

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, November 20, 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. Steven Goodstadt – Attorney

At 7:06 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 a particular student and related discipline matter, matters relating to particular students and settlement agreements, the employment history of a particular employee and the School District's collective bargaining negotiations with the Nurses.

OPEN MEETING

Motion 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 a particular student and related discipline matter, matters relating to particular students and settlement agreements, the employment history of a particular employee and the School District's collective bargaining negotiations with the Nurses.

MOTION FOR EXECUTIVE SESSION

No Discussion.
All Ayes
Motion Carried.

Executive Session concluded at 7:55 p.m.

EXECUTIVE SESSION CONCLUDES

At 8:05 p.m., the President of the Board of Education re-opened the Public Session. As the first order of business, Board President Bruce Kahn led the audience in the Pledge of Allegiance.

RE-OPEN PUBLIC SESSION

Mr. Kahn advised that he had received a request to move the Board Meeting scheduled for December 4th to December 11th. After a brief discussion it was decided that the December 4th meeting would be changed to Wednesday, December 11th. Mr. Kahn also advised that it was expected the Board would enter into Executive Session at 7:00 p.m. and the Public Session would begin at 8:00 p.m. in the same room the meeting was in this evening.

Topics covered in Dr. Pecora's Administrative Report dated November 15, 2019 included:

ADMINISTRATIVE REPORT

November 13th Senators' Meetings to discuss Foundation Aid
- Seaford hosted meeting at Middle School
- Approximately 80 people here - 7 State Senators, 2 Regents and 70 other people which included school superintendents, presidents of teachers' unions and boards of education as well as special interest groups
- Quite an honor for Seaford
Harbor STEAM Night last week
Continued discussion later this evening on the turf field work

Middle School Curriculum presentation by Principal Dan Smith and Assistant Principal Lisa Dunn included:

PRESENTATION MIDDLE SCHOOL CURRICULUM

Seaford Middle School 2019-20 - Exploration, Discovery, Growth
Still embracing the Middle School Philosophy
Academics
- 6th Grade
- 7th Grade
- 8th Grade
So, what is this Exploratory Thing?!
The Academic Program
And Let's Not forget those DEVICES
Flexible Seating: more than just a beanbag
Social/Emotional
- Advice and Support for Kids (ASK)
- Student Support Services
- Celebrating Seaford Pride
Extra-Curricular and Community Outreach
- Clubs
- Athletics
- Activities
Community Outreach
Facilities & Safety
On the Horizon? – Looking Forward...

PRESENTATIONS (cont'd)

High School Curriculum presentation by Principal Scott Bersin and Assistant Principals Nicole Schnabel and Jennifer Bisulca included:

**PRESENTATION
HIGH SCHOOL
CURRICULUM**

Continuing to Advance
Personal Digital Learning
Facilities Upgrades
Safety & Security
Athletics
College & Career Planning
Community Building Opportunities & Extra-curriculars
Pathways to Service
Curricular Growth
Wellness
Professional Development
Supports
Enhanced Education & Greater Connection to SHS
Looking to 20/21 & Beyond

Physical Education, Health and Athletics presentation by Athletic Director by Kevin Witt included:

**PRESENTATION
PHYSICAL EDUCATION,
HEALTH & ATHLETICS**

Physical Education & Health Overview - August 2019-November 2019
2018-2019 Middle School - Athletic Teams
2018-2019 High School - Athletic Teams
2018-2019 High School - Athletic Team Highlights
Athletics Overview - August 2019-November 2019
Highlights from Fall 2019...
Parent Information Night
Nassau County Hall of Fame
Captains' Breakfast
Homecoming & Pep Rally
National Signing Day Recognition
News 12 Scholar Athlete - Jason Linzer
Levittown tribune "athlete of the week" - Matthew Meyer and Kathleen Tuohy
Girls Varsity Volleyball Long Island Champions
Soon to come in 2020....

Mr. Kahn clarified that the new scoreboard is not going to be for the turf field; it is going to be for Girls' softball and field hockey. He also advised the Board that the donation had been taken off the agenda because the original scoreboard did not have a timeclock and they decided to upgrade it. The donation will be on a future agenda. The Board thanks the Booster Club for all their efforts on behalf of our teams.

Mr. Kahn advised that Mr. Grillo had been down at our last meeting discussing the awarding of the bid to do the work on the turf field and track to Landtek. At the time there was discussion concerning the center logo and the end zone colors and writing and the related costs. Concerns were also expressed about using contingency money for the add-ons. Since then, the plans were looked at again and Landtek made some changes which reduced certain costs related to the center logo and the end zones. Concerns were also expressed about issues with Section 8 or any rules against white endzones due to the use of white balls in white end zones. Dr. Pecora asked Kevin Witt to contact Section 8 to verify that there were no rules or regulations against colored (specifically white) endzones on the fields. Mr. Kahn requested that Mr. Witt get Section 8's response in writing, perhaps in an email. The Board members agreed to move forward with the revised plans if there were no regulations against white endzones.

