

A Workshop Meeting of the Board of Education, Seaford Union Free School District, was held on Thursday, June 15, 2017, in the All Purpose Room of the Manor Elementary School, 1590 Washington Avenue, Seaford, New York.

PRESENT: Mr. Bruce A. Kahn - President
Mr. Brian W. Fagan - Vice President
Ms. Janice Baldwin - Trustee
Mr. Patrick Rail - Trustee
Ms. Stacie Stark - Trustee

Mr. Brian L. Conboy
Mr. John A. Striffolino
Ms. Elisa Pellati
Mr. Christopher Venator – Attorney

At 7:33 p.m., the President of the Board of Education opened the Workshop Meeting. As the first order of business, Board President Bruce Kahn led the audience in the Pledge of Allegiance.

OPEN MEETING

Mr. Kahn stated that this is always a bittersweet meeting as we present plaques to our retirees – we hate to see them go but wish them well.

OPENING REMARKS

Nassau County Legislator Steven Rhoads congratulated our Nassau County Championship Cheerleading team and their coach Lisa Ferrari. Legislator Rhoads spoke about cheerleading being so dependent on teamwork and their accomplishments – also coming in 4th place in the State Championship. He went on to speak about their hard work, dedication, commitment and passion for their sport and their excellent coaching. In closing Legislator Rhoads stated how proud he and the community were of the team. He announced he had a citation of recognition of their accomplishments for each member of the team.

**PRESENTATIONS
RECOGNITIONS**

Board President Bruce Kahn asked for a motion to table Agenda Item 8.B.1. – Obsolete Items to the July 6, 2017 Regular Meeting.

Motion by Mr. Fagan, second by Ms. Stark, to table Agenda Item 8.B.1. – Obsolete Items to the July 6, 2017 Regular Meeting.

**TABLE AGENDA ITEM
8.B.1.**

No Discussion
All Ayes
Motion Carried.

Superintendent Brian Conboy spoke about the staff members retiring this year.

**PRESENTATION OF
PLAQUES TO RETIREES**

He then announced the names of those retirees who could not make it this evening:

Karen Principato, High School Health & Physical Education Teacher
Robert Perpall, Physical Education teacher, High School Teacher and one of the more prominent Coaches on Long Island
Lisa Hraska, Harbor Clerical
Dale Roberts, Superintendent's Secretary
Joyce O'Connor, District Messenger
Joe Poretti, Custodian
Francine D'Ambrosio, High School Clerical
Kathy Miller, High School Nurse

Mr. Conboy then spoke about the following retirees present this evening:
Susan Bennet, Business Educator for the last 30 years; also, Chairperson of Business & Computer Department for the last 17 years
Louise Valentino, Math teacher, 33 years with the District
Dr. Sonia Zervakos, Foreign Language teacher and Foreign Language and ESL Chairperson, 31 years with the District
Thomas Condon, 48 years with the Seaford School District. During those years he was a High School Social Studies Teacher, High School Guidance Counselor, High School Principal, Summer School Drivers' Ed Instructor, Coach and Part-time Athletic Director

Each of the retirees briefly spoke about their time in Seaford. They were each presented with a plaque by Superintendent Brian Conboy and Board President Bruce Kahn.

Brian Conboy and Board President Bruce Kahn then spoke about out-going Board Vice President Brian Fagan. Mr. Kahn spoke about Mr. Fagan's involvement with the District as a member of the Budget Advisory Committee and then his 9 years (3 full terms) as a Board Trustee, during that time serving as President and Vice President. Mr. Conboy spoke of some of the tough times the District weathered during Mr. Fagan's time as a Board member. After thanking him for all his help and work Mr. Fagan was presented with a plaque in appreciation of his service.

Mr. Fagan briefly spoke about why he became a Board member, the importance of giving back to the community, his proudest moments – watching the CDP students grow and move forward, and what is most important – the students.

