

A Workshop Meeting of the Board of Education, Seaford Union Free School District, was held on Thursday, April 11, 2013, 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. Susan Ruona - Trustee
Ms. Jeanmarie Wink – Trustee

Mr. Brian L. Conboy
Mr. John A. Striffolino
Mr. Alan S. Phillips
Christopher Venator - Attorney

At 7:34 p.m., Board President Brian Fagan opened the Workshop Meeting. As the first order of business, Mr. Fagan led the audience in the Pledge of Allegiance.

OPEN MEETING

None

OPENING REMARKS

Topics covered in Mr. Conboy's Administrative Reports dated April 5, 2013 and April 8, 2013 included:

**ADMINISTRATIVE
REPORT**

Majority of tonight's discussion needs to be on the 2013/2014 budget planning

- Administrative staff is in attendance to answer questions, if necessary
- Transportation contracts
- Atlantic Bus Company is not able to roll-over the contract at CPI for next year due to losses from Super Storm Sandy
 - Need to put transportation out for bid
 - Additional funds needed to be added to budget to cover expected increased costs for transportation

State exams

- Parental opt-out movement
- State advised parents do not have the ability to opt their children out
- Districts have to test 95% of students; will be encouraging all students to take the test and do their best
- Students can refuse to take the test; specific coding will be used for tests where student refuse to take examine

Update from Hamburger firm concerning County guaranty matter

Update on Seaford Avenue School property

Music Department will be holding a Chamber Music concert as a benefit for the Tutaj family on April 25th at 7:30 p.m. in the High School Auditorium

Excel funds

Information previously requested by the Board

Wrestler James O'Hagan finished 2nd at the National Championship in his weight class

Robotics Club won Outstanding Rookie Team Award at Hofstra which made them eligible to participate in National Competition in St. Louis, Missouri

- Team is actively fundraising to see if they can put the funds together to make the trip

Explanation of use of \$990,000 deferred building aid received last year for the preceding year

- Sought guidance from State last year as to the proper use/handling of funds
- Community member suggested that District was not handling funds properly
 - Petition was made to the Commissioner that District had done something they should not have done
 - Commissioner ruled in our favor that the District did utilize the money properly
 - Legal fees cost to District in connection with the Petition

None

**PUBLIC COMMENTS
AGENDA ITEMS**

NEW BUSINESS

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

**PERSONNEL ACTION
REPORT - INSTRUCTIONAL**

A. Instructional (dated April 11, 2013):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS:

1. PATRICIA SIGLER

Position:	School Psychologist
Assignment:	Seaford Harbor School
Effective Date:	June 30, 2013
Reason:	Retirement

P-4: LEAVES:

1. CHRISTINE LINDQUIST

Position:	English Teacher
Assignment:	Seaford High School
Effective Date:	June 3, 2013
Sick Leave:	June 3, 2013 – June 20, 2013
Leave without Pay:	June 21, 2013 – November 7, 2013
Expiration Date:	November 7, 2013
FMLA:	June 3, 2013 – November 7, 2013
Reason:	Child Care Leave of Absence

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS: No Recommended Actions

P-7: APPOINTMENTS: No Recommended Actions

P-8: OTHER:

- a) Recommend the Board of Education amend the dates of Jessica Peters paid sick leave from March 25, 2013 through May 9, 2013 to March 22, 2013 through May 22, 2013 and amend her start date of her child care leave without pay from May 10, 2013 to May 23, 2013 as approved at the February 7, 2013 Board of Education meeting.
- b) Recommend the Board of Education amend the start date of Mary Anne Greco's leave replacement for Jessica Peters from March 25, 2013 to March 22, 2013 as approved at the March 21, 2013 Board of Education meeting.
- c) Recommend the Board of Education amend the start dates of Patricia Foley's paid sick leave from April 3, 2013 through May 29, 2013 to April 1, 2013 through May 24, 2013 as approved at the January 17, 2013 Board of Education meeting.

