

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, December 5, 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. Strifflino  
Ms. Antonia Hamblin – Attorney  
Ms. Rose Nankervis - Attorney

At 7:36 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**

Mr. Kahn asked everyone to remain standing for a moment of silence in honor of former President George Bush.

**OPENING REMARKS**

Topics covered in Dr. Pecora’s Administrative Report dated November 30, 2018 included:

**ADMINISTRATIVE REPORT**

STEAM Enhancements  
HS Second Annual Choose Your Future Fair  
Security Update  
- Next District-Wide Safety Committee Meeting in January

Areas covered in the Seaford Elementary Schools Curriculum Presentation by Debra Emmerich, Manor School Principal, Mary-Ellen Kakalos, Manor School Assistant Principal, Thomas Burke, Harbor School Principal and Caroline Schozer, Harbor School Assistant Principal:

**PRESENTATIONS RECOGNITIONS**

Teachers College Reading  
Teachers College Writing  
Teachers College Professional Development  
- This Year’s Model  
Go Math  
Keep Going with Go Math  
What’s the Fuss about FOSS?  
Living Environment  
New Teachers  
Social Studies  
- Putnam Northern Westchester BOCES  
- Integrated SS/ELA  
New Instructional Technology  
Technology Resources  
Special Areas Curriculum  
Academic Support  
Special Education Continuum of Services  
Student Support  
Social Emotional  
Growing a Giving Spirit  
STEAM  
- Learning Process  
- Activities  
Growth Mindset  
Building the Character of our Students  
Habits of Mind  
Seaford Pride  
Clubs  
Fifth-Grade Collaborative Events  
Looking Forward

Board Trustee Andrea Parisi asked how often teachers received professional development from the TC Consultant.

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.-D. (detailed below)**

No Discussion  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to approve the Board of Education Minutes of the November 7, 2018 Public Hearing on District-wide School Safety Plan, November 7, 2018 Regular Meeting, November 12, 2018 Special Meeting and November 28, 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 October 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 **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 October 31, 2018. **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 October 31, 2018. **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 October 31, 2018. **BUDGETARY TRANSFER REPORT**  
No Discussion.  
All Ayes  
Motion Carried.

None **BUDGET TRANSFERS**

Mr. Kahn verified that the Board members were aware of an addendum to the Personnel Action Report.

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 December 5, 2018):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS: No Recommended Actions

1. DANIELLE LEONE  
Position: Elementary Teacher  
Assignment: Seaford Harbor  
Effective Date: December 20, 2018  
Reason: Resignation

P-4: LEAVES: No Recommended Actions

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. MICHELLE SPRECKELS  
Position: Substitute Teacher  
Type of Appointment: Substitute  
Assignment: District Wide  
Certification: Childhood Education 1-6 - Initial  
Effective Date: December 6, 2018  
Salary: \$105/day  
Reason: To Meet District Needs

P-8: OTHER:

a) Recommend the Board of Education amend the dates of Mary Ryan’s leave of absence from the original dates to the revised dates as approved at the November 7, 2018 Board of Education meeting.

<u>MARY RYAN</u>	<u>ORIGINAL DATES</u>	<u>REVISED DATES</u>
Position:	Special Education Teacher	Special Education Teacher
Assignment:	Seaford High School	Seaford High School
Effective Date:	October 17, 2018	October 17, 2018
Sick Leave:	October 17, 2018 – November 23, 2018	October 17, 2018 – December 10, 2018
Leave without Pay:	N/A	N/A
Expiration Date:	November 23, 2018	December 10, 2018
FMLA	October 17, 2018 – November 23, 2018	October 17, 2018 – December 10, 2018
Reason:	Medical	Medical

CONSENT AGENDA (cont'd)

- b) Recommend the Board of Education approve a sixth period teaching assignment retroactive for the 2018-2019 school year for the following teacher for the Seaford School District:

Christine Caserta .2 FTE Assistive Technology (District)

- c) Recommend the Board of Education approve the appointment of the following coach for the High School Sports for the 2018-2019 school year.