PRESENTATION OF PLAQUES TO RETIREES (cont'd)

Mr. Kahn announced that there was one more retiree – Brian Conboy.

The following groups spoke about and presented Brian Conboy with a gift of appreciation:

Dan Smith, representing SASA
Margaret Glancy, Dan Hayden and Maura Coughlan representing the UTS
Barbara Richko representing the Association of Retired Teachers
Steve Bongiovi, representing the Seaford Historical Society

John Strifolino, Assistant Superintendent for Curriculum, Instruction and Personnel K-12, spoke about his friend and colleague Brian Conboy. Mr. Strifolino spoke about Brian Conboy's relationship with Seaford – his parents moved to Seaford, he attended Kindergarten through High School at Seaford. He went on to college and then came back to Seaford School District as a part-time 4-day a week Math Teacher and one day a week substitute. His career at Seaford:

- Full-time teacher at the Manor Elementary School then the Middle School.
- During that time, he received his Masters' and Administrator's Degrees.
- Assistant Principal at Seaford High School
- Principal of Seaford Middle School
- Assistant Superintendent for Curriculum, Instruction & Personnel K-12
- Superintendent of Schools

Mr. Strifolino went on to speak about their relationship and the time they worked together. He continued about Mr. Conboy's work, goals and accomplishments in the District, his professionalism, his integrity, trustworthiness and honesty. Mr. Strifolino also spoke about Mr. Conboy's leadership through example and his relationships with colleagues, staff, parents, elected officials and most importantly the students.

Board President Bruce Kahn briefly spoke about the conditions of the District when Mr. Conboy became Superintendent of Schools, the changes made through the years. In closing he congratulated Mr. Conboy and presented him with a token of appreciation from the District.

Brian Conboy thanked everyone and expressed his appreciation. He stated that Seaford is a beautiful place to live, grow up and work. He went on to say that he has worked with 35 Board trustees since his first year as a teacher in Seaford. He mentioned the people who took the journey with him – custodians, secretaries, aides, nurses, administrators, teachers and of course, most especially, the students. He also stated that this is his 202nd Board meeting as Superintendent. In closing he stated he had a beautiful run with beautiful people and again thanked everyone.

Board President Bruce Kahn asked for a motion to enter into Executive Session to discuss the employment status of a particular employee.

EXECUTIVE SESSION

At 8:17 p.m., a motion was made by Mr. Fagan, second by Ms. Stark, to recess the Workshop Meeting and enter into Executive Session for the purpose of discussing the employment status of a particular employee.

No Discussion
All Ayes
Motion Carried.

At 8:22 p.m., a motion was made by Mr. Fagan, second by Ms. Stark to adjourn Executive Session and return to the Workshop Meeting.

**WORKSHOP MEETING
RESUMED**

The Workshop Meeting resumed at 8:27 p.m.

Topics covered in Mr. Conboy's Administrative Report dated June 9, 2017 included:

**ADMINISTRATIVE
REPORT**

Update on Harbor Access Road

- Communication with County relating to initial payment which has been received
 - In contact with residents of Cedar Cove concerning use of the road
- Congratulations to High School Science Research and Bio-Technology Teachers Janine Cupo and Mary Simons
- Student research project demonstration at Cold Spring Harbor Laboratories

Moving up ceremonies

- Upcoming Middle School Graduation and High School Graduation

In response to Mr. Kahn's question Mr. Conboy advised that the boiler bid opening took place and the bids came in much higher than the amount the District had budgeted for that project.

- It is believed that the time of year may have been the reasons the bids came in so high.
- Plan is to re-bid the project sometime during the school year
- Mr. Cavassa felt we would be more successful bidding in the winter
- Mr. Cavassa feels that we will be able to get by another year with the Harbor boiler

Motion by Mr. Fagan, second by Ms. Stark, that the consent agenda be approved as a whole with action recorded as if it had been taken severally.

