

A Workshop Meeting of the Board of Education, Seaford Union Free School District, was held on Thursday, March 8, 2012, in the All Purpose Room of the Manor Elementary School, 1590 Washington Avenue, Seaford, New York.

PRESENT: Mr. Brian W. Fagan - President  
Mr. Richard G. DiBlasio – Vice President  
Mr. Bruce A. Kahn – Trustee  
Ms. Annalisa Siracusa Antonette - Trustee

ABSENT: Ms. Jeanmarie Wink - Trustee

Mr. Brian L. Conboy  
Mr. Kenney W. Aldrich  
Mr. John Striffolino  
Mr. Christopher Venator – Attorney

At 7:32 p.m., the President of the Board of Education opened the Workshop Meeting. As the first order of business, Board President Brian Fagan led the audience in the Pledge of Allegiance.

**OPEN MEETING**

None

**OPENING REMARKS**

None

**PRESENTATIONS  
RECOGNITIONS**

Topics covered in Mr. Conboy's Administrative Report dated March 5, 2012 included:

**ADMINISTRATIVE REPORT**

Tonight's workshop discussions:

- Elements of labor contracts currently in place
- Current employee benefits

Worksheet – Important Dates for Budget Planning

- March 15, 22, 29 and April 3 Board Meetings
- Legal guidelines and dates for publication of legal notices concerning budget vote and trustee election
- Candidate petitions due April 16
- Date for ballot information to be sent to Attorneys
- April 3 (or sooner) target date for adoption of budget
- Lead time required by newspapers for submission

Update on conversations/communication with State concerning deferred building aide and situation Seaford is in concerning the tax cap

- Written guidance is expected from State for districts with anomalies
- State budget may be a week early
- Many unanswered questions
- Accrual of deferred funds
- \$991,685 identified by State as deferred aid
- Benefit/negatives of accrued funds
- Rules governing the use of accrued funds
- Unintended consequences of tax cap law
- Plan for looking ahead once District receives written information from State
- Deferred aid does not affect the shortfall created from roll-over of the budget

Status of \$25,000 IMA for the Harbor kindergarten playground from Legislator Dennis Dunne

- Legislator Dunne advised that the funds are on hold right now; as soon as it can be freed up in the future he will make sure it comes our way

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ADMINISTRATIVE REPORT (cont'd)

Fund Balance Report  
Elementary enrollment analysis  
March 15 Workshop Meeting Discussions – Special Education and  
Elementary Education  
March 22 Workshop Meeting Discussion – Secondary Education  
March 29 Workshop Meeting Discussion – Athletics and any other areas

None

**PUBLIC COMMENTS –  
AGENDA ITEMS**

Motion by Mr. DiBlasio, second by Mr. Kahn, to accept the  
recommendation to approve the Personnel Action Report, as amended:

**PERSONNEL ACTION REPORT  
NON- INSTRUCTIONAL**

A. Non-Instructional (dated March 5, 2012):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS: No Recommended Actions

P-4: LEAVES: No Recommended Actions

P-5: TERMINATIONS: No Recommended Actions

P-6: APPOINTMENTS:

1. FRANCINE ZINERCO

Position:	Substitute Teacher Registry – Substitute
Type of Appointment:	Substitute – PT
Location:	District
Salary:	\$23.00 per day
Code:	2110-185-00-0000
Reason:	Replacing Demetria McGrath who will become the Substitute's substitute (when necessary)
Effective Date:	Upon Board of Education approval

P-7: OTHER:

1. Recommend changing Barbara Brandt's title to Substitute Teacher Aide (part-time). Ms. Brandt is currently employed with the District as a Substitute School Monitor (part-time). Such title change will become effective upon approval of application by the Nassau County Civil Service Commission.

No Discussion.  
All Ayes  
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve acceptance of the  
determinations of the Special Education Committee Meetings of the Special  
Education Committee Meetings of: 2/13; 2/27/12.

**CPSE/CSE**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve the following:

**CONTRACTS**

1. Recommend the Board of Education enter into a Health Services Contract with the Hicksville Public Schools for sixteen (16) Seaford-residing students currently attending private/parochial schools in Hicksville for the 2011-2012 school year, and request the Board President's signature on said contract. The cost is \$9,172.32 (\$573.27 per student).
2. Recommend the Board of Education enter into a contract with Martin DePorres School for special education services for one student for the 2011-2012 school year, and request the Board President's signature on said contract. The State of New York approved rate for tuition is \$39,417 (\$5,631 for summer; \$33,786 for 10-months)

No Discussion.  
All Ayes  
Motion Carried.

Comments, Questions and/or Concerns Raised by the Public included:

**PUBLIC COMMENTS**

- When will Technology discussion be finished  
Fire Inspector's tour CDP Classroom and Life Skills kitchen at Seaford High School  
Same type of program in Middle School; scheduling and access for students
- Funds from sale of Avenue School – how does it affect budgeting

Continued Technology discussion will be held on March 29

Fire Inspector tour included classroom but not specifically the kitchen; there were no extension cord issues in the kitchen

Board will be doing normal tour of Seaford High School at 6:30 p.m. on Thursday, March 15; the kitchen area will be toured at that time

- Unsure if the current location is best location to be used long-term for the Life Skills Class kitchen
- Investigating all options

2 classrooms outfitted as kitchens/life skills stations in Middle School

Money received from sale of Seaford Avenue School is considered revenue

- All of the money is put into a reserve which can be used by the board to help fund future budgets
- Have to use funds over 10 years
- Reserves do not play into tax cap formula

**ADMINISTRATION/BOARD**

Mr. Conboy briefly spoke about the tax exemption which the Board did not vote on at the March 1<sup>st</sup> board meeting. The Board had postponed voting on the Business Tax Exemption until additional information concerning the 6 businesses and who would benefit from that tax exemption. It was not placed on this evening's agenda because the information has not yet been received. After a brief discussion it was determined that the Board would need to further adjourn the vote on this Exemption to a future meeting.

