

A Special Meeting of the Board of Education, Seaford Union Free School District, was held on Sunday, June 27, 2010, in the Board of Education Conference Room located in the Manor Elementary School, 1590 Washington Avenue, Seaford, New York.

PRESENT: Mr. Michael D. Sapricono - President
Mr. Brian W. Fagan – Vice President
Mr. John DelGiudice - Trustee
Mr. Richard G. DiBlasio – Trustee
Ms. Linda Hurley – Trustee

Mr. Thomas J. Markle
Mr. Brian L. Conboy
Mr. Kenney W. Aldrich
Mr. Christopher Venator, Attorney (arrived at 8:50 a.m.)

At 8:30 a.m., the President of the Board of Education opened the Special Meeting.

OPEN MEETING

Board President Michael Sapricono asked to have a motion to enter into Executive Session for the purpose of discussing contract negotiations.

RECESS SPECIAL MEETING

No action will be taken.

At 8:35 a.m. a motion was made by Ms. Hurley, second by Mr. DelGiudice to recess the Special Meeting and enter into executive session for the purpose of discussing contract negotiations.

	No Discussion
Michael Sapricono -	Aye
Brian Fagan -	Nay
John DelGiudice -	Aye
Richard DiBlasio -	Nay
Linda Hurley -	Aye
	Motion Carried.

After a brief discussion it was decided to postpone entering into Executive Session until the school's attorney arrived.

Mr. Venator arrived at 8:50 a.m. Mr. Sapricono again asked for a motion to enter into Executive Session for the purpose of discussing contract negotiations.

At 8:50 a.m., a motion was made by Ms. Hurley, second by Mr. DelGiudice, to recess the Special Meeting and enter into executive session for the purpose of discussing contract negotiations.

EXECUTIVE SESSION

	No Discussion
Michael Sapricono -	Aye
Brian Fagan -	Nay
John DelGiudice -	Aye
Richard DiBlasio -	Nay
Linda Hurley -	Aye
	Motion Carried.

At 9:42 a.m., a motion was made Ms. Hurley, second by Mr. DelGiudice, to adjourn Executive Session and return to the Special Meeting.

ADJOURN EXECUTIVE SESSION

No Discussion
Michael Sapricono - Aye
Brian Fagan - Nay
John DelGiudice - Aye
Richard DiBlasio - Nay
Linda Hurley - Aye
Motion Carried.

The Special Meeting reconvened at 9:50 a.m. in the All Purpose Room located in the Manor Elementary School. As the first order of business, Board President Michael Sapricono led the audience in the Pledge of Allegiance.

RECONVENE SPECIAL MEETING

Mr. Sapricono thanked everyone for coming on a Sunday morning. He stated that he knows the meeting was posted for 8:30 a.m. but the Board needed to go into Executive Session it took a little while to go over some things. He asked everyone to keep in mind that we have a graduation starting in about an hour and 15 minutes. He then stated that they would be starting with Public Comments and that there was only one agenda item and one personnel item on an addendum.

OPENING REMARKS

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

PUBLIC COMMENTS

- Public was eliminated from the meeting by having it on a Sunday morning.
Teachers are entitled to a contract
PTA Presidents should have been notified
Does this take into account Race to the Top
- Can terms of the contract be made public before the vote
Second year – pension costs, health costs going up. Have we planned ahead?
Hope you have factored all this in – don't want to be up here next year laying off teachers
Reserve fund next year
- When asked about stipends during the year I was advised based on the number of kids.
Every time I asked they said it would be reevaluated when they do a new contract
Hard time getting an advisor for Model Congress.
Could each board member after they vote state their opinion why they voted the way they did on the contract? Taking into account their feelings on the future and how we will be able to afford this

Attorney Christopher Venator, school attorney, summarized the Memorandum of Agreement between the UTS and the Seaford School District which is on this agenda for Board ratification.

Comments by the Board/Administration:

BOARD/ADMINISTRATION COMMENTS

- Mr. Markle advised that the posting was made Friday morning and put on the web by the afternoon.
He also spoke about the Federal Race to the Top
- Attorney Christopher Venator spoke about contracts and options open to the parties

Board President Michael Sapracione asked for a motion for Agenda Item 1.A, Resolution.

Motion by Mr. DelGiudice, second by Ms. Hurley, to adopt the following resolution:

Be it resolved, based upon the recommendation of the Superintendent of Schools, that the Board of Education ratify the Memorandum of Agreement between Seaford Union Free School District and the United Teachers of Seaford dated June 23, 2010.

