

**CITY SCHOOL DISTRICT OF THE CITY OF NORWICH
BOARD OF EDUCATION**

November 13, 2012

The Regular Meeting of the Board of Education of the City School District of the City of Norwich, in the County of Chenango, New York, was held in the High School Auditorium, 49 Midland Drive, Norwich, New York, in said District on Tuesday, November 13, 2012.

PRESENT: Mrs. Heather Fredenburg, President; Dr. Linda Horovitz, Vice-President; Mr. Joseph McBride; Mr. Thomas Morrone; Mr. Luke Murphy; Mr. Perry Owen; Mr. Joseph Stagliano; Mr. Gerard O'Sullivan, Superintendent; and Mr. Robert Wightman, District Clerk.

ABSENT: None

Mrs. Fredenburg, President, called the meeting to order at 6:30 p.m. with the Pledge of Allegiance

I. ADOPTION OF MINUTES – On a motion by Linda Horovitz, seconded by Tom Morrone and carried 7-0, the minutes from the October 16, 2012 Regular Meeting of the Board of Education were approved.

II. WRITTEN COMMUNICATIONS – None

III. ORAL COMMUNICATIONS –

A. General – Mr. O'Sullivan spoke to the Board and members of the audience about recent events of fighting in the High School, and about a meeting that was held this past Friday with all HS students concerning those incidents. The message delivered to students was fighting would not be tolerated, the most recent incident was very serious in nature and appropriate measures would be taken to ensure that future incidents would not occur. Mr. O'Sullivan introduced Ms. Mayo who spoke about her observations about what was happening in the building, the feeling of staff of being overwhelmed with all of the new SED requirements and the need to return to a focused learning environment. Mr. O'Sullivan commented on leveraging the influence of established student groups such as Athletics & Co-Curricular to help create a more positive learning environment.

B. Positive Points – Mr. O'Sullivan spoke about the recent MS Musical – Guys & Dolls, and what a tremendous performance that it was. He complimented all middle school students and advisors involved for putting forth such a great production.

IV. DISCUSSION ITEMS – (Information is attached to the official minutes of the District.)

A. Finance

**Co-Curricular/Athletics (Rob Wightman)
Transportation – Debt Service (Rob Wightman)**

V. PUBLIC COMMENT -

Donald Chirlin – Spoke about his concerns regarding the recent problems with bullying and fighting in the HS.

Shirley Emhof – Spoke about her concerns of general safety, and working in the cafeteria.

Beverly Rogers – Raised a question regarding suspended students, and if the District was mandated to provide transportation for their tutoring.

Misty Davis – Spoke about concerns with the revised District's dismissal plan this year and supervision of children.

Motion to continue Public Comment by Linda Horovitz, seconded by Perry Owen and carried 7-0.

Angela Buck – Spoke about her concerns of a work environment.

John Antonowicz – Spoke about his perceptions of the High School.

Lauren Fitch, Brooke Parmalee and Stephanie Lamphere – Spoke about their concerns regarding student conduct in the High School.

Motion to extend Public Comment after it officially concluded to incorporate the following speakers – made by Tom Morrone, seconded by Perry Owen and carried 7-0.

Joe Coe – Spoke about a safe environment since the abolishment of a hall monitor position.

Brandon Clarke – Spoke about his time spent in the district, concerns as a parent & Norwich graduate. Mr. Clarke said that this is one of the hardest times to be a HS student, he has seen firsthand, parents relaxed responsibility. Students must be held accountable, everyone knows right from wrong, the school is doing what it can to keep children safe.

VI. PERSONNEL RECOMMENDATIONS – On a motion by Linda Horovitz, seconded by Tom Morrone and carried 7-0, the Board approved the following instructional staff and support staff recommendations:

Instructional Staff

End of Employment

Name	Reason	Effective
Jane Babik	Personal	11/02/12

Appointments – Substitute

Name	Effective
Patricia Giltner	10/19/12
Linda Oehme	11/13/12
Nicholas Follett	11/13/12
Christina Matthews	11/13/12
Richard Makepeace	11/13/12
Brittany Cargill	11/13/12
Lawrence Russell	11/13/12
Sarah Shaw	11/13/12
Lauren Morak	11/13/12
Peggy McKenna	11/13/12
Bridgette Grenoble	11/13/12
Andrea Skolnick	11/13/12

Appointment - Probationary

Name	Position	Salary	Effective
Christin Thorpe	English	\$41,300	09/04/12

Appointment - Regular Substitute

Name	Position	Salary	Effective
Ashley Braman	Elementary	\$42,536 (Pro-rated)	11/5/12 – 6/21/13

Resignations – Extra Curricular / Coaching

Name	Position	Building
Jamie Carrier	Jazz Ensemble Asst.	MS
Lorraine Chwazik	Natoli Committee Advisor	HS
Greg Thomas	Modified Wrestling	

Appointments – Extra Curricular

Name	Position	Building	Stipend
Donald Burke	Jazz Ensemble Asst. Co-Advisor	MS	1,427.50
Nicholas Follett	Jazz Ensemble Asst. Co-Advisor	MS	\$1,427.50

Changes – Coaching

Name	From	To	Stipend
Phil Curley	JV Boys Basketball	Modified Boys Basketball	\$4,089
Tim Foote	Modified Boys Basketball	JV Boys Basketball	\$4,989

Appointments - Coaching

Name	Position	Stipend
Tom Dixon	Boys Basketball	Volunteer
John Swertfager	Boys Basketball	Volunteer

