

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, November 6, 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. Strifolino
Ms. Marie Donnelly
Mr. John Gross – Attorney

At 7:00 p.m., the President of the Board of Education opened the Regular Meeting. Mr. Kahn then advised that he needed a motion to adjourn the public portion of the meeting and convene an executive session for the purpose of discussing issues pertaining to particular students and related discipline matters, 2 particular student matters, the employment history of 2 particular employees, the School District's collective bargaining negotiations with the UPSEU and litigation matters related to real property.

OPEN MEETING

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 issues pertaining to particular students and related discipline matters, 2 particular student matters, the employment history of 2 particular employees, the School District's collective bargaining negotiations with the UPSEU and litigation matters related to real property.

MOTION FOR EXECUTIVE SESSION

No Discussion.
All Ayes
Motion Carried.

At 7:49 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

At 8:06 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

Topics covered in Dr. Pecora's Administrative Report dated November 1, 2019 included:

ADMINISTRATIVE REPORT

News 12 Scholar Athlete Jason Linzer
- Jason is not only an outstanding athlete but is also our Valedictorian this year
Teachers College Retreat – Fall 2019
School Lunch Program Audit
- Adult price lunch is being increased from \$3.50 to \$3.91 plus tax
- Going forward student and adult lunch pricing will be reviewed each year to assure the District's pricing is in compliance with State Education Child Nutrition regulations
Update on bid results for Turf field/Track project
Superintendent's Conference Day events

**PRESENTATIONS
TURF FIELD & TRACK**

Areas covered in Architect John Grillo's presentation related to the Athletic Field Reconstruction included:

October 25, 2019 bid opening for replacement of synthetic field and running track
Landtek came in with the low bid
Timeline and scope of work involved for turf field and track
Photos of possible ideas for end zones
Add allowance for center logo
General allowance
Cost of white end zones if chosen
Materials used in the turf field and track

In response to Mr. Kahn's question, it was explained what was built into the base bid of \$996,000 and what the allowances could be used for. The Board asked additional questions concerning the cost of the center logo, the cost of making the end zones white, the color of the print in the end zones if only using writing and why the logo was more expensive than the end zones. The Board decided to leave the end zones as they are now with the writing in white and leave the allowance funds available should they be needed.

Areas covered in the presentation on Instruction Technology by Thomas Lynch, Executive Director for Instructional Technology and STEM and Fred Kaden, Director of Technology included:

INSTRUCTION TECHNOLOGY

Program Enhancement: PDL Initiative
- Devices at each of the buildings

INSTRUCTION TECHNOLOGY PRESENTATION (cont'd)

The SAMR Model

- Instructional Framework
 - Substitution
 - Augmentation
 - Modification
 - Redefinition
- Mr. Lynch highlighted the ways various grades are using the devices

Project Lead the Way

- Launch – Fall/Winter/Spring

Ms. Parisi asked about training for Project Lead the Way

Mr. Kahn stated that it was great to see all the work we've done over the years. He thanked everyone on the ACT Committee, the Steering Committee, Administration and staff and students for bearing with us these last few years.

Motion by Ms. Stark, second by Ms. Pedisich, 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.-D. (detailed
below)**

Motion by Ms. Stark, second by Ms. Pedisich, to approve the Board of Education Meeting Minutes of the October 2, 2019 and October 16, 2019 Regular Meetings

No Discussion.
All Ayes
Motion Carried.

MINUTES

Motion by Ms. Stark, second by Ms. Pedisich, to acknowledge acceptance for audit of the Treasurer's Report dated September 30, 2019.

No Discussion.
All Ayes
Motion Carried.

TREASURER'S REPORT

Motion by Ms. Stark, second by Ms. Pedisich, to acknowledge acceptance for audit of the Extracurricular Fund Activity Report dated September 30, 2019.

No Discussion.
All Ayes
Motion Carried.

**EXTRACURRICULAR
FUND ACTIVITY
REPORT**

Motion by Ms. Stark, second by Ms. Pedisich, to acknowledge acceptance for audit of the Revenue Status Report dated September 30, 2019.

No Discussion.
All Ayes
Motion Carried.

**REVENUE STATUS
REPORT**

Motion by Ms. Stark, second by Ms. Pedisich, to acknowledge acceptance for audit of the Budget Status Report dated September 30, 2019.

No Discussion.
All Ayes
Motion Carried.

**BUDGET STATUS
REPORT**

Motion by Ms. Stark, second by Ms. Pedisich, to acknowledge acceptance for audit of the Budgetary Transfer Report dated September 30, 2019.

No Discussion.
All Ayes
Motion Carried.

