

A Workshop Meeting of the Board of Education, Seaford Union Free School District, was held on Thursday, January 20, 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. John DelGiudice – Trustee (arrived at 9:08 p.m.)  
Mr. Bruce Kahn – Trustee

ABSENT: Mr. Michael D. Sapracione - Trustee

Mr. Brian L. Conboy  
Mr. Kenney W. Aldrich  
Mr. John Striffolino  
Ms. Maryanne Sadowski – Attorney

At 7:31 p.m., the President of the Board of Education called the Workshop Meeting to order. 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 January 14, 2011 included:

**ADMINISTRATIVE REPORT**

Seaford Avenue School:

Meeting with Supervisor Kate Murray to discuss the Seaford Avenue School building and property

- Mr. Conboy, Mr. Kahn, Mr. Aldrich and Mr. Ward met with Supervisor Kate Murray, Chief of Staff Ray Mineo and Assistant Reid Berglind from the Town of Hempstead to discuss the Seaford Avenue building and property
- Town of Hempstead has very little funding to devote to projects
- Does have some money earmarked over time for Camp Anchor
- Seaford is the only town with a turf field paid for by the Town of Hempstead
- Supervisor Murray's belief is that senior housing is the best way to go
- Does not appear that the Town of Hempstead will be of any help to us concerning the Seaford Avenue School

Results of the Seaford Avenue School Survey will be printed in the winter newsletter

Harbor School Driveway:

- If we move forward with SEQRA on February 3<sup>rd</sup> we are hopeful that we will be able to put some additional information about the Harbor Driveway in the winter newsletter
- Once the SEQRA process is completed we still have to ask the voters for permission to use the leftover bond money for the project, the County needs to transfer the land and the State Legislature needs to issue the Alienation of Parkland decision:
- We can have discussions as to when the vote should take place after the SEQRA process is completed; we do not have to wait for the County or the State

Letters will then be sent to Senator Fuschillo and Assemblyman McDonough specifically asking them for assistance with issues relating to the Alienation of Parkland which can be a lengthy process

If voters give us permission to spend the money which has already been approved we will at least have the security in knowing that we can spend that money when the Alienation of Parkland comes through

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ADMINISTRATIVE REPORT (cont'd)

Latest issued with the SEQRA involves that small piece of tidal wetlands

County attorney and Ingerman Smith feel we are close to being completed and hope to have on the February 3<sup>rd</sup> agenda the resolution for Seaford to be named as the lead agency for SEQRA and have the negative declaration for environmental impact

Hamburger, Maxson, Yafee, Knauer & McNally Agreement:

Board questions and concerns:

- Maximum cost to Seaford if 20 school districts are participating
- Is the cost of an appeal included in the maximum dollar amount stated in the contract; Board would like that clarified
- Concerns over the contract:
- How many districts are participating
- Would it be recommended to do an RFP in these circumstances
- What will be the role of the School Boards in this process?
- Who is the lead spokesperson for this
- Seaford's tax certiorari impact
- Rather than divide the cost equally among the participating districts wouldn't it make more sense to base it on the percentage of the 82.3 million dollars which is being passed on to school districts and each district be billed proportionately
- Concerns over the legal services provided and the contract
- In favor of the lawsuit and do not want to hold this up but feel it is not unreasonable to ask further questions get more solid answers
- Equally important is that Mr. Sapricono and Mr. DelGiudice are not present this evening and waiting to February 3<sup>rd</sup> will be more representative of the Board and fairer to them

Administration:

- Effort by Nassau County Superintendent's Association and Nassau/Suffolk School Boards Association to obtain legal counsel to join a lawsuit to overturn the County Legislature's decision to pass the responsibility for tax certioraris to school districts.
- Ingerman Smith and Guercio & Guercio believe the County's actions were unlawful.
- Lawsuit was originally envisioned by Ingerman, Smith and Guercio & Guercio but due to conflicts stemming from their representation of so many districts on Long Island it was decided that other counsel should be hired
- A Joint venture and the Executive Council of Nassau/Suffolk School Boards and Executive Council of the Nassau County Superintendents interviewed two law firms and decided to go with the Hamburger, Maxson, Yafee, Knauer & McNally firm
- It would be difficult for some districts with larger liabilities to set aside that large of an amount in their operating budget
- A letter came from Superintendent's Council and a similar letter came from Nassau/Suffolk School Boards
- Mr. Conboy stated that he and Mr. Fagan had spoken and felt that there has to be a esprit de corps among organizations which are challenged by the same things legislatively
- He also stated good questions were being asked and he didn't feel there was a tremendous negativity in waiting until February 3<sup>rd</sup> board to get additional information on this

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ADMINISTRATIVE REPORT (cont'd)

School Attorney

Attorney Maryanne Sadowski explained the criteria used in selecting the firm, substantively a proposal for services was requested and when asked stated she was satisfied with the process used in the selection. She also stated a formal RPF was not required.

