A Workshop Meeting of the Board of Education, Seaford Union Free School District, was held on Thursday, September 26, 2013, in the All Purpose Room of the Manor Elementary School, 1590 Washington Avenue, Seaford, New York.

PRESENT: Mr. Brian W. Fagan - President

Mr. Bruce A. Kahn – Vice President Mr. Richard G. DiBlasio – Trustee Ms. Jeanmarie Wink - Trustee

ABSENT: Ms. Susan Ruona - Trustee

Mr. Brian L. Conboy Mr. Alan S. Phillips Mr. John Striffolino

Mr. Christopher Venator - Attorney

At 7:37 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** 

Superintendent Brian Conboy introduced newly hired Manor and Harbor Elementary Special Education teacher Melissa Levine and Harbor Elementary School Psychologist Jennifer Phillips.

**OPENING REMARKS** 

Superintendent Brian Conboy introduced staff members who received tenure at the end of the last school year. Board President Brian Fagan presented certificates to High School guidance counselor Jennifer Angilillo Pimentel, Special Education teacher Adriane Balsam, Foreign Language (French) teacher Jenna Lubicich, and Manor Special Education teacher Melissa Newman.

PRESENTATIONS RECOGNITIONS

Certificates were also presented to Manor School Principal Debra Emmerich, Middle School Assistant Principal Jason Huntsman and Middle School Principal Daniel Smith. Mr. Conboy then advised the audience the last recipient, Assistant Superintendent for Curriculum, Instruction & Personnel, John Striffolino, is receiving his third tenure in the District. Mr. Striffolino had previously received tenure as the Assistant Principal of the Middle School and as Principal of the Manor Elementary School.

Topics covered in Mr. Conboy's Administrative Report dated September 23, 2013 included:

**ADMINISTRATIVE REPORT** 

Bio-metric Attendance System

- Andrews NOVATime System
- Capital Computers WinCap

Smart Goals

Class Rank Discussion

Mr. Conboy introduced Peter Cavassa, our new Director of School Facilities & Operations.

- Mr. Cavassa will be appointed on this evening's agenda

RFP for Consultant Services

Petition from some Harbor School parents regarding class size

Certificate received from Assistant Commissioner Ira Schwartz for Seaford High School proclaiming its' status as a New York State Rewards School Letter from Harbor parent Clifford Tuohy praising efforts of Harbor staff during the year in light of Hurricane Sandy

Request from one of our PTA's concerning the possible use of district copying equipment

 Possible donation of obsolete printers/multi-function printers. Could sell at a reasonable cost since we are selling them.

25 Middle School students applied for selection classification (High School athletics)

Update on plan to use cafeteria funds for remodeling of High School Kitchen

Motion by Mr. Kahn, second by Mr. DiBlasio, to acknowledge acceptance for

audit of the Treasurer's Report dated July 30, 2013.

No Discussion. All Ayes Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to acknowledge acceptance for

audit of the Revenue Report dated July 30, 2013.

No Discussion. All Ayes Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to acknowledge acceptance for audit of the Extracurricular Fund Activity Report dated July 30, 2013.

No Discussion. All Ayes

Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to acknowledge acceptance for

audit of the Appropriation Transfer Report dated July 30, 2013.

No Discussion.

All Ayes

Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to acknowledge acceptance for audit of the Expenditure Report dated July 30, 2013.

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to acknowledge acceptance for audit of the Budget Transfers, as indicated in the Board's documentation.

No Discussion All Ayes Motion carried.

