

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, October 3, 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. Andrea Parisi - Trustee  
Ms. Natalie Pedisich – Trustee

Dr. Adele V. Pecora  
Mr. John A. Strifolino  
Ms. Marie Donnelly  
Ms. Mary Anne Sadowski – Attorney

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**

Board President Bruce Kahn briefly spoke about the External Auditors' Report which is required to be done each year and that the documents will be posted on the District's website.

**OPENING REMARKS**

Areas covered in the presentation by Jennifer Mussaw of R.S. Abrams & Co of the Audit Report for the school year ending June 30, 2018:

**PRESENTATION  
EXTERNAL AUDIT  
REPORT 2017/2018**

2017/2018 Financial Reports  
- Met with District's Audit Committee last week – discussed financials in detail  
Fund Level Financials  
District-wide Financials  
District refinanced 2011 bonds which will save the District over \$1,000,000  
Implementation of GASB75  
Note 15 of Financials  
TRS (Teachers Retirement System)  
Funding of Reserves  
Unmodified Opinion  
Management letter had no comments  
Doing very good job in the Business Office

Mr. Kahn spoke about the refinancing of the 2011 bonds which will save the District \$1,249,828 over the next 14 years. He also spoke about our reserves and suggestions about funding them further in the future.

Mr. Kahn also advised that the District will need to go out for an RFP for an external audit firm as this is the last year on the previous RFP to renew R.S. Abrams.

Topics covered in Dr. Pecora's Administrative Report dated September 28, 2018 included:

**ADMINISTRATIVE  
REPORT**

Nassau/Suffolk School Boards Association Annual Business Meeting  
- Suffolk County blueprint for security  
- Enhancements done in connection with the Suffolk County Executive as well as the Police Commissioner  
- Overwhelming common theme was the need to bolster social/emotional programs and to provide greater support for our students through Pupil/Personnel services  
Mr. Strifolino's coordination of Teachers College Workshop training  
- Training of teachers  
- Auditing of 2-day class at Hauppauge Schools in the near future  
- Administrators from District will be evaluating training  
Instructional Technology  
- 9<sup>th</sup> Graders received devices and will be training in the next few days  
Summer Read  
- Visit last week by Gae Polisner, author of Memory of Things  
- Ms. Polisner was available for all periods at the High School which gave the students an opportunity to listen to her and ask questions  
Welcome new reading teacher Jenna Abruzzo  
Congratulations to teachers Lindsay Ardito and Sharon Klein on their tenure

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

**CONSENT AGENDA  
ITEMS 5.A.-E.  
(detailed below)**

No Discussion  
All Ayes  
Motion Carried.

CONSENT AGENDA (cont'd)

Motion by Ms. Stark, second by Ms. Baldwin, to approve the Board of Education Meeting Minutes of the September 5, 2018 Regular Meeting, September 13, 2018 Special Meeting and September 26, 2018 Workshop Meeting.

**MINUTES**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to acknowledge acceptance for audit of the Treasurer's Report dated July 31, 2018 and August 31, 2018.

**TREASURER'S REPORT**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to acknowledge acceptance for audit of the Extracurricular Fund Activity Report dated July 31, 2018 and August 31, 2018.

**EXTRACURRICULAR FUND  
ACTIVITY REPORT**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to acknowledge acceptance for audit of the Revenue Status Report dated August 2018 year to date.

**REVENUE STATUS  
REPORT**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to acknowledge acceptance for audit of the Budget Status Report dated August 2018 year to date.

**BUDGET STATUS REPORT**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to acknowledge acceptance for audit of the Budgetary Transfer Report dated July 31, 2018 and August 31, 2018.

**BUDGETARY TRANSFER  
REPORT**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to approve the Budget Transfers, as indicated in the Board's documentation.

**BUDGET TRANSFERS**

No Discussion  
All Ayes  
Motion carried.