Ms. Sadowski said typically in these matters the fee is split equally not equitably. She also stated that there is no guarantee that all 56 school districts will sign on to the lawsuit and to come up with an agreement which takes into account each of those various scenarios the approach was to keep it as simple as possible and distribute it equally to those who participate

2011-2012 Budget:

- Until we see Governor's proposal due on February 1 level of program cuts necessary are unknown  
We don't know if a 2% tax cap would be with the same state aide as last year (already reduced because ARRA funds are no longer part of that) or a reduction in state aid and a 2% tax cap or is it a budget to budget cap or a tax levy cap  
Interested in finding out more information on mandate relief but that committee isn't scheduled to report to the Governor until March 1st
- Mr. Aldrich has prepared some numbers with known budget increases and impact of a 2% and a 4% budget-to-budget and tax levy cap with the same state aid keeping in mind last year's cuts
- This year will be a very unique year  
Most districts are in holding pattern until Governor's proposal is known
- Assemblyman McDonough asked what we though the impact of a 2% cap would be and what I thought the impact of a 4% cap would be (4% cap had in previous years been passed by the State Senate)  
There will be a great deal of legislative dialogue after the Governor puts out his proposal

Nurses contract for our five nurses expires at the end of this school year

Letter from Ingerman Smith advising us of rate increases for the 2011-2012 school year

Request from a group of Seaford High School students interested in forming a Gay Straight Alliance Group at Seaford High School

Mr. Strifflino's efforts in obtaining financial grants our district

The High School students are in rehearsals for Urinetown. The only thing shocking about the play is its title. A review of the script determined that there is nothing in it which would make it inappropriate for a high school production.

Medicaid Billing – due to the small amount we bill each year it can be handled by our in-house staff and we will not need the services of Access-7. District is looking at another firm who may be able to give our staff additional training to assure that with the all of the rules that everything is being done correctly

Update on dispute of bill from DEC for the disposal of lead contaminated sand

Seaford American Legion Law and Order Night recognizes outstanding members of the Seaford Community – Middle School Math teacher Louise Valentino was this year's recipient

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

- The purpose of the Hamburger agreement and cost to the district Process for student request for the creation of GSA Group and could it be started this year
- Hamburger firm is a very reputable  
Is legal representation for tax certiorari matters covered under any of our legal agreements  
The formation of GSA Group is awesome; they are an under-served population in our district and an at risk population

**PUBLIC COMMENTS/QUESTIONS  
AGENDA ITEMS**

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve the Board President to sign and adopt the amended Special Education Two-Year Plan (2010-2012), as indicated in the Board's documentation and tabled at the last meeting.

**OLD BUSINESS  
SPECIAL EDUCATION TWO-  
YEAR PLAN (2010-2012)**

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve a contract with Nassau Community College for the Commencement Exercise on Saturday, June 25, 2011, and request the Board President's signature on said contract.

**CONTRACT – NASSAU  
COMMUNITY COLLEGE**

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve a health services contract with Syosset Central School District for the ten Seaford students currently attending Our Lady of Mercy Academy in Syosset, subject to final review and approval by legal counsel.

**CONTRACT – SYOSSET CSD  
HEALTH SERVICES**

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve a health services contract with Amityville Union Free School District for one Seaford student currently attending St. Martins of Tours School in Amityville, subject to final review and approval by legal counsel.

**CONTRACT – AMITYVILLE  
UFSD HEALTH SERVICES**

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve a special education services contract with South Huntington Union Free School District for three Seaford students currently attending St. Anthony's High School in South Huntington, subject to final review and approval by legal counsel.

**CONTRACT – SOUTH  
HUNTINGTON UFSD  
HEALTH SERVICES**

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve a health services contract with Jericho Public Schools for five Seaford students currently attending Long Island Lutheran School, subject to final review and approval by legal counsel.

**CONTRACT – JERICOHO  
PUBLIC SCHOOLS HEALTH  
SERVICES**

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

Mr. Conboy advised that projects are being closed out and that these are final payments to Architectural Windows and the final payment to Stalco Construction. Mr. Kahn asked if we are waiting any work to be completed by these companies and Mr. Ward announced that there was one thing which would be completed by Stalco during the February break.

