Elementary School  
Ms. Jennifer Wilson, Director of Internet Technology  
Members of North Salem School District Staff  
Members of the Public

**Call to Order**

The meeting was called to order at 7:37 PM by Board President Ms. Marie Martell and followed by the pledge of allegiance.

**Public Comment**

Mr. Andrew Brown asked the Board to continue on the path of looking at the Turf Field with regard to planning and financing and to ultimately let the public decide on the field.

Ms. Rita Driscoll stated that she has been researching articles on Turf Fields and spoke of three articles (which she will give to the Board) that write about the possibility of toxins being involved in artificial turf. According to one of the articles there is worldwide interest in this topic and some testing has revealed dangerously high levels of harmful chemicals in the turf. She urged the Board to take these reports seriously and to keep these articles in mind when considering whether or not artificial turf is safe.

Ms. RoseMaria DosSantos posed to the Board a question of how a turf field fits into improving the student performance plan. She urged the Board to keep balance in the district and stated that the district does not have this with respect to art and sports. She asked the Board to please consider the people of the community and their budget going forward and not to financially burden the community further.

Mr. Kevin Loftus, spoke with regard to artificial turf and what has been written about artificial turf. Mr. Loftus stated that other schools in the County would not have artificial turf fields if possible health risks were apparent. Mr. Loftus stated that more important is the issue of sports related injuries on over-used fields and that the risk of these injuries far outweigh to possible issues with regard to artificial turf.

Mr. John White spoke about long history within the district of making decisions too quickly with items that might eventually have health consequences and stated that he hopes that the district will continue slowly with their consideration of the field due to the early indicators that there are possible risks. Mr. White stated that while there may be a need for additional fields, it does not have to be a turf field and that the district can look at other options. Mr. White stated that the Board does not have to come to a decision right now, that there are budget placing items that the Fiscal Committee can make recommendations on and come up with options for, in order to show the Board figures first.

Ms. Rita Driscoll responded to the turf field comments by adding that with regard to the schools that have turf fields more investigation will need to be done with regard to possible dangers and that the fields in surrounding districts may have been put in before enough research was done.

### **Student Reports**

A student representative from North Salem High School spoke of the recent and upcoming events in the High School/Middle School as well as the Elementary School.

### **Approval of Minutes**

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo, the Board of Education voted 6-0 that the minutes of the regular meeting held on December 19, 2007 be approved with three changes.

### **Superintendent's Report**

Dr. Freeston stated that he had an extensive meeting with North Salem Supervisor Paul Greenwood and Mr. John White to have initial conversations about the Town. During the conversation Mr. Paul Greenwood stated that he is creating a study group to create new Master Plan for North Salem and that John White will chair this committee. Dr. Freeston stated that the school board may have an interest in finding out how much involvement the Town and School can have in different types of projects.

Dr. Freeston attended the Girl Scouts Gold Award this past Friday and remarked on how the three award winning scouts were thoroughly celebrated by the community.

The Administration is deep into budget season and spent all day meeting with cost center heads going over up preliminary budget figures.

Mr. Paul Giamundo recognized that Dr. Freeston was invited to England to serve in a round table discussion with other school leaders at Oxford University.

### **Director of Business Administration's Report**

Mr. Louise Lynch announced that the Board had received their first Fund Balance Report for the 2007-2008 school year, the numbers are preliminary and first projections and may change from month to month due to staffing changes, health insurance buy-outs etc. Ms. Lynch reported that the district is budgeting for the stop gap insurance but has not paid for it yet.

The meeting with the SED is scheduled for Friday January 11, 2008 for approval of the water projects.

Ms. Lynch has been working with the Audit Committee to create RFP templates for the Internal and External Auditors for the future. Accume the current Internal Auditor will be doing a Technology Audit this year, some time in February or March.

Mr. Paul Giamundo asked if there would be any issues arising from high oil prices and money budgeted for facilities. Ms. Lynch responded that at this time the budget projections are on track and look good.

### **Board Reports**

Mr. Jonathan Freeman stated that he will be submitting revised charges for 2007-2008 for the Educational Technology Committee, for the next Board Agenda.

Ms. Judith Schurmacher stated that Fiscal Planning Committee met this past Friday and looked at MEBCO in depth, the budgeting model designed for variances and also talked about the Facilities Plan and bonding options.

Mr. Paul Giamundo stated that he and Ms. Schurmacher are waiting to hear back from the Town for a date for the Joint Town Task Force to meet.

Ms. Marie Martell reported on the Pupil Personnel Committee meeting and stated that there had a great discussion on, "What Makes a Great Team, What Works with Collaboration, What Does Not Work and How We Can Improve". Ms. Martell thanked Ms. MaryJo Hauser for bringing the faculty and the committee members together for a very productive meeting.

Ms. Marie Martell met with policy committee to discuss four policies: Code of Ethics, Payroll Policy, Cyber-bullying and Alternative Format Instructional Materials for Students with Disabilities. Dr. Freeston talked about the four different policies discussed and the four different plans of action for each policy and in particular thanked Ms. Judith Schurmacher for bringing the Cyber Bullying issue forward.

