

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, December 11, 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 (arrived 7:06 p.m.)
Ms. Andrea Parisi - Trustee

ABSENT: Ms. Natalie Pedisich – Trustee

Dr. Adele V. Pecora
Mr. John A. Striffolino
Ms. Marie Donnelly
Mr. Steven Goodstadt – Attorney

At 7:05 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 matter, employment relative to a particular employee, the employment history of a particular employee, contract negotiations with the Nurses and non-aligned employee contracts.

OPEN MEETING

A motion was made by Ms. Stark, second by Ms. Parisi, to adopt the following resolution:

MOTION FOR EXECUTIVE SESSION

RESOLVED, that the Board of Education of the Seaford Union Free School District enter into executive session for the purpose of discussing a particular student matter, employment relative to a particular employee, the employment history of a particular employee, contract negotiations with the Nurses, and non-aligned employee contracts and upon completion of discussion respecting the foregoing to return to open session.

No Discussion.
All Ayes
Motion Carried.

Executive Session concluded at 8:00 p.m.

EXECUTIVE SESSION CONCLUDES

At 8:08 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

None

OPENING REMARKS

Topics covered in Dr. Pecora's Administrative Report dated December 6, 2019, included:

ADMINISTRATIVE REPORT

Councilman Chris Carini set up a field trip for the entire Second Grade to go to an educational program at the Nassau Coliseum and also see the Minor League Nets Team

- Tickets to the program and transportation were included
- Holiday Concerts coming this week and next week

Facilities presentation by Director of Facilities Russel Costa included:

PRESENTATION FACILITIES

Facilities Updates

Facilities Department

- Facilities Administration
- Maintenance Department
- Grounds Department
- Custodial Department

Part I: Completed Projects

- Harbor School
 - Completed In-House Painting of Hallways and Staircases
- Manor School - Completed In-House Painting of Hallways and Staircases
 - New Bathroom Constructed
 - Basketball Court Renovation
 - Handicap Bathroom Renovation
 - Ceiling Replacement A Wing
- Middle School
 - CDP Life Skills Room Renovation
 - Music Wing Ceilings
 - In House Painting Projects – Hallways/Stairways
- High School
 - In House Parking Lot Painting Project
 - Painting of Hallways/Staircases
 - In House Painting Projects – Hallways/Stairways
- Security Enhancements District-Wide

FACILITIES PRESENTATION (cont'd)

Part II: Upcoming Projects

- High School Field Turf & Track Replacement
- High School Gym Door Replacement
- Manor Gym Door Replacement
- Harbor Ceiling Replacement
- Filtered Bottle Fillers Installed District-wide

Part III: Future Projects for Consideration

- Renovation of High School Science Rooms
- Keyless/Swipe Entry System
- Door Replacement District Wide

Questions/Comments

- Update on delivery of equipment and start of turf field/track work
- Items budgeted in next year's budget
- SAVE Act – looking into possibilities/opportunities for aid

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

**CONSENT AGENDA
ITEMS
(detailed below)**

No Discussion
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Ms. Parisi, to approve the Board of Education Minutes of the November 6, 2019, November 20, 2019 and December 4, 2019 Regular Meetings.

MINUTES

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Ms. Parisi, to acknowledge acceptance for audit of the Treasurer's Report dated October 31, 2019.

TREASURER'S REPORT

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Ms. Parisi, to acknowledge acceptance for audit of the Extracurricular Fund Activity Report dated October 31, 2019.

**EXTRACURRICULAR FUND
ACTIVITY REPORT**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Ms. Parisi, to acknowledge acceptance for audit of the Revenue Status Report dated October 31, 2019.

**REVENUE STATUS
REPORT**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Ms. Parisi, to acknowledge acceptance for audit of the Budget Status Report dated October 31, 2019.

BUDGET STATUS REPORT

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Ms. Parisi, to acknowledge acceptance for audit of the Budgetary Transfer Report dated October 31, 2019.

**BUDGETARY TRANSFER
REPORT**

No Discussion.
All Ayes
Motion Carried.

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

**PERSONNEL ACTION
REPORT - INSTRUCTIONAL**

A. Instructional (dated December 11, 2019):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

CONSENT AGENDA – PERSONNEL (cont'd)

P-3: RESIGNATIONS:

1. MARIE DONNELLY
Position: Assist. Superintendent for Business & Operations
Assignment: Central Administration
Effective Date: June 30, 2020
Reason: Resignation

P-4: LEAVES:

1. FRED KADEN
Position: Director of Technology and Information Systems
Assignment: District Wide
Effective Date: December 2, 2019
Sick Leave: December 2, 2019 - January 13, 2020
Leave without Pay: January 14, 2020 - TBD
Expiration Date: TBD
FMLA: December 2, 2019 - March 13, 2020
Reason: Medical

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS: No Recommended Actions

P-7: APPOINTMENTS:

1. KATHARINE BLACK
Position: Elementary Teacher
Type of Appointment: Regular Substitute
Assignment: Seaford Manor School
Certification: Childhood Education - Gr. 1-6 - Initial
Students w/ Disabilities - Gr. 1-6 - Initial
Effective Date: December 19, 2019
Expiration Date: March 31, 2020
Tenure Eligibility: N/A
Tenure Area: N/A
Salary: \$105 – December 19, 2019 - Jan. 29, 2020
MA Step 1 = \$67,432 prorated - Jan. 30, 2020 -March 31, 2020
Reason: Leave replacement for Lori Sourgoutsis

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 20, 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 - Nov. 25, 2019	August 28, 2019 - Dec. 16, 2019
Leave Without Pay:	N/A	N/A
Expiration Date:	November 25, 2019	December 16, 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 Browne's Medical leave of absence from the original dates to the revised dates as approved at the September 5, 2019 Board of Education meeting.

<u>ERIN BROWNE</u>	<u>ORIGINAL DATES</u>	<u>REVISED DATES</u>
Position:	Special Education Teacher	Special Education Teacher
Assignment:	Seaford Harbor School	Seaford Harbor School
Effective Leave:	August 28, 2019	August 28, 2019
Sick Leave:	August 28, 2019 - Oct. 7, 2019 AM	August 28, 2019 - Oct. 7, 2019 AM
Leave Without Pay:	October 7, 2019 PM - Nov. 19, 2019	October 7, 2019 PM - Mid January
Expiration Date:	November 19, 2019	Mid-January
FMLA:	August 28, 2019 - November 19, 2019	August 28, 2019 - Nov. 19, 2019
Reason:	Medical	Medical

- c) Recommend the Board of Education amend Kellie Weeks' expiration date for her Leave Replacement position (Jennifer Rosenberg) from November 25, 2019 to December 16, 2019 as approved at the November 20, 2019 Board of Education meeting.

CONSENT AGENDA – PERSONNEL (cont'd)

- d) Recommend the Board of Education amend the dates of Lori Sourgoutsis's child care leave of absence from the original dates to the revised dates as approved at the October 2, 2019 Board of Education meeting.

<u>LORI SOURGOUTSIS</u>	<u>ORIGINAL DATES</u>	<u>REVISED DATES</u>
Position:	Special Education Teacher	Special Education Teacher
Assignment:	Seaford Manor School	Seaford Manor School
Effective Leave:	November 27, 2019	December 2, 2019
Sick Leave:	Nov. 27, 2019 – Jan. 27, 2020	Dec. 4, 2019 – January 29, 2020
Leave Without Pay:	Jan. 27, 2020 – March 31, 2020	January 30, 2020 – March 31, 2020
Expiration Date:	March 31, 2020	March 31, 2020
FMLA:	Nov. 27, 2019 – March 11, 2020	Dec. 2, 2019 – March 31, 2020
Reason:	Child Care Leave of Absence	Child Care Leave of Absence

- e) Recommend the Board of Education amend the expiration date of Jennifer Chamberlain's Permanent Substitute position from the original date of December 18, 2019 to the revised date of March 31, 2020 as approved at the November 6, 2019 Board of Education meeting.

- f) Recommend the Board of Education amend Maegan Bitler's expiration date for her Leave Replacement position (Erin Browne) from November 19, 2019 to Mid-January as approved at the October 2, 2019 Board of Education meeting.

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

Michael Flynn	Drama Stage Manager	\$1,473
Nicholas Coacci	Drama Stage Assistant	\$1,473

- h) Recommend the Board of Education approve the following volunteer coaches for Seaford School District sports for the 2019-2020 school year:

Sophia Shakalis	High School Winter Track
Paul Buonasuro	High School Varsity Girls Basketball

B. Non-Instructional (dated December 11, 2019):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS/RETIREMENTS

- LENORE HENDRICKSON
Position: School Nurse
Civil Service Title: Registered Professional School Nurse
Location: Harbor School
Effective Date: November 27, 2019
Reason: Resignation

P-4: TERMINATIONS*:

- JENNIFER DISPIGNO*
Position: Teacher Aide
Assignment: Manor School
Effective Date: September 1, 2019
- SAMANTHA BRODMAN*
Position: Teacher Aide
Assignment: Manor School
Effective Date: September 1, 2019
- THERESA LAURETTI*
Position: Teacher Aide
Assignment: Manor School
Effective Date: September 1, 2019
- JOAN TRUBISH-FREITAG
Position: School Monitor
Assignment: Harbor School
Effective Date: December 11, 2019

*Resigned but no resignation letter submitted

CONSENT AGENDA – PERSONNEL (cont'd)

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. ERIC LIPPERT
Position: Security Guard
Civil Service Title: Security Aide Part-time
Type of Appointment: Part-time
Location: District
Salary: \$21.00 per hour
Code: 1620-164
Reason: Security Guard needed
Effective Date: Upon the successful completion of pre-employment screening and approval of his application by the Nassau County Civil Service Commission

2. EMILY MOONEY
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 the successful completion of pre-employment screening, completion and submission of all required paperwork and approval by the Nassau County Civil Service Commission

