

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Thursday, March 1, 2018, in the All Purpose Room of the Harbor Elementary School, 3500 Bayview Street, 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. Strifflino
Ms. Elisa Pellati
Mr. Christopher Venator – Attorney

At 7:35 p.m., the President of the Board of Education opened the Regular Meeting.

OPEN MEETING

Dr. Adele Pecora briefly spoke about increased opportunities at the Middle School with the Science Program. Board President Bruce Kahn congratulated Middle School Principal Dan Smith on being named School Administrator of the Year.

OPENING REMARKS

The Time is Right for a Change: Seaford Middle School Science Program 6-8 Areas covered in Principal Dan Smith's and Assistant Principal Lisa Dunn's presentation included:

**PRESENTATIONS
RECOGNITIONS**

What is going on?
Why now?
Three-dimensional approach
The idea of change is scary
Spiraling accomplishes multiple purposes
Historically
Accelerated had more opportunities
Under the new plan
Diversity of Pathways for all
Science Acceleration Pathway
How do we do this
- Two- year gradual move to this model
- Year One
- Year Two
- Teacher buy-in is essential
- Budget, Schedule and Resources
What are those other initiatives
Not all change is bad
Science is a way of thinking much more than it is a body of knowledge
Mr. Smith thanked everyone involved and presented this to the Board for their consideration.

Mr. Kahn stated that the Board and Administration for the past couple of years had been looking at ways to advance the accelerated program
Board Member Natalie Pedisich, a Science teacher, stated she was very happy to see Science and the Science Department getting stronger

Topics covered in Dr. Pecora's Administrative Report dated February 26, 2018 included:

**ADMINISTRATIVE
REPORT**

Dr. Pecora thanked Mr. Smith, Ms. Dunn and the teachers involved and their willingness and efforts to make these changes and their contribution to this presentation

Dr. Pecora then spoke about the letter sent to parents related to security and some of the things the District is doing about security, the individuals involved in managing the security and facilities to make sure they are safe environment. She also spoke about the 19 guards employed with the District, all but one having a law-enforcement background. She went on to speak about the district-wide and building level security teams, current security procedures and drills and the changes that will be taking effect on Monday. She also advised that the District would be bringing in an outside security firm to come in and do a full review of the safety and security procedures within the Seaford School District.

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.

**CONSENT AGENDA
ITEMS 2.A, B, C & D
(detailed below)**

No Discussion
All Ayes
Motion Carried.

CONSENT AGENDA (cont'd)

Motion by Ms. Stark, second by Mr. Rail, to approve the Board of Education Minutes of the February 1, 2018 Regular Meeting and February 15, 2018 Workshop Meeting

MINUTES

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to acknowledge acceptance for audit of the Treasurer's Report dated January 31, 2018.

TREASURER'S REPORT

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to acknowledge acceptance for audit of the Extracurricular Fund Activity Report dated January 31, 2018.

**EXTRACURRICULAR FUND
ACTIVITY REPORT**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to acknowledge acceptance for audit of the Revenue Status Report dated January 31, 2018.

**REVENUE STATUS
REPORT**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to acknowledge acceptance for audit of the Budget Status Report dated January 31, 2018.

BUDGET STATUS REPORT

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to acknowledge acceptance for audit of the Budgetary Transfer Report dated January 31, 2018.

**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 March 1, 2018):

P-1: POSITION ABOLITION:

1. Director of Special Services

P-2: POSITION CREATION:

1. Director of Pupil Personnel Services
2. Director of Instructional Technology and STEM (Science, Technology, Engineering and Mathematics)

P-3: RESIGNATIONS:

1. JANE DAWKINS
Position: Director of Special Services
Assignment: Seaford School District
Effective Date: June 30, 2018
Reason: Retirement
2. LUISA ANCONA
Position: Special Education Teacher
Assignment: Seaford Manor Elementary School
Effective Date: June 30, 2018
Reason: Retirement
3. CAROL RIEDENER
Position: Elementary Teacher
Assignment: Seaford Manor Elementary School
Effective Date: September 2, 2018
Reason: Retirement
4. LORI FRITSCH
Position: Social Studies Teacher
Assignment: Seaford High School
Effective Date: June 30, 2018
Reason: Retirement

CONSENT AGENDA (cont'd)