### **Presentations**

*Technology Update and Overview- Ms. Jennifer Wilson*

Ms. Jennifer Wilson, gave an update and overview of the Technology Department reviewing current projects and updated the Board with all of the technology purchases and replacements.

***Update and Review on Student Performance Data-***

Dr. Michael Hibbard, Dr. Patricia Cyganovich, Ms. Roberta Reiner and Ms. Barbara Lavrakas gave a comprehensive presentation regarding student performance data and North Salem's outlook and progression. Also discussed where topics regarding AP classes, electives, testing and performance measurement.

**Action Items**

**Early Dismissal from PQ Feb 26<sup>th</sup> RTI Training**

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo and carried (6-0) the Board of Education approved the following resolution:

***RESOLVED***, upon the recommendation of the Superintendent of Schools, that the Board approves the early dismissal of PQ students on February 26, 2008 for the purpose of Staff Training.

**Facilities Plan Resolution**

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo and carried (6-0) the Board of Education approved the following resolution:

***RESOLVED*** that pursuant to the Regulations of the Commissioner of Education, Part 155, Section 155.1(4) upon the recommendation of the Superintendent of Schools, the Board of Education hereby designates that certain Capital Facilities Plan prepared by CS Arch Architects and dated November 6, 2007 as the North Salem Central School District's Five Year Capital Facilities Plan, and;

***BE IT FURTHER RESOLVED*** that said Five Year Capital Facilities Plan is hereby amended to include in year 2 of the plan "Option 2" as set forth in the Geothermal System Study for Pequenaconck Elementary School prepared by Lewis Engineering P.C. dated November 16, 2007, and;

***BE IT FURTHER RESOLVED*** that the Board of Education expand the charge of the Fiscal Planning CAC to include presenting funding options for the recommended improvements/renovations identified in years one, two and three indicated in the CS Arch Five Year Capital Facilities Plan report dated November 6, 2007 including a separate funding option for the turf field.

During the reading of the resolution a discussion took place that led to the revision of the resolution. Mr. Paul Smadbeck requested that the Board clear up the language from the resolution to hereby designate the plan from CS Arch, the district's architect, as the District's Five Year Facilities Plan. The Board discussed and agreed to include the recommendation from the Facilities Committee with regard to Option 2. Mr. Paul Giamundo stated that the resolution can be modified later to also include option 2A the solar component. The Board passed the motion to designate the Facilities Plan and expand the charge of the Fiscal Planning to include looking at funding options for years one, two and three as well as to include a separate option for the turf field. The Board also passed a motion adding to the resolution the inclusion of the Geothermal Study Option 2 as part of the same three year package.

**Budget Transfers**

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo and carried (6-0) the Board of Education approved the following resolutions:

**08-013**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$ 3,000.00 from Business Administration – Contractual A 1320-442-90-0000 to Business Administration - Contractual A 1310-400-90-0000 for the 2007-2008 school year.

**08-014**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$ 4325.00 from Fiscal Agent Fee – Contractual A 1380-481-90-0000 to Business Administration - Contractual A 1310-400-90-0000 for the 2007-2008 school year.

**08-015**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$ 6511.00 from A 2250-472-04-0000 Special Education Program Tuition – Private to A 2250-471-04-0000 Special Education Program Tuition – Other NYS Public Schools for the 2007-2008 school year.

**Gift Acceptance**

Ms. Marie Martell expressed her gratitude on behalf of the Board for all of the generous donations.

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo and carried (6-0) the Board of Education approved the following resolutions:

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education accepts the donation of 115 copies of The Zoo Exchange, from Kenneth Mahoney.

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education accepts the donation of two scoreboards to the PQ Gymnasium, from the North Salem Youth Basketball.

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education accepts the donation of the Outdoor Garden Structure for Pequenakonck Elementary School, from the PQ PTO.

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education accepts the donation of the following audio visual equipment: one Nikon F3 body, one N70 Body, one Nikon 35-70mm zoom lens f3.5, one Nikon 200mm lens f4 and one Nikon SB24 flash, from Mr. Richard Falco.

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education accepts the donation for \$1000.00 from Werlatone, Inc. The money will be used to purchase JV boys lacrosse uniforms.

**Approval of Letter of Intent for the 2008-2009 School Year Merger**

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo and carried (6-0) the Board of Education approved the following resolution:

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education authorizes the Board of Education President and the Superintendent to sign the Letters of Intent for the mergers for the following sports with John Jay High School/Katonah Lewisboro School District:

**Fall 2008**

- Varsity Cheerleading
- JV Football
- Freshman Football
- Modified (8<sup>th</sup> Grade) Football
- Modified (7<sup>th</sup> Grade) Football
- Varsity Women's Swim and Dive

**Winter 2008-2009**

- Varsity Ski
- Varsity Men's Swim & Dive
- Varsity Indoor Track

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education authorizes the Board of Education President and the Superintendent to sign the Letters of Intent for the mergers for the following sports with Somers High School/Somers School District:

**Winter 2008-2009**

- Varsity Ice Hockey
- Modified Ice Hockey

**Acceptance of the Treasurer's Report, Budget Status and Revenue Status for the month ending November 30, 2007.**

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo and carried (6-0) 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 the Treasurer's Report, Budget Status and Revenue Status for the month of November 2007.

