

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, 18, 2019, 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  
Mr. Kevin Devlin - Trustee  
Ms. Andrea Parisi - Trustee  
Ms. Natalie Pedisich – Trustee

Dr. Adele V. Pecora  
Mr. John A. Striffolino  
Ms. Marie Donnelly  
Mr. John Gross – Attorney  
Ms. Rose Nankervis - Attorney

At 7:30 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 announced that before they started the regular agenda the Board would need to take a brief recess to into Executive Session. He then stated that he needed a motion to adjourn the public portion of the meeting and convene an executive session for the purpose of discussing contract negotiations with the UTS.

**OPENING REMARKS**

At 7:31 p.m. a motion was made by Ms. Stark, second by Ms. Pedisich, to adjourn the public portion of the meeting and convene an executive session for the purpose of discussing contract negotiations with the UTS.

**EXECUTIVE SESSION**

No Discussion  
All Ayes  
Motion carried.

At 7:44 p.m. a motion was made by Ms. Stark, second by Ms. Pedisich, to adjourn Executive Session and reconvene the public portion of the meeting.

**ADJOURN EXECUTIVE SESSION**

No Discussion  
All Ayes  
Motion carried.

At 7:45 p.m. the public meeting reconvened.

**RECONVENE PUBLIC MEETING**

Topics covered in Dr. Pecora's Administrative Report dated September 13, 2019 included:

**ADMINISTRATIVE REPORT**

Dr. Pecora briefly spoke about the events which took place on Monday, causing the two-hour delayed opening. She then thanked John Striffolino for his "all-nighter" and those who were here in the middle-of-the-night and at the crack-of-dawn, Nicole Schnabel, Don Barto, Fred Kaden and Marie Donnelly and other staff for their teamwork in making things come together as they did.

2 Open Houses so far; Manor/Harbor tomorrow evening  
Energy this year wonderful  
Parent/Athlete Night held on September 9th  
Training for groups using our facilities  
Food Service Management contract approved by State Education  
Memorandums of Agreement with the UTS on this evening's agenda

Board President Bruce Kahn advised that he had spoken with Dr. Pecora at 3:00 a.m. on Monday morning and at that time she already had her team in place and had plans in place for all 4 buildings. He then thanked Dr. Pecora and the staff.

Areas covered in Pappas & Co.'s 2018/2019 Internal Audit Presentation/update to Risk Assessment:

**PRESENTATION  
PAPPAS & CO.  
2018/2019 INTERNAL  
AUDIT**

All recommendations made the previous year were implemented  
- Procedures manual is an ongoing effort – a working document which changes

State Reporting looked at for 2018/2019

- 36 areas in State Reporting
- State Reporting currently done by one person who is retiring
- Recommending a procedures manual and training a second person
- Description of how reporting is done

Personal Digital Learning Devices

- Looked at second year of deployment of devices
- Changes made from when program originally began
- Controls over devices and device repair
- Recommendations for entry of repair orders/tracking
- Recommend direct notification to IT Department when student leaves District
- Plans for when devices age out
- Looked at 5-Year Plan
- Actual report much more detailed
- Met with Audit Committee twice within the last year
- Tasked with the assessment of risk

Bruce Kahn thanked Pappas & Company for their presentation. He also thanked the members of the Audit Committee, Nick DiMola, Kathleen Mitterway, Anthony Troiano, Patrick Rail, Brian Fagan and Assistant Superintendent for Business Marie Donnelly and Treasurer Cristina Spinelli.

Board Vice President, Stacie Stark, asked if the Board could receive some type of follow-up assessment on the cafeteria based on what was in last year's assessment to compare to this year.

Mr. Kahn stated that while they did not need a formal vote, he did want to read again the 2019/2020 Board of Education Goals. He advised that these Goals are long-term, and the Board did add the Social, Emotional, Learning and Safety Goal this year.

**2019/2020 BOARD OF  
EDUCATION GOALS**

**Teaching and Learning**

Provide an enriched learning environment that promotes and supports the academic growth of students so that they may reach their full potential while becoming positive contributors to society.

**Social, Emotional, Learning & Safety**

Create a safe, secure and nurturing environment that supports the physical, social and emotional needs of our students.

**Financial**

Create a fiscally responsible and operationally efficient budget that maintains and enhances the integrity of all programs.

**Communication**

Maintain and enhance communication systems that ensure the open flow of information with all stakeholders.

