

A Workshop Meeting of the Board of Education, Seaford Union Free School District, was held on Thursday, March 13, 2014, 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. Susan Ruona - Trustee
Ms. Jeanmarie Wink - Trustee

Mr. Brian L. Conboy
Mr. John A. Strifolino
Mr. Alan S. Phillips

At 7:38 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

Board President Brian Fagan stated that he would like to address the recent legislation around the Veterans Exemption from school district taxes. He thanked all of our residents here and around the nation who proudly served and continue to serve to protect our freedom and he then asked all the veterans in the audience to please stand. Mr. Fagan stated that he and other members of the Board and Administration have family members who proudly served in the armed forces and the decision to Opt-In to the Veterans Exemption that the politicians passed is not an easy one for our school district. He spoke about how the tax burden would be shifted from the veteran to the non-veteran home owner, the impact on seniors on a fixed income, those still struggling after Super Storm Sandy and others who are struggling due to the financial hardships.

OPENING REMARKS

He advised that the law had been pending for over 7 years and the implementation was expected to take place in a couple of months with no funding to cover the cost. He also stated that the District has fielded many calls from residents both for and against this. Mr. Fagan went on to explain the concern over the ambiguities and clarity of the language in the law and the unknown impact on the non-veteran home owners. There may be amendments to the final language that may have implications to the true impact of this law. Mr. Fagan also advised that the New York State Association of School Business Officials advising School Boards not pass this for 2014-2015.

He closed by saying that once we are confident that we are 100% accurate with the projected impact to non-veteran residents, we will have a public discussion on this.

Comments, Questions and/or Concerns Raised by the Public on the Veterans' Tax Exemption included:

PUBLIC COMMENTS

- How come other Districts have passed it
- Aren't we giving tax exemptions to firefighters; aren't veterans just as worthy as firefighters
- Love to see tax break given to those that were here in the forties and fifties; nice payback to veterans
- In favor of this; older people a big financial resource to this town
- Any break that can be given to older people; they are assets to the community
- At next meeting should hear numbers about how many veterans – how many non-veterans

- Should have an idea of the impact if we have about 1,000 veterans and about 5,000 homes
- What is the impact as of right now if the law does not change
- When do you expect to have an informed discussion about this
- You did not vote it in for the 2014/2015 school year and made an unformed decision
- Deplorable that we have not taken the opportunity to set an example for our young people to appreciate the sacrifices that these people have made
- You certainly appeal to these gentlemen when you are looking to pass the budget
- Look at pulling back students placed outside our district and use that money to put towards the exemption
- Is the language in the exemptions for the firefighters or seniors have an opt-out
- How often have you opted out of the other exemptions you passed

Board/Administration:

Legislation was passed in mid-December. Legislators gave School Districts until March 14 to take action; Districts were given three options: vote for it, vote against it or take no action. A public hearing needs to take place if you are planning on voting. The District has chosen to take no action so the exemption will not be in place for 14/15 school year. Most important ambiguity in the law right now is if you opt in can you opt out. Until the final amendments are made to the legislation we do not know what the final impact will be. We have 5600 homes; almost 1,000 of them would get the exemption. That is a significant tax shift for a place like Seaford. Right now it could be \$40 to \$400 depending on the tax assessment.

- Just because we chose not to take any action now does not mean we do not appreciate or our support our veterans

None

**PRESENTATIONS
RECOGNITIONS**

Topics covered in Mr. Conboy's Administrative Report dated March 10, 2014 included:

ADMINISTRATIVE REPORT

Tonight's Workshop Topic – Budget Planning 2014-15 - Programmatic issues, staffing and supplies

Assistant Superintendent for Business Search

- Successful interviewing – met with 5 excellent candidates
- Finalists identified – checking references
- Confident we will have a qualified person in that position by July 1st

Memorandum of Agreement with Clerical Unit concerning reclaimed days for instruction

Next week's Workshop Meeting on Wednesday

Ratification of contract with Aides Unit will be on March 19th Agenda

Boiler issues at the Harbor School

Harbor kitchen equipment issues

Meetings with vendors concerning indoor security cameras

Mr. Fagan thanked Lori DiGiulio, Janet Capestany and Suzanne Chermak for negotiating with him and Mr. Kahn and coming to an agreement for this next school year

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

**PUBLIC COMMENTS ON
AGENDA ITEMS**

Andrews Technology Contract:

- We have a 1.7 million dollar gap – where is the \$40,000 coming from
How do you think it is going to be recouped
How do you think it will help our children
If you have extra money in the Administrative budget why not shift it to the kids
Why not use this money for Smart Boards; to be used for the books, materials for Common Core – for their education
Are you going to cut a position
When you can't make your mortgage payment you don't put an extension on your home
- You need to start talking respectfully to the people that stand up at this microphone and show up at these meetings
We don't support you because you are making the wrong choices
It was put in the budget last week and nobody said anything and you were going to vote on it tonight
You are not transparent
Don't expect administrators to stand up and say how they feel about this publically
- Have asked over and over for the cost benefit analysis
- Why is it that the contract contains language that in event the voters don't approve the 2014-2015 budget, the agreement shall become null and void and the Seaford UFSD shall have no other obligation to Andrews Technology
If the budget fails will the time clock come off the budget
- One salary would make a large difference in administration and reduce class size
Unless you are saying this will reduce the administrative side and take that salary and put it toward another teaching salary
- Why can't we wait a couple of years to get the time clocks
Not one person in this community wants this time system
- You know nothing about Common Core yet you jumped into it
Why did you jump into something you knew nothing about
Children are suffering; what is going to happen with this
- Heard ELA & Math tests, Common Core, budget/taxes - all the State's fault
Don't put time clocks on an agenda when we are getting ready to do a budget. Don't want to talk about time clocks – want to know why all classrooms don't have Smart Boards
Do what you want with the time clocks.
Give us something to grab onto
Every year taxes are going up and things are being cut
My kids are happy here - we are going to do our best to keep our children happy
- Administrators of SASA are upset with the ongoing situation of the added responsibilities we have but at no time have we ever complained or have we ever been sought out for our opinion regarding the time clock situation. Never said anything about paperwork.

Board/Administration:

Explained the current timekeeping and payroll process and explained the large amount of time and resources that go into processing our payroll. We may see a reduction in staffing. Any saving through efficiencies will be put back into the kids. Money not coming from programming part of budget. Cost being spread over three years. Need to move forward make things more efficient.

Board Trustee Jeanmarie Wink stated that she would like to make a motion to recess into Executive Session to discuss an item on the agenda. After a brief discussion concerning New York State Open Meetings Law and allowable subjects to be discussed in Executive Session, Board President Brian Fagan announced that they would be taking a five-minute recess. The meeting recessed at 8:47 p.m.

RECESS MEETING

Meeting resumed at 8:50 p.m.

MEETING RESUMED

Ms. Wink asked for a motion to enter into Executive Session to discuss Personnel Action Agenda Item 5.A.2.

At 8:51 p.m., a motion was made by Mr. Kahn, second by Mr. Fagan, to enter into Executive Session for the purpose of discussing Personnel Action Agenda Item 5.A.2.

EXECUTIVE SESSION

No Discussion.
All Ayes
Motion Carried.

At 9:09 p.m., a motion was made by Mr. Kahn, second by Ms. Ruona, to adjourn Executive Session and return to the Regular Meeting.

ADJOURN EXECUTIVE SESSION

No Discussion
All Ayes
Motion Carried.

The Regular Meeting resumed at 9:09 p.m.

RECONVENE REGULAR MEETING

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

PERSONNEL ACTION REPORT - INSTRUCTIONAL

A. Instructional (dated March 13, 2014):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS:

1. MAUREEN ACHATZ

Position: Elementary Teacher
Assignment: Seaford Harbor School
Effective Date: June 30, 2014
Reason: Retirement

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:

1. MICHAEL ENGELKE
Position: Special Education Teacher
Type of Appointment: Probationary
Assignment: Seaford High School
Certification: Students with Disabilities 7-12 – Initial
Effective Date: March 10, 2014
Expiration Date: March 9, 2017
Tenure Eligibility: March 9, 2017
Tenure Area: Special Education
Salary: MA Step 1 = \$64,162 (pro-rated)
Reason: To Replace Barbara Snyder

2. CHRISTINE SKAATS
Position: Speech Pathologist
Type of Appointment: Regular Substitute
Assignment: Seaford High School
Certification: Speech - Initial
Effective Date: April 8, 2014
Expiration Date: June 26, 2014
Tenure Eligibility: N/A
Tenure Area: N/A
Salary: As Per Leave Replacement Schedule
Reason: Leave Replacement for Kimberly Kent

P-8: OTHER: No Recommended Actions

B. Non-Instructional (dated March 7, 2014):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS: No Recommended Actions

P-4: LEAVES:

1. LUCILLE MILLER
Position: Teacher Aide – Part-time
Assignment: Middle School
Effective Date: March 4, 2014
Expiration Date: March 21, 2014 (Extension of previously approved leave to March 3, 2014)
Leave: Unpaid

2. CLAUDIA STEWART
Position: Teacher Aide
Assignment: Middle School
Effective Date: March 3, 2014
Expiration Date: March 30, 2014
Leave: Unpaid

P-5: TERMINATIONS: NO RECOMMENDED ACTIONS

PERSONNEL (cont'd)

P-6: APPOINTMENTS:

1. EILEEN GOTKIN
Position: Teacher Ade (1:1)
Civil Service Title: Teacher Aide – Part-time
Type of Appointment: Part-time
Location: High School
Salary: \$11.71 per hour
Code: 2250-166
Reason: New IEP directed
Effective Date: Upon approval of her application by the Nassau County Civil Service Commission

P-7: OTHER:

1. Recommend changing Peter Cavassa's probationary appointment as Director of School Facilities and Operations to permanent effective March 31, 2014.

