

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Thursday, September 1, 2011, 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 Kahn – Trustee

ABSENT PUBLIC SESSION: Mr. Michael D. Sapricono - Trustee (Present during Executive Session via Skype)

Mr. Brian L. Conboy
Mr. John Striffolino
Ms. Antonia Hamblin – Attorney

The meeting was called to order at 7:37 p.m. As the first order of business, Board President Brian Fagan led the audience in the Pledge of Allegiance.

OPEN MEETING

No action will be taken.

Mr. Fagan welcomed everyone and briefly spoke about the recent hurricane.

OPENING REMARKS

Topics covered in Mr. Conboy's Administrative Report dated August 25, 2011 included:

ADMINISTRATIVE REPORT

Annual Professional Performance Review Plan (APPR) –

- What APPR is
- Rules governing APPR and how they affect our District
- Seaford's current APPR Plan and status of negotiations

Hurricane Preparedness

- Shelter sites

New Asbestos Testing

Town of Hempstead Meeting of the Industrial Development Association

- Update on Bast Chevrolet property
- Tax abatement given to new owners

Letter to Congressman Peter King concerning possibility of Homeland Security funds for Harbor Roadway Project

Modified Athletics/Middle School

- Section Classification Regulation

Letters from PERB

Middle School/High School Extracurricular Clubs

Letter from Lions Club concerning fee charges for use of building for Annual Blood Drive

Superintendent Brian Conboy presented his "Welcome Back Power Point – "State of the District" presentation which will be given to all staff at Superintendent's Conference Day. Areas covered in the presentation:

**PRESENTATIONS
RECOGNITIONS**

Unique school year

Firm direction to get every student career and/or college ready

Five points for staff to focus on this year

- Student Progress
- Morale
- Instructional Practice
- Lesson Construction and Lesson Delivery
- Evaluation of Program and Personnel; self-evaluation

Board of Education news

- Status of Interim Board Trustee search
- Status of ACT Committee

Contingency Budget Information

- What is allowed and not allowed on a contingency budget

Academic Department Oversight for 2011/2012

POWERPOINT PRESENTATION (cont'd):

Tax Cap in New York State

- 2% or rate of inflation
- Question of mandate relief

RTI (Response to Intervention)

APPR (Annual Professional Performance Review)

Common Core Standards and PARCC Assessments

- 30 States have joined together in a consortium

Seaford 2011 Exam Results

- Comparison of Seaford results with County and State Averages

New York State Accountability – AYP:

- School districts received memo from State stating that many more districts this year would not be making their Annual Yearly Performance Target this year because the State removed the value points from students with disability group
Those students will be judged the same as every other cohort group
- Tests are judged by cohort groups; first cohort group is all students; second cohort group is students with disabilities; third is English Language learners; Seaford's primary cohorts are the first two
- 1,100 (800 newly identified) in New York State did not make its AYP for students with disabilities in ELA; Harbor Elementary School was one of them

31 students were tested; interventions will be immediately put in place for the beginning of this school year for students still at the Harbor and those who moved up to the Middle School

- Plans going forward

Advanced Placement Exams

District priorities for 2011/2012

- Preserve
- Restore
- Advance

Mr. DiBlasio:

- Scores - Would like to see trends for each of the categories-comparisons to see how we have done in the past
- In response to Mr. DiBlasio's question, Mr. Conboy advised that we received the information that the Harbor School did not make its AYP last week.

Motion by Mr. Kahn, second by Mr. DiBlasio, that the consent agenda be approved as a whole with action recorded as if it had been taken severally.

No Discussion
All Ayes
Motion Carried.

**CONSENT AGENDA ITEMS
6. A, D and E (detailed
below)**

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve the Board of Education Minutes of the Regular Meeting of August 11, 2011 and the Special Meeting of August 25, 2011.

No Discussion.
All Ayes
Motion Carried.