No Discussion
All Ayes
Motion Carried.

**CONSENT AGENDA
ITEMS 5. A, B. & C.
(detailed below)**

Motion by Mr. Fagan, second by Ms. Stark, to approve the Board of Education Minutes of the Regular Meeting of June 1, 2017.

No Discussion.
All Ayes
Motion Carried.

MINUTES

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

**PERSONNEL ACTION
REPORT - INSTRUCTIONAL**

A. Instructional (dated June 15, 2017):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS: No Recommended Actions

1. JESSICA SVENTORAITIS

Position: Assistant Principal
Assignment: Seaford High School
Effective Date: June 30, 2017
Reason: Resignation

P-4: LEAVES:

1. KEVIN O'REILLY

Position: Mathematics Department Chairperson
Assignment: Seaford High School
Effective Date: September 5, 2017
Expiration Date: June 22, 2018
Reason: Personal

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS: No Recommended Actions

P-7: APPOINTMENTS: (Subject to the successful completion of pre-employment screening)

1. ALEX MANTAY

Position: Mathematics Teacher
Type of Appointment: Probationary
Assignment: Seaford High School
Certification: Mathematics 7-12 : Professional
Effective Date: September 5, 2017
Expiration Date: June 30, 2020
Tenure Eligibility: June 30, 2020
Tenure Area: Mathematics
Salary: MA Step 3 = \$70,483
Reason: To Replace Louise Valentino

2. INA IONESCU

Position: French Teacher
Type of Appointment: Probationary
Assignment: Seaford High School
Certification: French 7-12: Initial
Effective Date: September 5, 2017
Expiration Date: June 30, 2021
Tenure Eligibility: June 30, 2021
Tenure Area: French
Salary: MA+45 Step 1 = \$71,068
Reason: To Replace Sonia Zervakos

PERSONNEL (cont'd)

3. KATHRYN HOERNIG
 Position: Physical Education Teacher
 Type of Appointment: Probationary
 Assignment: Seaford High School
 Certification: Physical Education: Initial
 Effective Date: September 5, 2017
 Expiration Date: June 30, 2021
 Tenure Eligibility: June 30, 2021
 Tenure Area: Physical Education
 Salary: MA+60 Step 1 = \$73,007
 Reason: To Replace Karen Principato

4. KRISTINA SEELEY
 Position: English Teacher
 Type of Appointment: Probationary
 Assignment: Seaford High School
 Certification: English Language Arts 7-12: Initial
 Effective Date: September 5, 2017
 Expiration Date: June 30, 2021
 Tenure Eligibility: June 30, 2021
 Tenure Area: English
 Salary: MA+15 Step 2 = \$69,678
 Reason: To Replace Susan Bennett

5. STEPHANIE BARTKUS
 Position: Physical Education/Health Teacher
 Type of Appointment: Probationary
 Assignment: Seaford High School
 Certification: Physical Education/Health: Professional
 Effective Date: September 5, 2017
 Expiration Date: June 30, 2020
 Tenure Eligibility: June 30, 2020
 Tenure Area: Physical Education/Health
 Salary: MA Step 4 = \$74,133
 Reason: To Replace Robert Perpall

P-8: OTHER:

- a) Recommend the Board of Education approve the following teachers for the Summer Math and Reading Programs. They will work from July 3, 2017 through July 28, 2017 at the rate of \$71.67 per hour.

Laurie Walegir	Lisa Daly
Cailin Healey	Janina Lynn Pereira
Rich Thau	Alexandra Tucholski
Denise McClernon	Amy Dubin
John Berry	Laura Liepa
Jillian Egan	Lori LoPiano
Tracy Padavan	Barbara Vollano
Michelle Stack	

- b) Recommend the Board of Education approve Nicole Nulty as the UP1 Special Education teacher for the 2017 – 2018 UP1 Summer Program. Ms. Nulty's salary will be \$71.67 per hour.