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

A. Instructional (dated September 26, 2013):

POSITION ABOLITION: No Recommended Actions P-2: POSITION CREATION: No Recommended Actions P-3: **RESIGNATIONS:** No Recommended Actions LEAVES: P-4: No Recommended Actions P-5: **TERMINATIONS:** No Recommended Actions P-6: TENURE APPOINTMENTS: No Recommended Actions P-7: APPOINTMENTS: No Recommended Actions TREASURER'S REPORT

**REVENUE REPORT** 

EXTRACURRICULAR FUND

**ACTIVITY REPORT** 

APPROPRIATION TRANSFER REPORT

**EXPENDITURE REPORT** 

**BUDGET TRANSFERS** 

PERSONNEL ACTION REPORT - INSTRUCTIONAL

#### P-8: OTHER:

 Recommend the Board of Education approve the following Middle School club and extracurricular appointments for the 2013-2014 school year:

Kerry Abitabilo-Klein	Drama Stage Assistant	\$1,401
Neal Hagan	Drama Stage Manager	\$1,401
Louise Valentino	Memory Book Advisor	\$2,103
Joanne Python	NJHS Co-Advisor	\$911.50
Mary Lou Christenson	NJHS Co-Advisor	\$911.50
Carin Hoy	Career Day Advisor	\$2,802

- b) Recommend the Board of Education amend the start date of Sharon Klein's paid sick leave from September 25, 2013 through November 1, 2013 to September 10, 2013 through October 16, 2013 and her start date of her unpaid child care leave of absence from November 4, 2013 to October 17, 2013 as approved at the August 8, 2013 Board of Education meeting.
- c) Recommend the Board of Education amend the start date of Alia Wool's leave replacement for Sharon Klein from September 25, 2013 to September 10, 2013 as approved at the August 22, 2013 Board of Education meeting.
- d) Recommend the Board of Education amend the tenure date of Tara Gonzalez from August 31, 2014 to January, 2015 (specific date to be determined when 2014-2015 calendar is approved) due to her unpaid child care leave of absence as approved at the August 11, 2011 Board of Education meeting.
- e) Recommend the Board of Education approve the appointment of the following Middle School Fall Intramural Athletic Supervisors from September 16, 2013 through November 4, 2013:

Stephanie Rossi \$50 per session Melissa Levine \$50 per session John Olsen \$50 per session

f) Recommend the Board of Education approve the appointment of the following coaches for the High School winter season:

David Takseraas Varsity Wrestling \$6,691 Robert Takseraas JV Wrestling \$4,465

B. Non-Instructional (dated September 23, 2013):

P-1: POSITION ABOLITION: No Recommended Actions
P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS:

1. JOAN MADDEN

Position: Teacher Aide
Civil Service Title: Teacher Aide Part-time
Location: Manor School
Effective Date: September 4, 2013
Reason: Retirement

2. SHANA BERMAN

Position: Teacher Aide

Civil Service Title: Teacher Aide Part-time
Location: High School
Effective Date: September 1, 2013

Resigned

3. ASPASIA VRIONEDES

Position: Teacher Aide

Civil Service Title: Teacher Aide Part-time

Location: Manor School
Effective Date: September 1, 2013

Resigned

4. COLEEN PRIMM

Position: Teacher Aide

Civil Service Title: Teacher Aide Part-time Location: Harbor School Effective Date: September 4, 2013

Resigned

P-4: LEAVES:

1. FRANK BUCHERATI

Position Custodian
Assignment Harbor School
Effective Date September 3, 2013
Expiration Date November 1, 2013

Reason: FMLA

P-5: TERMINATIONS:

NANCY DEMARTINO

Position: School Monitor Part-time

Location: Harbor School

Reason: See Board Documentation Effective Date: September 4, 2013

2. LISA NIEBLING

Position: Teacher Aide Part-time

Location: Harbor School

Reason: See Board Documentation Effective Date: September 4, 2013

**EXCESSING:** 

Due to reduced staffing needs for the 2013/2014 school year the following teacher aides have been excessed. Should positions become available they will be offered positions according to their seniority.