MINUTES

None

TREASURER'S REPORT

None

REVENUE REPORT

CONSENT AGENDA (cont'd)

None

**EXTRACURRICULAR
FUND ACTIVITY REPORT**

None

**APPROPRIATION
TRANSFER REPORT**

None

EXPENDITURE REPORT

None

BUDGET TRANSFERS

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

**PERSONNEL ACTION
REPORT - INSTRUCTIONAL**

A. Instructional (dated September 1, 2011):

P-1: POSITION ABOLITION:

P-2: POSITION CREATION:

P-3: RESIGNATIONS:

1. MICHELLE SPRECKELS

Position:	Elementary Teacher
Assignment:	Seaford Manor School
Effective Date:	August 12, 2011
Reason:	Resignation

P-4: LEAVES:

1. TARA FITZGERALD

Position:	Elementary Teacher
Assignment:	Seaford Manor School
Effective Date:	October 24, 2011
Sick Leave:	October 24, 2011 – December 7, 2011
Leave Without Pay:	December 8, 2011 – December 16, 2011
Expiration Date:	December 16, 2011
FMLA:	October 24, 2011 – January 27, 2012
Reason:	Child Care Leave of Absence

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS: No Recommended Actions

P-7: APPOINTMENTS:

A) Instructional:

1. BARBARA VOLLANO

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Seaford High School
Certification:	Math 7-12 - Permanent
Effective Date:	October 1, 2011
Expiration Date:	May 31, 2012
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	\$18,000
Reason:	To Meet Building Needs

CONSENT AGENDA (cont'd)

2. CORTNEY HANNAN

Position: Elementary Teacher
 Type of Appointment: Regular Substitute
 Assignment: Seaford Manor School
 Certification: Pre K-6 - Permanent
 Effective Date: September 1, 2011
 Expiration Date: June 30, 2012
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: MA Step 6 = \$74,408
 Reason: Leave Replacement for Lori Wakely

P-8: OTHER:

- a) Recommend the Board of Education approve the appointment of the following coach for the High School Fall season:

Nicholas Isgro	JV Girls' Soccer	Step 1/A	\$4,356
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- b) Recommend the Board of Education approve a sixth period teaching assignment for the 2011-2012 school year for the following teachers of Seaford Middle School:

Stephanie Catano	.2 FTE	Special Education
Brian Horner	.2 FTE	Special Education
Susan Kaiser-Chrisman	.2 FTE	Special Education
Patricia Smith	.2 FTE	Special Education
Marion Ludwig	.2 FTE	Sixth Grade

- c) Recommend the Board of Education amend Dawn Maffucci-Plotnick's appointment as regular substitute to full-time tenured teacher to replace Michelle Spreckles as approved at the July 7, 2011 Board of Education meeting.

- d) Recommend the Board of Education approve the following Manor School club and extracurricular appointments for the 2011-2012 school year. These stipends should be taken from code 28540-132-00.

Phyllis Termine	Audio Visual Coordinator	\$3,018
Eleanor Turino	Book Club Supervisor	\$1,779
Christopher Feiler	Computer Mentor	\$4,786
Brian Fort	Jazz Band Supervisor	\$888
Bill Dietz	Science Mentor	\$2,735
Bill Dietz	Student Council Co-Advisor	\$444
Susan Henle	Student Council Co-Advisor	\$444

B. Non-Instructional (dated August 25, 2011):

P-1: POSITION ABOLITION:

P-2: POSITION CREATION:

P-3: RESIGNATIONS: No Recommended Actions

P-4: LEAVES: No Recommended Actions

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS: N/A

CONSENT AGENDA – PERSONNEL (cont'd)

P-7: APPOINTMENTS:

1. DIANE CARDONE
Position: Teacher Aide
Civil Service Title: Teacher Aide – Part-time
Type of Appointment: Part-time Summer
Salary: \$14.24 per hour
Reason: Substitute
Dates: August 10 & 11, 2011

2. DEBORAH SALETTO
Position: Teacher Aide
Civil Service Title: Teacher Aide Part-time
Type of Appointment: Part-time
Location: Harbor School
Salary: \$11.71 per hour
Code: 2250-166-00-0000
Reason: Replacement (Janette Grasing)
Effective Date: Upon approval of her application by the Civil Service Commission (currently employed by the District as a Substitute Teacher Aide)

3. CATHERINE MORAFATES
Position: Teacher Aide
Civil Service Title: Teacher Aide Part-time
Type of Appointment: Part-time
Location: Harbor School
Salary: \$11.71 per hour
Code: 2250-166-00-0000
Reason: New – IEP Directed
Effective Date: Upon approval of her application by the Civil Service Commission (currently employed by the District as a Substitute Teacher Aide)