**BUDGETARY
TRANSFER REPORT**

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

**PERSONNEL ACTION
REPORT -
INSTRUCTIONAL**

A. Instructional (dated November 6, 2019):

- | | | |
|------|----------------------|------------------------|
| P-1: | POSITION ABOLITION: | No Recommended Actions |
| P-2: | POSITION CREATION: | No Recommended Actions |
| P-3: | RESIGNATIONS: | No Recommended Actions |
| P-4: | LEAVES: | No Recommended Actions |
| P-5: | TERMINATIONS: | No Recommended Actions |
| P-6: | TENURE APPOINTMENTS: | No Recommended Actions |

PERSONNEL (cont'd)

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

1. JENNIFER CHAMBERLAIN
 Position: Permanent Substitute
 Type of Appointment: Substitute
 Assignment: Seaford Manor School
 Certification: Childhood Education Gr B-6 - Initial
 Effective Date: October 24, 2019
 Expiration Date: December 18, 2019
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: \$20,000 Prorated
 Reason: To replace Katharine Black

2. ALIA FRASSA
 Position: Social Worker
 Type of Appointment: Regular Substitute
 Assignment: Seaford Harbor School
 Certification: Licensed Clinical Social Worker
 Effective Date: October 29, 2019
 Expiration Date: April 1, 2020
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: \$105/day – October 29, 2019-December 10, 2019
 MA+30 Step 1 = \$70,772 prorated December 11, 2019 – April 1, 2020
 Reason: Leave Replacement for Sharon Klein

- (*)
3. CHELSEA WHITBECK
 Position: Elementary Teacher
 Type of Appointment: Probationary
 Assignment: Seaford Harbor School
 Certification: Childhood Education Gr. B-6 - Initial
 Effective Date: November 4, 2019
 Expiration Date: November 3, 2023
 Tenure Eligibility: November 3, 2023
 Tenure Area: Elementary
 Salary: BA+15 Step 1 = \$58,192 (prorated)
 Reason: To replace Donna Butler

P-8: OTHER:

- a) Recommend the Board of Education amend the dates of Jennifer Rosenberg's childcare leave of absence from the original dates to the revised dates as approved at the July 31, 2019 Board of Education meeting.

<u>JENNIFER ROSENBERG</u>	<u>ORIGINAL DATES</u>	<u>REVISED DATES</u>
Position:	Library - Elementary	Library - Elementary
Assignment:	Seaford Harbor School	Seaford Harbor School
Effective Date:	August 28, 2019	August 28, 2019
Sick Leave:	August 28, 2019-October 16, 2019	August 28, 2019- November 7, 2019
Leave Without Pay:	Oct.17, 2019-November 19, 2019	Nov. 8, 2019 – Nov. 19, 2019
Expiration Date:	November 19, 2019	November 19, 2019
FMLA:	Aug. 28, 2019-November 19, 2019	Aug.28, 2019-November 19, 2019
Reason:	Child Care Leave of Absence	Child Care Leave of Absence

- b) Recommend the Board of Education amend the dates of Sharon Klein's medical leave of absence from the original dates to the revised dates as approved at the October 16, 2019 Board of Education meeting.

<u>SHARON KLEIN</u>	<u>ORIGINAL DATES</u>	<u>REVISED DATES</u>
Position:	Social Worker	Social Worker
Assignment:	Seaford Harbor School	Seaford Harbor School
Effective Date:	October 29, 2019	October 29, 2019
Sick Leave:	October 29, 2019 – Dec. 5, 2019	October 29, 2019 – Dec. 10, 2019
Leave Without Pay:	December 6, 2019 – Feb. 5, 2020	December 11, 2019 – April 1, 2020
Expiration Date:	February 5, 2020	April 1, 2020
FMLA:	October 29, 2019 – February 5, 2020	October 29, 2019 – February 3, 2020
Reason:	Medical Leave	Medical Leave

PERSONNEL (cont'd)

- c) Recommend the Board of Education amend the dates of Christine Caserta's childcare leave of absence from the original dates to the revised dates as approved at the July 31, 2019 Board of Education meeting.