**DISCUSSION – TURF
FIELD**

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 20, 2019):

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

PERSONNEL (cont'd)

P-4: LEAVES:

1. JENNIFER PHILLIPS
 Position: Psychologist
 Assignment: Seaford Harbor School
 Effective Date: February 24, 2020
 Sick Leave: February 24, 2020 – April 29, 2020
 Leave without Pay: April 30, 2020 – June 26, 2020
 Expiration Date: June 26, 2020
 FMLA: February 24, 2020 – May 22, 2019
 Reason: Child Care Leave of Absence

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS:

1. JENNIFER DEMIERI
 Position: Social Worker
 Effective Date: November 7, 2019
 Tenure Area: Social Work
2. MARISA MORTIMER
 Position: School Psychologist
 Effective Date: October 31, 2019
 Tenure Area: Psychologist

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

- (*) 1. TRACY PUPKE
 Position: Substitute Teacher
 Type of Appointment: Substitute
 Assignment: District Wide
 Certification: Gr K - 6 – Permanent
 Effective Date: November 21, 2019
 Salary: \$105/day
 Reason: To Meet District Needs
- (*) 2. LISA ZAMPARO
 Position: Substitute Teacher
 Type of Appointment: Substitute
 Assignment: District Wide
 Certification: Childhood Education - Birth - Gr 6 - Professional
 English Language Arts 7-12 - Professional
 Effective Date: November 21, 2019
 Salary: \$105/day
 Reason: To Meet District Needs

P-8: OTHER:

- a) Recommend the Board of Education amend the dates of Jennifer Rosenberg's child care leave of absence from the original dates to the revised dates as approved at the November 6, 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 Leave:	August 28, 2019	August 28, 2019
Sick Leave:	August 28, 2019 – November 7, 2019	August 28, 2019 – Nov. 25, 2019
Leave Without Pay:	Nov. 8, 2019 – Nov. 19, 2019	N/A
Expiration Date:	November 19, 2019	November 25, 2019
FMLA:	August 28, 2019 – November 19, 2019	August 28, 2019 – Nov. 19, 2019
Reason:	Child Care Leave of Absence	Child Care Leave of Absence

- b) Recommend the Board of Education amend the dates of Erin Mitchell's child care leave of absence from the original dates to the revised dates as approved at the September 4, 2019 Board of Education meeting.

<u>ERIN MITCHELL</u>	<u>ORIGINAL DATES</u>	<u>REVISED DATES</u>
Position:	Speech Teacher	Speech Teacher
Assignment:	Seaford Middle School	Seaford Middle School
Effective Leave:	April 10, 2019	April 10, 2019
Sick Leave:	April 10, 2019 – June 26, 2019	April 10, 2019 – June 26, 2019
Leave Without Pay:	August 28, 2019 – November 22, 2019	August 28, 2019 – Jan. 29, 2020
Expiration Date:	November 22, 2019	January 29, 2020
FMLA:	April 10, 2019 – September 12, 2019	April 10, 2019 – Sep. 12, 2019
Reason:	Child Care Leave of Absence	Child Care Leave of Absence

PERSONNEL (cont'd)

- c) Recommend the Board of Education amend Kellie Weeks' expiration date for her Leave Replacement position (Jennifer Rosenberg) from November 19, 2019 to November 25, 2019 as approved at the Board of Education meeting on September 4, 2019.
- d) Recommend the Board of Education amend Sarah Bell's expiration date for her Leave Replacement position (Erin Mitchell) from November 22, 2019 to January 29, 2020 as approved at the Board of Education meeting on September 4, 2019.

B. Non-Instructional (dated November 20, 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.

- 1. MARY SULTANA
Position: Substitute Teacher Aide
Civil Service Title: Teacher Aide Part-time Substitute
Type of Appointment: Substitute
Location: District – Where/When Needed
Salary: \$14.00 per hour
Code: 2110-165
Reason: Substitutes Needed
Effective Date: Upon approval of her application by the Nassau County Civil Service Commission

P-6: LEAVES:

- 1. DILENIA BELGIORNO
Position: Teacher Aide
Assignment: Harbor School
Effective Date: November 18, 2019
Expiration Date: June 30, 2020
Reason: Unpaid
- 2. TAMMY GANDOLFO
Position: Teacher Aide
Assignment: Manor School
Effective Date: December 2, 2019
Expiration Date: March 2, 2020
Reason: Unpaid

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: 10/3/19, 10/7/19, 10/24/19, 10/25/19, 10/28/19, 10/29/19, 11/1/19, 11/12/19, 11/13/19
- 2. Recommend acceptance of the determinations of the Preschool Special Education Committee Meetings of: 10/23/19, 11/1/19, 11/13/19
No Discussion.
All Ayes
Motion Carried.

