

**NORTH SALEM CENTRAL SCHOOL DISTRICT**  
**NORTH SALEM, NEW YORK 10560**  
[www.northsalemschools.org](http://www.northsalemschools.org)  
**BOARD OF EDUCATION**  
**MINUTES OF REGULAR MEETING**  
**JUNE 17, 2009**

**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 PM in the Board Conference Room by Board Vice President Judith Schurmacher.

At 6:32 PM, a motion was made by Judith Schurmacher and seconded by Paul Giamundo and carried (7-0), to enter into Executive Session for the purpose of discussing the employment history of a particular person and collective bargaining. Judith Schurmacher was appointed Clerk Pro-Tem for this Executive Session.

At 7:35 PM, on a motion made by Katherine Daniels, seconded by Judith Schurmacher and carried (7-0), the Board adjourned the Executive Session and reconvened to the Public Session.

**Board Members Present at this Meeting:**

Ms. Katherine Daniels, President  
Ms. Judith Schurmacher, Vice-President  
Mr. Paul Giamundo, Trustee  
Mr. Paul Smadbeck, Trustee  
Mr. Jonathan Freeman, Trustee  
Mr. Stephen Bobolia, Trustee  
Mr. Andrew Brown, Trustee

**Also Present:**

Dr. Kenneth Freeston, Superintendent  
Dr. Michael Hibbard, Assistant Superintendent for Curriculum and Human Resources  
Ms. MaryJo Hauser, Assistant Superintendent for Pupil Personnel Services  
Ms. Elizabeth Joyce, Interim Director of Business Administration  
Ms. Rebecca Narvaez, District Clerk  
Members of North Salem Staff  
Members of the Public

**Call to Order**

The meeting was called to order at 7:40 PM Katherine Daniels followed by the pledge of allegiance.

**Announcements**

Board President Katherine Daniels made the following announcements:

- Graduation is next Wednesday June 24<sup>th</sup> at 6:30 PM at Caramoor.
- Board members sitting on the Audit Committee are asked to fill out survey received from State Comptroller and relative to State Audit.
- Ms. Daniels reported that she was in receipt of correspondence from Susan Aurilio and Phil and Christine Wissel, and that the letters were referred to the Superintendent in accordance with district policy.

- Ms. Daniels congratulated and thanked the North Salem Central School District's retirees.

### **Public Comment**

None

### **Approval of Minutes**

On a motion made by Judy Schurmacher, seconded by Paul Giamundo and carried (7-0), the Board of Education accepted the minutes for April 22, 2009, April 28, 2009, May 6, 2009 and May 20, 2009.

### **Superintendent's Report**

Dr. Freeston commended the OPTIONS program, stating that there was more participation this year than ever before and describing this as an indicator of the tremendous success and value of the program in the District. Dr. Freeston thanked all of the students for their hard work as well as the OPTIONS staff whose direction and support guide the program.

Swine flu updates continue, Dr. Freeston thanked the school nurses for their monitoring of the attendance numbers.

Dr. Freeston thanked the CSEA and NSPA membership and recognized Trish Galluccio and George Bovino for their leadership and the collaborative and cordial tone that encompassed the negotiation process.

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

Ms. Elizabeth Joyce reported on the projected year-end Fund Balance Report.

### **Board Reports**

The Wellness Committee is requesting that the Policy Committee look at how the financial reporting of food service is handled and remove the responsibility of this type of reporting from the Wellness Policy. The Policy Committee will review this at the next meeting.

Andrew Brown reported on the Safety Committee, stating that the focus for next year will be the impact other agencies have on the District, such as the use of our buses and facilities during an emergency.

Paul Giamundo stated that the Communications Committee continues to plan for the "Going Green" initiative.

Dr. Freeston stated that all committees will start up again in September and that any residents interested in joining a committee can find information on the District's webpage.

### **Discussion**

#### *Critical Facilities Projects Referendum Timing*

Dr. Freeston and the Facilities Committee met and discussed the preferred timing for the referendum and decided that the preferred timing would be December 2009. Board discussion followed. The Board asked that the minutes reflect that the Board is in agreement, that the target range for the Critical Facilities Project Referendum is during the first two weeks of December.