**MEMORANDUM AGREEMENT
UNITED TEACHERS OF
SEAFORD**

At this time Mr. Sapracione asked for any comments or discussion from the Board:

Board Vice President Brian Fagan stated the following:

- He was against having this meeting this morning at 8:30 a.m.
- He also stated that he felt that this was in complete contradiction to the mission, vision and values of this Board of Education to be transparent, as they should be.
- Mr. Fagan stated that he was not necessarily in disagreement with the terms of this agreement or the specific details of this contract.
- He stated that this was not the point of his statement and that the point is to show the community that we as a Board encourage both the UTS and the community to work together toward an agreement that is both transparent, seamless and in the best interest of all parties in this District.
- He stated that based on that he expressed his opinion and is against this meeting

Board Trustee Richard DiBlasio stated the following:

- He was in agreement with Mr. Fagan – it is not so much the contents of the settlement but the perception of having this meeting at 8:30 Sunday morning right before High School Graduation which is in 55 minutes.
- He stated he didn't agree with the process on how it came about having this meeting on a Sunday and it inconvenienced a lot of people.
- He stated that he didn't think there was a single parent in the room attending the meeting who had a child graduating today.
- He stated he wasn't comfortable and was in total disagreement with this meeting and that it goes against all of our values, all of our policies and our mission statement.
- Mr. DiBlasio stated he was quoting various sections of the Seaford School District Policy Manual stating the district's mission statement which says that "the board of education vision for the district is to provide the opportunity for faculty, staff, students, parents and community to develop, through communication and involvement."
- Mr. DiBlasio stated that you can't have involvement when you have a meeting at 8:30 in the morning on a Sunday and when it was posted on a Friday in the afternoon or in the late morning and failed to follow the process that we all have in place that we do notify the prominent community leaders which include our PTA Presidents. He stated they are a great funnel of communication and let people know and we didn't take advantage of that.

Board Comments on Resolution – Mr. DiBlasio (cont'd)

- He stated that we have Community Relations Goals which say “the Board of Education strives to conduct district affairs by way of continuing open dialogue between the community and the schools” and again this is in conflict with that.
- He continued quoting “To provide a variety of means whereby residents of the school district may have the opportunity to contribute their best thinking”. Mr. DiBlasio stated this was avoided by doing this at 8:30 today with late notice.
- He further quoted “To keep the community accurately informed about its schools.” “To understand community attitudes and aspirations for the schools.” Mr. DiBlasio stated how can you do that by having this meeting on Sunday at 8:30 and again stated that this is in conflict with our own policies.
- To handle all complaints from the public” Mr. DiBlasio asked “how can we do that when everyone went home for the weekend? So if anyone wanted to complain, even if we posted it on the web site on Friday, no one would be around to complain to.”
- “To promote a spirit of cooperation among the Board of Education, the schools and the community.” Mr. DiBlasio reminded everyone that these are our goals. “To expand the public understanding of every aspect of the school system, and stimulate public interest in the school.”
- Mr. DiBlasio indicated that he was quoting various sections of our policies which revolve around community involvement, community awareness, community participation, community support and to encourage participation.
- Mr. DiBlasio stated that he felt that notifying the public late on a Friday afternoon or mid Friday afternoon is not in fairness to notifying the community. Open meetings law says we must make a reasonable effort if less than one weeks’ notice is given. We did not make a good effort by not notifying the PTAs and not notifying prominent community leaders.
- Mr. DiBlasio concluded by stating that he was totally against this meeting strictly because of the manner that this meeting is being held, the time it’s being held, and how it was communicated to the public.

Board Trustee John DelGiudice stated the following:

- It is not the first time the Board has had a Saturday or Sunday morning meeting.
- He also stated that he would have preferred to have it on a more traditional time but it was the only time everyone could get together.
- By the amount of people who have come to this meeting I do think that enough people in the public were made aware of it and could have communicated it to other people.
- He was pleased to see everyone that came this morning to hear what we had to say.
- He felt it was a favorable contract for both the teachers and for the District and in hindsight 3 years down the road everyone will be satisfied with the outcome.

Board Comments on Resolution (cont'd)

Board Trustee Linda Hurley stated the following:

- She stated that it wasn't the best time to have the meeting but felt it was a fair contract
- We did try to have it on another time but unfortunately time constraints and everyone's schedule got in the way.
- Our apologies for rushing it on a Sunday morning.

Mr. DiBlasio stated that there were other meetings on weekends but he didn't think it was anything we voted on. Mr. DiBlasio stated that there were other times the Board could have met to vote on the contract.

Mr. Fagan also stated that there were other available dates; that he had requested this meeting be postponed to June 30th; he stated he had been willing to arrange his schedule to not conflict and made every effort to be available and accommodate the Board to meet any other day but a Sunday morning.