PERSONNEL (cont'd)

- d) Recommend the Board of Education amend the end date of Lindsay Garncarz's child care leave without pay from April 12, 2013 to June 30, 2013 as approved at the February 28, 2013 Board of Education meeting.
- e) Recommend the Board of Education amend the end date of Gennaro Fontano's leave replacement for Lindsay Garncarz from April 12, 2013 to June 30, 2013 as approved at the March 7, 2013 Board of Education meeting.
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: 3/1; 3/4; 3/15; 3/18; 3/20; 3/22/13.

CPSE/CSE

No Discussion.
All Ayes
Motion Carried.

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

Based upon a recommendation by the Superintendent,

BE IT RESOLVED that the Board of Education of the Seaford School District increase the 2012-2013 budget from \$57,910,320 to \$58,023,910.04 for the purpose of covering high retirement and workers' compensation expenses, by transferring \$56,824.81 from the Reserve for Employee Benefit Accrued Liability, and \$56,765.23 from the Reserve for Workers' Compensation.

RESOLUTION – INCREASE IN BUDGET – EMPLOYEE BENEFIT ACCRUED LIABILITY AND WORKERS' COMPENSATION RESERVES

Mr. Kahn asked Mr. Phillips what the balances would be in these two reserves after the transfers. Mr. Conboy briefly explained why these transfers were made, the process for usage of the funds contained in these reserves, and the reasons for the creation of these reserves.

Brian Fagan - Aye
Richard DiBlasio - Aye
Bruce Kahn - Aye
Susan Ruona - Aye
Jeanmarie Wink - Aye
Motion Carried

Board President Brian Fagan updated the audience on the following areas:

2013/2014 BUDGET PLANNING

Need to adopt the budget number by April 17th

We will not be piercing the tax cap

- Due to economic conditions and devastating effect Super Storm Sandy had on Seaford

Process/discussions over the last two months

Tax cap/levy

Costs that we had control over were cut

Collective bargaining with all our units; no increases were budgeted

Teachers' contract contains increment/step movements and also eligible for movement in salary columns for approved job-related courses

- Triboro Amendment requires District to make these payments even if there is no contract settlement
- Increases amount to over \$900,000

Board approached the UTS (largest unit/percentage of expense in District) and asked for a hard freeze of the payments for the 2013/2014 school year

- There would be no increase in medical contributions for 2013/2014
- Would preserve all current teaching positions and curriculum

MR. FAGAN (cont'd)

- UTS came back with a counter-offer which included requests which were financially restrictive to the District
- Board could not consciously accept adding any cost to the district this year, next year or beyond
- If UTS had agreed to the freeze it would have allowed to keep the 9th period day at the Middle School and some other cuts

If community wants accurate information or have questions come to Board meetings or contact the Board or Administration via telephone or email

Not a good position to be in but District will get through this and find a way to move on and deliver a quality education to our students

At the start of budget discussions we were approximately \$2.3 million short

- As of last meeting we were approximately \$1,055,000 short
- Expected increased transportation costs has now increased the gap to approximately \$1.2 million

Mr. Conboy on current status:

Need to zero in on gap

Expected increase in transportation costs

- Transportation services out for bid
- Current transportation costs

2 known retirements

Current budget gap: \$1,172,371

Cuts already made

Cuts that would allow us to reach that number

- Go to an 8-period day at Middle School
- Go to ½ Day Kindergarten
- Go to an 8-period day at High School

At this time not recommending we go to ½ Day Kindergarten or to 8 period day at High School

Discussion needed concerning going to 8 period day at Middle School

Possibility of going to a ¾ day Kindergarten and it's possible effects on scheduling/staffing/transportation

Benefits of Full-Day Kindergarten

No one wants to make cuts

Will hold on to as much as we can; will make the best and strongest we can make

State assessments/remediation/AIS

- Funds carved out in budget for possible AIS

Savings from program cuts

3 weeks ago expressed our desire to retain 9 period day but economically impossible

