

**NORTH SALEM CENTRAL SCHOOL DISTRICT**  
**NORTH SALEM, NEW YORK 10560**  
[www.northsalemsschools.org](http://www.northsalemsschools.org)  
**BOARD OF EDUCATION**  
**MINUTES OF REGULAR MEETING**  
**FEBRUARY 24, 2010**

**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, seconded by Paul Giamundo, and carried (6-0), to enter into Executive Session for the purpose of discussing legal advice and the employment history of a particular person. Judith Schurmacher was appointed Clerk Pro-Tem for this Executive Session.

At 7:18 PM, on a motion made by made Judith Schurmacher, seconded by Paul Giamundo and carried (6-0), the Board adjourned the Executive Session and reconvened to the Public Session.

**Board Members Present:**

Ms. Katherine Daniels, President  
Ms. Judith Schurmacher, Vice-President  
Mr. Paul Giamundo, Trustee  
Mr. Paul Smadbeck, Trustee  
Mr. Jonathan Freeman, 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. Barbara Briganti, 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 7:30 PM Board President Katherine Daniels followed by the pledge of allegiance.

**Announcements**

Board President Katherine Daniels made the following announcements:

- The is the first board meeting to be streamed lived allowing for the community to watch the meetings through the District Website.

- Ms. Daniels thanked Board Member Stephen Bobolia who resigned February 9, 2010 for his hard work and dedication. Ms. Daniels stated that Steve had all of the attributes of a great school board member, came to meetings prepared, was thoughtful, engaged and was very tuned in to the needs of the district. Ms. Daniels explained that there are three options for the Board to consider with regard to the vacancy: to leave the seat open until the next Board Election, to appoint an interim member or to hold a special election for the seat. The Board has decided to appoint an interim and will hold interviews for the interested candidates and vote on the choice for candidate at the March 3, 2010 meeting.
- The New York State School Board Association State Issues Conference is on March 14<sup>th</sup> and March 15<sup>th</sup> in Albany. The fee has been waived for NYSSBA members.
- The North Salem OPTIONS program has extended a special invitation to North Salem Alumni to participate in a workshop on resume writing and job searching. More details are available on the website.
- The WPSBA Legislative Forum has been rescheduled for March 11<sup>th</sup> in Sleepy Hollow.

### **Board Trustee and Budget Vote**

There are four seats up in May 18, 2010 Trustee Election.

**To run for the School Board** a candidate must be a qualified voter of the district (i.e., a United States citizen); and must have resided in the School District for an uninterrupted period of at least one year prior to the election date. A person who has been convicted of a state or federal felony may not serve on a school board unless: (1) he/she has been pardoned or otherwise restored to the rights of citizenship by the Governor or the President; or (2) his/her maximum sentence of imprisonment has expired; or (3) he/she has been discharged from parole.

### **Petition Signatures**

In accordance with §2018 of the State Education Law, nominating petitions for the May 18, 2010 election require at least twenty-five (25) qualified signatures. (It is suggested that additional qualified signatures be obtained.)

The filing deadline for filing nominating petitions is 5:00 p.m. on Monday, April 19, 2010. Petitions must be filed with the District Clerk at her office in the District Office at 230 June Road, North Salem, New York.

### **Public Comment**

None

### **Acceptance of Minutes**

On a motion made by Judith Schurmacher seconded by Paul Giamundo the minutes of February 3, 2010 were accepted by a vote of 6 – 0.

### **Presentation 2010-2011 Budget - Dr. Kenneth R. Freeston, Superintendent of Schools**

Dr. Freeston outlined the budget planning and work done to balance the proposed 2010-2011 budget. Dr. Freeston remarked that when the administration started the budget work in October, the District was facing two significant challenges to propose a balanced budget which are: how to work with reduced revenues and increased expenditures. The presentation also outlined the 2010-2011 anticipated loss of revenue including the proposed loss of State Aid, interest and student fees. The estimated current capacity expenses increases for 2010-2011 before the development of the budget were estimated at \$2,293, 023 reflecting increases in cost from pension plans, health insurance, benefits, salaries and other areas.

The projected proposed budget presented includes a 2.17 % increase to account for the rising expenses and decreasing revenues and also includes a reduction in staff of 13.88 full time equivalent positions.