3. JOAN TRUBISH-FREITAG
Position: Substitute School Monitor
Civil Service Title: School Monitor 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 by the Nassau County Civil Service Commission

P-6: LEAVES:

1. IRENE HERMAN-HEFFERNAN
Position: Teacher Aide
Assignment: High School
Effective Date: November 16, 2019
Expiration Date: March 2, 2020
Reason: Unpaid

P-7: OTHER:

1. Rescind the appointment of Geno Willis as a Custodian effective October 15, 2019. Mr. Willis never began his employment with the District.
2. Recommend appointing Patricia O'Sullivan as a consultant for the Curriculum & Personnel Office effective January 6, 2020 at a rate of \$28.65 per hour.
3. Recommend transferring Carolyn Delphine to the Curriculum & Personnel Office as a confidential employee at a salary of \$50,497.00.
No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Ms. Parisi, 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: 9/23/19, 10/17/19, 10/22/19, 10/24/19, 10/25/19, 10/29/19, 10/30/19, 10/31/19, 11/12/19, 11/14/19, 11/15/19, 11/18/19, 11/25/19, 11/26/19
2. Recommend acceptance of the determinations of the Preschool Special Education Committee Meetings of: 11/20/19
No Discussion.
All Ayes
Motion Carried.

None

PUBLIC COMMENTS

NEW BUSINESS

Motion by Ms. Stark, second by Ms. Parisi, to approve a special education and related services agreement with North Merrick Union Free School District from July 1, 2018 through June 30, 2019 and authorize the Board President to sign said agreement.

No Discussion.
All Ayes
Motion Carried.

**CONTRACT –2018/2019
NORTH MERRICK UFSD**

Motion by Ms. Stark, second by Ms. Parisi, to approve a special education and related services agreement with Half Hollow Hills Central School District from July 1, 2019 through June 30, 2020 and authorize the Board President to sign said agreement.

No Discussion.
All Ayes
Motion Carried.

**CONTRACT – 2019/2020
HALF HOLLOW HILLS CSD**

Motion by Ms. Stark, second by Ms. Parisi, to approve entering into a consulting agreement with Rhonda Meserole from December 12, 2019 through June 30, 2020 and authorize the Board President to sign said agreement.

No Discussion.
All Ayes
Motion Carried.

**CONTRACT - 12/12/19–6/30/20
RHONDA MESEROLE**

Motion by Ms. Stark, second by Ms. Parisi, to approve the first reading of Policy 4750-R – Promotion and Retention of Students Regulation.

**FIRST READING - POLICY
#4750R**

Brief discussion concerning requirements related to 9th Grade math and other course requirements, regents vs. non-regents' classes/examinations and the need to clearly state/clarify in the regulations the requirements.

Motion by Ms. Stark, second by Ms. Parisi, to approve the first reading of Policy 4750-R – Promotion and Retention of Students Regulation, as amended.

All Ayes
Motion Carried.

Motion by Ms. Stark, second by Ms. Parisi, to approve the first reading of Policy 4770 – Graduation Requirements.

**FIRST READING - POLICY
#4770**

No Discussion.
All Ayes
Motion Carried.

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

**FIRST READING - POLICY
#6640**

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Stark, second by Ms. Parisi, to approve the second reading and adoption of Policy 5550 – Student Privacy, as amended.

**SECOND READING &
ADOPTION - POLICY #5550**

Dr. Pecora advised that the policy number needed to be corrected.

No Discussion.
All Ayes
Motion Carried.

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

913 RESOLUTION

IT IS HEREBY RESOLVED, pursuant to Education Law Section 913, that a non-instructional employee, whose identity is known to the Board of Education, is directed to report for a neurological 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
Motion Carried.

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

**RESOLUTION
CAROLYN DELPHINE**

RESOLVED, that the Board of Education appoint Carolyn Delphine as Deputy Claims Auditor of the Seaford Union Free School District for the 2019-2020 school year at no additional salary effective December 21, 2019.

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

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

**RESOLUTION
CAROLYN DELPHINE**

BE IT RESOLVED, that Carolyn Delphine will be classified as a District managerial, confidential and exempt employee and shall receive \$500 annual stipend effective December 21, 2019 (pro-rated), which shall be an annual appointment not included in base salary for the 2019-2020 school year.

BE IT FURTHER RESOLVED that all of the terms and conditions of employment set forth in the collective bargaining agreement with the Clerical Association shall be equally applicable to the Carolyn Delphine as a managerial, confidential and exempt employee referenced herein.

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

Closing remarks by the Administration and Board

CLOSING REMARKS

- ◆ Concerts really nice this time of year
- ◆ Happy Holidays everyone

There being no further business, a motion was made by Ms. Stark, second by Ms. Parisi, to adjourn the Regular Meeting at 8:32 p.m.

**ADJOURN EXECUTIVE
SESSION**

No Discussion.
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Andrea Parisi
Vice District Clerk