Savings matches up to most of shortfall in budget

Mock schedules created based on certain cuts

Staffing/AIS effect on scheduling

Comparison of 9 period/8 period schedule

With 8 period day only meeting mandates

- 8 period day has 7 slots (8th slot lunch)

Lengthens instructional period to 44 minutes

Placement of music in schedule

- Prefer to not have before school

Mandates – effect on scheduling

Options for AIS/Band

- During/after school day

**MR. SMITH/MR. HUNTSMAN
ON 8 PERIOD DAY AT
MIDDLE SCHOOL**

DISCUSSION ON 8 PERIOD DAY AT MIDDLE SCHOOL (cont'd)

Study halls

Plans for possible increased demand for services after new assessment results are know

Concerns over cuts and long-term effects

Need for everyone to work together and hold on to what we have

Cuts are painful; wouldn't be discussing them if didn't have to; if we had funds

Need to control our overhead; need everyone's cooperation

Can't keep making cuts

Best of both worlds would be 9 period day; 45 minute periods but we are not in the financial position to do that

Possibility of looking at High School to make some cuts

- Cuts made in previous years
- Effects on class size and amount of study halls
- Looking at High School master schedule for next year

Need for State to set cut scores appropriately not making more students fail the exam but make the passing score appropriate to a much more rigorous exam

- Funds planned for AIS if needed
- Scheduling to allow for AIS and music
- Options for delivering AIS
- Possibility of grouping student and have push-in services
 - Positives/negatives of push-in

New York State Law concerning excessing of teachers

- Seniority
- Tenure area
- Least senior person in tenure area excessed first

Method used when assigning teachers to particular classes

AP classes do not need specific certification; need to be qualified

Every time we excess there is great pain

Ramifications of moving AIS to after school

Percentage of students currently requiring AIS

If giving more minutes per day for the core curriculum expect higher results

- Additional 30 minutes per week per core classes

Every year master schedules need tweaking

Students will be receiving what State mandates

**2013-2014 BUDGET
PLANNING DISCUSSION**

Will not come to formal budget number this evening

Budget gap after removing 9th Period at Middle School approximately \$200,000

Breakage from retirements

Possible areas to cut

- MS Graduation/Awards ceremonies
- All planners
- Certain stipend positions
- One season of MS Sports/Intramural program
- Athletic Department

Athletics Seasons – Breakdown of costs

Effect of donations on budget

Current Middle School Season in budget

- Previously funded Fall and Spring
- If possible fund MS winter season in 2013/2014

MS intramurals rather than one season

Cost of intramurals v. one season of interscholastic sports

**GENERAL BUDGET
DISCUSSION**

BUDGET DISCUSSION (cont'd)

Need to have discussion concerning keeping security or greeters at schools

- Administrators and District-wide Safety Committee felt most comfortable with Security rather than greeters at doors
- Additional funds not needed
- Security would work 5-hour shifts
- Greeter responsibilities

Have enough information to make decisions

- Know what the number is
- Dollar amount that matches maximum allowable tax levy
- \$60,437,334 budget

UTS stated that a hard freeze was offered to the Board in a counter offer and refused; no return counter offer was made to the UTS

- Items included by the UTS would still net the District substantial savings enough to preserve the valued programs enjoyed by students
- UTS stated that even if all items in the counter proposal were not possible the UTS was still open to communications in this matter
- UTS offered the Board a hard freeze and the Board refused
- Cost analysis

PUBLIC COMMENTS – UTS

Mr. Fagan stated that items in the counter proposal from the UTS included items that would compensate for unpaid time and extended time out of the District

- District offer was a hard freeze; there would be no increase in medical contributions by the teachers and no teaching positions would be eliminated
- Looking for collaborative efforts; felt this offer was fair to all

BOARD/ADMINISTRATION

Mr. Conboy briefly spoke about the dialogue between the UTS, Board and Administration and reiterated the District's offer. He also stated that the District was not in a position to offer anything that would make a financial impact adding to our costs for 2013/2014 or 2014/2015. Contained in the information share with the Board was something that would create costs for 2014/2015 above and beyond the step and also something for teachers to be paid for things they are not currently paid for. Some of these things were difficult to cost out some of those things due to the unknowns concerning the amount of people this would involve. He advised that the Board was only prepared to say was that if they received the hard freeze we save everybody and the means saving the 9 period day.

