

**NORWICH CITY SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING  
January 14, 2026  
6:00 p.m.  
District Office Conference Room**

**PLEDGE OF ALLEGIANCE**

- 1) **MINUTES** – It is recommended that the Board of Education adopt minutes from the [December 17, 2025, Regular Meeting](#).
- 2) **PUBLIC COMMENT**
- 3) **SUPERINTENDENT UPDATE**
  - What is a Model PLC School?
  - AI in our Schools update- Mikayla Sastri
- 4) **DISCUSSION ITEMS**
  - Discussion items as presented by the Board of Education.
- 5) **CONSENT ITEMS**
  - Approval of – [January 2026 Special Education and Preschool Special Education Report](#)
  - Approval of – [December 2025 Claims Audit Report](#)
  - Approval of – [December 2025 Budget Transfer Report](#)
  - Approval of – [December 2025 Income/Expense Report](#)
  - Approval of – [October 2025, and November 2025 Treasurer’s Reports](#)
  - Acceptance of – Anonymous donation in the amount of \$1,000 to the Community Angels Program
  - Acceptance of – Anonymous donation in the amount of \$1,000 to the Community Angels Program
  - Surplus of:
    - Miscellaneous, outdated, obsolete basketball uniforms 15-30+ years old, Replaced Program Wide.
    - Outdated, obsolete baseball uniforms. Replaced at all levels. 5-20+ years old
    - Obsolete, outdated soccer uniforms 10-15+ years old. Replaced Program wide.
    - Outdated, obsolete track and field uniforms. Replaced, 20+ years old
    - Outdated and damaged wrestling jackets. Replaced, 30+ years old.
    - Obsolete volleyball uniforms. Replaced at all levels, 10+ years old.
- 6) **ACTION ITEMS**
  - **Board Policy Approval:** It is recommended that the Board of Education approve the attached Board Policy for *Second Reading:* [A600.1 Public Use of Facility](#)
- 7) **SALARY RECOMMENDATIONS FOR PERSONNEL**
- 8) **EXECUTIVE SESSION**

**CITY SCHOOL DISTRICT OF THE CITY OF NORWICH  
BOARD OF EDUCATION  
JANUARY 14, 2026 - 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, January 14, 2026.

**PRESENT:** 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:** Alivia Burrell, Mikayla Sastri & Emma Urgo - Student Board Members.

**ABSENT:** Mr. Christopher Olds, President.

Mrs. Karen Sastri, Vice-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 6-0, the Board of Education adopted the minutes from the December 17, 2025, Regular Meeting of the Board of Education.
2. **PUBLIC COMMENT** – None
3. **SUPERINTENDENT UPDATES** –
  - All in our schools' update – Alivia Burrell, Mikayla Sastri & Emma Urgo – Shared a presentation with the board and answered questions. (Presentation attached.)
  - What is Model PLC School? Presentation - Jennifer Oliver, Alysa Law-Shearer, Shawna Lawrence, Makenzie Marks, Mary Brightman & Jennifer Bartel presented and discussed a PowerPoint slide with the Board. (Presentation attached.)
  - Mr. Ryan shared two calendar drafts for the 2026.2027 school year. They will be coordinating with BOCES at the next CSA meeting.
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 6-0, the Board of Education approved the following Consent Items:
  - *January 2026 Special Education & Pre-School Special Education Report*
  - *December 2025 Claims Audit Report*
  - *December 2025 Budget Transfer Report*
  - *December 2025 Income & Expense Report*
  - *October 2025 and November 2025 Treasurer's Reports*
  - *Anonymous donation of \$1,000 to the Community Angels Program*
  - *Anonymous donation of \$1,000 to the Community Angels Program*
  - *Surplus Items Disposal: Miscellaneous, outdated, obsolete basketball uniforms 15-30+ years old, replaced program wide; outdated, obsolete baseball uniforms replaced all levels 5-20+ years old; obsolete, outdated soccer uniforms 10-15+ years old, replaced program wide; outdated, obsolete track & field uniforms replaced 20+ years old; outdated & damaged wrestling jackets replaced 30+ years old; and obsolete volleyball uniforms replaced at all levels 10+ years old.*
6. **ACTION ITEM** –
  - **Board Policy A600.1 Public Use of Facility** – Upon the recommendation of the Superintendent and on a motion by Mr. Reid, seconded by Mrs. Beers and carried 6-0, the Board of Education approved the attached Board Policy for *second 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. Beers, seconded by Mr. O'Hara and carried 5-0-1 (abstained, Sastri), the Board of Education approved the following Administrative, Instructional and Support Staff Salary Recommendations for Personnel:

**ADMINISTRATIVE STAFF**

**APPOINTMENTS – END EMPLOYMENT**

<b>Name</b>	<b>Position</b>	<b>Reason</b>	<b>Effective</b>
Devine, Terence	Principal	Resignation – Position Change	12/31/2025
Powers-Leech, Ellyse	Associate Secondary Principal	Resignation – Position Change	12/31/2025
Race, Lorri	Associate Secondary Principal	Resignation – Position Change	12/31/2025
Fagnani, Suzanne	Student Success Coordinator	Resignation – Position Change	12/31/2025

**APPOINTMENT – LEAVE OF ABSENCE**

<b>Name</b>	<b>Position</b>	<b>Effective</b>
Law-Shearer, Alysa	Student Success Coordinator	01/01/2026 – 06/30/2026