	<u>COACH POSITION</u>	<u>STEP/SALARY</u>
Charles Menges	Varsity Baseball Assistant	5B \$6,085

B. Non-Instructional (dated December 5, 2018):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS: No Recommended Actions

1. CAROLINA WALLACE

Position:	Teacher Aide
Civil Service Title:	Teacher Aide Part-time
Location:	Seaford High School
Effective Date:	November 22, 2018
Reason:	Resignation

2. JOSEPH FERRARA

Position:	Head Custodian
Civil Service Title:	Head Custodian I
Location:	Seaford Harbor School
Effective Date:	December 28, 2018
Reason:	Retirement

3. MARIE DEVITO

Position:	Assistant Head Custodian
Civil Service Title:	Assistant Head Custodian
Location:	Seaford Middle School
Effective Date:	January 2, 2019
Reason:	Resignation

P-3: RESIGNATIONS:

4. MICHAEL VASSILIO

Position:	Security Guard
Civil Service Title:	Security Aide Part-time
Location:	District
Effective Date:	December 4, 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. MATTHEW HOSKIN

Position:	Cleaner
Civil Service Title:	Cleaner
Type of Appointment:	Probationary
Location:	Seaford Middle School
Salary:	\$44,799 per year
Code:	1620-161
Reason:	Replacement (Nicholas Ouellette)
Effective Date:	(Upon approval by the Nassau County Civil Service Commission

2. PATRICK REILLY

Position:	Substitute Cleaner
Civil Service Title:	Cleaner Substitute
Type of Appointment:	Substitute
Location:	District -Where/When Needed
Salary:	\$15.67 per hour
Code:	1620-171
Reason:	Substitutes Needed
Effective Date:	Subject to fingerprint clearance and background screening and approval by the Nassau County Civil Service Commission.

CONSENT AGENDA (cont'd)

3. RICHARD KLEUNDER  
Position: Substitute Cleaner  
Civil Service Title: Cleaner Substitute  
Type of Appointment: Substitute  
Location: District -Where/When Needed  
Salary: \$15.67 per hour  
Code: 1620-171  
Reason: Substitutes Needed  
Effective Date: Subject to fingerprint clearance and background screening and approval by the Nassau County Civil Service Commission.
4. MICHAEL KUSKO  
Position: Substitute Cleaner  
Civil Service Title: Cleaner Substitute  
Type of Appointment: Substitute  
Location: District -Where/When Needed  
Salary: \$15.67 per hour  
Code: 1620-171  
Reason: Substitutes Needed  
Effective Date: Subject to fingerprint clearance and background screening and approval by the Nassau County Civil Service Commission.
5. BRETT BIUSO  
Position: Substitute Cleaner  
Civil Service Title: Cleaner Substitute  
Type of Appointment: Substitute  
Location: District -Where/When Needed  
Salary: \$15.67 per hour  
Code: 1620-171  
Reason: Substitutes Needed  
Effective Date: Subject to fingerprint clearance and background screening and approval by the Nassau County Civil Service Commission.
6. ERIKA WEISZ  
Position: Physical Therapist Part-time  
Civil Service Title: Physical Therapist  
Type of Appointment: Probationary (26 weeks from actual start date)  
Location: District  
Salary: \$60.00 per hour  
Code: 2110-115  
Reason: To Meet District Needs  
Effective Date: December 6, 2018 - Subject to background screening and approval by the Nassau County Civil Service Commission.

P-6: LEAVES:

1. ERIKA WEISZ  
Position: Physical Therapist – Part-time  
Assignment: District  
Effective Date: December 6, 2018  
Expiration Date: January 1, 2019  
Leave: Unpaid

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: 9/28/18, 10/3/18, 10/4/18, 10/9/18, 10/10/18, 10/18/18, 10/19/18, 10/22/18, 10/23/18, 10/24/18, 10/25/18, 10/26/18, 10/29/18, 10/30/18, 11/2/18, 11/5/18, 11/7/18, 11/8/18, 11/9/18, 11/13/18, 11/15/18, 10/15/18, 10/18/18, 11/5/18, 11/8/18, 11/13/18, 11/16/18
2. Recommend acceptance of the determinations of the Preschool Special Education Committee Meetings of: 11/9/18, 11/13/18, 11/14/18, 11/21/18  
No Discussion.  
All Ayes  
Motion Carried.

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

**PUBLIC COMMENTS**

- Parents and students requested separate 7<sup>th</sup> grade sports teams. In asking the Board to re-examine the Middle School Sports Program and consider adding additional teams they spoke about the benefits brought about by sports and the issues created by having the combined teams as exist now. Areas covered included:  
Teamwork, school/community pride  
More home games give students a safe structured place to go  
Social **emotional** health  
Positive impact on children  
Creating a sense of belonging and comradery  
Sports supports growth mindset  
Challenges of competition  
More teams would encourage more 7<sup>th</sup> grade students to try to participate  
Sports also helps students socialize  
Combined 7<sup>th</sup> and 8<sup>th</sup> Grade teams makes it extremely difficult for 7<sup>th</sup> grade students to make a team  
Working hard to get facts and information to the Board of Education

One student spoke about the things sports had taught him that could not be learned in books - dedication, responsibility, teamwork, how to win, how to lose and to never give up despite the score on the scoreboard; learned the importance of working together with others; playing as a team to achieve a goal and how to be a leader.