Attorney Christopher Venator advised that it was not productive or wise to engage in bargaining at a Board meeting.

Concerns about moving Middle School band or chorus to early morning

- Attendance will be an issue
- Will there be an early morning bus
- Consider ramifications to music program by having mandatory early morning classes rather than including it in the educational day

Thank you to Mr. Smith and Mr. Huntsman for everything they do

- What will happen to self-help with 8-period day

PTSA past contributions to fund clubs

- When going to an 8 period day at the Middle School why wouldn't you look at center-based program
- Benefits of a 9-period day at the Middle School
- These students have historically had large class sizes
- Should look at how everything is administered in the District

PUBLIC COMMENTS

PUBLIC COMMENTS (cont'd)

Stunned with discussion between Board and UTS

Discretionary allocations listed on Trace document

- Laws governing funding of unbudgeted expenses

Costs concerning complaint made concerning deferred building aid

- There were many other legal expenses which could have been alleviated by mediation

Expenses incurred for legal fees versus mediation which would not have cost the district anything

Where is there a Board/Administrative policy on anaphylactic allergic reaction to food

- District with food allergy policies listed on their websites
- Board should consider developing a district-wide policy
- Severely peanut allergic child came home with three bags of Reese's from a school sanctioned event

Shoutouts to notify people of Board Meetings

Possible ways to get information out to community

Mr. Fagan advised that the Board would be taking a short recess

**RECESS MEETING AT
10:07 P.M.**

Mr. Fagan called the meeting back into order.

**MEETING RESUMED AT
10:18 P.M.**

Mr. Fagan announced that the District Clerk has candidate packets for anyone interested in running for the Board and registration cards for anyone wishing to register to vote

Mr. Fagan briefly spoke about the budget process, tax cap rules, funding, State Government and working together. He thanked the Board and staff for all they did in preparing this budget.

Brief discussion concerning adopting the budget continued concerning:

- Adoption of budget number
- Cuts/decisions still needing finalization
- Funding of Middle School Sports season
- Middle School intramurals
- What is allowed after budget number is finalized
- Benefits of waiting until the April 17th meeting to officially adopt budget number
- Reaching out to High School and Middle School to see if there are any clubs they may want or need
- Publication which will be going to the community concerning the budget
- In budget – Middle School 8 period day; additional transportation, extra compensation from breakage
- Notification to staff concerning reductions
- Possible areas of discussion at next meeting

**CONTINUED BUDGET
DISCUSSION**

Closing remarks by the Administration and Board

CLOSING REMARKS

- ◆ Thank you to Bravo, Encore and Forte for all they do for the music program
- ◆ It is the Board and Administration's intent to incorporate band/music into the regular school day rather than before school
- ◆ Want more participation; more people that have the correct information the better off we will be
Any interested person can register with the District's website to get automatic alerts - email messages or text messages to the mobile phones
- ◆ Letter from High School Robotics Club
- ◆ Congratulations to Robotics Club
- ◆ Congratulations to Shari Raduazzo, Tanya Cintorino, Michael Burns, Michael Milano, Maura Coughlin and Maureen Tobin who received the American Legion Community Service Award

At 10:39 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 a specific administrative personnel matter and contract negotiations with the teachers and clerical bargaining units.

**ADJOURN WORKSHOP
MEETING**

No Discussion.
All Ayes
Motion Carried.

There being no further business, a motion was made by Mr. Kahn, second by Ms. Ruona, to adjourn Executive Session at 11:48 p.m.

**ADJOURN EXECUTIVE
SESSION**

No Discussion.
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Bruce A. Kahn
Vice District Clerk