Carmella Rugnetta Teacher Aide Danielle Casha Teacher Aide 2. 3. Jennifer Volkl Teacher Aide Kelly Carlin Teacher Aide 4. Tammy Gandolfo 5. Teacher Aide Lisa Garcia Teacher Aide

# P-6: APPOINTMENTS:

1. CARMELLA RUGNETTA

Position: Substitute Teacher Aide

Civil Service Title: Teacher Aide Part-time Substitute

Type of Appointment: Substitute

Location: District – Where/When Needed

Salary: \$11.71 per hour
Code: 2110-165-00-0000
Reason: Substitutes needed

Effective Date: Upon approval by the Nassau County

Civil Service Commission

2. DANIELLE CASHA

Position: Substitute Teacher Aide

Civil Service Title: Teacher Aide Part-time Substitute

Type of Appointment: Substitute

Location: District – Where/When Needed

Salary: \$11.71 per hour
Code: 2110-165-00-0000
Reason: Substitutes needed

Effective Date: Upon approval by the Nassau County

Civil Service Commission

3. JENNIFER VOLKL

Position: Substitute Teacher Aide

Civil Service Title: Teacher Aide Part-time Substitute

Type of Appointment: Substitute

Location: District – Where/When Needed

Salary: \$11.71 per hour
Code: 2110-165-00-0000
Reason: Substitutes needed

Effective Date: Upon approval by the Nassau County

Civil Service Commission

4. KELLY CARLIN

Position: Substitute Teacher Aide

Civil Service Title: Teacher Aide Part-time Substitute

Type of Appointment: Substitute

Location: District – Where/When Needed

Salary: \$11.71 per hour
Code: 2110-165-00-0000
Reason: Substitutes needed

Effective Date: Upon approval by the Nassau County

Civil Service Commission

5. TAMMY GANDOLFO

Position: Substitute Teacher Aide

Civil Service Title: Teacher Aide Part-time Substitute

Type of Appointment: Substitute

Location: District – Where/When Needed

Salary: \$11.71 per hour
Code: 2110-165-00-0000
Reason: Substitutes needed

Effective Date: Upon approval by the Nassau County

Civil Service Commission

6. LISA GARCIA

Position: Substitute Teacher Aide

Civil Service Title: Teacher Aide Part-time Substitute

Type of Appointment: Substitute

Location: District – Where/When Needed

Salary: \$11.71 per hour
Code: 2110-165-00-0000
Reason: Substitutes needed

Effective Date: Upon approval by the Nassau County

Civil Service Commission

7. <u>JEANNE HUNTER</u>

Position: Substitute School Nurse

Civil Service Title: Registered Professional Nurse (School PT-Sub)

Type of Appointment: Substitute

Location: District – Where/When Needed

Salary: \$85.00 per day
Code: 2110-140-00-0000
Reason: Substitutes needed

Effective Date: Upon approval by the Nassau County

Civil Service Commission

DIANE KAMINSKI

Position: Principal's Secretary
Civil Service Title: Senior Typist-Clerk
Type of Appointment: Probationary
Location: Middle School

Salary: \$34,493 per year (pro-rated)

Code: 2020-162-00-0000

Reason: Vacancy

Effective Date: October 15, 2013 - Upon approval by

the Nassau County Civil Service

Commission

P-7: OTHER:

#### TITLE CHANGES:

- Approve changing Dorothy Chiaravalotti's title from Teacher Aide part-time to School Monitor part-time effective on approval of her application by the Nassau County Civil Service Commission.
- Approve changing Louraine Prodan's title from Clerk (part-time) to Teacher Aide part-time effective upon approval of her application by the Nassau County Civil Service Commission.
- Approve changing Silvia D'Avella's title from Teacher Aide part-time to School Monitor part-time effective on approval of her application by the Nassau County Civil Service Commission.
- Approve changing Deborah Gentil's title from Teacher Aide part-time to School Monitor part-time effective on approval of her application by the Nassau County Civil Service Commission.
- Approve changing Rita Matalone's title from Teacher Aide part-time to School Monitor part-time effective on approval of her application by the Nassau County Civil Service Commission.

