

**CITY SCHOOL DISTRICT OF THE CITY OF NORWICH
BOARD OF EDUCATION
NOVEMBER 19, 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, November 19, 2025.

PRESENT: Mr. Christopher Olds, President; Mrs. Karen Sastri, Vice-President; Mrs. Kisten Giglio; Mrs. Julia Miller; Mr. Richard O'Hara; 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: Alivia Burrell, Emma Cresci, and Emma Uργο, Student Board Members.

ABSENT: Mrs. Melissa Beers & Mr. Brian Reid.

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 Mrs. Sastri, seconded by Mrs. Miller and carried 5-0, the Board of Education adopted the minutes from the October 15, 2025, Regular Meeting of the Board of Education.
2. **EXECUTIVE SESSION** - Mr. Olds made a recommendation to go to Executive Session to discuss personnel and a separation agreement. He invited Mrs. Tuller to join. Mrs. Giglio made a motion to enter Executive Session, seconded by Mr. O'Hara and carried 5-0, the Board entered Executive Session at 6:01 p.m.

The Board returned to the Regular Meeting at 6:10 p.m. Mr. Olds asked for a motion to approve a separation agreement with a particular employee. Mr. O'Hara made a motion, seconded by Mrs. Sastri and carried 5-0, the Board approved the separation agreement discussed in Executive Session.

3. **PUBLIC COMMENT** – None

4. **SUPERINTENDENT UPDATES** –

- BOCES Capital Project – Mike Rullo – (Presentation attached to minutes.)
- PTSA overview - Whitney McCracken – The PTSA has 63 members. They help with misc. costs like field trips.
- Capital Project Update – Scott Ryan
 - i. Transportation Center – no response to offer made. Invitation to tour the facility.
 - ii. Gibson (summer of 2026) – Asbestos removal; PA system; Nurse's office - ADA compliant; washer & dryer installed; playground updated with turf and fenced in area.
- Student BOE Member update – The students shared a survey regarding AI that they are conducting. Results will be available on Friday. (Survey is attached)
- NBT Bank Branch – moving forward.
- Future-Ready @ NHS - Megan Scrivener – (Presentation attached)

5. **DISCUSSION ITEM** –

- BOE Workshop Reschedule – Dec. 4th.

6. **CONSENT ITEMS** – Upon the recommendation of the Superintendent and on a motion by Mrs. Miller, seconded by Mrs. Sastri and carried 5-0, the Board of Education approved the following Consent Items:

- *November 2025 Special Education & Pre-School Special Education Report*
- *October 2025 Claims Audit Report*
- *October 2025 Budget Transfer Report*
- *October 2025 Income & Expense Report*
- *July 2025, August 2025 and September 2025 Treasurer's Reports*
- *September 2025 Central Treasurer's Report*
- *Anonymous donation in the amount of \$1,500 to the Community Angels Program*

7. ACTION ITEMS –

- **2026-2027 Budget & Election Calendar** – Upon the recommendation of the Superintendent and on a motion by Mrs. Miller, seconded by Mr. O'Hara and carried 5-0, the Board of Education approved the attached 2026-2027 Budget and Election Calendar. (Calendar is attached to the official minutes.)
- **Overnight Trip for NCSD Marching Band** - Upon the recommendation of the Superintendent and on a motion by Mrs. Sastri, seconded by Mrs. Miller and carried 5-0, the Board of Education approved the overnight trip for the NCSD Marching Band to Boston, Massachusetts on May 1, 2026, through May 3, 2026.
- **SEQRA Type II Resolution** - Upon the recommendation of the Superintendent and on a motion by Mrs. Sastri, seconded by Mrs. Giglio and carried 5-0, the Board of Education approved the attached SEQRA Type II Resolution. (Resolution is attached to the official minutes.)

8. **SALARY RECOMMENDATIONS FOR PERSONNEL** - Upon the recommendation of the Superintendent and on a motion by Mrs. Giglio, seconded by Mrs. Miller and carried 5-0, the Board of Education approved the following Managerial, Confidential, Non-Represented Staff, Instructional, and Support Staff Salary Recommendations for Personnel:

MANAGERIAL, CONFIDENTIAL, NON-REPRESENTED STAFF

APPOINTMENT – END OF EMPLOYMENT

<u>Name</u>	<u>Position</u>	<u>Reason</u>	<u>Effective</u>
DeMuro, Stacey	Payroll/Personnel Coordinator	Resignation – Position Change	11/16/2025