A copy of this presentation is on the District's website at [www.northsalemsschools.org](http://www.northsalemsschools.org) under the heading of 2010-2011 budget.

### **Revenue Report 2010-2011 Budget - Barbara Briganti, Director of Business Administration**

Ms. Barbara Briganti presented a comprehensive outline of the 2010-2011 budget revenue.

Ms Briganti highlighted the school district revenue sources, various types of State Aid, proposed cuts to State Aid by the Governor, projected revenue sources and estimated tax rate.

A copy of this presentation is on the District's website at [www.northsalemsschools.org](http://www.northsalemsschools.org) under the heading of 2010-2011 budget.

### **Public Comment**

Mr. Bill Dahl, Teacher Middle School/High School and former NSTA President, asked whether the number of non-resident employee students were included in the student population count. Dr. Freeston stated that they were included.

Mr. Dahl also stated that it is important to remember that when the stock market is down, the District contributes more to the pension funds, as this is the way the system was set up, but that when the market recovers it will be different.

Ms. Aileen Shaffer asked about the decision regarding the cuts at the elementary school and asked if there were any considerations to cutting administration in the Middle School/High School. Dr. Freeston stated that North Salem comparatively is a district that has very low administrative costs. Dr. Freeston stated that he alone made the decision to cut the Assistant Principal thinking that cuts should be made in every employee group and that every cut made was a very difficult decision.

Trustee Andrew Brown stated that there are only two administrators running the Middle School/High School where in other districts there would probably be four.

Ms. Elisa DiBari spoke about the performance of children in schools and as a parent we want children to have all that they need. She voiced her concerns over the cuts at the elementary school and the need for a full time Social Worker and Assistant Principal to help the school work towards academic excellence for all students.

### **Superintendent's Report**

Dr. Kenneth Freeston reported on the following:

- The Middle School has earned the "School to Watch" recognition, congratulations to school staff, faculty and leadership. This is a big honor as only sixteen schools in New York State have achieved this award.
- The School Calendar for 2010-2011 is awaiting the review of Executive Board of the NSTA, and will then come to the Board for approval.

### **Mission Update - Dr. Michael Hibbard**

Attachment #1

### **Board Reports**

Mr. Paul Giamundo recently attended the Westchester Putnam School Board Association meeting. Two surveys will be circulated to districts, one regarding budget updates and the other for shared services between school districts.

Ms. Andrew Brown asked to be a member of the policy committee, replacing Stephen Bobolia.

### **Action Items**

#### **Acceptance of the Treasurer's Report, Budget Status and Revenue Status, Warrant Report, Student Activity Reports and Monthly Expenditure Report for the month of January 2010**

On a motion made by Judith Schurmacher, seconded by Paul Giamundo and carried (6-0) the board 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, Warrant Report, Student Activity Reports Expenditure Report for the month of January 2010.

#### **Unused Sick Leave Credits**

On a motion made by Judith Schurmacher, seconded by Paul Giamundo and carried (6-0) the board approved the following resolution:

**BE IT RESOLVED**, the Board of Education of the North Salem Central School District does hereby elect to provide the additional pension benefits of Section 41 (j) of the Retirement and Social Security Law, as presently or hereafter amended.

**BE IT FURTHER RESOLVED** that the effective date of the election to provide Section 41(j) benefits shall be the 26th day of February, 2010.

### **Acknowledgement of STAR Refund**

On a motion made by Judith Schurmacher, seconded by Paul Giamundo and carried (6-0) the board approved the following resolution:

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education acknowledges the judgment to refund tax dollars to Evan Ard and Kimberley Harvie for tax year 2009, in the total amount of \$1,233.38 and authorizes the Superintendent to sign the application for refund and credit.

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

On a motion made by Judith Schurmacher, seconded by Paul Giamundo and carried (6-0) the board approved the following resolution:

**RESOLVED**, the Board of Education authorizes the Superintendent to sign a renewal for the electric supply contract on the day pricing is received.

### **Budget Transfers**

On a motion made by Judith Schurmacher, seconded by Paul Giamundo and carried (6-0) the board approved the following budget transfers:

#### **10-016**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$7,045 to A 2010-150-04-2000 Curriculum Salaries from A 2010-445-04-0000 Curriculum Development.

#### **10-017**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the transfer of \$11,050 to A 1620-426-03-0000 Contractual from A 1625-400-00-0000 Security.