No Discussion. All Ayes Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to approve acceptance of the determinations of the Special Education Committee Meetings listed below:

CPSE/CSE

- Recommend acceptance of the determinations of the Special Education Committee Meetings of: 8/19; 8/21; 8/28; 8/29; 9/3; 9/9; 9/18/13.
- Recommend acceptance of the determinations of the Preschool Special Education Committee Meetings of: 8/28; 9/10/13.

No Discussion. All Ayes Motion Carried.

None

**PUBLIC COMMENTS - AGENDA** 

#### **OLD BUSINESS**

DISCUSSION ITEM: BIOMETRICS TIMEKEEPING SYSTEMS

### Areas covered in the discussion of Biometric Timekeeping Systems

Vendor Preference - Andrews Technology: NOVAtime vs. Capital Computer WinCap

## **NOVAtime**

- NOVAtime product appears more user friendly
- Can interface with our system
- Locally accessible
- Good presentation, back-up and very responsive to questions
- References Elmont Schools using product very happy with it

#### WinCap

- Located in Albany; can coach you not be there
- Time management system lightly used on Long Island

Neither product/service is aidable

Omit the fingerprint piece; immediate photo is taken when card is swiped

Purchasing vs. leasing; purchasing appears better

Need for meeting with Fred Kaden and Jamie Blundell of NOVAtime

Vendor hosted vs. District hosted

Internet protocols

NOVAtime preferred company

Pricing; Cost not budgeted

Areas covered in the discussion of Board/District Goals for 2013-2014

#### Student performance

- Looking to get at least 17 out of 22 data points as identified by Central Administration
- Meet Nassau County average or above
- Most work will be done in the elementary area

#### Timeline

- Presentations throughout the year at Board meetings by building administrators concerning curriculum, common core, etc.
- Work around marking quarters
- November good time; Superintendent's Conference Day discussions on feedback, modules, go math program and impact on curriculum

# **Budget Preparation/Timeline**

- Earlier start this year
- Start with essentials; absolutes based on current student enrollment and current staffing
- Zero-Based budget with trace document
- First run of proposed budget January 2014 Workshop Meeting
- Allow for more time to make important decisions
- Number for tax cap won't be known until January
- Tracking CPI; our CPI based on January through December 2013
- Budget cannot be higher than 2% or the CPI
- Benefits of having budget finalized in March
- Produce a budget that meets all the academic and extracurricular needs and the needs of the residents as well

DISCUSSION ITEM: BOARD/ DISTRICT GOALS FOR 2013/2014

# BOARD/DISTRICT GOALS (cont'd)

#### Other Items

- Analysis of clubs, extra-curricular programs and program offerings for possible cost savings (preserving what is valuable)
   Keep as much as we can
- Restoration
- Assess feasibility of process audit for non-teaching staff

#### **Budget Planning/Preparation**

 2 Board members to meet with Mr. Conboy and Mr. Phillips to develop a budget preparation plan

## **Budget Advisory Committee**

- Create appointed committee similar to ACT and Audit Committee
- Advertise for community members to serve; interview and then appoint
- Need to develop policy and create description/expectation for Budget Advisory Committee
- In light of time constraints it was decided to not have a Budget Advisory Committee this school year; the Board would take public comments at Board meetings

#### Seaford Avenue School Property

- Possibility of advisory committee to make recommendations to Board for use of money from sale

Update goals and finalize at next meeting

Areas covered in the discussion of the proposal to eliminate class rank at Seaford High School

Proposal to Eliminate Class Rank at the Seaford High School

Principal Scott Bersin's recommendation (along with 2012/2013 SDM Committee)

- Identify Number 1 and 2 (Valedictorian/Salutatorian)
- Maintain Top 25; but do not identify where they placed
- Eliminate class rank
- 26 Districts polled; only 3 still rank
- Internal rank would probably be kept; rank would not be listed on transcripts
- Reasons other schools eliminated rank
- Class percentile; school profile
- Negative effect on college applications
- Ranking would be done after 6 semesters
- Would be implemented immediately
- No re-ranking
- Students generally know where they fall

