

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Thursday, January 11, 2018, in the All-Purpose Room of the Manor Elementary School, 1590 Washington Avenue, Seaford, New York.

PRESENT: Mr. Bruce A. Kahn - President
Ms. Stacie Stark - Vice President
Ms. Janice Baldwin - Trustee
Ms. Natalie Pedisich – Trustee
Mr. Patrick Rail - Trustee

Dr. Adele V. Pecora
Mr. John A. Strifolino
Ms. Elisa Pellati
Mr. Christopher Venator – Attorney (arrived 7:51 p.m.)

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

OPEN MEETING

Happy New Year to everyone. Snow caused this meeting to be changed to tonight instead of last week.

OPENING REMARKS

Topics covered in Dr. Pecora's Administrative Report dated December 22, 2017 included:

ADMINISTRATIVE REPORT

Custom Computer's work/projects in the District

- Were tentatively scheduled to give their report on January 18th but due to the loss of the two snow days now planning on giving the report on February 1st.

Ms. Pellati will be presenting recommendations regarding the use of our Repair Reserve on January 18th

Making formal recommendation to hire an assistant coach for the Girls' Lacrosse team for this season

Will be adding a Curriculum Night at the High School

- First time doing this
- Curriculum Night will be held on January 30th

December concerts were fabulous

Championship Parade was a really nice way for the community to celebrate the fact that our football team was so successful this season

A nice tribute to the boys and Coach Perpall

Superintendent's Entry and Strategic Plan Preliminary Findings

PRESENTATIONS RECOGNITIONS

Areas and topics included in Dr. Adele Pecora's presentation included:

Purpose

Entry Plan Phases

- Pre-Entry (March-June 2017)
- Entry (July-August 2017)
- Start of School (September-December 2017)
- Post-Entry (January-April 2018)

School & Community Events

Building Relationships: Community Outreach

Listen and Learn Tour

Analyze Responses to Each Question

- Administration, Faculty & Staff
- Students
- Parents & Community Organizations

Learnings from Administration, Faculty & Staff, Parents & Community Based Organizations and Students

- What is working well
- What needs tweaking/improvement
- What needs to be abandoned

Traditions & Values Preserved - Administration, Faculty & Staff, Parents & Community and Students

Advice for the Superintendent

- Communication
- Involvement
- Encouragement

General Learnings & Areas for Review

Four Primary Objectives

- Build and Maintain Quality Relationships with Stakeholders
- Conduct Comprehensive Organizational Review
- Review Instructional Program
- Develop Short-Term Strategic Goals and Draft 3-5 Year Strategic Plans

Engage in a Comprehensive Organizational Review

- Communication
- Curriculum & Instruction
- Finance
- Personnel

SUPERINTENDENT'S ENTRY PLAN (cont'd)

- Develop an Instructional Program Framework
- Teaching and Learning
- Elementary Curriculum Highlights
- Seaford Middle School Curriculum Highlights
- Seaford High School Curriculum Highlights
- Math Regents Exams
- ELA & Social Studies Regents Exams
- Science Regents Exams
- Elective Regents Results 2017
- What the Regents' Data Reveals
- Expanding Equity and Excellence
- Class of 2017 College/AP Courses
- Graduation Rate Continues to Rise
- Setting Short-term Goals - Board of Education & Superintendent 2017-2018
 - Teaching and Learning
 - Financial
 - Communication
- Next Steps
 - Continue to Build and Maintain Quality Relationships with Stakeholders
 - Used the information from the Listen and Learn Tour to Refine Goals and Develop Strategic Plans
 - Continue to Review and Enhance Instructional Programs
 - Work to Achieve the Short-term Goals

Board Trustee Janice Baldwin expressed the Board's gratitude for what Dr. Pecora has accomplished in a short period of time and the collaborative environment that currently exists. She asked how do you get all this information out to the community. Ms. Baldwin asked Dr. Pecora if she could give the presentation at the building levels. Dr. Pecora stated she would reach out to the PTAs to see the best way to get the information out. She also advised that all the presentations given at the Board Meetings are posted on the District's website.

Mr. Kahn asked Margaret Glancy if she would let the teaching staff know how much everyone values the teaching staff and let them know about the presentation. He also asked that members of SASA also be advised. Mr. Kahn then thanked Dr. Pecora for all the work she put into this presentation.

At Mr. Kahn's request, Dr. Pecora briefly spoke about the gas leak by the Harbor, what steps were taken, and the notifications made related to the effect of the gas leak on the school day.