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

**CAPITAL PROJECT RESOLUTION  
ARCHITECTURAL WINDOWS  
PAYMENT NO. 3 (PHASE 6 –HS)**

**Be it resolved, Be it resolved** based upon a recommendation from the Superintendent, that the Board of Education authorize Payment No. 3 (Phase 6 – High School) in the amount of \$116,188.80 to Architectural Window Manufacturing Corp. for fabrication and installation of windows at the High School, and request the Board President's signature on the authorization for payment documents.

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

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

**CAPITAL PROJECT RESOLUTION  
ARCHITECTURAL WINDOW  
PAYMENT NO. 4 (FINAL)  
(PHASE 6 – HS)**

**Be it resolved, Be it resolved** based upon a recommendation from the Superintendent, that the Board of Education authorize Payment No. 4 (Final) (Phase 6 – High School) in the amount of \$68,206.95 to Architectural Window Manufacturing Corp. for fabrication and installation of windows at the High School, and request the Board President's signature on the authorization for payment documents.

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

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

**CAPITAL PROJECT RESOLUTION  
COOPER POWER & LIGHTING  
PAYMENT NO. 8 (PHASE 5  
HARBOR)**

**Be it resolved**, based upon a recommendation from the Superintendent, that the Board of Education authorize Payment No. 8 (Phase 5 – Harbor School) in the amount of \$617.50 to Cooper Power & Lighting Corp. for the eighth round of public address system, security and cabling work at the Harbor School, and request the Board President's signature on the authorization for payment documents.

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

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

**CAPITAL PROJECT RESOLUTION  
COOPER POWER & LIGHTING  
PAYMENT NO. 9 (PHASE 5 -  
HARBOR)**

**Be it resolved**, based upon a recommendation from the Superintendent, that the Board of Education authorize Payment No. 9 (Phase 5 – Harbor School) in the amount of \$5,511.87 to Cooper Power & Lighting Corp. for the ninth round of public address system, security and cabling work at the Harbor School, and request the Board President's signature on the authorization for payment documents.

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

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

**CAPITAL PROJECT RESOLUTION  
COOPER POWER & LIGHTING  
PAYMENT NO. 8 (PHASE 5 – HS)**

**Be it resolved**, based upon a recommendation from the Superintendent, that the Board of Education authorize Payment No. 8 (Phase 5 – High School) in the amount of \$2,137.50 to Cooper Power & Lighting Corp. for the eighth round of public address system, security and cabling work at the High School, and request the Board President's signature on the authorization for payment documents.

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

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

**CAPITAL PROJECT RESOLUTION  
COOPER POWER & LIGHTING  
PAYMENT NO. 9 (PHASE 5 – HS)**

**Be it resolved**, based upon a recommendation from the Superintendent, that the Board of Education authorize Payment No. 9 (Phase 5 – High School) in the amount of \$31,540.80 to Cooper Power & Lighting Corp. for the ninth round of public address system, security and cabling work at the High School, and request the Board President's signature on the authorization for payment documents.

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

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

**CAPITAL PROJECT RESOLUTION  
COOPER POWER & LIGHTING  
PAYMENT NO. 6 (PHASE 5-MANOR)**

**Be it resolved**, based upon a recommendation from the Superintendent, that the Board of Education authorize Payment No. 6 (Phase 5 – Manor School) in the amount of \$1,009.39 to Cooper Power & Lighting Corp. for the sixth round of public address system, security and cabling work at the Manor School, and request the Board President's signature on the authorization for payment documents.

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

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

**CAPITAL PROJECT RESOLUTION  
COOPER POWER & LIGHTING  
PAYMENT NO. 7 (PHASE 5 -  
MANOR)**

**Be it resolved**, based upon a recommendation from the Superintendent, that the Board of Education authorize Payment No. 7 (Phase 5 – Manor School) in the amount of \$2,946.87 to Cooper Power & Lighting Corp. for the seventh round of public address system, security and cabling work at the Manor School, and request the Board President's signature on the authorization for payment documents.

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

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

**CAPITAL PROJECT RESOLUTION  
COOPER POWER & LIGHTING  
PAYMENT NO. 7 (PHASE 5 – MS)**

**Be it resolved**, based upon a recommendation from the Superintendent, that the Board of Education authorize Payment No. 7 (Phase 5 – Middle School) in the amount of \$3,455.64 to Cooper Power & Lighting Corp. for the seventh round of public address system, security and cabling work at the Middle School, and request the Board President's signature on the authorization for payment documents.