Input from students present at Board Meeting

Pros/Cons

Competition is part of life; need to give students incentive to challenge themselves

No Board policy on this; past practice

Possibility of phasing it out completely except for 1 and 2

Weighting of classes

It was decided that this school year Number 1 and 2 would be ranked and the Top 25 would be still be identified but 3 through 25 without a number

DISCUSSION ITEM: ELIMINATION OF CLASS RANK AT SEAFORD HIGH SCHOOL

Motion by Mr. Kahn, second by Mr. DiBlasio, to accept the Inter Municipal Agreement between Seaford UFSD and Nassau County whereas the County will provide the District with \$36,000 to procure and install a 9/11 memorial at the Seaford High School, Contract #11000031.

CONTRACT - NASSAU COUNTY

No Discussion. All Ayes Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to approve entering into a transportation contract with Nassau BOCES for the 2013/2014 school year at a total anticipated annual cost of \$259,186 and authorize the Board President to sign said contract.

CONTRACT - NASSAU BOCES TRANSPORTATION 2013/2014

No Discussion. All Ayes Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to approve entering into an Agreement with Metro Therapy Inc. for the 2013-2014 school year for the following services: Related Services (Speech, OT, PT) - \$59 per group session; \$39 per individual session for Seaford Schools as well as St. William the Abbot. Behavior Consultant at school \$95 per hour; at home \$100 per hour.

CONTRACT - METRO THERAPY, INC. 2013/2014

No Discussion. All Ayes Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to approve entering into an Instructional Services Agreement for Brookville Center for Children's Services, Inc. for the 2013-2014 school year.

CONTRACT – BROOKVILLE CENTER FOR CHILDREN'S SERVICES 2013/2014

No Discussion. All Ayes Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to accept a donation from the FORTE Association in the amount of \$5,400 to be distributed equally between the Manor, Harbor and Middle School music departments (\$1,800 each building). These monies are to be used in ways that directly impact the Seaford elementary and middle school music students.

**DONATION - FORTE** 

Thank you to Celeste Umstadt and Forte for their donation

No Discussion. All Ayes Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to approve the High School's request for a field trip to the Bronx Zoo on October 7, 2013.

No Discussion. All Ayes Motion Carried. FIELD TRIP – HIGH SCHOOL BRONX ZOO

Motion by Mr. Kahn, second by Mr. DiBlasio, to approve the High School's request for a field trip to Boston, Massachusetts with the Seaford High School Choir on April 10, 2014 – April 13, 2014.

FIELD TRIP - HIGH SCHOOL BOSTON, MASSACHUSETTS

No Discussion. All Ayes Motion Carried. Motion by Mr. Kahn, second by Mr. DiBlasio, to approve the list of CSE and CPSE Committee Members for the 2013-2014 school year, submitted by Ms. Jane Dawkins.

CSE/CPSE COMMITTEE MEMBERS 2013/2014

No Discussion. All Ayes Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to approve the request from the high school to dispose of obsolete social studies textbooks.

**OBSOLETE ITEMS** 

No Discussion. All Ayes Motion Carried.

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

RESOLUTION – INCREASE 2013/2014 BUDGET

Based upon a recommendation by the Superintendent,

**BE IT RESOLVED**, that the Board of Education of the Seaford School District, having received a donation from the FORTE Association in the amount of \$5400, increase the 2013-2014 budget from \$60,514,505 to \$60,519,905. These monies are to be used in ways that directly impact the Seaford elementary and middle school music students.

No Discussion

Brian Fagan - Aye
Bruce Kahn - Aye
Richard DiBlasio - Aye
Jeanmarie Wink - Ave

Motion Carried.