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

**PERSONNEL ACTION  
REPORT - INSTRUCTIONAL**

A. Instructional (September 18, 2019):

- |      |  |                                      |
|------|--|--------------------------------------|
| P-1: | POSITION ABOLITION:  | No Recommended Actions               |
| P-2: | POSITION CREATION:   | No Recommended Actions               |
| P-3: | RESIGNATIONS:  | No Recommended Actions               |
| 1.   | <u>MATT MCNALLY</u>  |                                      |
|      | Position:  | 7 <sup>th</sup> Grade Baseball Coach |
|      | Assignment:  | Seaford Middle School                |
|      | Effective Date:  | September 5, 2019                    |
|      | 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.   | <u>GEORGE QUICK</u>  |                                      |
|      | Position:  | Technology Teacher                   |
|      | Type of Appointment:   | Regular Substitute                   |
|      | Assignment:  | Seaford High School                  |
|      | Certification:   | Technology - Permanent               |
|      | Effective Date:  | September 3, 2019                    |
|      | Expiration Date:   | June 30, 2020                        |
|      | Tenure Eligibility:  | N/A                                  |
|      | Tenure Area:   | N/A                                  |
|      | Salary:  | \$200 per day                        |
|      | Reason:  | To Meet District Needs               |

PERSONNEL (cont'd)

2. CHRISTINA CAPASSO

Position: Secondary Special Education Chairperson  
 Assignment: Middle School/High School  
 Effective Date: September 19, 2019  
 Expiration Date: June 30, 2020  
 Certification: Students with Disabilities 7-12  
 Salary: \$2,845 (pro-rated)  
 Reason: Annual Appointment

P-8: OTHER:

- a) Recommend the Board of Education amend the dates of Meghan Hunt's child care leave of absence from the original dates to the revised dates as approved at the April 3, 2019 Board of Education meeting.

<u>MEGHAN HUNT</u>	<u>ORIGINAL DATES</u>	<u>REVISED DATES</u>
Position:	Elementary Teacher	Elementary Teacher
Assignment:	Seaford Manor School	Seaford Manor School
Effective Date:	September 20, 2019	September 20, 2019
Sick Leave:	September 20, 2019- October 28, 2019	Sept. 20, 2019-Oct. 23, 2019
Leave without Pay:	N/A	Oct. 24, 2019 - Dec. 18, 2019
Expiration Date:	October 28, 2019	December 18, 2019
FMLA	September 20, 2019- December 12, 2019	Sept. 20, 2019 - Dec. 12, 2019
Reason:	Child Care Leave of Absence	Child Care Leave of Absence

- b) Recommend the Board of Education approve the appointment of Thomas Lynch and John Strifolino as Co-Grant Writers for the Consolidation Application for the Title I-V from July 1, 2019 through June 30, 2020. The stipend is taken from Every Student Succeeds Act Grant and is \$3,000 each.

- c) Recommend the Board of Education approve the following Middle School club and extracurricular appointment for the 2019-2020 school year:

Carin Hoy	Career Day Advisor	\$2,945
Nicholas Coacci	Jazz Band Advisor	\$1,473
Matthew Dolan	Robotics Club Advisor	\$1,473
Barbara Sherwin	Woodwind Ensemble	\$1,473
Patricia Gilroy	Scholar Athletic Academic Study	\$1,060.50 (A Day)
Chelsea Bianco	Scholar Athletic Academic Study	\$1,060.50 (B Day)

- d) Recommend the Board of Education approve the following Manor School club and extracurricular appointment for the 2019-2020 school year:

Samantha Simon	Maker Space Advisor	\$957
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- e) Recommend the Board of Education approve the appointment of the following coach for the Middle School sports for the 2019-2020 school year:

<u>Middle School Spring</u>	<u>COACH/POSITION</u>	<u>STEP/SALARY</u>
Stephanie Lucia	Girls Basketball-7th	1/C \$4,586

- f) Recommend the Board of Education amend the type of appointment of John Panus from .6 FTE to .8 FTE as approved at the August 21, 2019 Board of Education meeting.

- g) Recommend the Board of Education amend the effective date of the appointment of Victoria Boell from August 28, 2019 to September 5, 2019 as approved at the September 4, 2019 Board of Education meeting.

- h) Recommend the Board of Education amend Marisa Cirillo's Expiration Date/Tenure Eligibility date from August 31, 2023 to June 30, 2023 as approved at the July 10, 2019 Board of Education meeting.

- i) Recommend the Board of Education rescind the following High School club and extracurricular appointment as approved at the September 4, 2019 Board of Education meeting.

Frank Stazzone	Grade 10 Advisor	\$3,681
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PERSONNEL (cont'd)

- j) Recommend the Board of Education amend the stipend for Chris Coniglio's extracurricular appointments for the High School due to his unpaid leave of absence as approved at the September 4, 2019 Board of Education meeting.