#### *Goal and Action Plan Review 2008-2009*

The Board and Superintendent reviewed the board goals of 2008-2009 in preparation of the formation of the goals for 2009-2010.

### **Presentations**

*Continuing Education:* Ms. Rosemaria DosSantos, Continuing Education Coordinator, gave a presentation on the North Salem Continuing Education program recapping the mission, goals, schedule and types of classes, and highlighting the enrollment of the past year's program.

### **Action Items**

#### **North Salem School Unit of Civil Service Employees Association**

On a motion made by Judy Schurmacher and seconded by Paul Giamundo and carried (7-0) the Board of Education approved the following resolution:

**WHEREAS**, the negotiating teams for the District and the North Salem School Unit of Civil Service Employees Association executed a Memorandum of Agreement, dated June 17, 2009 setting forth the terms of a collectively negotiated agreement for the period commencing July 1, 2009; and

**WHEREAS**, pursuant to the provisions of Section 204-a of the Civil Service Law, the Board of Education must vote to approve the expenditure of funds necessary to implement the provisions of said agreement;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board hereby ratifies the provisions of the June 17, 2009 Memorandum of Agreement as referenced above, and approves the expenditure of those monies necessary to fund the provisions of the collectively negotiated agreement between the District and the Civil Service Employees Association that commences July 1, 2009. A copy of said Memorandum of Agreement shall be incorporated by reference within the minutes of this meeting.

#### **North Salem Principals Association**

On a motion made by Judy Schurmacher and seconded by Paul Giamundo and carried (7-0) the Board of Education approved the following resolution:

**WHEREAS**, the negotiating teams for the District and the North Salem Principals Association executed a Memorandum of Agreement, dated June 17, 2009 setting forth the terms of a collectively negotiated agreement for the period commencing July 1, 2009; and

**WHEREAS**, pursuant to the provisions of Section 204-a of the Civil Service Law, the Board of Education must vote to approve the expenditure of funds necessary to implement the provisions of said agreement;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board hereby ratifies the provisions of the June 17, 2009 Memorandum of Agreement as referenced above, and approves the expenditure of those monies necessary to fund the provisions of the collectively negotiated agreement between the District and the North Salem Principal Association that commences July 1, 2009. A copy of said Memorandum of Agreement shall be incorporated by reference within the minutes of this meeting.

#### **Authorization for Superintendent to Sign**

On a motion made by Judy Schurmacher and seconded by Paul Giamundo and carried (7-0) the Board of Education approved the following resolution:

**WHEREAS**, the Board of Education has determined that it is in the interest of the School District to modernize the telephone switching equipment serving the Middle/High School and Pequenaconck Elementary School buildings; and

**BE IT RESOLVED** that the Superintendent of Schools be and hereby is authorized to execute such agreements and other documents, after approval received by School Counsel.

**Award of Network Support**

On a motion made by Judy Schurmacher and seconded by Paul Giamundo and carried (7-0) the Board of Education approved the following resolution:

**RESOLVED**, the Board of Education upon the recommendation of the Superintendent of Schools authorize the award of RFP for Managed Technical Support to Corstar Communications, subject to the negotiation and execution of a formal agreement satisfactory to the Superintendent of Schools, the Director of Technology and District Counsel.

**Establishment of the North Salem Professional Development Team Trust**

On a motion made by Judy Schurmacher and seconded by Paul Giamundo and carried (7-0) the Board of Education approved the following resolutions:

**RESOLVED**, the Board of Education upon the recommendation of the Superintendent of Schools authorizes the establishment of the North Salem Professional Development Team Trust.

**Acceptance of the Treasurer’s Report, Budget Status and Revenue Status, Expenditure Report for the month of May 2009**

On a motion made by Judy Schurmacher and seconded by Paul Giamundo and carried (7-0) the Board of Education accepts the following reports:

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education accepts the Treasurer’s Report, Budget Status and Revenue Status, Expenditure Report for the month of May 2009.

**Bid Award Refuse and Recyclable Removal**

On a motion made by Katherine Daniels and seconded by Judith Schurmacher, and carried (7-0) the Board of Education change the wording on the resolution to reflect the numbers on the back up memo (see attachment #1) and approved the following resolution:

**WHEREAS**, North Salem School District solicited bids for Refuse and Recyclable Removal procured in the 2009-2010 school year.