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

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

**CAPITAL PROJECT RESOLUTION  
COOPER POWER & LIGHTING  
PAYMENT NO. 8 (PHASE 5-MS)**

**Be it resolved**, based upon a recommendation from the Superintendent, that the Board of Education authorize Payment No. 8 (Phase 5 – Middle School) in the amount of \$4,504.36 to Cooper Power & Lighting Corp. for the eighth round of public address system, security and cabling work at the Middle School, and request the Board President's signature on the authorization for payment documents.

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

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

**CAPITAL PROJECT RESOLUTION  
STALCO CONSTRUCTION  
PAYMENT NO. 17 (FINAL)  
(PHASE 2 – HS)**

**Be it resolved**, based upon a recommendation from the Superintendent, that the Board of Education authorize Payment No. 17 (Final) (Phase 2 – High School) in the amount of \$166,041.95 to Stalco Construction, Inc. for general construction at the High School, and request the Board President's signature on the authorization for payment documents.

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

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

**RESOLUTION**

**Be it resolved**, that the Board of Education hereby rejects the advisory award issued by Arbitrator Robert J. Simmelkjaer in his December 17, 2010 opinion in Case No. 13 390 01058 10; and

BE IT FURTHER RESOLVED, that the previous determination rendered by the Board of Education with respect to the employee involved in said case shall remain unchanged and in full force and effect.

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to table Agenda Item 7.C.2 (Hamburger, Maxson, Yaffe, Knauer & McNally, LLP Agreement) pending further clarification.

**TABLE AGENDA ITEM 7.C.2  
(HAMBURGER AGREEMENT)**

Mr. DiBlasio asked what the reasons were for those districts choosing not to participate. He also stated he did not want to close the door on other districts and would like an amendment to the contract to allow for districts to come in at a later date at the same cost as the other districts. Mr. DiBlasio asked about the ability to amend papers at a future date and that the addition of other districts represented a savings to all participating districts. If services are front loaded but results are back ended everyone benefits evenly.



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HAMBURGER DISCUSSION (cont'd)

Can some kind of clause be put in the contract for the services even if a district is not named in the filing? Is there a way to find as a certainty if the agreement can or cannot be amended this way?

Mr. Kahn asked if the petitioner name would be all Nassau County districts or just those participating and was advised that it would only be the participating districts.

Ms. Sadowski stated that she did not believe the letter of engagement precluded that but the issue is that papers need to be filed by March 1<sup>st</sup>. Ms. Sadowski briefly explained the process of filings, timelines, costs incurred in amended filings, cost of suit and benefit to case when knowing how many districts they are presenting and the dollar amount impacting those districts. Up until some point districts could join but better practice that they are all in at once. Part of the issue is if you sign on after all of the papers are drafted and filed the extent of legal services to be provided will be governed by the County's response. If districts sign on after the filing there would be some issue of the about them paying for services provided in the front end. It is going to be very hard for a district to come in we; after the filing. They are going to need to know who is in prior to the filing of that lawsuit. Every District in Nassau will either benefit or not benefit from the outcome of the lawsuit. The participating districts will individually be listed as Petitioners.

Brian Fagan - Aye  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve acceptance of the determinations of the Special Education Committee Meetings of: 12/14; 12/16; 12/21/10; 1/6/11.

**CPSE/CSE**

Brian Fagan - No Discussion  
Richard DiBlasio - Aye  
Bruce Kahn - Aye  
Motion Carried.

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

**PERSONNEL ACTION REPORT  
NON- INSTRUCTIONAL**

B. Non-Instructional (dated January 14, 2011):

P-1: POSITION ABOLITION:

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS: No Recommended Actions

P-4: LEAVES:

1. JOAN MADDEN  
Position Greeter  
Assignment Manor  
Effective Date January 12, 2011  
Expiration Date February 7, 2011  
Type: Unpaid Leave

PERSONNEL (cont'd)

2. STEPHEN REARDON

Position	Custodian
Assignment	Manor Elementary School
Effective Date	January 24, 2011
Expiration Date	March 21, 2011
Type:	FMLA

3. MURRAY FRIEDMAN

Position	Security Aide
Assignment	District
Effective Date	January 18, 2011
Expiration Date	March 21, 2011
Type:	Unpaid Leave

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS: No Recommended Actions

P-7: APPOINTMENTS: No Recommended Actions

P-8: OTHER: No Recommended Actions

	No Discussion
Brian Fagan -	Aye
Richard DiBlasio -	Aye
Bruce Kahn -	Aye
	Motion Carried.

