

**CITY SCHOOL DISTRICT OF THE CITY OF NORWICH
BOARD OF EDUCATION
DECEMBER 17, 2025 - REGULAR MEETING MINUTES**

The Regular Meeting of the Board of Education of the City School District of the City of Norwich, in the County of Chenango, State of New York, was held at the District Office Conference Room, 89 Midland Drive, Norwich, New York, in said District on Wednesday, December 17, 2025.

PRESENT: Mr. Christopher Olds, President; Mrs. Karen Sastri, Vice-President; Mrs. Melissa Beers; Mrs. Kisten Giglio; Mrs. Julia Miller; Mr. Richard O'Hara; Mr. Brian Reid; Mr. Scott Ryan, Superintendent; Mr. Todd Griffin, Assistant Superintendent for Business; Mrs. Amanda Tuller, Director of Human Resources; and Mrs. Pamela Salvati, Assistant District Clerk. **ALSO:** Mikayla Sastri, Student Board Member.

ABSENT: None

Mr. Christopher Olds, President, called the meeting to order at 6:00 p.m. Pledge of Allegiance was recited by the Board.

1. **MINUTES** – Upon the recommendation by the Superintendent and on a motion by Mr. Reid, seconded by Mr. O'Hara and carried 7-0, the Board of Education adopted the minutes from the November 19, 2025, Regular Meeting of the Board of Education.
2. **PUBLIC COMMENT** – None
3. **SUPERINTENDENT UPDATES** –
 - Student BOE Member AI Survey – Mikayla Sastri updated the BOE on the student survey and will have survey results from the teachers for the next board meeting. Hope to have guidelines for the classrooms as well.
 - Long Range Planning – Scott Ryan, Todd Griffin & Amanda Tuller – Amanda Tuller presented the Long Range Plan presentation to the Board. (Presentation attached to minutes.)
 - Mr. Ryan shared updates with the Board following a Leadership Meeting held earlier.
4. **DISCUSSION ITEM** – None
5. **CONSENT ITEMS** – Upon the recommendation of the Superintendent and on a motion by Mrs. Miller, seconded by Mr. Reid and carried 7-0, the Board of Education approved the following Consent Items:
 - *December 2025 Special Education & Pre-School Special Education Report*
 - *November 2025 Claims Audit Report*
 - *November 2025 Budget Transfer Report*
 - *November 2025 Income & Expense Report*
 - *Anonymous donation of \$5,000 to the Community Angels Program*
 - *Anonymous donation of \$5,000 to the Community Angels Program*
 - *Anonymous donation of \$3,000 to the Community Angels Program*
 - *Anonymous donation of \$1,000 to the Community Angels Program*
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6. **ACTION ITEM** –
 - **Board Policy A600.1 Public Use of Facility** – Upon the recommendation of the Superintendent and on a motion by Mrs. Sastri, seconded by Mr. Reid and carried 7-0, the Board of Education approved the attached Board Policy for *first reading*: A600.1 Public Use of Facility. (Policy is attached to the official minutes.)
7. **SALARY RECOMMENDATIONS FOR PERSONNEL** - Upon the recommendation of the Superintendent and on a motion by Mrs. Miller, seconded by Mr. Reid and carried 7-0, the Board of Education approved the following Instructional and Support Staff Salary Recommendations for Personnel:

INSTRUCTIONAL STAFF

APPOINTMENTS – END EMPLOYMENT

<u>Name</u>	<u>Position</u>	<u>Reason</u>	<u>Effective</u>
Baker, Sarah	Social Worker	Resignation	12/19/2025
Baker, Sarah	Friendship Club Co-Advisor	Resignation	01/01/2026

APPOINTMENTS – REGULAR SUBSTITUTE TO PROBATIONARY

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Searfoss, Taylor	Teaching Assistant	12/05/2025
Clark, Izabella	Teaching Assistant	12/05/2025

APPOINTMENT – REGULAR SUBSTITUTE WORKING TOWARD CERTIFICATION

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective</u>
Thorp, Krystal	Elementary Teacher	\$49,642.00/yr.	12/15/2025

APPOINTMENTS – EXTRA DUTY

<u>Name</u>	<u>Area</u>	<u>Bldg.</u>	<u>Stipend</u>	<u>Effective</u>
McCormack, Brenna	Art Club	HS	\$1,305.00 (pro-rated)	01/02/2026 – 06/30/2026
Ritter, Heidi	Co-Advisor Friendship Club	PB	\$1,145.00 (pro-rated)	01/02/2026 – 06/30/2026
Verneuille, Samuel	Chamber Orchestra	HS	\$3,595.00 (pro-rated)	01/02/2026 – 06/30/2026

APPOINTMENTS – 2025-2026 MARCHING BAND

<u>Name</u>	<u>Position</u>	<u>Stipend</u>	<u>Effective</u>
Longo, Michael	Drumline Instructor	\$2,000	07/01/2025-06/30/2026
Reynolds, Daniel	Visual Instructor	\$2,000	07/01/2025-06/30/2026
Marvin, Cameron	Assistant Drumline Instructor	\$1,500	07/01/2025-06/30/2026
Czachowski, Jessica	Colorguard Instructor	\$2,000	07/01/2025-06/30/2026
Bonnell, Brian	Drill Designer	\$2,000	07/01/2025-06/30/2026
Root, Delaney	Colorguard Instructor	\$1,250	07/01/2025-06/30/2026
Natoli, Isabella	Pit Instructor	\$1,250	07/01/2025-06/30/2026
Pomares, Michele	Woodwind Instructor	\$2,000	07/01/2025-06/30/2026
Musk, Beth	Parent Volunteer	\$0	07/01/2025-06/30/2026
Hall, Molly	Parent Volunteer	\$0	07/01/2025-06/30/2026
Hall, Scott	Parent Volunteer	\$0	07/01/2025-06/30/2026

APPOINTMENT – 2025-2026 WINTER COACHING

<u>Name</u>	<u>Position</u>	<u>Stipend</u>	<u>Effective</u>
Beckwith, Stephen	Volunteer Wrestling Program	\$0	07/01/2025-06/30/2026

APPOINTMENT – SUBSTITUTE

<u>Name</u>	<u>Effective</u>
Button, Alyssa	12/01/2025

SUPPORT STAFF

APPOINTMENTS – END EMPLOYMENT

<u>Name</u>	<u>Position</u>	<u>Reason</u>	<u>Effective</u>
Borden, Melissa	Substitute Food Service	Termination	11/19/2025
Esposito, Francesca	Teaching Assistant	Retirement	01/01/2026
Black, Evelyn	School Lunch Cook	Retirement	02/15/2026

APPOINTMENT – PROBATIONARY

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective</u>
Marvin, Clara	Food Service Worker	\$16.25/hr.	11/24/2025

PAID LEAVE OF ABSENCE

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Esposito, Francesca	Teaching Assistant	11/06/2025 – 12/31/2025

APPOINTMENTS – SUBSTITUTE

<u>Name</u>	<u>Area</u>	<u>Effective</u>
Currie, Jacasa	Teacher Aide	11/17/2025
Button, Alyssa	Teacher Aide	12/01/2025

8. EXECUTIVE SESSION - None

With no further business, Mr. Olds asked for a motion to adjourn the Regular Meeting, Mrs. Beers made a motion to adjourn the meeting, seconded by Mrs. Miller and carried 7-0, the Regular Meeting of the Board of Education was adjourned at 7:27 p.m.

Respectfully,


Pamela Salvati
Assistant District Clerk