Motion by Mr. Kahn, second by Ms. Antonette, to adjourn the approval on the adoption of the Business Tax Exemption – Capital Improvement for the 2012-13 school year according to the State of New York Sec. 485 (b) to the March 22, 2012 Board Meeting

**AJOURN RESOLUTION –  
BUSINESS TAX EXEMPTION  
– CAPITAL IMPROVEMENT**

Attorney Christopher Venator briefly explained the exemption.

All Ayes

Motion Carried.

Workshop Discussion – Employee Contracts & Benefits:

**2012/2013 BUDGET PLANNING  
EMPLOYEE CONTRACTS &  
BENEFITS**

Most of discussion must be covered in Executive Session; Information supplied to Board:

Spreadsheet of analysis of each of current employee contracts in place

- Salaries
- Health insurance contributions
- Step increments, if any
- Longevity
- Leave time
- Dental/Optical/Life Insurance, LTD, if any
- Retirement payouts

Five bargaining units contracts ending June 30, 2012

- Administrators, Aides/Guides, Clerical, Custodial, Nurses
- Teachers contract ends June 30, 2013

Need to set up preliminary meeting dates and negotiations

Possible effect of Triboro on budgeting/tax cap

Can costs be placed in a column on spreadsheet

Reasons for differences in budgeted/projected 2011/2012 costs on Clerical Salary Planning Sheet

Change in budget numbers concerning Aides salaries

- Shifting to proper budget lines of aides salaries
- Underestimated needs concerning Aides

Breakdown of Teacher salary codes

- Estimated increase 4.8%

FICA/Med Budgeting 2012/2013

Dental Expenses 2012/2013

Medical Budget Planning 2012/2013 (optical –very small included)

Breakdown of Benefits

Status of reserves

Expected breakage from retirements

Board can determine in public how much or how little they wish to budget for negotiations

Negotiation strategies are discussed in Executive Session

Need to budget for shortfall of between \$700,000-\$800,000

Known contractual obligations for salaries with benefits for 2012/2013

Board not authorizing adding additional sums to any lines

Board requested:

- Analysis of Aides' headcount with salaries including headcount at this time last year, additional staff added and number of aides hired this year
- New version of draft budget
- One page trend analysis which would include totals for salaries, totals for benefits, actuals from last year, budgeted amounts for this year and projections for next year
- Date of document/version number added to future Board budget information worksheets
- One page summary sheet, if possible, of total expenditures to include 2010/11 actuals, projected by year end 2011/12 and proposed 2012/13 showing a plus/minus column and differences

Comments, Questions and/or Concerns Raised by the Public included:

**PUBLIC COMMENTS**

- Concerns over appropriate designation/titles of District Instructional Aides  
Ability to predict/track aide staffing for school year  
Different levels of aides needed
- Is known teachers increases included in or added to the \$700,000-\$800,000 shortfall
- ◆ Not every Aide is serving classified population; each year need to put them in proper category  
Staff sometimes changes positions within District
- ◆ Teacher increases are included in the shortfall amount

**ADMINISTRATION/BOARD**

Mr. Conboy briefly spoke about the fundraising efforts of Save Seaford Sports, their ability to fund Winter I and II Middle School Sports and their continued efforts to fund Middle School spring season. He also spoke about the cost of funding Spring Middle School sports (6) (\$70,000) and the fatigue and frustration of trying to raise those funds and conversations with Save Seaford Sports about any possibility of using any District funds. Mr. Conboy advised that no one on the Board or Administration can authorize any money from the 2011/2012 operating budget to be given to this cause. It is completely illegal and the District cannot do it. He advised that estimates of the cost of running Middle School Winter I and II have been on the number. He also advised that he is unaware of the status of their fundraising efforts.

Closing remarks by the Administration and Board

**CLOSING REMARKS**

- ◆ Congratulations to the High School and Harbor School for wonderful drama club productions
- ◆ 1<sup>st</sup> time in District's history that all the Fall and Winter Varsity teams are scholar athletes
- ◆ Because TRS was underfunded, money saved in medical was used to fund those items; no additional funds are available
- ◆ When dealing with contract negotiations (which is a huge part of the budget [81%-82%]), it is not just to save dollars but the goal is to maintain staff and curriculum, possibly increase program and technology and have our students advance in any way they can
- ◆ Process is frustrating. Facts we present are those as we know them to be at that time.

At 9:05 p.m., a motion was made by Mr. DiBlasio, second by Mr. Kahn, to adjourn the Workshop Meeting and enter into Executive Session for the purpose of discussing contract negotiations.

**ADJOURN WORKSHOP  
MEETING**

No Discussion.  
All Ayes  
Motion Carried.

Board President Brian Fagan asked for the audience's attention and announced to the audience that there was one additional item to be discussed during Executive Session - the sale price of the Seaford Avenue School. He advised that the Board wanted to be totally transparent and reiterated that there were two components for discussion in Executive Session – the sale price of the Avenue School and contract negotiations.

There being no further business, a motion was made by Mr. Kahn, second by Ms. Antonette, to adjourn Executive Session at 10:45 p.m.

**ADJOURN EXECUTIVE  
SESSION**

No Discussion.  
All Ayes  
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette  
District Clerk

Bruce A. Kahn  
Vice District Clerk