None

PUBLIC COMMENTS

NEW BUSINESS

Motion by Ms. Stark, second by Ms. Pedisich, to approve a consulting contract with Edgewater Consulting, LLC from November 1, 2019 through October 31, 2020 and authorize the Board President to sign said contract.

**CONTRACT
EDGEWATER CONSULTING
11/1/2019 – 10/31/2020**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Ms. Pedisich, to approve a Hardship and Eligibility Amendments to the 403(b) Retirement Plan and authorize the Board President to sign said agreement.

No Discussion.
All Ayes
Motion Carried.

**HARDSHIP & ELIGIBILITY
AMENDMENTS TO 403(B)
RETIREMENT PLAN**

Motion by Ms. Stark, second by Ms. Pedisich, to approve a Side Letter Agreement between UTS and an employee concerning a retirement incentive and authorize the Superintendent of Schools to sign said agreement.

No Discussion.
All Ayes
Motion Carried.

**SIDE LETTER AGREEMENT
UTS**

Motion by Ms. Stark, second by Ms. Pedisich, to approve the first reading of Policy 5500 – Student Privacy.

No Discussion.
All Ayes
Motion Carried.

**FIRST READING - POLICY #
5500**

Motion by Ms. Stark, second by Ms. Pedisich, to approve the first reading of Policy 6640 – Fixed Asset Accounting.

No Discussion.
All Ayes
Motion Carried.

**FIRST READING - POLICY #
6640**

Ms. Stark asked if the inventory was done manually or electronically. Dr. Pecora and Marie Donnelly explained the process and how often it was done. The method and timeline for the inventory of the personal digital devices was also brought up along with several other policy numbers related to fixed assets as well as other items not included. It was decided to table the first reading of Policy 6640 to the December 11th meeting.

Motion by Ms. Stark, second by Ms. Pedisich, to table Agenda Item 8.B.2. First Reading of Policy 6640 to the December 11, 2019 meeting.

All Ayes
Motion Carried.

**TABLE AGENDA ITEM 8.B.2.
POLICY FIRST READING**

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

**SECOND READING &
ADOPTION - POLICY # 1900**

Mr. Kahn went over several typos to be fixed (Middle School Monthly PTSA meetings, Page 5 of 5 - Policy 1900, Sections 100.3, Section 100.4, Section 100.5). Ms. Stark suggested that wording be changed E.2, PTA not PTSA.

All Ayes
Motion Carried.

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

No Discussion.
All Ayes
Motion Carried.

**SECOND READING &
ADOPTION - POLICY #5151**

Motion by Ms. Stark, second by Ms. Pedisich, to approve the disposal of a bass amp from the High School music department submitted by Anthony Romeo dated November 5, 2019.

No Discussion.
All Ayes
Motion Carried.

OBSOLETE ITEMS

Motion by Ms. Stark, second by Ms. Pedisich, table Agenda Item 8.E.1. to the December 11, 2019 meeting.

No Discussion.
All Ayes
Motion Carried.

**TABLE AGENDA ITEM 8.E.1 -
DONATION**

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

RESOLUTION

BE IT RESOLVED, that the Board of Education authorizes the transfer of expenditure of \$159,005 from the Capital Fund to the General Fund.

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 Kate McClernon and Hailey Galison as student members of the Wellness Committee for the 2019-2020 school year.

RESOLUTION

No Discussion.
All Ayes
Motion Carried.

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

913 RESOLUTION

IT IS HEREBY RESOLVED, pursuant to Education Law Section 913, that an instructional employee, whose identity is known to the Board of Education, is directed to report for a psychiatric examination in order to determine the capacity of such person to perform his/her duties on a date and place determined by the Superintendent of Schools.

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

- ◆ Harbor STEAM Night just a great night
- ◆ Congratulations to our teams and good luck
- ◆ Mr. Striffolino and Mr. Witt will be going upstate with the Girls' Volleyball team
- ◆ Dr. Pecora will be downstate with the Football Team. She also advised that an Athletic Director must be onsite in case a dispute arises so Dr. Pecora will be acting as the representative for the Athletic Department that night

There being no further business, a motion was made by Ms. Stark, second by Ms. Pedisich, to adjourn the Public Meeting at 9:30 p.m.

ADJOURN REGULAR MEETING

No Discussion.
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Andrea Parisi
Vice District Clerk