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Kahn, second by Ms. Ruona, to approve entering into a Transportation Contract with Educational Bus Company from March 10 – June 30, 2014 for one special education student for an after-school program at a total anticipated cost of \$5,160 and have the Board President sign this contract.

No Discussion.
All Ayes
Motion Carried.

**CONTRACT – EDUCATIONAL
BUS COMPANY**

Motion by Mr. Kahn, second by Ms. Ruona, to approve entering into a Memorandum of Agreement with the Seaford Association of Educational Office Personnel covering the work calendar for the 13-14 school year, and have the Board President sign this Agreement.

No Discussion.
All Ayes
Motion Carried.

**MEMORANDUM OF
AGREEMENT – SEAFORD
ASSOCIATION OF
EDUCATIONAL OFFICE
PERSONNEL – WORK
CALENDAR**

Motion by Mr. Kahn, second by Ms. Ruona, to approve entering into a contract with Andrews Technology HMS, Inc. for use of the Novatime Web-based Time and Attendance System. The total cost for this system is \$42,110 plus an annual maintenance fee after the first year.

No Discussion
Brian Fagan - Aye
Bruce Kahn - Aye
Richard DiBlasio - Aye
Susan Ruona - Abstain
Jeanmarie Wink - Abstain
Motion Carried.

**CONTRACT – ANDREWS
TECHNOLOGY HMS, INC.**

**Budget Planning for 2014-2015: Program Component. Areas WORKSHOP TOPIC: BUDGET
covered: PLANNING 2014/15**

General Education:

- Salaries
- Apparatus, Instruments, Charts, Globes
- Repairs
- Other School Related Expenses
- Contractual I Expenses
- Textbooks, Workbooks
- Periodicals, Reference Books
- BOCES
- Supplies and Materials
- Supplies High School graduation

PROGRAM

Special Education

- Salaries
- Furniture, Travel & Conference, Postage
- Related Services
- Contractual Services – Non Public Schools
- Tuition – Other Public Schools
- Tuition – BOCES
- Reference Books
- Supplies, Testing Materials

Occupational Education

- Salaries
- Apparatus
- Repairs, Contractual Services
- Tuition – GC Tech Programs
- Tuition – BOCES Programs
- Supplies – Industrial Arts, Home Economics

Driver's Education

- Salaries
- Contractual – Driver's School
- Supplies

School Library

- Salaries
- Apparatus, Furniture
- Repairs, Contracts
- Periodicals, Reference Books
- Library Books
- BOCES – Communication Services
- Supplies

Audio Visual

- Apparatus
- Repairs
- Contract Services
- Supplies

Guidance Services

- Salaries
- Furniture, Travel & Conference, Contract Services
- Periodicals, Reference Books
- BOCES – NYSED Reporting
- Supplies

BUDGET PLANNING FOR 2014-2015: PROGRAM COMPONENT (cont'd)

Student Support Services

- Salaries
 - Contracts Services – Evaluations
- Co-Curricular Activities
- Salaries - Supervision

Summary of the Program Component
Summary of the Administrative Component
Summary of the Athletics Presentation
Summary of the Capital Component
Where do we stand?
Governor/State Budget

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

**PUBLIC COMMENTS ON
AGENDA ITEMS**

Budget Planning for 2014-2015 - Program Component:

- Auditing/Treasurer/Legal – what is the increase for legal
Transportation increases
Are we engaging in the BOCES STEM program
- Contractual Expenses
Special Education Salaries
Negotiations
- Beneficial to show what actual budget is rather than just “no change”
- If no change is budget to budget what if spending went over budget;
not reflected – would like to see budget, actual and, proposed budget

Closing remarks by the Administration and Board

CLOSING REMARKS

- ◆ Anything community can do to contact legislators as to what they should be doing in Albany will be a great deal of benefit to our students

At 9:50 p.m., a motion was made by Mr. Kahn, second by Ms. Ruona, to adjourn the Workshop Meeting and enter into Executive Session to discuss contract negotiations with the UTS and a specific personnel matter.

**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 10:48 p.m.

**ADJOURN EXECUTIVE
SESSION**

No Discussion.
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Bruce A. Kahn
Vice District Clerk