- c) Recommend the Board of Education amend the end date of Rosalie Franz's Child Care leave of absence from the original dates to the revised dates as approved at the February 3, 2017 Board of Education meeting.

<u>ROSALIE FRANZ</u>	<u>ORIGINAL DATES</u>	<u>REVISED DATES</u>
Position:	Science Teacher	Science Teacher
Assignment:	Seaford High School	Seaford High School
Effective Date:	April 24, 2017-June 2, 2017	April 24, 2017-May 31, 2017
Sick Leave:	April 24, 2017-June 2, 2017	April 24, 2017-May 31, 2017
Leave without Pay:	N/A	N/A
Expiration Date:	June 2, 2017	May 31, 2017
FMLA:	April 24, 2017-June 2, 2017	April 24, 2017-May 31, 2017
Reason:	Child Care Leave of Absence	Child Care Leave of Absence

B. Non-Instructional (dated June 15, 2017):

- P-1: POSITION ABOLITION: No Recommended Actions
- P-2: POSITION CREATION: No Recommended Actions
- P-3: RESIGNATIONS:

1. JOSEPH PORETTI
 Position: Custodian
 Civil Service Title: Custodian
 Location: Manor School
 Effective Date: June 30, 2017
 Reason: Retirement

PERSONNEL (cont'd)

2. KATHLEEN MILLER

Position: School Nurse
Civil Service Title: Registered Professional School Nurse
Location: Seaford High School
Effective Date: June 23, 2017
Reason: Retirement

P-4: LEAVES: No Recommended Actions

P-5: TERMINATIONS:

1. JULIO MOREIRA

Position: Cleaner
Civil Service Title: Cleaner
Location: Middle School
Effective Date: June 15, 2017

P-6: APPOINTMENTS: No Recommended Actions

P-7: OTHER:

1. Recommend appointing the following aides for the summer math and reading programs:

Tena Chaffee
Elizabeth Cascio

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Fagan, second by Ms. Stark, to approve acceptance of the determinations of the Special Education Committee Meetings listed below:

CPSE/CSE

1. Recommend acceptance of the determinations of the Preschool Special Education Committee Meetings of as well as Amendments Without Meetings: 3/31/17, 4/19/17, 4/21/17, 4/26/17, 5/3/17, 5/10/17, 5/15/17, 5/17/17, 3/29/17, 4/21/17, 4/26/17, 5/10/17, 5/17/17, 5/26/17.

No Discussion.
All Ayes
Motion Carried.

Mr. Conboy introduced one of our new members of our Mathematics Department, Alex Mantay. Mr. Kahn announced that the Board had accepted Jessica Sventoraitis' resignation – she has accepted another position at Island Trees.

None

**PUBLIC COMMENTS
OLD BUSINESS
SECOND READING -
POLICY #4322-R**

Motion by Mr. Fagan, second by Ms. Stark, to approve the second reading of Policy #4322-R – Programs for the Gifted and Talented Regulation

Board Trustee Patrick Rail stated that he was not a big fan of the change in this policy. He stated he did research and the first thing he looked at was the New York State School Boards Association which states that policy is a school board's single most important function. Mr. Rail went on to give the reasons why he is not in favor of the change in this policy:

Policy will now limit the amount of students who can be accepted into the Middle School accelerated program

- Not based on a student's academic ability; based on percent of student body
- Students will be based on 5 different criteria and only a percentage of those incoming 7th Grade students will be accepted into the program
- This proposed change will leave worthy students out the program and therefore limit their educational opportunities
- This percent-based calculation will dramatically reduce the number of students eligible for the program

District should be striving to have all our students reaching higher academically; policy does not accomplish that goal

- Policy seems to place more importance on number of students in program and not each individual student's academic ability

Was not able to find another school district that determines placement into an accelerated program using a percentage of class size.