Board President Michael Sapricono apologized to the community if they thought the Board was trying to do something quickly and stated the following:

- He stated that we are elected by the community to vote as we think the community feels.
- He also stated that he felt it is a very, very good contract and it would be the same if we dragged it out for another year.
- It was felt that it could be accomplished before the school year ended, and have it in place when our new Superintendent took over.
- He stated that his goal back in last July was to make it known that we should finish and wrap up all our contracts with all our associations prior to the end of the school year.
- He stated he felt the Board has been very successful in doing that and they had one door left open.
- He stated the Board has become part of the negotiations over the last 2 years since he had been President and has shown the associations that the Board is serious about what is going on, not only to come in to a situation at the 11th hour.
- He stated that he felt all of us together as a team have worked very hard with the Associations to do that.
- Mr. Sapricono stated that we were in a situation where we felt that we could get something done and accomplished before the school year ended and have it in place before a Board change and our new Superintendent took over.
- He stated that he felt that was the time and in the best interest of the district.
- He noted that while Mr. DiBlasio made some strong points by quoting the policy and Mr. Fagan made some strong points about morality and transparency, I want to let it be known that not everyone was available. These are 5 very busy people up here who try to give you sometimes 80/90 hours of their time a month. But this is part of the job and this is what we signed up for.
- He stated that unfortunately we cannot always make everyone happy with scheduling and can't always get everyone together.
- This is a nice showing for a Sunday morning.
- He commented that the Board even picked a Superintendent on a Sunday morning. Mr. Sapricono thanked the Board for coming this morning.

Board Comments on Resolution – Mr. Sapricono (cont'd)

- Mr. Sapricono stated he is not asking the Board to vote on their opinion of when we had the meeting but is asking them to vote on a contract, a good contract for the Seaford School District, the community and our teachers and is a good contract to have a new administration start on August 1st and a new Board with this under our belt.
- He stated we are closing up loose ends and I think this is what you bring us in to do, what we try to do, we are only human.
- He stated we are trying to do the best we can and settle all our contracts. I think we have done that. I think we have done all the community has asked of us. We all make mistakes.
- He stated I am proud of this District. I am proud of the school board. I appreciate the administration. I think this is the right thing to do.
- He closed the discussion by saying that he thinks it is a good contract and appreciates everyone coming out this morning.

Mr. Sapricono then stated he was going to ask for a roll call vote. He stated we had a motion, a second and we had discussion. We need a vote to resolve the teachers' contract negotiations.

**VOTE ON MEMORANDUM
AGREEMENT**

Brian Fagan -	Nay
Richard DiBlasio -	Nay *
John DelGiudice -	Aye
Linda Hurley -	Aye
Michael Sapricono -	Aye
	Motion Carried.

- * Mr. DiBlasio stated that he was not specifically against the contents of the contract. He stated that he was voting no not strictly because of the contents of the contract but also because we are having this meeting on Sunday morning at 8:30 a.m. and it does not send a message that anybody is anti teacher. It's because of the time and location and the failure of proper notification to the community.
- * Mr. Sapricono reiterated and stated he wanted to make it clear that we were voting on the contract here.

Mr. Sapricono announced that the personnel action appointment is for a Jason Huntsman, the new Assistant Principal for the Middle School. Mr. Hunstman will join Mr. Smith on July 1, 2010.

Motion by Ms. Hurley, second by Mr. DelGuidice, to accept the recommendation to approve the Personnel Action Report, as amended:

**PERSONNEL ACTION
REPORT - INSTRUCTIONAL**

A. Instructional (dated June 27, 2010):

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: TENURE APPOINTMENTS:	No Recommended Actions

PERSONNEL (cont'd)

P-7: APPOINTMENTS: No Recommended Actions

A) Instructional:

JASON HUNTSMAN

Position:	Assistant Principal
Type of Appointment:	Probationary
Assignment:	Seaford Middle School
Certification:	SBL
Effective Date:	July 1, 2010
Expiration Date:	June 30, 2013
Tenure Eligibility:	June 30, 2013
Tenure Area:	Assistant Principal – Secondary
Salary:	\$103,000
Reason:	To replace Scott Bersin

P-8: OTHER:

No Discussion
All Ayes
Motion Carried.

There being no further business, a motion was made by Ms. Hurley,
second Mr. DelGiudice, to adjourn the Special Meeting at 10:20 a.m.

**ADJOURN SPECIAL
MEETING**

No Discussion
All Ayes
Motion Carried.

Respectfully submitted,

Linda Hurley,
Vice District Clerk