4. RUTH FEELEY
Position: Teacher Aide
Civil Service Title: Teacher Aide Part-time
Type of Appointment: Part-time
Location: Harbor School
Salary: \$11.71 per hour
Code: 2250-166-00-0000
Reason: New – IEP Directed
Effective Date: Upon approval of her application by the Civil Service Commission (currently employed by the District as a Substitute Teacher Aide)

4. DEBORAH MONTANO
Position: Teacher Aide
Civil Service Title: Teacher Aide Part-time
Type of Appointment: Part-time
Location: Middle School
Salary: \$11.71 per hour
Code: 2250-166-00-0000
Reason: New – IEP Directed
Effective Date: Upon approval of her application by the Civil Service Commission (currently employed by the District as a Substitute Teacher Aide)

CONSENT AGENDA – PERSONNEL (cont'd)

6. PETER DONOHUE
Position: Cleaner
Civil Service Title: Cleaner
Type of Appointment: Full-time
Location: Middle School
Salary: \$42,527
Code: 1620-161-00-0000
Reason: Replacement (Nelson Bonilla)
Effective Date: Upon approval of his application by the Civil Service Commission (currently employed by the District as a part-time Cleaner)

P-8: OTHER:

1. Recommend changing Marianna Consiglio's title to Substitute School Monitor (part-time) from Substitute Teacher Aide (part-time) effective upon approval of the 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 listed below:

CPSE/CSE

1. Recommend acceptance of the determinations of the Preschool Special Education Committee Meetings of: 3/2; 3/9; 3/16; 5/4; 5/11; 7/6; 7/12; 8/10/11.
2. Recommend the Board of Education accept the new volunteer parent member for CSE/CPSE meetings, as indicated in the Board's documentation.

No Discussion.
All Ayes
Motion Carried.

- Will you look at the teachers who taught Spanish; will you look to see if there is a trend or pattern to the instruction
- Perhaps we should expose children earlier in the year to regents exam topics; Take June regents in September to see how they do
- Was Mr. Aldrich's attendant IDA meeting solely for information about the Bast Chevrolet property
North Hempstead appeal concerning FIT students and assessments
Lack of commercial tax base in Seaford; assessments on homeowners
Seaford Avenue School sale and tax impact for Seaford
Are we tracking the 3rd to 4th grade ELA – 53% to 70%
Harbor School not making their AYP
- What will be done for 6th Graders who were in the Harbor last school year
Readiness for college/career
APPR Mandate – ELA/Math teachers for grades 3 to 8

**PUBLIC COMMENTS –
AGENDA ITEMS**

Mr. Conboy:

- Fred Parola stated that Bast Chevrolet could have applied for a tax abatement due to it being an empty business
He also explained the breakdown of how the taxes will be paid over the next ten years – a payment in lieu of taxes – first 3 years at existing tax rate, then it graduates up to full tax after 10 years
- Every student, teacher and principal will have a unique identifier number under APPR; NYS data system being revamped to enable tracking all data

- Cohort that represents ELA students at the Harbor School (2011) – 31 students (among 3 grade levels) with disabilities some of whom will be in the Harbor School again this school year and some have moved on to the Middle School
- No Child Left Behind being revamped
- Status of APPR law suit

None

OLD BUSINESS

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

CONTRACTS

1. Recommend the Board of Education approve a contract with Levittown School District for special education services and tuition for one student for the 2011-12 school year, and authorize the Board President to sign the contract, subject to final review and approval by legal counsel.
2. Recommend the Board of Education approve a contract with Harmony Heights School for special education services and tuition for one student for the 2011-12 school year, and authorize the Board President to sign the contract, subject to final review and approval by legal counsel.
3. Recommend the Board of Education approve a contract with AHRC for special education services and tuition for summer school and for the 2011-12 school year, and authorize the Board President to sign the contract, subject to final review and approval by legal counsel.
4. Recommend the Board of Education approve a contract with the Martin Barell School in Commack for special education services and tuition for one student, plus in-home parent training, for the 2011-12 school year, and authorize the Board President to sign the contract, subject to final review and approval by legal counsel.

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to accept the donation of Recommend the Board of Education accept a donation from NY Life Giving & Volunteering Initiative of an employee match donation from Alicia Masters of two checks of \$180 each, to be used in the Harbor Helping Hands and Connections Program, as indicated in the Board's documentation.