5. DEBRA ROSENBERG
Position: Special Education Teacher
Assignment: Seaford High School
Effective Date: June 30, 2018
Reason: Retirement
6. LINDA KRATZER
Position: Social Studies Teacher/Chairperson
Assignment: Seaford High School
Effective Date: June 30, 2018
Reason: Retirement
7. ROBERT DIGIOVANNA
Position: Social Worker
Assignment: Seaford High School
Effective Date: June 30, 2018
Reason: Retirement

P-4: LEAVES:

1. JOANNA MCCLOSKEY
Position: Library Media Specialist
Assignment: Seaford High School
Effective Date: January 22, 2018
Sick Leave: January 22, 2018 – February 16, 2018
Leave without Pay: N/A
Expiration Date: February 16, 2018
FMLA: January 22, 2018 – February 16, 2018
Reason: Medical
2. GEORGE QUICK
Position: Technology Teacher
Assignment: Seaford High School
Effective Date: TBD
Sick Leave: TBD
Leave without Pay: None
Expiration Date: June 22, 2018
FMLA: TBD
Reason: Medical

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 end the extracurricular Service Club Advisor at the Seaford Middle School for the 2017-2018 school year for Chelsea Bianco as of January 24, 2018 as approved at the October 5, 2017 Board of Education meeting.
- b) Recommend the Board of Education approve the Extracurricular appointment of Tina Weir as the Middle School Service Club Advisor as of January 25, 2018 due to Chelsea Bianco's Child Care Leave of Absence. Her stipend will be prorated.
- c) Recommend the Board of Education approve the following Seaford High School coaches for the 2017-2018 school year:

Tim Brace	Varsity Girls Lacrosse	5/A	\$8,362
Emily Palermo	Varsity Girls Lacrosse Assistant	1/A	\$4,566
Stephanie Bartkus	JV Girls Lacrosse	1/A	\$5,328
- d) Recommend the Board of Education amend the dates of Erin Browne's child care leave of absence from the original dates to the revised dates as approved at the February 1, 2018 Board of Education meeting.

<u>ERIN BROWNE</u>	<u>ORIGINAL DATES</u>	<u>REVISED DATES</u>
Position:	Special Education Elementary Teacher	Special Education Elementary Teacher
Assignment:	Seaford Harbor Elementary School	Seaford Harbor Elementary School
Effective Date:	December 8, 2017	December 8, 2017
Sick Leave:	December 8, 2017 - TBD	December 8, 2017 – May 18, 2018
Leave without Pay:	N/A	None
Expiration Date:	TBA	May 18, 2018
FMLA:	December 8, 2017 – TBD	December 8, 2017 – May 18, 2018
Reason:	Medical	Medical/Child Care Leave of Absence

CONSENT AGENDA (cont'd)

- e) Recommend the Board of Education amend the dates of Antonella Denk's child care leave of absence from the original dates to the revised dates as approved at the February 1, 2018 Board of Education meeting.

<u>ANTONELLA DENK</u>	<u>ORIGINAL DATES</u>	<u>REVISED DATES</u>
Position:	Elementary Teacher	Elementary Teacher
Assignment:	Seaford Harbor Elementary School	Seaford Harbor Elementary School
Effective Date:	April 30, 2018	April 30, 2018
Sick Leave:	April 30, 2018 – June 11, 2018	April 30, 2018 – June 7, 2018
Leave without Pay:	June 12, 2018 – June 22, 2018	June 8, 2018 – June 22, 2018
Expiration Date:	June 22, 2018	June 22, 2018
FMLA:	April 30, 2018 – June 22, 2018	April 30, 2018 – June 22, 2018
Reason:	Child Care Leave of Absence	Medical/Child Care Leave of Absence

- f) Recommend the Board of Education approve the following volunteer coaches for Seaford High School sports for the 2017-2018 school year:

* Stephen Hilchen Varsity Softball
* Mike Sweeney Varsity Baseball

* (pending background check and drug testing)

- g) Recommend the Board of Education approve Roman Wojcik as computer mentor at the Harbor School as of March 2, 2018 due to Erin Brown's Medical/Child Care Leave of absence. His stipend will be prorated.