APPOINTMENTS – PROBATIONARY

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective</u>
DeMuro, Stacey	Senior Payroll/Personnel Coordinator	\$78,000/yr.	11/17/2025
Natoli, John	Interim Transportation Supervisor	\$2,500/yr.	09/01/2025 – 12/31/2025

INSTRUCTIONAL STAFF

APPOINTMENTS – END OF EMPLOYMENT

<u>Name</u>	<u>Position</u>	<u>Reason</u>	<u>Effective</u>
Blackledge, Pamela	Teaching Assistant	Resignation	10/24/2025
Smith, Sabrina	Substitute Teacher	Resignation	Never Started
Pepe, Lacie	Substitute Teacher	Resignation	10/29/2025
Jennings, Angel	Teaching Assistant	Resignation	10/29/2025

APPOINTMENT – PROBATIONARY

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective</u>
Warren, Gabriel	Teaching Assistant	\$17.00/hr.	11/10/2025

APPOINTMENTS – REGULAR SUBSTITUTE WORKING TOWARD CERTIFICATION

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective</u>
Yolacan, Brittany	Teaching Assistant	\$15.50/hr.	11/06/2025
Sexton, Matthew	Teaching Assistant	\$16.00/hr.	11/24/2025

APPOINTMENT – EXTRA DUTY

<u>Name</u>	<u>Position</u>	<u>Bldg.</u>	<u>Stipend</u>	<u>Effective</u>
Colgan, Matthew	School Store	HS	\$1,305.00	09/03/2025 – 06/30/2025

APPOINTMENTS – 2025-2026 WINTER COACHING

<u>Name</u>	<u>Area</u>	<u>Stipend</u>	<u>Effective</u>
Downey, Joseph	Volunteer Wrestling Program	\$0	07/01/2025-06/30/2026

APPOINTMENTS – 2025-2026 WINTER COACHING (cont.)

Name	Area	Stipend	Effective
Chafee, Sydney	Volunteer Indoor Track Program	\$0	07/01/2025-06/30/2026
Newton, Rebecca	Volunteer Swimming Program	\$0	07/01/2025-06/30/2026
Nolan, Danielle	Volunteer Cheer Program	\$0	07/01/2025-06/30/2026
Matlack-Grey, Austin	Volunteer Cheer Program	\$0	07/01/2025-06/30/2026
Cirigliano, Joseph	Volunteer Basketball Program	\$0	07/01/2025-06/30/2026
Dowdall, Katelyn	Volunteer Basketball Program	\$0	07/01/2025-06/30/2026
Chrystie, Michael	Volunteer Basketball Program	\$0	07/01/2025-06/30/2026

APPOINTMENT – 2025-2026 SPRING COACHING

Name	Area	Stipend	Effective
Wolff, Evan	Varsity Girls Flag Football Coach	\$5,140.00	07/01/2025-06/30/2026

APPOINTMENTS – SUBSTITUTE

Name	Effective
Blackledge, Pamela	10/28/2025
Jennings, Angel	11/04/2025
Adams, Jonah	11/10/2025
Currie, Jacasa	11/17/2025
Sylstra, Olivia	11/17/2025
Whitney, Nola	11/17/2025

SUPPORT STAFF**APPOINTMENT – END EMPLOYMENT**

Name	Position	Reason	Effective
Pepe, Lacie	Substitute Teacher Aide	Resignation	10/29/2025

APPOINTMENTS – PROBATIONARY

Name	Position	Salary	Effective
Root, Delaney	Library Assistant	\$16.75/hr.	11/12/2025
Wheeler, Brandy	LPN	\$23.00/hr.	11/24/2025

PAID LEAVE OF ABSENCE

Name	Area	Effective
Esposito, Francesca	Teaching Assistant	11/06/2025 - TBD

APPOINTMENTS – SUBSTITUTE

Name	Area	Effective
Blackledge, Pamela	Teacher Aide	10/28/2025
Jennings, Angel	Teacher Aide	11/04/2025
Miller, Samantha	Food Service	11/06/2025
MacIntosh, Daniel	School Bus Driver	11/10/2025
Adams, Jonah	Teacher Aide	11/10/2025
Sylstra, Olivia	Teacher Aide	11/17/2025
Whitney, Nola	Teacher Aide	11/17/2025

With no further business, Mr. Olds asked for a motion to adjourn the Regular Meeting, Mrs. Miller made a motion to adjourn the meeting, seconded by Mr. O'Hara and carried 6-0, the Regular Meeting of the Board of Education was adjourned at 8:11 p.m.

Respectfully,



Pamela Salvati
Assistant District Clerk