**RESOLVED**, that as recommended by the Superintendent of Schools, the Board of Education authorize the award the Refuse and Recyclable bid as follows:

Refuse and Recyclable – AAA Carting	\$ 2,376.37
30 yard open container – Rogan Brother’s Sanitation	\$ 500.00 (30 yard open container)
20 & 10 yard open container – Bria Carting Co.	\$ 450.00 (20 yard open container)
	\$ 250.00 (10 yard open container)

### **Budget Transfers**

On a motion made by Judy Schurmacher and seconded by Paul Giamundo and carried (7-0) the Board of Education approved the following budget transfers:

#### ***09-042***

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$57,200 to A 2110-141-00-0000 Substitute Teachers' Salaries from A 2110-130-00-0000 Grades 7 – 12 Teachers' Salaries (Cover substitute salary line).

#### ***09-043***

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$24,300 to A 2855-150-31-0000 Salaries - Coaches from A 2810-150-32-0000 Instructional Salaries – Guidance (Cover coaching salaries).

#### ***09-044***

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$8,200 to A 5510-162-02-4600 Transportation O/T for Custodians from A 5510-160-02-0000 Non-Instructional Salaries – Transportation (Overtime for custodians who drive busses).

#### ***09-045***

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$7,500 to A 9060-860-90-1000 Health Insurance in lieu of buyout from A 9060-860-90-0000 Hospitalization Insurance (More employees opting for buy out).

#### ***09-046***

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$8,000 to A 2610-130-31-0000 from A 2110-120-00-0000 Grade 4-6 Teachers' Salaries (Leave Replacement Library Media Specialist).

#### ***09-047***

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$11,500 to A 5510-162-02-4100 Overtime for Drivers from 5510-162-02-0000 Bus Routes- Regular Rate (Overtime for custodians who drive busses).

#### ***09-048***

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$29,500 to A 9060-820-90-0000 Teachers' Retirement from 9030-830-90-0000 Social Security (To cover teachers' retirements).

#### ***09-049***

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$37,532 to A 1620-438-03-0000 Telephone from 1620-435-03-0000 Fuel Oil (Leasing telecom infrastructure).

#### ***09-050***

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$80,000 to A 1420-441-90-0000 from 9060-860-90-0000 Hospitalization Insurance (increase in legal fees).

**2008-2009 Musical Production-Hello Dolly**

On a motion made by Judy Schurmacher and seconded by Paul Giamundo and carried (7-0) the Board of Education approved the following resolution:

**RESOLVED**, the Board of Education upon the recommendation of the Superintendent of Schools authorize the designation of the gross proceeds of ticket sales in the amount of \$10,000 from the musical production, "Hello Dolly," be designated for future auditorium improvements.

**Health and Welfare Service Contracts**

On a motion made by Judy Schurmacher and seconded by Paul Giamundo and carried (7-0) the Board of Education approved the following resolution:

**RESOLVED**, upon the recommendation of the Superintendent of School, the Board of Education executes the contracts billing for Health and Welfare, with the Katonah-Lewisboro School District for the 2008-2009 school year, in the amount of \$8,354.88 for a total of nine students

**Disposal of Furniture**

On a motion made by Judy Schurmacher and seconded by Paul Giamundo and carried (7-0) the Board of Education approved the following resolution:

**RESOLVED**, the Board of Education upon the recommendation of the Superintendent of Schools approves the disposal of PQ Elementary School Library furniture.

**Acceptance of CSE and CPSE Reports dated June 17, 2009**

On a motion made by Judy Schurmacher and seconded by 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 June 17, 2009.

**Adoption of Text Books**

On a motion made by Judy Schurmacher and seconded by 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 book for instructional use.