Motion by Ms. Stark, second by Mr. Rail, 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. – 5.D.
(detailed below)**

Motion by Ms. Stark, second by Mr. Rail, to approve the Board of Education Minutes for the December 7, 2017 Public Hearing on District-Wide School Safety Plan and the Regular Meeting of December 4, 2017.

No Discussion.
All Ayes
Motion Carried.

MINUTES

Motion by Ms. Stark, second by Mr. Rail, to acknowledge acceptance for audit of the Treasurer's Report dated November 30, 2017.

No Discussion.
All Ayes
Motion Carried.

TREASURER'S REPORT

Motion by Ms. Stark, second by Mr. Rail, to acknowledge acceptance for audit of the Extracurricular Fund Activity Report dated November 30, 2017.

No Discussion.
All Ayes
Motion Carried.

**EXTRACURRICULAR
FUND ACTIVITY REPORT**

Motion by Ms. Stark, second by Mr. Rail, to acknowledge acceptance for audit of the Revenue Status Report dated November 30, 2017.

No Discussion.
All Ayes
Motion Carried.

**REVENUE STATUS
REPORT**

Motion by Ms. Stark, second by Mr. Rail, to acknowledge acceptance for audit of the Budget Status Report dated November 30, 2017.

No Discussion.
All Ayes
Motion Carried.

**BUDGET STATUS
REPORT**

CONSENT AGENDA (cont'd)

Motion by Ms. Stark, second by Mr. Rail, to acknowledge acceptance for audit of the Budgetary Transfer Report dated November 30, 2017.

**BUDGETARY TRANSFER
REPORT**

No Discussion.
All Ayes
Motion Carried.

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

**PERSONNEL
ACTION REPORT -
INSTRUCTIONAL**

A. Instructional (dated January 4, 2018):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS: No Recommended Actions

P-4: LEAVES:

1. JENNIFER CAPELLINI

Position: Special Education Teacher
Assignment: Seaford High School
Effective Date: February 13, 2018
Sick Leave: February 13, 2018 – April 11, 2018
Leave without Pay: N/A
Expiration Date: April 11, 2018
FMLA: February 13, 2018 – April 11, 2018
Reason: Child Care Leave of Absence

2. ELIZABETH VAETH

Position: Elementary Reading Teacher
Assignment: Seaford Harbor School/ Manor School
Effective Date: March 13, 2018
Sick Leave: March 13, 2018 – May 2, 2018
Leave without Pay: May 3, 2018 – June 1, 2018
Expiration Date: June 1, 2018
FMLA: March 13, 2018 – June 1, 2018
Reason: Child Care Leave of Absence

3. CHELSEA BIANCO

Position: Special Education Teacher
Assignment: Seaford Middle School
Effective Date: January 25, 2018
Sick Leave: N/A
Leave without Pay: January 25, 2018 – May 2, 2018
Expiration Date: May 2, 2018
FMLA: January 25, 2018 – May 2, 2018
Reason: Child Care Leave of Absence

4. LINDA KANAREK

Position: English Teacher
Assignment: Seaford High School
Effective Date: January 2, 2018
Sick Leave: January 2, 2018 – January 26, 2018
Leave without Pay: N/A
Expiration Date: January 26, 2018
FMLA: January 2, 2018 – January 26, 2018
Reason: Medical

5. WENDY MADDALENA

Position: Mathematics Teacher
Assignment: High School
Effective Date: December 8, 2017
Sick Leave: December 8, 2017 – January 1, 2018
Leave without Pay: N/A
Expiration Date: January 1, 2018
FMLA: December 8, 2017- January 1, 2018
Reason: Medical

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS:

1. LINDSAY FRIEDMAN

Position: School Psychologist
Effective Date: January 4, 2018
Tenure Area: School Psychologist

CONSENT AGENDA – PERSONNEL (cont'd)

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

1. MARIE ACCARDI-NARDONE
 Position: ENL/Spanish 7-12 Teacher
 Type of Appointment: Regular Substitute
 Assignment: Seaford Middle School and High School
 Certification: Spanish 7-12 – Supp. / TESOL – Permanent
 Effective Date: December 21, 2017
 Expiration Date: March 23, 2018
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: As Per Leave Replacement Schedule
 Reason: To Replace Melissa Nuzio

P-8: OTHER:

- a) Recommend the Board of Education amend the FMLA date of Lisa Ferrari's child care leave of absence from N/A to October 30, 2017 – December 13, 2017 as approved at the December 7, 2017 Board of Education meeting.
- b) Recommend the Board of Education end the English as a New Language .2 sixth period teaching assignment at the Seaford Middle School for the 2017-2018 school year for Jenna Lubicich as of December 15, 2017 as approved at the October 5, 2017 Board of Education meeting.
- c) Recommend the Board of Education amend the sixth period Seaford Middle School teaching assignment for the 2017-2018 school year for Brian Horner from October 30, 2017 to September 26, 2017 as approved at the Board of Education meeting dated December 7, 2017.
- d) Recommend the Board of Education approve the following teachers for Seaford High School January Regents Review Academies. The hourly stipend is \$71.67

Kelly Basacchi	Algebra I Regents	5 hours
Maria Savage	Algebra II Regents	5 hours
Jessica Delguercio	Geometry Regents	5 hours
Linda Kratzer	US History Regents	2 ½ hours
Lisa Ferrari	US History Regents	2 ½ hours
Tania Cintorino	English 11 Regents	5 hours
Kristina Polacco	English 11 Regents	5 hours
Mike Engelke	Global History Regents	2 ½ hours
Lindsay Garncarz	Global History Regents	2 ½ hours
Rosalie Franz	Living Environment Regents	5 hours

- e) Recommend the Board of Education approve Kelly Baum as a home instructor for the Seaford School District for the 2017-2018 school year. Salary is as per UTS contract. *

*Appointment subject to the successful completion of pre-employment screening

- f) Recommend the Board of Education amend the dates of Melissa Nuzio's child care leave of absence from the original dates to the revised dates as approved at the December 7, 2017 Board of Education meeting.

<u>MELISSA NUZIO</u>	<u>ORIGINAL DATES</u>	<u>REVISED DATES</u>
Position:	Seaford Middle and High School	Seaford Middle and High School
Assignment:	ENL/Spanish 7-12 Teacher	ENL/Spanish 7-12 Teacher
Effective Date:	December 13, 2017	December 18, 2017
Sick Leave:	December 13, 2017-January 12, 2018	December 18, 2017-January 22, 2018
Leave without Pay:	January 16, 2018-March 20, 2018	January 23, 2018-March 23, 2018
Expiration Date:	March 20, 2018	March 23, 2018
FMLA:	March 20, 2018	December 18, 2017-March 23, 2018
Reason:	Child Care Leave of Absence	Child Care Leave of Absence

- g) Recommend the Board of Education approve the following coach for the 2017-2018 school year:

Brian McClernon	Middle School Wrestling Assistant	Step 1/D	\$3,232
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B. Non-Instructional (dated January 4, 2018):

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

CONSENT AGENDA - PERSONNEL(cont'd)

P-3: RESIGNATIONS: No Recommended Actions

1. KIM BEOVICH
Position: Teacher Aide
Civil Service Title: Teacher Aide Par-time
Location: Seaford High School
Effective Date: January 2, 2018

P-4: TERMINATIONS: No Recommended Actions

P-5: APPOINTMENTS: ALL new employee appointments are subject to approval by the Nassau County Civil Service Commission, fingerprint clearance and the successful completion of pre-employment screening.

1. CATHERINE SHIELDS
Position: Teacher Aide
Civil Service Title: Teacher Aide Part-time Substitute
Type of Appointment: Part-time
Location: Manor Elementary
Salary: \$12.07 per hour
Code: 2110-165
Reason: IEP Directed
Effective Date: Upon approval by the Nassau County Civil Service Commission (Ms. Shields is currently employed with the District as a Substitute Teacher Aide)
2. MARC WALSH
Position: Substitute Cleaner
Civil Service Title: Substitute Cleaner
Type of Appointment: Substitute
Location: District – Where/When Needed
Salary: \$15.67 per hour
Code: 1620-171
Reason: Substitutes Needed
Effective Date: Upon approval of his application by the Nassau County Civil Service Commission

P-6: LEAVES:

1. CAROLINE LAVIN
Position: Teacher Aide
Assignment: Harbor Elementary
Effective Date: November 27, 2017
Expiration Date: February 26, 2018
Leave: Unpaid
2. EILEEN GOTKIN
Position: Teacher Aide
Assignment: Harbor Elementary
Effective Date: November 27, 2017
Expiration Date: January 2, 2018
Leave: Unpaid
3. CHRISTINA OTTATI
Position: Teacher Aide
Assignment: Manor School
Effective Date: November 27, 2017
Expiration Date: June 30, 2018 (correction of expiration date previously approved at December 7, 2017 meeting)
Leave: Unpaid

P-7: OTHER: No Recommended Actions

No Discussion.
All Ayes
Motion Carried.

Congratulations to Lindsay Friedman on receiving tenure.