	<u>ORIGINAL STIPEND</u>	<u>REVISED STIPEND</u>
Marching Band Director Assist.	\$957	\$861.30
Model Congress Advisor	\$2,210	\$1,989
Pep Band Advisor	\$1,473	\$1,325.70
Tri-M Music Co Advisor	\$736.50	\$662.85

- k) Recommend the Board of Education approve the following High School club and extracurricular appointment for the 2019-2020 school year:

Victoria Boell	Marching Band Director Assistant	\$95.70
Victoria Boell	Model Congress Advisor	\$221
Victoria Boell	Pep Band Advisor	\$147.30
Victoria Boell	Tri-M Music Co Advisor	\$73.65
Nicholas Isgro	Robotics Advisor	\$1,473
Frank Stazzone	Grade 10 Co-Advisor	\$1,840.50
Ralph Pascarella	Grade 10 Co-Advisor	\$1,840.50

- l) Recommend the Board of Education approve a sixth period teaching assignment for the 2019-2020 school year for the following teachers of Seaford Middle School and High School:

Jeffrey Cronin	.1 FTE (1/2 sixth period stipend)	Reading
Patricia Smith	.1 FTE (1/2 sixth period stipend)	Wilson Reading
Tina Weir	.2 FTE	Wilson Reading
Lindsay Gilbert	.2 FTE	Language Exempt Lab
Brian Horner	.1 FTE (1/2 sixth period stipend)	Learning Lab
Meghan O'Regan	.1 FTE (1/2 sixth period stipend)	Wilson Reading
Marion DelGiudice	.2 FTE	Reading Support
Nicholas Isgro	.1 FTE (1/2 sixth period stipend)	Technology
Robert Maloney	.2 FTE	Spanish
Joanna McCloskey	.1 FTE (1/2 sixth period stipend)	Wilson Reading

B. Non-Instructional (dated September 18, 2019):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS/RETIREMENTS

- CLIFFORD CONWAY  
 Position: Maintainer  
 Civil Service Title: Maintainer  
 Location: District  
 Effective Date: November 1, 2019  
 Reason: Retirement
- MELISSA MCFADDEN  
 Position: Teacher Aide  
 Civil Service Title: Teacher Aide Part-time  
 Location: Harbor School  
 Effective Date: August 27, 2019  
 Reason: Resignation
- LORRAINE KURON  
 Position: Teacher Aide  
 Civil Service Title: Teacher Aide Part-time  
 Location: Harbor School  
 Effective Date: September 6, 2019  
 Reason: Resignation
- APRIL FERRARO  
 Position: 10-Month Clerk Typist  
 Civil Service Title: Typist Clerk  
 Location: Seaford High School  
 Effective Date: Upon approval of her appointment as an Account Clerk by the Nassau County Civil Service Commission (expected date 10/01/19)  
 Reason: Title change within District - Appointment as an Account Clerk – Technology Department

PERSONNEL (cont'd)

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. APRIL FERRARO  
Position: Account Clerk  
Civil Service Title: Account Clerk  
Type of Appointment: Probationary  
Location: Seaford High School  
Salary: \$45,164.00 per year  
Code: 2630-160  
Reason: Replacement (Maryann Tagariello)  
Effective Date: October 2, 2019 - Upon approval by the Nassau County Civil Service Commission
  
2. PATRICIA BUTTIGIEG  
Position: Teacher Aide  
Civil Service Title: Teacher Aide Part-time  
Type of Appointment: Part-time  
Location: Manor School  
Salary: \$14.00 per hour  
Code: 2250-166  
Reason: New – IEP Directed  
Effective Date: Upon approval of her application by the Nassau County Civil Service Commission
  
3. ANTOINETTE COTTRELL  
Position: Teacher Aide  
Civil Service Title: Teacher Aide Part-time  
Type of Appointment: Part-time  
Location: Harbor School  
Salary: \$14.00 per hour  
Code: 2250-166  
Reason: Replacement (Melissa McFadden)  
Effective Date: Upon approval of her application by the Nassau County Civil Service Commission

P-6: LEAVES: No Recommended Actions

P-7: OTHER:

1. Rescind the appointment of Lisa Brienza as a part-time Teacher Aide effective immediately.
2. Rescind the appointment of Marie Wolfe as a substitute part-time Teacher Aide effective immediately.

No Discussion.  
All Ayes  
Motion Carried.

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

**PUBLIC COMMENTS**

- Members of the Seaford Cheerleading Team spoke on behalf of their team, and the time they put into their sport, the effort, dedication, commitment and teamwork required.
- The team also spoke about the importance of their competitions, their trip to Nationals and requested that they be allowed to come back on Tuesday rather than Monday.
- Parents of the Cheerleaders also spoke on behalf of the girls, mandatory study time while they are in Florida and the additional cost for the Monday evening flights
- The parents also asked who made the decision to change the policy and have the girls come back on the Monday and why it was changed

Motion by Ms. Stark, second by Ms. Pedisich, to approve an instructional contract with Developmental Disabilities Institute from July 1, 2019 to June 30, 2020 and authorize the Board President to sign said contract.