- Policies examined used multiple criteria including benchmarks or grade thresholds to identify students for acceptance

This new policy does not include the following:

- Minimum grade requirement to remain in the program
- A mechanism for Middle School Administration to have a student exit the program
- Entry into the program for 8th grade students or students that transfer from another district
- A teacher recommendation

POLICY (cont'd)

Mr. Rail read the first 4 sentences of the policy questioning each:

- The Board of Education recognizes that among the Seaford school population, there are children who are prepared to take on more rigorous curriculum sooner than their peers.
- While the Board of Education believes that all children should be held to challenging academic standards, it realizes that special instructional programs and arrangements are necessary to fully meet the needs of academically advanced students.
- Such programs should enrich and extend existing curriculum to allow these students the opportunity to exercise their cognitive abilities and attain their full potential as learners.
- As students may manifest special academic ability in a variety of ways, district personnel employ a comprehensive approach as they work to identify children for participation in the programs.

Mr. Rail repeated the statement made many times that the District wants to maintain what we currently have, and if we add a program to the District, it has to be sustainable. In closing Mr. Rail stated that he feels this policy change does not maintain what we currently provide for our Middle School students and for those reasons he cannot endorse this policy.

Board President Bruce Kahn acknowledged the disagreement on the revisions to the policy and stated the current policy has not been used because of refusals to take the test. He went on to say that this was decided by a committee and went to Mr. Conboy who made the recommendation. Mr. Kahn advised that this was just a start and hoped that our new Superintendent would re-look at it and evaluate it during the year and we can change it as the recommendations change.

Bruce Kahn -	Aye
Brian Fagan -	Aye
Janice Baldwin -	Nay
Patrick Rail -	Nay
Stacie Stark -	Aye

Motion Carried.

Motion by Mr. Fagan, second by Ms. Stark, to approve entering into a Health Services Contract with the Manhasset Union Free School District for the 2016-2017 school year for the District student who attends St. Mary's High School and authorizes the Board President and the District Clerk to sign same. The cost is \$995.68.

**CONTRACT – 2016/2017
HEALTH SERVICES
MANHASSET UFSD**

No Discussion.
All Ayes
Motion Carried.

Closing remarks by the Administration and Board

CLOSING REMARKS

- ◆ Congratulations to the retirees; appreciate all your hard work
- ◆ Congratulations and thank you to Mr. Conboy
- ◆ Brian Fagan thanked everyone and spoke about working together
He stated that the mission is all about the kids; more work to be done
He also advised that he would remain on the Budget Advisory Committee
- ◆ Attorney Chris Venator thanked Mr. Fagan for his many years of service
He stated advised that in his 24 years of working in Education Law, working with 40-50 school districts and 200-300 superintendents over those years, he had never met a finer person or an individual who has dedicated his life to one community or done so much for one community. He went on to say that Mr. Conboy is his favorite superintendent and the best superintendent he has ever worked with
- ◆ Congratulations to the retirees; welcome Alex Mantay
- ◆ Mr. Conboy stated it's all been said. Love you all. This was Board Meeting 202. It's a wrap! Conboy out!
- ◆ Mr. Kahn spoke about the wonderful Harbor Moving Up Ceremony
Thank you to Mr. Burke; format was changed this year
Think it worked out well and the parents liked it
Congratulations to the retirees

At 8:48 p.m., a motion was made by Mr. Fagan, second by Ms. Stark, to adjourn the Workshop Meeting and enter into Executive Session for the purpose of discussing contract negotiations with the Clerical Unit, one specific personnel matter and two individual contracts – District Treasurer and future Messenger.

No Discussion.
All Ayes
Motion Carried.

**ADJOURN WORKSHOP
MEETING**

There being no further business, a motion was made by Mr. Fagan, second by Mr. Rail, to adjourn Executive Session at 10:43 p.m.

No Discussion.
All Ayes
Motion Carried.

**ADJOURN EXECUTIVE
SESSION**

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Stacie Stark
Vice District Clerk