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

**PERSONNEL ACTION  
REPORT - INSTRUCTIONAL**

A. Instructional (dated October 3, 2018):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RETIREMENT/RESIGNATIONS: No Recommended Actions

P-4: LEAVES:

1. FRED KADEN

Position: Director of Technology and Information Systems  
Assignment: District Wide  
Effective Date: August 21, 2018  
Sick Leave: August 21, 2018 - TBD  
Leave without Pay: N/A  
Expiration Date: TBD  
FMLA: August 21, 2018 – November 12, 2018  
Reason: Medical

2. MARY CATHERINE CULELLA-SUN

Position: Director of Pupil Personnel Services  
Assignment: District Wide  
Effective Date: October 11, 2018  
Sick Leave: October 11, 2018 – November 1, 2018  
Leave without Pay: N/A  
Expiration Date: November 1, 2018  
FMLA: October 11, 2018 – November 1, 2018  
Reason: Medical

CONSENT AGENDA (cont'd)

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS:

1. LINDSAY ARDITO  
Position: Elementary Teacher  
Effective Date: October 15, 2018  
Tenure: Elementary
2. SHARON KLEIN  
Position: School Social Worker  
Effective Date: October 25, 2018  
Tenure: School Social Worker

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

1. JENNA ABRUZZO  
Position: Elementary Reading Teacher  
Type of Appointment: Annual  
Assignment: Seaford Harbor School  
Certification: Childhood Education B-6 - Initial  
Literacy B-6 - Initial  
Effective Date: October 4, 2018  
Expiration Date: June 30, 2019  
Tenure Eligibility: N/A  
Tenure Area: N/A  
Salary: MA Step 1 = \$65,615  
Reason: To Replace Robin Dudley
2. MELISSA MCFADDEN  
Position: Substitute Teacher  
Type of Appointment: Substitute  
Assignment: District Wide  
Certification: Childhood Education 1-6 - Initial  
Effective Date: October 4, 2018  
Salary: \$105/day  
Reason: To Meet District Needs
3. LORI SCHARFMAN  
Position: Substitute Teacher  
Type of Appointment: Substitute  
Assignment: District Wide  
Certification: Nursery, K-6 - Permanent  
Effective Date: October 4, 2018  
Salary: \$105/day  
Reason: To Meet District Needs
4. MELISSA MCGUIRE  
Position: Substitute Teacher  
Type of Appointment: Substitute  
Assignment: District Wide  
Certification: Special Education - Permanent  
Effective Date: October 4, 2018  
Salary: \$105/day  
Reason: To Meet District Needs
5. SHANNON BRESLIN-CONATY  
Position: Substitute Teacher  
Type of Appointment: Substitute  
Assignment: District Wide  
Certification: Literacy B-6 -Professional; Childhood  
Education 1-6 -Professional; English to  
speakers of other languages - Initial  
Effective Date: October 4, 2018  
Salary: \$105/day  
Reason: To Meet District Needs

P-8: OTHER:

- a) Recommend the Board of Education amend Anthony Helmke and Nick Isgro's salary as Robotics Co-Advisor's from \$716.50 to \$1,433 as approved at the September 6, 2018 Board of Education Meeting.
- b) Recommend the Board of Education approve a sixth period teaching assignment for the 2018-2019 school year for the following teacher of the Seaford Harbor School.

Margaret Glancy .1 FTE (1/2 sixth period stipend) Resource Room

CONSENT AGENDA (cont'd)

- c) Recommend the Board of Education approve the following Manor School club and extracurricular appointments for the for the 2018-2019 school year:

Susan Henle	Chess Club Advisor	\$931
Daniel Krueger	Jazz Band Advisor	\$931
Daniel Krueger	Computer Mentor	\$5,017
Katie Haug	Computer Club Advisor	\$931
Denise Stevens	Book Club Co-Advisor	\$465.50
Cailin Healey	Book Club Co-Advisor	\$465.50
Samantha Simon	Student Council Co-Advisor	\$465.50
Jillian Egan	Student Council Co-Advisor	\$465.50
Lisa Gagliano	4 <sup>th</sup> Grade PE Club Advisor	\$931
Ken Botti	5 <sup>th</sup> Grade PE Club Advisor	\$931