<u>CHRISTINE CASERTA</u>	<u>ORIGINAL DATES</u>	<u>REVISED DATES</u>
Position:	Speech Teacher	Speech Teacher
Assignment:	Seaford High School	Seaford High School
Effective Date:	August 28, 2019	August 28, 2019
Sick Leave:	August 28, 2019 – October 30, 2019	August 28, 2019 – October 30, 2019
Leave Without Pay:	October 31, 2019 – Nov. 22, 2019	October 31, 2019 – Dec. 19, 2019
Expiration Date:	November 22, 2019	December 19, 2019
FMLA:	August 28, 2019 – Nov. 19, 2019	August 28, 2019 – Nov. 19, 2019
Reason:	Child Care Leave of Absence	Child Care Leave of Absence

- d) Recommend the Board of Education approve the appointment of the following coach for the Middle School sports for the 2019-2020 school year:

	<u>COACH/POSITION</u>	<u>STEP/SALARY</u>
Andrew Nelson	Baseball Coach 7 th Grade	2C \$4,894

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

Susan Steinberg	Drama Club Director	\$3,681
Barbara Sherwin	Drama Music Director	\$1,473

- f) Recommend the Board of Education approve the following mentor-teacher appointments for the 2019-2020 school year. Mentors will receive a stipend of \$2,532.

	<u>Mentee</u>	<u>Mentor</u>	
Seaford Middle School	Nicholas Coacci	Barbara Sherwin	\$2,532
Seaford High School	John Panus	Kimberly Flood	\$2,532
		<u>Co-Mentors</u>	
Seaford Manor	Katherine Black	Jennifer Adelstein	\$1,266
		Elyse Cruz	\$1,266
Seaford Manor	Tara Page	Kathleen Haug	\$1,266
		Angelina Lee	\$1,266

- g) Recommend the Board of Education approve the following appointment for the Special Education department CSE/CPSE coverage for the 2019-2020 school year:

Alison Norton-Siefert	Elementary Teacher	\$105/day
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B. Non-Instructional (dated November 6, 2019)

- P-1: POSITION ABOLITION: No Recommended Actions
- P-2: POSITION CREATION: No Recommended Actions
- P-3: RESIGNATIONS/RETIREMENTS: No Recommended Actions
- 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.

- CHRISTINE HAHN

Position: Substitute School Nurse

Civil Service Title: Registered Professional School Nurse – Part-time Substitute

Type of Appointment: Substitute

Location: District – Where/When Needed

Salary: \$105.00 per day

Code: 2110-140

Reason: Substitutes Needed

Effective Date: Upon approval of her application by the Nassau County Civil Service Commission
- JOAN TRUBISH-FREITAG

Position: School Monitor

Civil Service Title: School Monitor Part-time

Type of Appointment: Part-time

Location: Harbor School

Salary: \$14.00 per hour

Code: 2110-165

Reason: Replacement (Lisa Pasquale)

Effective Date: Upon approval of her application by the Nassau County Civil Service Commission

PERSONNEL (cont'd)

- 3. SEAN MCQUAIL
 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

- 4. THOMAS ELSASSER
 Position: Security Aide
 Civil Service Title: Security Aide Part-time
 Type of Appointment: Part-time
 Location: District – Where/When Needed
 Salary: \$21.00 per hour
 Code: 1620-164
 Reason: Replacement (Joe Arguello)
 Effective Date: Upon approval of his application by the Nassau County Civil Service Commission

- 5. BETH KLINGLER
 Position: 12-Month Clerk Typist
 Civil Service Title: Typist-Clerk
 Type of Appointment: Probationary
 Location: Special Education Department
 Salary: \$36,314.00 per year
 Code: 2250-160
 Reason: Replacement (April Ferraro)
 Effective Date: November 13, 2019 - Upon approval of her application by the Nassau County Civil Service Commission

P-6: LEAVES:

- 1. BETH KLINGLER
 Position: 12-Month Clerk Typist
 Assignment: Special Education Department
 Effective Date: November 13, 2019
 Expiration Date: November 25, 2019
 Reason: Unpaid Leave

P-7: OTHER:

No Recommended Actions
 No Discussion.
 All Ayes
 Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, 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: 9/10/19, 9/26/19, 10/10/19
- 2. Recommend acceptance of the determinations of the Preschool Special Education Committee Meetings of: 10/16/19, 10/31/19
 No Discussion.
 All Ayes
 Motion Carried.

None

PUBLIC COMMENTS

Motion by Ms. Stark, second by Ms. Pedisich, to approve entering enter into transportation contracts with five private contractors and Nassau BOCES to provide transportation from Seaford to Special Education locations under forty-eight (48) separate annually renewable contracts and authorize the Board President and Superintendent to sign these contracts.

**NEW BUSINESS
 CONTRACTS
 TRANSPORTATION**

No Discussion.
 All Ayes
 Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, to approve a Side Letter Agreement between UTS and two employees who have a PhD salary column stipend and authorize the Superintendent of Schools to sign said agreement.

**CONTRACT – SIDE LETTER
 UTS**

No Discussion.
 All Ayes
 Motion Carried.