B. Non-Instructional (dated March 1, 2018):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS: No Recommended Actions

1. MICHELE KALISHER

Position: Teacher Aide
Civil Service Title: Teacher Aide Part-time
Location: Seaford High School
Effective Date: January 19, 2018

2. PATRICIA PAPPAS

Position: Substitute Teacher Aide
Civil Service Title: Teacher Aide Part-time Substitute
Location: District
Effective Date: February 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. EVA NICOLICH

Position: Teacher Aide
Civil Service Title: Teacher Aide Part-time
Type of Appointment: Part-time
Location: Seaford High School
Salary: \$12.07 per hour
Code: 2250-166
Reason: Replacement (Michele Kalisher)
Effective Date: Upon approval of her application by the Nassau County Civil Service Commission

2. NANCY LEVINSON

Position: Senior Typist Clerk
Civil Service Title: Senior Typist Clerk
Type of Appointment: Promotional
Location: Seaford High School Athletic Department
Salary: \$43,322.00
Code: 2020-160
Reason: Upgrade in title (from Clerk-Typist)
Effective Date: March 5, 2018 (On approval by the Nassau County Civil Service Commission)

P-6: LEAVES: No Recommended Actions

P-7: OTHER: No Recommended Actions
No Discussion.
All Ayes
Motion Carried.

CONSENT AGENDA (cont'd)

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: 11/27/17, 11/28/17, 12/12/17, 12/18/17, 12/19/17, 1/2/18, 1/8/18, 1/11/18, 1/16/18, 1/19/18, 10/26/17, 11/15/17, 11/20/17, 11/29/17, 11/30/17, 12/5/17, 12/6/17, 12/8/17, 12/12/17, 12/13/17, 12/15/17, 12/18/17, 12/19/17, 12/20/17, 12/21/17, 12/22/17, 1/3/18, 1/10/18, 1/11/18, 1/12/18, 1/16/18, 1/17/18, 1/18/18, 1/19/18, 1/26/18, 1/29/18, 1/31/18, 2/1/18, 2/2/18, 2/8/18
2. Recommend acceptance of the determinations of the Preschool Special Education Committee Meetings of: 1/10/18, 1/17/18, 1/22/18, 1/24/18, 1/26/18

No Discussion.
All Ayes
Motion Carried.

Mr. Kahn congratulated Jane Dawkins, Director of Special Services, Luisa Ancona, Carol Riedener, Lori Fritsch, Debra Rosenberg, Linda Kratzer and Robert DiGiovanna who will be retiring at the end of June.

Comments and Concerns Raised by the Public:

PUBLIC COMMENTS

- How are you vetting out the security company doing the school safety audit /cost/disclosure to public
- Open meetings law; residents able to ask questions
- Notifications to parents of school age students not attending District schools
- Where are the monitors for the cameras; who is monitoring
Always felt safe; security staff is incredible
At what point is there a panic button that would go the 7th precinct
Would hope that the students that are classified especially those in the CDP and UP classes and the staff and those children are given appropriate training and notification of what could happen; training for them must be very different – their reaction to a lockdown, the volume, police coming will be very different
Consider a camera system with feeds going directly to the police department allowing police department to take control during emergencies.
Get devices designed specifically for schools to fortify doors
We need to consider arming the retired police officers that already patrol our schools
We need to push legislation through our elected officials related to tired police officers being armed and eliminating the 30k cap on income for retired police officers employed by a school or university.
Do you have or plan to add a parent other than a Board member to the District-wide Safety Committee; extremely import for parents to have a voice
Arming our retired/currently employed police officers is a necessary step in the right direction
If somebody walked up with a gun how would you vet that person and if they started to shoot how would you stop that person
Children are the most important things in our world; deserve the best security this world can provide; up to all of you to get that done.
All agree no one's wants anything to happen to our kids
Do not see adding more guns is the answer
Need to focus on preventing them from getting on school grounds
How are the doors going to be manned after school hours for PAL, Brownies, Scouts, etc.
Properly vet the consultant; make sure there is no copy and pasting
Feel important to not only have our guards but someone from IT to be part of this project.
Consultant firm can't be cookie-cutter;
Make sure everyone properly certified in what we are implementing in school
Would like to see improvement and push on anti-bullying program at the elementary and other levels; Many who do these kinds of things have been severely bullied.
What are you doing to prevent insiders/students from bringing weapons into school
Wouldn't you think we the security guards would know better how to secure our schools rather than an outside agency
Very important to consult with the people here – teachers, security, staff that are here in the buildings – working in the buildings
Please consider implementing some kind of security during the day for students out on the playground/fields; people walking through when other events taking place

NEW BUSINESS

Areas covered in discussion on Policy No. 2160 - Government and Operations – School District Officer and Employee Code of Ethics:

**DISCUSSION ON
POLICY NO. 2160**

After brief discussion it was decided that it would be put on the April agenda for a first reading.