Title	The Hunger Games
Author	Suzanne Collins
Publisher	Scholastic Press/New York
Copyright Date	2008

Title	Geometry
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Author                      Geometry Amsco  
Publisher                  Glencoe, McGraw Hill  
Copyright Date          2009

### **Consent Agenda**

On a motion made by Judy Schurmacher and seconded by Paul Giamundo and carried (7-0) the Board of Education approved the following Consent Agenda:

#### ***Resignations***

##### **Mr. Lawrence Bettcher**

**RESOLVED**, upon the recommendation by the Superintendent of Schools, the Board of Education accepts the resignation, for the purpose of retirement, of Mr. Lawrence Bettcher, Head Maintenance Mechanic, and effective August 14, 2009.

Amend

##### **Ms. Patrica Glover**

**RESOLVED**, upon the recommendation by the Superintendent of Schools, the Board of Education amends the effective date for retirement previously approved for July 1, 2009 to June 30, 2009.

#### ***Appointments - Certified***

##### **Mr. Stephen Austin**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Mr. Stephen Austin as a 2-year probationary teacher (pending tenure verification) in the Music tenure area, effective September 1, 2009. Mr. Austin possesses a permanent certification as a music teacher which permits him to teach in the state of New York. Mr. Austin's placement on the schedule is MA, Step 17, for the 2009-2010 school year. This is a new position.

##### **Ms. Cynthia Sandler**

**RESOLVED**, upon the recommendation by the Superintendent of Schools, the Board of Education approves the appointment of Ms. Cynthia Sandler as a substitute teacher, 6 - 12, for the 2008-2009 school year, at the substitute rate of \$95.00 per day. Ms. Sandler was a leave replacement for Rocco Staino and therefore has fulfilled the required "first ten days".

##### **Mr. Felix Nicodemo**

**RESOLVED**, upon the recommendation by the Superintendent of Schools, the Board of Education approves the appointment of Mr. Felix Nicodemo as a substitute teacher, Grades 6 - 12, for the 2008-2009 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.

#### ***Appointments Classified***

##### **Ms. Maureen Cassetta**

**RESOLVED**, upon the recommendation by the Superintendent of Schools, the Board of Education approves the 52 week probationary appointment of Ms. Maureen Cassetta as a Teacher Aide assigned to PQ, effective September 1, 2009. Ms. Cassetta will work 31.25 hours per week and will be placed on Step 2 at an hourly rate subject to the new CSEA 2009-2010 Memorandum of Agreement. Ms. Cassetta will be replacing Ms. Kathryn Del Bono who retired.

## *Approvals*

Amend AIS Support 2008-2009

### **Academic Intervention Support**

**RESOLVED**, upon the recommendation by the Superintendent of Schools, the Board of Education amends the following individuals to fill the positions for Academic Intervention Support for the New York State English Language Arts Assessment at a rate of \$65.00 per hour.

### **May/June Classes (June Examinations)**

#### **Grade 8 Social Studies**

Karen Koestner previously approved at 4 hours now amended to 0 hours

#### **Grade 8 Social Studies**

Eric Pechenko previously approved at 4 hours now amended to 8 hours total

### **CPSE Orientation and Review**

**RESOLVED**, upon recommendation by the Superintendent of Schools, the Board of Education approves the appointment of Dr. Nancy Horsey for CPSE review and training at a rate of \$400 a day for four days, not to exceed \$1600.

### **CSE Summer Services**

**RESOLVED**, upon recommendation by the Superintendent of Schools, the Board of Education approves the appointment of Ms. Patricia Miller for reading support as recommended by CSE, for four hours a week for six weeks at a rate of \$65 an hour not to exceed \$1560.

### **Contracted Related Service Providers 2009-2010**

**RESOLVED**, upon recommendation by the Superintendent of Schools, the Board of Education approves additional services by Donna Klein Associates to provide CSE mandated Occupational Therapy for one student, for 45 minute sessions at \$95 an hour, four times a week for six weeks (July 6, 2009 through August 14, 2009).

**RESOLVED**, upon recommendation by the Superintendent of Schools, the Board of Education approves Ms. Cheryl Small Jackson to provide specialized speech therapy consulting to Ms. Carolyn Everett at a rate of \$150 an hour for up to four hours.

**RESOLVED**, upon recommendation by the Superintendent of Schools, the Board of Education approves Ms. Carolyn Everett to provide specialized speech therapy to fulfill a CSE recommendation for summer services at the contract rate of \$65 an hour for 12 hours.