Another student asked that the Board listen to their concerns and come up with a solution together to allow the 7<sup>th</sup> grade students in Seaford to be given the same opportunities that middle school students are given in other school districts.

The parents advised that they had been working hard to get the facts and information to the Board of Education. They also advised that they had a petition with 550 signatures in support of adding 7<sup>th</sup> Grade Sports.

Board President Bruce Kahn briefly explained the budget process and the timeline for determining what is ultimately in/not in the final budget. He also advised the audience that both Athletic Director, Mike Spreckels and Middle School Principal Dan Smith, in their presentations last Board Meeting, had included additional teams as some of their requests for the next school year.

Ms. Parisi commended the students who came up to the microphones. She thanked the parents for the information and stated she truly appreciated all their hard work. Ms. Stark complimented the students in the audience and those who came up to the microphone. Dr. Pecora again thanked the Administrators for their presentation and the parents for the information they put together.

None

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into a residency investigation services contract with Fanning Investigative Services, Inc. from December 6, 2018 to June 30, 2019 and authorize the Board President to sign this contract.

No Discussion.  
All Ayes  
Motion Carried.

**OLD BUSINESS  
NEW BUSINESS  
CONTRACT – FANNING  
INVESTIGATIVE SERVICES**

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into a Mandarin interpreting services contract with Lisa Wong from November 1, 2018 through June 30, 2019 and authorize the Board President to sign this contract.

No Discussion.  
All Ayes  
Motion Carried.

**CONTRACT – LISA WONG**

Motion by Ms. Stark, second by Ms. Baldwin, to approve entering into an agreement with Skyla Budd, to provide harp accompaniment for the high school chorus for two rehearsals on December 10<sup>th</sup> and 18<sup>th</sup>, and for the concert performance on December 19<sup>th</sup> and authorize the Board President to sign this agreement.

No Discussion.  
All Ayes  
Motion Carried.

**CONTRACT – SKYLA BUDD**

Motion by Ms. Stark, second by Ms. Baldwin, to approve the disposal of obsolete musical instrument from the High School music office submitted by Anthony Romeo, dated November 1, 2018.

No Discussion.  
All Ayes  
Motion Carried.

**OBSOLETE ITEMS**

Mr. Kahn noted that there were two Agenda Item 7.C.1's (Donations & Field Trips)

Motion by Ms. Stark, second by Ms. Baldwin, to accept a donation from the Louis J. Acompora Foundation of an automated external defibrillator (AED) machine for the Seaford High School.

**DONATIONS**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Baldwin, to approve the High School's request for a field trip on February 7 through February 11, 2019 to Orlando, Florida for a cheerleading competition.

**FIELD TRIPS**

No Discussion.  
All Ayes  
Motion Carried.

Mr. Kahn thanked the Acompora Foundation for their donation. He also advised that Natalie Pedisich' name needed to be added to the members of the Wellness Committee before voting on the Resolution.

Motion by Ms. Stark, second by Ms. Baldwin, to appoint the members of the Wellness Committee for the 2018-2019 school year.

**RESOLUTION**

Marie Donnelly	Elizabeth Fiola	Michael Spreckels
Berto Cerasi	Julie Canale	Thomas Burke
Jennifer Bisulca	Jennifer DiMieri	Sharon Klein
Meghan Hunt	Christine Donnelly	Sarina Sarter
Nancy Fitzgerald	Rachel Sands-Singer	Natalie Pedisich
	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 second reading of Policy 0110 – Sexual Harassment

**SECOND READING -  
POLICY #0110**

No Discussion.  
All Ayes  
Motion Carried.

Closing remarks by the Administration and Board

**CLOSING REMARKS**

- ◆ Thank you to the Administrators for all their presentations
- ◆ Many wonderful holiday concerts coming up
- ◆ Happy Holidays

At 8:37 p.m., a motion was made by Ms. Stark, second by Ms. Baldwin, to adjourn the public portion of the meeting and convene an executive session for the purpose of discussing the employment history and potential discipline relative to several employees; a particular student and a related discipline matter; and the District's collective bargaining negotiations and other issues with the UTS, Aides and Clerical Units.

**ADJOURN REGULAR  
MEETING**

No Discussion.  
All Ayes  
Motion Carried.

There being no further business, a motion was made by Mr. Kahn, second by Ms. Stark, to adjourn Executive Session at 9:59 p.m.

**ADJOURN EXECUTIVE  
SESSION**

No Discussion.  
All Ayes  
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette  
District Clerk

Janice Baldwin  
Vice District Clerk