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

CPSE/CSE

1. Recommend acceptance of the determinations of the Special Education Committee Meetings of: 10/23/17, 10/26/17, 11/2/17, 11/9/17, 11/15/17, 11/16/17, 11/17/17, 11/20/17, 11/27/17, 11/28/17, 12/4/17, 12/5/17, 10/20/17, 10/24/17, 10/25/17, 10/26/17, 11/1/17, 11/2/17, 11/3/17, 11/6/17, 11/8/17, 11/9/17, 11/13/17, 11/14/17, 11/15/17, 11/16/17, 11/20/17, 11/22/17, 11/27/17, 11/28/17, 11/29/17, 11/30/17, 12/1/17, 12/4/17, 12/5/17

CONSENT AGENDA – CPSE/CSE(cont'd)

2. Recommend acceptance of the determinations of the Preschool Special Education Committee Meetings of: 10/25/17, 11/1/17, 11/7/17, 11/9/17, 11/15/17, 11/20/17, 11/22/17, 11/27/17, 11/29/17, 11/30/17

No Discussion.
All Ayes
Motion Carried.

None

RESIDENTS' COMMENTS

None

OLD BUSINESS

Motion by Ms. Stark, second by Mr. Rail, to approve entering into an Instructional Services contract from July 1, 2017-June 30, 2018 school year with Brookville Center for Children's Services, Inc. and authorize the Board President to sign this contract.

No Discussion.
All Ayes
Motion Carried.

**NEW BUSINESS
CONTRACT- BROOKVILLE
CENTER FOR CHILDREN'S
SERVICES 2017/2018**

Motion by Ms. Stark, second by Mr. Rail, to approve the Seaford District-Wide School Safety Plan for the 2017-2018 school year.

No Discussion.
All Ayes
Motion Carried.

**DISTRICT-WIDE SCHOOL
SAFETY PLAN 2017/2018**

Motion by Ms. Stark, second by Mr. Rail, to approve the Building Level Safety Plan for Seaford High School, Seaford Middle School, Manor Elementary School and Harbor Elementary School for the 2017-2018 school year.

No Discussion.
All Ayes
Motion Carried.

**BUILDING LEVEL SAFETY
PLANS 2017/2018**

Motion by Ms. Stark, second by Mr. Rail, to adopt the following resolution:

**RESOLUTION
RESCIND BUDGET INCREASE**

RESOLVED, that the Board of Education rescind the Resolution from the December 7, 2017 meeting to increase the 2017-2018 budget from \$66,689,370 to \$66,690,370, due to an increase of \$1,000 donation from the 9/11 Committee.

No Discussion
Bruce Kahn - Aye
Stacie Stark - Aye
Janice Baldwin - Aye
Natalie Pedisich - Aye
Patrick Rail - Aye
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to accept the Single Audit Report on Federal Grants for the fiscal year ended June 30, 2016, as submitted by R.S. Abrams & Co., LLP.

**SINGLE AUDIT REPORT
YEAR ENDED 6/30/2016**

No Discussion
Bruce Kahn - Aye
Stacie Stark - Aye
Janice Baldwin - Aye
Natalie Pedisich - Aye
Patrick Rail - Aye
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to approve the disposal of obsolete library bookcases submitted by the High School librarian dated December 7, 2017.

**OBSOLETE ITEMS
LIBRARY**

No Discussion.
All Ayes
Motion Carried.

Discussion Item: Proposal of a RFP for professional legal services

**DISCUSSION - PROPOSED
RFP**

Mr. Kahn advised that based on Board Policy, every five years the District is supposed to review our professional services and do an RFP. It is now time for us to do this for our Legal Services. Dr. Pecora advised that a draft of the RFP will be part of the next Administrative Report.

Closing remarks by the Administration and Board

CLOSING REMARKS

- ◆ Happy New Year
- ◆ All County Music Festival coming up
Congratulatory to all the musicians and vocalists
- ◆ Congratulatory to Lindsay Friedman

At 8:26 p.m., a motion was made by Ms. Stark, second by Mr. Rail, to adjourn the Regular Meeting and enter into Executive Session for the purpose of discussing contract negotiations with the Custodial and Aides' Units and the UTS, one specific personnel issue and one specific personnel contract.

**ADJOURN REGULAR
MEETING**

No Discussion.
All Ayes
Motion Carried.

There being no further business, a motion was made by Ms. Stark, second by Mr. Rail, to adjourn Executive Session at 10:44 p.m.

**ADJOURN EXECUTIVE
SESSION**

No Discussion.
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Patrick Rail
Vice District Clerk