### **PQ Summer School**

**RESOLVED**, upon recommendation by the Superintendent of Schools, the Board of Education approves the following appointments for the PQ Summer School Program from July 27 thru August 20, 2009. The teachers will work no more than sixteen half days at the 2008-2009 contractual rate for summer school teachers. Teachers Assistants and Aides will work no more than sixty four hours at the contractual rates.

### **The following teachers will work sixteen half-days at \$65.00/hr:**

Rosemarie Lopez

Susan Burch



Jennifer Pihota  
Ellen Fecci  
Cheryl Gravius

**The following will work as Teacher Assistants at their regular hourly rate as per 2009-2010 CSEA contract:**

Debbie Downey

**The following will work as Teacher Aides at their regular hourly rate as per 2009-2010 CSEA contract:**

Denise Coursen  
Jacki Weizenecker  
Marie Haniuk  
Jeanie Lee  
Lynn Paulvin

**Summer 2009 Curriculum Projects**

**RESOLVED**, upon recommendation by the Superintendent of Schools, the Board of Education approves payment, according to the NSTA contract, to the individual's names and positions listed, in the attached charts dated 6/11/2009 (two charts: PQ and MS/HS). The total for each project may not be exceeded except with the approval of the Board of Education, changes in the distribution such funding within a project may occur with the approval of the Superintendent of Schools.

**Teacher Mentor Program**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education appoints the following Teacher Mentors at the contracted rate for the 2008-2009 school year:

<b>Name</b>	<b>Mentor Stipend Position</b>
Jennifer Pihota	Mentor to leave replacement for Ms. Diana Paproski

**Central Administration 2009-2010 Salaries**

**RESOLVED**, that the Board of Education set the Central Administration annual 2009-2010 Salaries at the following amounts:

<b><i>Title</i></b>	<b><i>Salary</i></b>
Superintendent	\$217,350
Assistant Superintendent for Human Resources and Instruction	\$175,950
Assistant Superintendent for Pupil Personnel Services (Annually -- prorated for July through December 2009)	\$165,000
Assistant Superintendent for Pupil Personnel Services (Annually -- January through June 2010)	\$168,300
Director of Facilities	\$115,000
Director of Technology (Annually -- prorated for July through December 2009)	\$110,000
Director of Technology (Annually -- prorated for January through June 2010)	\$112,200
Secretary to Asst. Superintendent for Human Resources and Instruction	\$61,808
Secretary to Superintendent	\$65,000
District Clerk	\$15,525

**FURTHER RESOLVED**, the Board of Education authorizes the Superintendent to sign the 2009-2010 salary agreements to be drafted to the full satisfaction of Board Counsel.

**Stipends**

**RESOLVED**, upon the recommendation by the Superintendent of Schools, the Board of Education approves the following individuals to fill the stipend positions as listed for the 2008-2009 school year.

<b><u>Name of Individual</u></b>	<b><u>Stipend Title</u></b>	<b><u>Amount</u></b>
Jordan Birdsall	Co-Advisor Project STAND 7 <sup>th</sup> Grade	\$645
Francis Herbert	Musical Lighting Designer	\$1086

**Step and Lane Advancements – Effective September 1, 2009**

<b>Name</b>	<b>Current Degree Status</b>	<b>Current Step</b>	<b>New Lane Requested</b>	<b>New Salary</b>
Gail Maisel	MA-30	Step 12	MA-60 Step 13	\$ 109,583

**Policy Adoption**

The Board conducted the second reading and adoption of the following policies:

Revision Policy # 1120 Access to School District Records

Revision Policy # 6410 Authorized Signatures

Revision Policy # 5420 Student Health Services Policy

**Policy Reading**

The Board conducted the first of two readings for the following policy

Revision Policy #5152 Admission of Non Resident Students

The Board conducted the second of three readings for the following new polices:

Adoption Policy #4321.13 Preschool Special Education

Adoption Policy #4321.14 Special Education Personnel

**Public Comment**

None

**Adjournment**

On a motion made by Judy Schurmacher, seconded by Paul Giamundo and carried (7-0) the meeting was adjourned at 10:00 PM.

Respectfully Submitted,

*Rebecca Narvaez*

Rebecca Narvaez, District Clerk