Motion by Ms. Stark, second by Mr. Rail, to approve the first reading of Policy #4770 – Graduation Requirements

**FIRST READING
POLICY #4770**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to approve the first reading of Policy #6700 – Purchasing

**FIRST READING
POLICY #6700**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to approve the first reading of Policy #6700-R – Purchasing Regulations

**FIRST READING
POLICY #6700-R**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to approve the first reading of Policy #8414.5 – Alcohol and Drug Testing of Bus Drivers

**FIRST READING
POLICY #8414.5**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to approve the first reading of Policy #8414.5-R – Alcohol and Drug Testing of Bus Drivers Regulation

**FIRST READING
POLICY #8414.5-R**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to approve the second reading of Policy # 2330 – Administration – Executive Sessions

**SECOND READING
Policy # 2330**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to approve the second reading of Policy # 4321.12 – Personnel – Use of Time Out Rooms, Physical Restraints and Aversives

**SECOND READING
Policy # 4321.12**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to approve the second reading of Policy # 6240 – Instruction - Investments

**SECOND READING
Policy # 6240**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to approve the second reading of Policy # 9700 – By-Laws – Staff Development

**SECOND READING
Policy # 9700**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to approve the High School's request for a field trip to the Metropolitan Museum of Art in New York City on March 15, 2018.

FIELD TRIPS

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Mr. Rail, to approve the High School's request for a field trip to the St. Patrick's Day Parade in New York City on March 17, 2018.

FIELD TRIPS

No Discussion.
All Ayes
Motion Carried.

POLICIES (cont'd)

Motion by Ms. Stark, second by Mr. Rail, to approve entering into a Special Education Services contract from July 1, 2017-June 30, 2018 school year with West Islip Union Free School District and authorize the Board President to sign this contract.

No Discussion.
All Ayes
Motion Carried.

CONTRACTS

Motion by Ms. Stark, second by Mr. Rail, to approve entering into a Health Services contract from September 1, 2017-June 30, 2018 school year with Uniondale Union Free School District and authorize the Board President to sign this contract.

No Discussion.
All Ayes
Motion Carried.

CONTRACTS

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

BE IT RESOLVED, based upon the recommendation from the Superintendent of Schools, the Board of Education hereby awards the bid for the Harbor Boiler Upgrade project to Walsh Mechanical Contracting in the amount of \$609,000.

Mr. Kahn asked Director of Buildings and Grounds the timeline for this project and was advised that it would be done after heat season ends and before school starts.

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

**RESOLUTION – HARBOR
BOILER UPGRADE BID**

Attorney Chris Venator spoke about the paragraph that talks about the ability for students to participate in graduation ceremonies and exceptions may be made under extraordinary circumstance. Policy 4770 discussed at last meeting we specifically included provision for student to attend graduation ceremony if they met certain requirements – limited to very specific requirements. 4772 states exception can be made with permission of superintendent of schools – much broader than 4770. Board needs to make decision on modifications to these policies

It was decided to table this discussion to the upcoming Workshop Meeting.

Motion by Ms. Stark, second by Mr. Rail, to table discussion of Policy #4772 – Graduation Ceremonies and Regulation 4772-R to the next Board Meeting

No Discussion.
All Ayes
Motion Carried.

**POLICY NO. 4772 &
REGULATION 4772-R**

**TABLE DISCUSSION ON
POLICY NO. 4772 &**

REGULATION 4772-R

Motion by Ms. Stark, second by Mr. Rail, to table the first reading of Policy #4772 – Graduation Ceremonies and Regulation 4772-R

No Discussion.
All Ayes
Motion Carried.

**TABLE FIRST READING OF
POLICY #4772 AND
REGULATION 4772-R**

Closing remarks by the Administration and Board

CLOSING REMARKS

- ◆ Thank you to everyone who came down and your comments appreciated
- ◆ Thank you to the Middle School for moving forward on our Accelerated program; Happy to see we are moving In a really good direction
- ◆ Please know that we keep the students in mind first and foremost; that is why we are all here
We take your comments to heart
Everything will be assessed and we will do what we feel is right for all of our children
Good luck to our cheerleaders, drama club and the bowling team
Congratulates to those retiring
- ◆ Meeting with security organization will also include Mr. Cavassa, Mr. Barto and Mr. Kaden

POLICIES (cont'd)

At 8:31 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 one specific student issue, contract negotiations with the UTS and two specific personnel issues.

**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 10:06 p.m.

**ADJOURN EXECUTIVE
SESSION**

No Discussion.
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Patrick Rail
Vice District Clerk