### **School Calendar 2010-2011**

~~**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education adopts the North Salem Central School District Calendar for 2010-2011.~~

### **Acceptance of CSE and CPSE dated February 24, 2010**

On a motion made by Judith Schurmacher, seconded by Paul Giamundo and carried (6-0) the board 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 February 24, 2010.

### **Consent Agenda**

On a motion made by Judith Schurmacher, seconded by Paul Giamundo and carried (6-0) the board approved the following Consent Agenda:

## **Resignation**

### **Ms. Barbara Gross**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education accepts the resignation, for the purpose of retirement, of Ms. Barbara Gross, English Teacher, and effective June 30, 2010.

## **Appointment**

### **Ms. Kathleen Catalano**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ms. Kathleen Catalano, as a substitute teacher, Grades K - 5, for the 2009-2010 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. Therese Kohart**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ms. Therese Kohart, as a substitute teacher, Grades K - 12, for the 2009-2010 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.

### **Mr. Christopher Salumn**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Mr. Christopher Salumn, as a substitute teacher, Grades K - 12, for the 2009-2010 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. Kathleen Catalano**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ms. Kathleen Catalano, as a substitute paraprofessional, for grades K - 12, at a rate of \$11.00/hr for the 2009-2010 school year, subject to fingerprint clearance.

### **Ms. Dreana Stafford**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ms. Dreana Stafford as a Substitute Clerical for the Middle School/High School, for the 2009-2010 school year, at an hourly rate of \$16.00, subject to fingerprint clearance.

## **Approval**

### **Academic Intervention Support**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the following individuals to fill the positions for the AIS support for the

2009-2010 school year, to support student achievement on state and national assessments for up to eight hours, at a rate of \$65.00 an hour.

Sandy McDonough	Biology Regents	4 hours
Dan Collea	Biology Regents	4 hours
Kylie McCarron	English Regents	8 hours

### **Home Tutor**

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves Diana Stapleton for home tutoring on an as needed basis at a rate of \$45.00 an hour for the 2009-2010 school year.

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves James Capossela for home tutoring on an as needed basis at a rate of \$45.00 an hour for the 2009-2010 school year.

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves Amanda Dwyer for home tutoring on an as needed basis at a rate of \$45.00 an hour for the 2009-2010 school year.

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves Christine Buckley for home tutoring on an as needed basis at a rate of \$45.00 an hour for the 2009-2010 school year.

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves Kristin Woodell for home tutoring on an as needed basis at a rate of \$45.00 an hour for the 2009-2010 school year.

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves Susan Petroccione for home tutoring on an as needed basis at a rate of \$45.00 an hour for the 2009-2010 school year.

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves Therese Kohart for home tutoring on an as needed basis at a rate of \$45.00 an hour for the 2009-2010 school year.

**RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves Michelle Vigada for home tutoring on an as needed basis at a rate of \$45.00 an hour for the 2009-2010 school year.

### **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 2009-2010 school year.

**Name of Individual**

Gregory Branca

**Stipend Title**

JV Boys Lacrosse

**Amount**

per contract

**Step and Lane Advancements – Effective February 1, 2010**

<b>Name</b>	<b>Current Degree Status</b>	<b>Current Step</b>	<b>New Lane Requested</b>	<b>New Salary</b>
Tara Carl	MA - 30	8	MA - 60	Per the NSTA Contract

**Old Business**

Mr. Paul Giamundo reported that at the recent WPSBA meeting, Mr. Robert Freeman, Executive Director of The Committee on Open Government, encouraged board members to engage in back and forth conversations and that this was not a violation of the open meetings law.

**Public Comments**

Ms. Carol Ann Hughes, questioned the two positions being cut at the elementary school and wondered who would run the programs and services that are currently being led by these positions. Dr. Freeston stated that the breakdown and assigning of the tasks was not in the planning stages yet but that these were cuts and that some of these items would no longer be feasible, as these represent cuts. The planning would take place after the budget gets approved by the Board.

**Adjournment**

On a motion made by Judith Schurmacher, seconded by Paul Giamundo and carried (6-0) the Board of Education voted to adjourn the meeting at 10:06 PM.

Respectfully Submitted,

*Rebecca Narvaez*

Rebecca Narvaez, District Clerk