- d) Recommend the Board of Education approve Shannon Breslin-Conaty as a Home Instructor for the Seaford School District. Salary is \$51.63 per hour.
- e) Recommend the Board of Education rescind the appointment of Kimberly Cooke as the High School Winter Track Coach for the 2018-2019 school year as approved at the July 6, 2018 Board of Education meeting.
- f) Recommend the Board of Education approve the following volunteer coach for the Seaford School District sports for the 2018-2019 school year:
- (\* ) Tim Godoy Middle School Football

(\* ) Subject to the successful completion of pre-employment screening

B. Non-Instructional (dated October 3, 2018):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS: No Recommended Actions

1. HELEN KELEMAN-MYSLIWIEC

Position: Teacher Aide  
Civil Service Title: Teacher Aide Part-time  
Location: Manor School  
Effective Date: August 27, 2018  
Reason: Resignation

2. CATHERINE STACKPOLE

Position: Teacher Aide  
Civil Service Title: Teacher Aide Part-time  
Location: Harbor School  
Effective Date: August 31, 2018  
Reason: Resignation

3. BARRIE SERRANO

Position: Teacher Aide  
Civil Service Title: Teacher Aide Part-time  
Location: High School  
Effective Date: September 5, 2018  
Reason: Resignation

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. MELANIE GOLDBERG

Position: Teacher Aide  
Civil Service Title: Teacher Aide Part-time  
Type of Appointment: Part-time  
Location: Manor School  
Salary: \$13.00 per hour  
Code: 2250-166  
Reason: New – IEP Directed  
Effective Date: Upon approval of her application by the Nassau County Civil Service Commission

2. AMY HILTON

Position: Substitute Teacher Aide  
Civil Service Title: Teacher Aide Part-time Substitute  
Type of Appointment: Part-time  
Location: District – Where/When Needed  
Salary: \$13.00 per hour  
Code: 2250-166  
Reason: Substitutes Needed  
Effective Date: Upon approval of her application by the Nassau County Civil Service Commission

CONSENT AGENDA (cont'd)

3. TEIJA MINERVA  
Position: Teacher Aide  
Civil Service Title: Teacher Aide Part-time  
Type of Appointment: Part-time  
Location: Manor School  
Salary: \$13.00 per hour  
Code: 2250-166  
Reason: Replacement (Natasha Narine whose appointment was rescinded)  
Effective Date: Upon approval of her application by the Nassau County Civil Service Commission
4. JESSICA ERARIO  
Position: School Nurse  
Civil Service Title: Registered Professional School Nurse  
Type of Appointment: Probationary  
Location: High School  
Salary: \$42,664.00 per year  
Code: 2815-137  
Reason: Replacement (Lauren Fox)  
Effective Date: Upon approval of her application 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.

Motion by Ms. Stark, second by Ms. Baldwin, 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: 8/14/18, 8/28/18, 9/5/18, 9/6/18, 9/21/18
2. Recommend acceptance of the determinations of the Preschool Special Education Committee Meetings of: 9/5/18, 9/21/18  
No Discussion.  
All Ayes  
Motion Carried.

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

**PUBLIC COMMENTS**

- President of the Seaford Jewish Center expressed concerns about the Class of 2019 High School Graduation Ceremonies taking place on a Friday evening  
Past Board resolution in 2009 stated that each year High School graduations ceremonies would take place alternating days – Saturday or Sunday  
Would expect Board to go along with the 2009 resolution

None

**OLD BUSINESS  
NEW BUSINESS**

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into an academic tutoring contract with St. James Tutoring, Inc. from July 1, 2018 to June 30, 2019 and authorize the Board President to sign this contract.  
No Discussion.  
All Ayes  
Motion Carried.

**CONTRACT - 2018/2019  
ST. JAMES TUTORING**

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into a skilled nurse staffing services contract with Blue Sea Educational Consulting, Inc. from July 1, 2018 to June 30, 2019 and authorize the Board President to sign this contract.