Support Staff**End of Employment**

Name	Area	Effective
John Crafa	Teaching Asst.	10/25/12
Christin Thorpe	Teaching Asst.	11/01/12
Matthew Bates	Bus Driver	10/31/12
Nathaniel Ford	Teaching Asst.	12/14/12
Tom Schulz	Maintenance Worker	11/02/12
Sandra Spellens	School Bus Driver	11/05/12

Appointments - Substitute

Name	Area	Effective
Lisa Magrath	Aide/Asst.	11/13/12
Alicia Woodard	Aide/Asst.	11/13/12
Kylie LaFever	Aide/Asst.	11/13/12

Appointments - Probationary

Name	Area	Salary	Effective
Shawn Pinney	Teaching Asst.	\$9.95	11/05/12
Tom Schulz	Cleaner	\$9.85	11/05/12
Brenda Harding	Food Service Worker	\$9.85	11/14/12

VII. CONSENT AGENDA – Upon the recommendation of the Superintendent and on a motion by Joseph Stagliano, seconded by Perry Owen and carried 7-0, the Board of Education approved the following actions within the Consent Agenda:

- A. BOCES Monthly Bill**
- B. Special Education & Preschool Special Education Reports**
- C. Treasurer's Report**
- D. Quarterly Central Treasurer's Report** – List attached to the official minutes of the District.

VIII. ACTION ITEMS –

- A. SENIOR CLASS TRIP** - Upon the recommendation of the Superintendent and on a motion by Joseph Stagliano, seconded by Linda Horovitz and carried 7-0, the Board of Education approve the Senior Class Trip to Boston on 5/24/13 and 5/25/13.

- B. BOARD POLICIES SECOND READING** – Upon the recommendation of the Superintendent and on a motion by Perry Owen, seconded by Luke Murphy and carried 7-0, the Board of Education approved the Second Reading Board Policy A110 – Code of Ethics. (Information is attached to the official minutes of the District.)

Upon the recommendation of the Superintendent and on a motion by Linda Horovitz, seconded by Joseph McBride and carried 7-0, the Board of Education approved the Second Reading Board Policy A402.2/A502.3 – Bus Conduct. (Information is attached to the official minutes of the District.)

Upon the recommendation of the Superintendent and on a motion by Perry Owen, seconded by Joseph McBride and carried 7-0, the Board of Education approved the Second Reading Board Policy A402.4 – Anti-Harassment/Bullying. (Information is attached to the official minutes of the District.)

Upon the recommendation of the Superintendent and on a motion by Tom Morrone, seconded by Linda Horovitz and carried 7-0, the Board of Education approved the Second Reading Board Policy A408.2 – Athletic Code of Conduct. (Information is attached to the official minutes of the District.)

Upon the recommendation of the Superintendent and on a motion by Joseph McBride, seconded by Thomas Morrone and carried 7-0, the Board of Education approved the Second Reading Board Policy A408.7 – Non-Discrimination and Anti-Harassment in the School District. (Information is attached to the official minutes of the District.)

Upon the recommendation of the Superintendent and on a motion by Perry Owen, seconded by Tom Morrone and carried 7-0, the Board of Education approved the Second Reading Board Policy A500.10/A602.6 – Social Networking Technology. (Information is attached to the official minutes of the District.)

Upon the recommendation of the Superintendent and on a motion by Linda Horovitz, seconded by Tom Morrone and carried 7-0, the Board of Education approved the Second Reading Board Policy A701.11 – Internet Access/Use. (Information is attached to the official minutes of the District.)

- C. DEPUTY SUPERINTENDENT'S CONTRACT** - Upon the recommendation of the Superintendent and on a motion by Perry Owen, seconded by Linda Horovitz and carried 7-0, the Board of Education approved the Deputy Superintendent's contract for a five-year period commencing July 1, 2012 and extending to June 30, 2017. (Information is attached to the official minutes of the District.)
- D. GRIEVANCE HEARING** – Level 3 Grievance Hearing on High School Schedule/Duty Free Teacher Prep Time Grievance dated 10/17/12. Grievance was presented in open session by Mr. Cunningham for the NEO, Mr. Lynch rebutted for the District. Hearing concluded at 9:07 p.m.

Motion to deny the NEO Grievance made by Linda Horovitz, seconded by Tom Morrone and carried 7-0.

On a motion by Joseph Stagliano, seconded by Joseph McBride, the Superintendent is directed to address the Duty Free Time in the High School Schedule this year - carried 7-0.

IX. SUPERINTENDENT UPDATE – (Information is attached to the official minutes of the District.)

X. EXECUTIVE SESSION -

On a motion by Linda Horovitz, seconded by Joseph Stagliano and carried 7-0, the Board of Education entered into Executive Session 9:22 p.m. to discuss three particular employees employment history.

On a motion by Joseph Stagliano, seconded by Luke Murphy and carried 7-0, the Board left Executive Session 10:15 p.m. and returned to the Regular Meeting.

The President advised the Board that since it had determined probable cause in relation to the charges against a tenured employee, it could now determine whether the tenured employee should be suspended under the provisions of Education Law §3020-a. After discussion, and on motion of Joseph Stagliano, seconded by Luke Murphy, it was

RESOLVED, that the person against whom the Board has found probable cause under the provision of Education Law §3020-a be suspended pending a hearing and a final determination thereof in accordance with Education Law §3020-a.

Aye 6 Nay 0 Abstained 1 (Joseph McBride)

On a motion by Linda Horovitz, seconded by Tom Morrone and carried 7-0, the Board adjourned the meeting at 10:20 p.m.

Robert Wightman
District Clerk

RW