**CONTRACT – 2019/2020  
DEVELOPMENTAL  
DISABILITIES INSTITUTE**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, to approve a consulting contract with School Aid Specialists from July 1, 2019 to June 30, 2020 and authorize the Board President to sign said contract.

**CONTRACT – 2019/2020  
SCHOOL AID  
SPECIALISTS**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, to approve entering into a Memorandum of Agreement with the UTS regarding the Lead Teacher World Language and Lead Teacher ENL and authorize the Board President to sign this agreement.

**UTS - MEMORANUDM OF AGREEMENT – LEAD TEACHER WORLD LANGUAGE & ENL**

No Discussion.  
All Ayes  
Motion Carried.

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

**UTS – MEMORANDUM OF AGREEMENT – LEAD TEACHER GUIDANCE 2019/2020**

**RESOLVED**, that the Board of Education of the Seaford Union Free School District herewith approves a certain Memorandum of Agreement dated September 18, 2019 between the District and the Seaford Teachers Association, subject to modification of the Memorandum to reflect the following indicated stipends:

Lead Teacher Guidance

K-8	2019-2020	\$2,508
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Lead Teacher Guidance

9-12	2019-2020	\$5,852
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**AND BE IT FURTHER RESOLVED**, that the Superintendent is authorized to execute the modified version of the Memorandum of Agreement reflecting the aforesaid stipends, and subject further to the execution of said modified Memorandum of Agreement by the United Teachers of Seaford.

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, to approve entering into a Memorandum of Agreement with the UTS regarding the Scholar Athlete Academic Study and authorize the Board President to sign this agreement.

**UTS – MEMORANDUM OF AGREEMENT – SCHOLAR ATHLETE ACADEMIC STUDY**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, to approve the High School's request for a field trip on March 17, 2020 to New York City for the St. Patrick's Day Parade.

**FIELD TRIP – HIGH SCHOOL**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, to approve the High School's request for a field trip on March 20, 2020 to Albany Capitol Building and NY State Museum for a Music in Our Schools Month Jazz Band performance.

**FIELD TRIP – HIGH SCHOOL**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, to approve the High School's request for a field trip on December 12, 2019 to Geffen Hall, Lincoln Center in New York City to perform Harry Potter at the NY Philharmonic.

**FIELD TRIP – HIGH SCHOOL**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, to accept a donation from the Forte Music Association in the amount of \$3,900 to be allocated to the Harbor, Manor and Middle Schools at \$1,300 each.

**DONATION**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, to accept a donation from the 9/11 Seaford Memorial Committee in the amount of \$1,000 to supplement the cost of Coach buses for the senior class field trip to the NYC 9/11 Museum and Memorial on October 17, 2019.

**DONATION**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, to accept a donation from the Seaford PTSA of a Gopher Cage Ball for the Seaford High School with a value of \$279.63.

**DONATION**

No Discussion.  
All Ayes  
Motion Carried.

On behalf of the Board, Mr. Kahn thanked Forte Music Association, The 9/11 Seaford Memorial Committee and the Seaford PTSA for their donations.

Motion by Ms. Stark, second by Ms. Pedisich, to appoint Christopher Carini and Julie Canale to the District Wide School Safety Team for the 2019-2020 school year.

**2019/2020 DISTRICT-WIDE  
SCHOOL SAFETY TEAM**

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, that the Board of Education of the Seaford School District increase the 2019-2020 budget from \$70,676,949 to \$70,680,849 an increase of the \$3,900.00 donation from the Forte Music Association.

**2019/2020 BUDGET  
INCREASE**

	No Discussion
Bruce Kahn -	Aye
Stacie Stark -	Aye
Kevin Devlin -	Aye
Andrea Parisi -	Aye
Natalie Pedisich -	Aye
	Motion Carried.

Closing remarks by the Administration and Board

**CLOSING REMARKS**

- ◆ Thank you to the Cheerleaders for coming this evening
- ◆ Commend the girls for coming down and speaking; would not have been able to do that when we were your age

At 8:23 p.m., a motion was made by Ms. Stark, second by Ms. Pedisich, to adjourn the Regular Meeting and enter into Executive Session for the purpose of discussing several particular student matters, employment relative to a particular employee, and contract negotiations with the UPSEU and Nurses.

**ADJOURN REGULAR  
MEETING**

No Discussion.  
All Ayes  
Motion Carried.

There being no further business, a motion was made by Ms. Stark, second by Ms. Pedisich, to adjourn Executive Session at 9:46 p.m.

**ADJOURN EXECUTIVE  
SESSION**

No Discussion.  
All Ayes  
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette  
District Clerk

Andrea Parisi  
Vice District Clerk