**CONTRACT – 2018/2019  
BLUE SEA EDUCATIONAL  
CONSULTING - NURSE  
STAFFING SERVICES**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into an academic tutoring contract with Blue Sea Educational Consulting, Inc. from July 1, 2018 to June 30, 2019 and authorize the Board President to sign this contract.

No Discussion.  
All Ayes  
Motion Carried.

**CONTRACT – 2018/2019  
BLUE SEA EDUCATIONAL  
CONSULTING  
ACADEMIC TUTORING**

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into a related services contract with Blue Sea Educational Consulting, Inc. from July 1, 2018 to June 30, 2019 and authorize the Board President to sign this contract.

No Discussion.  
All Ayes  
Motion Carried.

**CONTRACT – 2018/2019  
BLUE SEA EDUCATIONAL  
CONSULTING  
RELATED SERVICES**

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into a skilled nurse staffing services contract with US Medical Staffing from July 1, 2018 to June 30, 2019 and authorize the Board President to sign this contract.

No Discussion.  
All Ayes  
Motion Carried.

**CONTRACT – 2018/2019  
US MEDICAL STAFFING**

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into an ABA services contract with Nicholas Center, Ltd. from July 1, 2018 to June 30, 2019 and authorize the Board President to sign this contract.

No Discussion.  
All Ayes  
Motion Carried.

**CONTRACT – 2018/2019  
NICHOLAS CENTER**

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into a skilled nurse staffing services contract with Milestones In-Home Care, Inc. from July 1, 2018 to June 30, 2019 and authorize the Board President to sign this contract.

No Discussion.  
All Ayes  
Motion Carried.

**CONTRACT- 2018/2019  
MILESTONES IN-HOME  
CARE**

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into a related services contract with Corinthian Therapy Management Services, Inc. from July 1, 2018 to June 30, 2019 and authorize the Board President to sign this contract.

No Discussion.  
All Ayes  
Motion Carried.

**CONTRACT – 2018/2019  
CORINTHIAN THERAPY  
MANAGEMENT SERVICES**

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into a License Agreement with Rite Aid Headquarters Corporation for the 2018-2019 school year for flu shot clinics for the school district and authorize the Board President to sign said Agreement

No Discussion.  
All Ayes  
Motion Carried.

**CONTRACT – 2018/2019  
RITE AIDE HEADQUARTERS  
CORPORATION**

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into an instructional contract with The Tiegerman School from July 1, 2018 to June 30, 2019 and authorize the Board President to sign this contract.

No Discussion.  
All Ayes  
Motion Carried.

**CONTRACT – 2018/2019  
THE TIEGERMAN SCHOOL**

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into an instructional contract with The Summit School from July 1, 2018 to June 30, 2019 and authorize the Board President to sign this contract.

No Discussion.  
All Ayes  
Motion Carried.

**CONTRACT – 2018/2019  
THE SUMMIT SCHOOL**

Motion by Ms. Stark, second by Ms. Baldwin, to approve the high school's request for a field trip on October 19, 2018 to 9/11 Memorial and Museum in New York City.

No Discussion.  
All Ayes  
Motion Carried.

**FIELD TRIP – HIGH SCHOOL**

Motion by Ms. Stark, second by Ms. Baldwin, to approve the high school's request for a field trip on October 24, 2018 to Adelphi University, Fairfield University and Quinnipiac University in Connecticut.

**FIELD TRIP – HIGH SCHOOL**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to accept a donation from Forte Music Association of \$3,900 to be used for the Seaford Manor, Harbor and Middle Schools' music programs.

**DONATION**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to accept a donation from Long Island Broncos of seven (7) cheerleading mats valued at \$6,050 to be used by the Seaford Harbor School.

**DONATION**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to accept a donation from the Seaford Harbor PTA of two mobile STEM carts with various projects. They are valued at \$2,000 per cart.

**DONATION**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to accept a donation from Gina Morbillo of an alto saxophone, brand: Vito, Serial #: 062731 to be used by the Seaford Manor School.