**APPOINTMENTS – PROBATIONARY**

<b>Name</b>	<b>Position</b>	<b>Salary</b>	<b>Effective</b>
Devine, Terence	Director of Transportation & Student Support	Current Salary	01/01/2026
Powers-Leech, Ellyse	Secondary Principal	Current Salary + \$5,000/yr. (pro-rated)	01/01/2026
Race, Lorri	Secondary Principal	Current Salary + \$5,000/yr. (pro-rated)	01/01/2026
Fagnani, Suzanne	Associate Elementary Principal	Current Salary + \$7,000/yr. (pro-rated)	01/01/2026
Law-Shearer, Alysa	Interim Principal	Current Salary + \$7,000/yr. (pro-rated)	01/01/2026 – 06/30/2026

**APPOINTMENTS – EXTRA DUTY**

<b>Name</b>	<b>Position</b>	<b>Bldg.</b>	<b>Stipend</b>	<b>Effective</b>
Law-Shearer, Alysa	Stay & Play Coordinator	SG/PB	\$10,000 (pro-rated)	07/01/2025 – 12/31/2025
Law-Shearer, Alysa	Co-Stay & Play Coordinator	SG/PB	\$5,000 (pro-rated)	01/01/2026 – 06/30/2026
Fagnani, Suzanne	Co-Stay & Play Coordinator	SG/PB	\$5,000 (pro-rated)	01/01/2026 – 06/30/2026

**INSTRUCTIONAL STAFF**

**APPOINTMENT – PROBATIONARY**

<b>Name</b>	<b>Position</b>	<b>Salary</b>	<b>Effective</b>
Mullins, Donovan	Teaching Assistant	\$17.50/hr.	01/08/2026

**APPOINTMENTS – REGULAR SUBSTITUTE TO PROBATIONARY**

<b>Name</b>	<b>Position</b>	<b>Effective</b>
Brown, Shanea	Teaching Assistant	12/16/2025
Bishop, Diane	Teaching Assistant	01/02/2026
Forbidussi-Colvin, Allison	Teaching Assistant	01/02/2026

**APPOINTMENT – REGULAR SUBSTITUTE WORKING TOWARD CERTIFICATION**

<b>Name</b>	<b>Position</b>	<b>Salary</b>	<b>Effective</b>
Davis Rounds, Shaina	Teaching Assistant	\$16.00/hr.	01/05/2026

**ANNUAL GRADUATE CREDIT INCREASE**

<b>Name</b>	<b>Current Credits</b>	<b>Credit Increase</b>	<b>Total Credits</b>	<b>Effective</b>
Smith, Rachael	0	\$1,080 (18 Credits)	18	09/01/2025
Smith, Rachael	18	\$360 (6 Credits)	24	01/01/2026
Locke, Allison	60	\$360 (6 Credits)	66	01/01/2026

**APPOINTMENTS – 2025-2026 HIGH SCHOOL MUSICAL**

<b>Name</b>	<b>Position</b>	<b>Salary</b>	<b>Effective</b>
Smith, Destinie	Vocal Coach	\$1,000.00	07/01/2025 – 06/30/2026
Carpenter, Megan	Pit Orchestra Conductor	\$1,000.00	07/01/2025 – 06/30/2026
Pomares, Maria	Choreographer	\$1,000.00	07/01/2025 – 06/30/2026
Clark, Karen	Pit Musician	\$560.00	07/01/2025 – 06/30/2026
Verneuille, Samuel	Pit Musician	\$560.00	07/01/2025 – 06/30/2026

**APPOINTMENTS – SUBSTITUTE**

<b>Name</b>	<b>Effective</b>
Erickson, Edward	12/18/2025
Correll, Angelina	01/05/2026
Voss, Isabelle	01/12/2026
Barbosa, Emma	01/12/2026

**SUPPORT STAFF****APPOINTMENTS – END EMPLOYMENT**

<b>Name</b>	<b>Position</b>	<b>Reason</b>	<b>Effective</b>
Brown, Beth	ASP Supervisor	Retirement	12/31/2025
Brown, Beth	Substitute ASP Director	Retirement	12/31/2025
Sastri, Shawn	Teaching Assistant	Resignation	01/30/2026

**APPOINTMENTS – PROBATIONARY**

<b>Name</b>	<b>Position</b>	<b>Salary</b>	<b>Effective</b>
Shipman, Christopher	Cleaner/Groundskeeper	\$17.75 hr.	12/29/2025
Bates, Joseph	School Lunch Cook	\$17.25 hr.	01/05/2026

**APPOINTMENT – 2025-2026 AFTER SCHOOL PROGRAM**

<b>Name</b>	<b>Position</b>	<b>Effective</b>
Bernard, Jerevy	Substitute Director	01/01/2026 – 06/30/2026

**APPOINTMENTS – SUBSTITUTE**

<b>Name</b>	<b>Area</b>	<b>Effective</b>
Macalalad, Elaine	Teacher Aide	01/02/2026
Macalalad, Elaine	Food Service	01/02/2026
Morris, Marshall	Teacher Aide	01/05/2026
Correll, Angelina	Teacher Aide	01/05/2026
Voss, Isabelle	Teacher Aide	01/12/2026
Barbosa, Emma	Teacher Aide	01/12/2026

**8. EXECUTIVE SESSION -**

Mrs. Sastri asked for a motion to go into Executive Session. On a motion by Mrs. Beers, seconded by Mr. Reid and carried 6-0, the Board went into Executive Session at 7:03 p.m. to discuss legal & personnel matters. Mrs. Amanda Tuller was invited to join the meeting.

On a motion by Mrs. Miller, seconded by Mr. Reid and carried 6-0, the Board ended Executive Session at 8:40 p.m. With no further business, Mrs. Sastri asked for a motion to adjourn the Regular Meeting, Mr. Reid made a motion to adjourn the meeting, seconded by Mrs. Beers and carried 6-0. The Regular Meeting of the Board of Education was adjourned at 8:40 p.m.

Respectfully,

Pamela Salvati  
Assistant District Clerk