DONATIONS

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to adopt the current APPR plan for the beginning of the 2011-12 school year as required by SED and submitted by the Superintendent of Schools. Elements of the updated plan will be negotiated with the teachers and administrators throughout the 2011-12 school year.

**APPR PLAN FOR 2011/2012
SCHOOL YEAR**

Mr. DiBlasio asked for further clarification as to how the District could approve a plan which still has to be negotiated; how is the State forcing districts to approve something which has not been finalized. Discussion continued concerning clarification of the SED regulations; need to adopt APPR Plan this evening, status of current teachers' contract and of negotiations with bargaining units, procedures for updating the APPR plan, concerns for future approval and compliance and language of proposed resolution. After discussion it was decided that the language of the resolution as it stood was unacceptable. At Mr. DiBlasio's request, Attorney Antonia Hamblin explained the procedures and safeguards for passing the current APPR and any future negotiations and/or changes/additions to be in compliance with State regulations.

Brian Fagan - Nay
Richard DiBlasio - Nay
Bruce Kahn - Nay
Motion Failed.

Motion by Mr. DiBlasio, second by Mr. Kahn, to reconsider the motion that has been amended, to adopt the current APPR plan for the beginning of the 2011-12 school year as required by SED and submitted by the Superintendent of Schools. Elements of the updated plan will be negotiated with the teachers and administrators throughout the 2011-12 school year. As elements of the APPR Plan are finalized they will be subject to approval by the Board of Education.

**APPR PLAN FOR 2011/2012
SCHOOL YEAR**

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to appoint the members of the Advisory Committee for Technology (ACT) (Thomas Karounos, Robert Necco, Michael Conti and Sean Urban) for the 2011-12 school year.

**ACT (ADVISORY
COMMITTEE FOR
TECHNOLOGY)**

Mr. Fagan introduced those members present this evening and thanked them for their willingness to work on this Committee.

No Discussion.
All Ayes
Motion Carried.

Attorney Antonia Hamblin updated the Board on current negotiations and gave a recap of modifications to the contract. Key areas covered in the discussion included:

**DISCUSSION – UPDATE ON
GREINER-MALTZ CONTRACT
NEGOTIATIONS**

- It was determined that the key areas are Greiner-Maltz' desire to have an exclusive contract with the district and the commission rate
- Other areas included in the recap was the incorporation of RFP language within the contract; and their refusal to wear photo identification
- It was also suggested that the attorneys to see if Greiner-Maltz would consider a reduction in their commission should a buyer come in through the District

GREINER-MALTZ DISCUSSION (cont'd)

- Board consensus was accepting of an exclusivity clause within the contract.
The Board also asked the attorneys to go back and renegotiate commission rates
- Timeline for finalization of contract

Mr. Conboy advised that the discussion on the issue of modified sports – section classification information and board policies would be discussed at a future workshop meeting.

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

PUBLIC COMMENTS

- Greiner-Maltz Contract refusal to wear identification badges
APPR
AYP

Attorney Antonia Hamblin explained in detail the process and legalities of negotiating and updating the APPR Plan to remain in compliance with State regulations.

Closing remarks by the Administration and Board

CLOSING REMARKS

- ◆ Congratulations and thank you to the new members of the Advisory Committee for Technology
- ◆ Plan for this year is to be positive and attentive to what is going

At 9:10 p.m., a motion was made by Mr. Kahn, second by Mr. DiBlasio, to adjourn the Regular Meeting and enter into Executive Session to interview for the vacant Board seat, interview for a leave replacement for the Assistant Principal at the High School, discuss compensation for security and to perform a performance evaluation for Mr. Conboy.

ADJOURN REGULAR MEETING

No Discussion.
All Ayes
Motion Carried.

Board Trustee Michael Sapraicone was present via SKYPE during Executive Session. Mr. Sapraicone left the meeting at 11:14 p.m.

BOARD TRUSTEE MICHAEL SAPRAICONE JOINS EXECUTIVE SESSION VIA SKYPE

Board Trustee Michael Sapraicone disconnected SKYPE connection at 11:14 p.m.

BOARD TRUSTEE MICHAEL SAPRAICONE LEAVES EXECUTIVE SESSION

There being no further business, a motion was made by Mr. Kahn, second by Mr. DiBlasio, to adjourn Executive Session at 11:30 p.m.

ADJOURN EXECUTIVE SESSION

No Discussion.
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Bruce A. Kahn
Vice District Clerk