**Consent Agenda**

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo and carried (6-0) the Board of Education approved the following Consent Agenda:

**Action Items:**

**Personnel Recommendations**

***Certified Appointments***

**Ms. Laurie Mechanic-Goodman**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ms. Laurie Mechanic-Goodman as a Leave Replacement Teacher on or about January 18, 2008 until June 27, 2008, at an annual salary of \$74,450, MA, Step 8, prorated, to serve at the pleasure of the Board, subject to fingerprint clearance. Ms. Mechanic Goodman possesses a

permanent certification in Earth and General Science, to serve in the schools of New York State. Ms. Mechanic-Goodman will replace Ms. Melissa Valenti.

**Ms. Sara Levin**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ms. Sara Levin as a substitute teacher, Grades K -12, for the 2007-08 school year, at the substitute rate of \$85.00 per day for the first 10 days and \$95.00 per day thereafter, subject to fingerprint clearance.

**Ms. Mary Zayani**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ms. Mary Zayani as a substitute teacher, Grades K-12, for the 2007-08 school year, at the substitute rate of \$85.00 per day for the first 10 days and \$95.00 per day thereafter, subject to fingerprint clearance.

**Ms. Amy Bellsey**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ms. Amy Bellsey as a substitute teacher, Grades K-12, for the 2007-08 school year, at the substitute rate of \$85.00 per day for the first 10 days and \$95.00 per day thereafter, subject to fingerprint clearance.

**SAT Preparation**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the following individuals to fill the positions for SAT preparation classes at a rate of \$54.40 per hour for 8 hours total.

Lynda Vincent	SAT Math Prep Class	8 hours
Jennifer Molloy	SAT English Prep Class	8 hours

***Step and Lane Advancements – Effective February 1, 2008***

<b>Name</b>	<b>Current Degree Status</b>	<b>Current Step</b>	<b>New Lane Requested</b>	<b>New Salary</b>
Considine, Christine	MA	4D	MA30-4F	\$68,176.00

***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 2007-08 school year.

<b><u>Name of Individual</u></b>	<b><u>Stipend Title</u></b>	<b><u>Amount</u></b>
Jayne Lamana	District Registrar	\$ 1,250
Jayne Lamana	Treasurer Student Activity Fund	\$ 3,600
Jayne Lamana	Channel 18 VIP Scroll Community Connect	\$ 2,500

## **Public Comments**

Mr. Andrew Brown read a note from a parent and resident, Mr. William Pearson, thanking the Board for all of the hard work and stating that the community is very proud of the North Salem schools. Mr. Pearson also wrote that the Board has empowered a strong, smart administration to educate the students. Mr. Pearson, a representative of the Foundation of Learning, wrote that the district has done well, the students are happy, test scores are high and the district ranks highly with regard to other communities; he thinks that the district can have a world-class athletic program as well but hopes the community will provide world class facilities to supplement the great education.

Ms. RoseMaria DosSantos stated that she would like to know what is included in the first three years of the Facilities Plan, mentioned in the resolution approved at this meeting and asked for a definition of the separate funding option for the turf field. Mr. Paul Smadbeck stated that the plan is a public document available to everyone and that the major projects covered in the first three years of the plan are the renovation of the HVAC including the boilers and ventilators. Mr. Smadbeck further stated that the resolution the Board approved at this meeting designated the plan as the district's plan and also charged the Citizen's Advisory Committee for Fiscal Planning to give input on how to look for funding.

Dr. Freeston summarized, that the resolution is not as complicated as it appears, it is simply stating that the Board of Education would like the Fiscal Committee to cost out and prioritize the projects in the report.

Mr. Paul Giamundo added that he would like the Board to request that the Fiscal Committee look into these issues as quickly as possible and give parameters around the time so that the Board can get some preliminary figures.

Mr. Giamundo also wanted to address two of the comments made tonight first with respect to the arts vs. sports, Mr. Giamundo stated that the Board is aware that in the past the art program may not have gotten the attention it deserved but that it has been addressed in the last year and that is the Board's intention not to pit one against the other. Also, Mr. Giamundo addressed the articles mentioned by Ms. Rita Driscoll that speak of the dangers of artificial turf conveying to Ms. Driscoll that the Board is aware of these issues and that there are also articles out there that say more research needs to be done. Mr. Giamundo thinks that the Board should network with the other schools and keep researching the topic.

Ms. Joan Kruzykowski stated that the Board needs to check the government to find out. Ms. Marie Martell stated that the Board receives all legislation and legal information with regard to schools.

## **Adjourn**

On a motion made by Ms. Alison Hublard Hershman and seconded by Mr. Paul Giamundo and carried (6-0) the Board of Education agreed to adjourn at 10:39 PM.

Respectfully Submitted,  
Rebecca Narvaez, District Clerk