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

RESOLUTION – INCREASE 2013/2014 BUDGET

Based upon a recommendation by the Superintendent,

**BE IT RESOLVED**, that the Board of Education of the Seaford School District, having entered into an Inter-Municipal Agreement with Nassau County for funds amounting to \$36,000, increase the 2013-2014 budget from \$60,519,905 to \$60,555,905. These funds will be used to procure and install a 9/11 memorial at the Seaford High School, Contract #11000031.

No Discussion

Brian Fagan - Aye
Bruce Kahn - Aye
Richard DiBlasio - Aye
Jeanmarie Wink - Aye

Motion Carried.

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

BE IT RESOLVED, that the Board of Education hereby appoints Peter Cavassa to the probationary position of Director of School Facilities and Operations effective September 30, 2013 at a base salary of \$115,000 plus benefits in accordance with Nassau County Civil Service rules and a formal contract to be subsequently executed by Mr. Cavassa and the Board of Education.

No Discussion

Brian Fagan -Aye Bruce Kahn -Aye Richard DiBlasio -Aye Jeanmarie Wink -Aye

Motion Carried.

Mr. Fagan welcomed Peter Cavassa to the District.

Motion by Mr. Kahn, second by Mr. DiBlasio, to authorize Deduct Change Order #G1 (AIA G701) for H2M Architects and Engineers covering a deduction of \$5,000 and Change Order Certification Form for CO#G1 (FP-COC 03/2013) for the High School Ceiling Abatement, SED #28-02-06-03-0-001-028. The AIA document requires signature by the Board of Education and the Change Order Certification requires signature by the Superintendent.

> No Discussion. All Aves Motion Carried.

Motion by Mr. Kahn, second by Mr. DiBlasio, to authorize Payment #1 to Capitol Restoration Corp. in the amount of \$30,481.70 of the \$46,786 Base Bid Contract G for the Seaford Middle School Chimney and Soffit Repair, SED# 28-02-06-03-0-006-023, and request the Board President's signature on the Authorization for payment documents.

> No Discussion. All Ayes Motion Carried.

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

- How much is time management system going to cost
  - Where is the money going to come from
  - Why was the need identified after the budget was passed
- Correlation between increase class size and decrease in scores Regents review classes more important that slide entry
- If we find additional money in budget would hope it be applied to educational setting
- Petition from Harbor parents concerning class size When can parents expect a response
  - Just want their fair share aides in classes
- Board stopped listening to the public

**RESOLUTION - APPOINTMENT** PETER CAVASSA, DIRECTOR **OF SCHOOL FACILIITES & OPERATIONS** 

**DEDUCT CHANGE ORDER -HS CEILING ABATEMENT** 

**PUBLIC COMMENTS** 

- Kids and education need to comes first
- RFP for efficiency audit
  - Don't have money for time management system or efficiency audit Should stop wasting time on it
- Is State allowing any feedback concerning content of modules and who can give that feedback
   Is this just for this year or for the future
- Have \$45,000 in the budget for after school clubs been allocated yet to each of the schools

### Closing remarks by the Administration and Board

- Can Board receive update on Club information at next meeting
- Thank you to Celeste Umstadt and Forte for their support of our music program
- Congratulations to Seaford High School
- 9-11 Memorial Ceremonies were lovely
- Eagle Scout Randy Licata and a small army did a fabulous job in beautifying the front of the Manor School.

At 9:33 p.m., a motion was made by Mr. Kahn, second by Mr. DiBlasio, to adjourn the Workshop Meeting and enter into Executive Session for the purpose of finalizing Peter Cavassa's employment contract.

No Discussion. All Ayes Motion Carried.

There being no further business, a motion was made by Mr. Kahn, second by Mr. Fagan, to adjourn Executive Session at 10:37 p.m.

No Discussion. All Ayes Motion Carried.

Respectfully submitted,

Carmen T. Ouellette District Clerk

Bruce A. Kahn Vice District Clerk **CLOSING REMARKS** 

ADJOURN WORKSHOP MEETING

ADJOURN EXECUTIVE SESSION