**DONATION**

No Discussion.  
All Ayes  
Motion Carried.

Thank you to all for your donations.

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

**RESOLUTION – UTS  
2017/2018 INCREMENT**

**WHEREAS**, in accordance with Article XXIII, Paragraph B of the collective bargaining agreement between the District and the United Teachers of Seaford, salary increment shall be granted with the approval of the Board of Education upon recommendation of the Superintendent of Schools for teachers with a satisfactory or better rating evaluation by the administrative staff; and

**WHEREAS**, the Superintendent of Schools has recommended that increment be provided for teachers with a satisfactory or better rating evaluation for the 2017-2018 school year

**NOW THEREFORE, BE IT RESOLVED**, that the Board of Education hereby approves salary increment for members of the Teachers Association with a satisfactory or better rating evaluation for the 2017-2018 school year; and

**BE IT FURTHER RESOLVED**, that members of the United Teaches of Seaford who did not receive a satisfactory or better evaluation by the administrative staff shall not receive salary increment, and they shall be so notified on or before September 1, 2018 by the Superintendent of Schools.

No Discussion  
Bruce Kahn - Aye  
Stacie Stark - Aye  
Janice Baldwin - Aye  
Andrea Parisi - Aye  
Natalie Pedisich - Aye  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to approve acceptance in accordance with Section 170.3 of the Regulations of the Commissioner of Education, the External Audit Report for the school year ending June 30, 2018 as submitted by R.S. Abrams & Co. LLP.

**EXTERNAL AUDIT REPORT  
SCHOOL YEAR ENDING  
JUNE 30, 2018**

No Discussion.  
All Ayes  
Motion Carried.

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

**RESOLUTION – 2018  
NYSSBA CONVENTION  
VOTING DELEGATE**

**BE IT RESOLVED**, that the Board of Education hereby appoints Stacie Stark as a voting delegate at the New York State School Boards Association convention to be held in New York City in October 2018.

No Discussion  
Bruce Kahn - Aye  
Stacie Stark - Aye  
Janice Baldwin - Aye  
Andrea Parisi - Aye  
Natalie Pedisich - Aye  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to approve the first reading of Policy 0110 – Sexual Harassment

**FIRST READING  
POLICY #0110**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to approve the first reading of Policy 1120 -School District Records

**FIRST READING  
POLICY # 1120**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to approve the first reading of Policy 1530 – Smoking and Other Tobacco Use on School Premises

**FIRST READING  
POLICY #1530**

No Discussion.  
All Ayes  
Motion Carried.

Mr. Kahn spoke about Ms. Stark's attendance and voting at the Business Meeting at the NYSSBA Convention in October. He went on to ask the members of the Board about their comments and/or concerns as to how Ms. Stark should vote. Brief discussion continued on several of the items up for vote at the Business Meeting including making kindergarten attendance mandatory and the idea of moving Reorganization Meetings to later in the month of July. Ms. Stark is authorized to vote on behalf of the Board. It was agreed to continue this discussion at the next meeting on October 17, 2018.

Closing remarks by the Administration and Board

**CLOSING REMARKS**

- ◆ Congratulations to new staff and newly tenured staff
- ◆ Welcome to Seaford
- ◆ Thank you to Harbor teachers and Administrators who came this evening

At 8:03 p.m., a motion was made by Ms. Stark, second by Ms. Baldwin, to adjourn the Regular Meeting and enter into Executive Session for the purpose of discussing 3 specific personnel matters, 2 specific student matters, and contract negotiations with the UTS.

**ADJOURN REGULAR  
MEETING**

No Discussion.  
All Ayes  
Motion Carried.

There being no further business, a motion was made by Ms. Stark, second by Mr. Kahn, to adjourn Executive Session at 9:31 p.m.

**ADJOURN EXECUTIVE  
SESSION**

No Discussion.  
All Ayes  
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette  
District Clerk

Janice Baldwin  
Vice District Clerk