Mr. Kahn advised that attorney Mary Anne Sadowski usually does the District's policies. He also advised that he had some questions for her concerning Policies 1900 and 5151 and that he had spoken to her earlier this afternoon about those questions. She stated she would make those changes for the second reading of the policies if agreeable to the Board. Mr. Kahn then reviewed each of the suggested changes with the Board and answered questions where necessary.

Motion by Ms. Stark, second by Ms. Pedisich, to approve the first reading of Policy 1900 – Parent and Family Engagement, as amended.

No Discussion.
All Ayes
Motion Carried.

**FIRST READING - POLICY #
1900**

Motion by Ms. Stark, second by Ms. Pedisich, to approve the first reading of Policy 5151 – Education of Homeless Children and Unaccompanied Youth, as amended.

No Discussion.
All Ayes
Motion Carried.

**FIRST READING - POLICY
#5151**

Motion by Ms. Stark, second by Ms. Pedisich, to approve the disposal of a vacuum cleaner and computer table from the Harbor School submitted by Caroline Schozer dated October 11, 2019.

No Discussion.
All Ayes
Motion Carried.

OBSOLETE ITEMS

Motion by Ms. Stark, second by Ms. Pedisich, to approve the disposal of library books from the High School submitted by Joanna McCloskey dated October 12, 2019.

No Discussion.
All Ayes
Motion Carried.

OBSOLETE ITEMS

Motion by Ms. Stark, second by Ms. Pedisich, to approve the disposal of various musical equipment from the High School submitted by Anthony Romeo dated October 24, 2019.

No Discussion.
All Ayes
Motion Carried.

OBSOLETE ITEMS

Motion by Ms. Stark, second by Ms. Pedisich, to accept a donation from JT's Law Foundation Corp. of a LifeVac School Kit for the Manor School, which has a value of \$225.

No Discussion.
All Ayes
Motion Carried.

DONATIONS

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

RESOLUTION

BE IT RESOLVED, that the Board of Education hereby approves the increase of the adult school lunch pricing from \$3.50 (plus tax) to \$3.91 (plus tax) for the 2019-2020 school year.

**INCREASE OF ADULT
SCHOOL LUNCH PRICING**

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

RESOLUTIONS (cont'd)

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

**RESOLUTION
LEGAL ACTION
PROPERTY
ENCROACHMENT**

BE IT RESOLVED, that the Board of Education of the Seaford Union Free School District (“School District”) has determined that it is in its best interest to institute legal action, and/or take any other appropriate legal action to protect its rights, against various homeowner with homes located on Island Channel Road and any other necessary party(ies), in connection with their encroachment on School District property;

BE IT FURTHER RESOLVED that the School District hereby authorizes the School District’s legal counsel, Ingerman Smith, LLP, to commence legal action in the Supreme Court, Nassau County, and/or other appropriate jurisdiction or tribunal, and/or take any other appropriate legal action to address issues relating to the encroachment on School District property.

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

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

RESOLUTION

RESOLVED, that the Board of Education award the bid for Contract No. 1 – Athletic Field Reconstruction be awarded to the lowest responsible bidder as follows:

The Landtek Group

Base bid: \$ 996,000.00
Alternate #2: \$ 26,000.00 (Green Crumb Rubber In lieu of Black Crumb Rubber)
Total Award: \$ 1,022,000.00

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

Motion by Ms. Stark, second by Ms. Pedisich, to appoint Officer Ray Luthy (NCPD), Officer Jim Callinan (NCPD) and Officer Kevin Glenn (Homeland Security/NCPD) to the District Wide School Safety Team, and to rescind the appointments of Officers Steven Russell and Thomas Lively (NCPD) from the District Wide School Safety Team (previously appointed 7-10-19), for the 2019-2020 school year.

**RESOLUTION – DISTRICT
WIDE SAFETY TEAM**

No Discussion.
All Ayes
Motion Carried.

Mr. Kahn reminded the Board that when they received the external audit report there was a negative number which they needed to fix. There were two choices – the recommendation was to do a transfer. There will be a resolution on the next meeting agenda to do the transfer.

In response to Mr. Kahn’s question Dr. Pecora advised that she is working on the organization chart requested by the Board and the athletic placement.

Closing remarks by the Administration and Board

CLOSING REMARKS

- ◆ Congratulations to our Town Councilman Elect Chris Carini
- ◆ Thank you, Mr. Lynch and Mr. Kaden; we’ve come a long way in a short time
- ◆ Good luck to the Volleyball team and to the Varsity Football team
- ◆ Congratulations to Jason Linzer

There being no further business, a motion was made by Ms. Stark, second by Ms. Pedisich, to adjourn the Public Meeting at 9:14 p.m.

**ADJOURN REGULAR
MEETING**

No Discussion.
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Andrea Parisi
Vice District Clerk