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

**PUBLIC COMMENTS**

- Agenda Item 6.A.1. – Changes/additions made to Two-Year Plan  
Any change in the description to the continuum concerning the collaborative?  
There is no other program in the continuum that relies so heavily on collaboration  
Request that an addendum be added to carve out in that program in the elementary schools where they do not have a block schedule a specific period be created for teachers to collaborate  
Collaboration should not be left up to interpretation  
Very disappointed that it was not changed
- Last issue of Viking Voice – Did Board and Administration read it?  
Feel a response should be given to students  
Perhaps a budget presentation could be brought to a classroom

Administration and Board:

**ADMINISTRATION  
COMMENTS**

- ◆ Revisions to Two-Year Plan:  
Three of the changes discussed at the last meeting  
Typographical errors corrected  
Change of language which did not make sense  
Added some language to staff development: individual teachers will receive additional professional development on an as needed basis and workshop to be more inclusive  
No changes to the continuum description

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ADMINISTRATION COMMENTS (cont'd)

- ◆ Administration does have an opportunity to review the Viking Voice  
Generally what is written by the students for the Viking Voice is printed  
Many strong versions of the Viking Voice have been produced  
Mr. Conboy and Mr. Fagan plan to visit the Publications class and let  
them know people are reading their paper and advise them that they  
should be careful that what they write is accurate, their research done  
and their facts are correct  
Do not think that the Viking Voices is a medium for a written response

Areas covered in the discussion on 2011-2012 Budget Planning:

**WORKSHOP TOPIC:**

- ◆ First look at 2011-2012 Budget - Prelude to handouts  
All of gives the Districts is aware of: salaries, ERS, TRS, medical,  
transportation, loss of ARRA grants, etc.  
\$200,000 Bond re-payment  
Sewer Tax  
Funds to carry Seaford Avenue school  
Figure represents no increase in program; no increase from  
departments  
Assumed we might have a contingency cap of 2%
- ◆ Budget contingency cap will be 1.92% plus any additional debt  
repayment
- ◆ Examples of a 2% and 4% tax levy cap
- ◆ CPI number is 1.6%
- ◆ Funds which will be available to give back to voters
- ◆ Numbers from last year
- ◆ Possible budget increase scenarios  
Impact on voters  
Impact of programs
- ◆ Classes of labor force  
Annual Salaries  
Medical  
Circumstances where Unemployment insurance would increase  
ERS and TRS  
Do not have all information necessary right now  
Enrollment being looked at  
Looking at mandated and un-mandated programs  
% increase on contracts  
BOCES  
NYSHIP – Empire Medical  
Medical contributions by units
- ◆ Expected increases – Workers Compensation  
Is anything subrogated to employee medical plans  
Procedures in place when accident occurs  
Investigation of accidents  
How do other districts compare to us in success rate of challenges in  
workers compensation cases  
Triad
- ◆ Worst case scenario  
4% cap – possibility of 23 teacher layoffs  
2% cap – possibility of 31 teacher layoffs
- ◆ Not in a growth year for most things  
We must try to maintain our community values to the greatest extent as  
possible  
Important for people to understand the cuts that will need to be made if  
there is a cap in place  
Possibility of approaching UTS to reopen negotiations

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2011-2012 BUDGET DISCUSSION (cont'd)

Asking different groups to make concessions is always a possibility  
Even if unions cooperated would it address it sufficiently  
Benefit/percentages of possible concessions from staff  
After tax basis of the tax levy  
½ of medicals costs is for retirees  
Possibility of working with unions to help offset potential layoffs  
Budget Advisory Committee made recommendation to approach unions  
Good recommendation; never too early to start talking  
Cuts made last year  
Future budget workshop meetings to limit agenda items to focus on budget  
Possibility of 60% majority to override cap  
Grants  
“Cadillac” medical plans  
Next Wednesday evening at 7:00 p.m. at Oceanside High School  
Nassau County BOCES, County Executive Mangano, local legislators  
and local school leaders are getting together to discuss shared  
services. Mr. Conboy will be attending.  
District never received foundation aid for full day kindergarten

Congratulations to Mr. DelGiudice’s daughter who was inducted into the  
National Art Honor Society  
Compliments to Mr. Ward and his crew for the great job they did on the snow  
clean up during the last two storms.

There being no further business, a motion was made by Mr. DelGiudice,  
second by Mr. DiBlasio, to adjourn the Workshop Meeting at 9:50 p.m.  
No Discussion.  
All Ayes  
Motion Carried.

**CLOSING REMARKS**

**ADJOURN WORKSHOP  
MEETING**

Respectfully submitted,

Carmen T. Ouellette  
District Clerk