

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, August 26, 2020, via Zoom, pursuant to provisions in an Executive Order given by the Governor of the State of New York, in Seaford, New York.

PRESENT VIA ZOOM: Mr. Bruce A. Kahn - President
Ms. Stacie Stark - Vice President
Mr. Kevin Devlin - Trustee
Ms. Andrea Parisi - Trustee
Ms. Natalie Pedisich – Trustee

ALSO PRESENT VIA ZOOM:

Dr. Adele V. Pecora
Mr. John A. Strifolino
Ms. Rhonda L. Meserole
Ms. Mary Anne Sadowski – Attorney

At 7:07 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 the employment relative to particular employees and contract negotiations with the Nurses.

OPEN MEETING

A motion was made by Mr. Devlin, second by Ms. Stark, 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 the employment relative to particular employees and contract negotiations with the Nurses and upon completion of discussion respecting the foregoing to return to open session.

No Discussion.
All Ayes
Motion Carried.

Executive Session concluded at 7:57 p.m.

ADJOURN EXECUTIVE SESSION

At 8:01p.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

Topics covered in Dr. Pecora's Administrative Report dated August 24, 2020 included:

ADMINISTRATIVE REPORT

Update on opening of school

- Two-week grace period for opting out of in-person learning or remote learning
- Commitment for Remote learning is one quarter at the secondary level and one trimester at the elementary level
- Parent Meetings
- Meetings with the UTS and other Unit leaders
- Meetings with the PTA presidents
- Shout-out to the Administrators and our new lead nurse, Lorraine Burke
- Custodians and Clericals are the unsung heroes – done an incredible job
- Section 8 announcement today concerning delayed start of Fall sports
- 26 new air-conditioners to be installed
- New Teacher orientation/training
- Letters/notifications to parents from Principals
- Staggered arrival and dismissal procedures

Update on the printed 2020/2021 School calendar

- Digital calendar will be up before school starts
- Waiting to hear about sports and then will send digital calendar to print

Mr. Kahn spoke about the annual building tours done by the Board. He confirmed with the other Board members that the tours would take place on Monday, August 31st and Thursday, September 3rd between 5:00 and 6:00 p.m.

Mr. Kahn then updated the Board on the Audit Committee Meeting which took place last evening. Areas covered included:

One resident, Lisa Flemen, a CPA, is interested in joining the Audit Committee.

- Ms. Flemen was present last evening and met everyone
- If everyone is good with adding Ms. Flemen, then her appointment would be on the September 2nd agenda
- Her appointment will most likely be a one or two-year term
- Audit Committee members need to take their oath of office which will be arranged with the District Clerk

Nicholas DiMola will again be the Chairperson for the Audit Committee

Met with our internal auditors, Nawrocki Smith

- Went over their recommendations and corrective actions
- Expect them to attend a September or October Board meeting

Next Audit Committee Meeting October 1st.

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

**CONSENT AGENDA
ITEMS 4.A., B. & C.
(detailed below)**

No Discussion
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Ms. Pedisich, to approve the Board of Education Meeting Minutes of the July 29, 2020 Regular Meeting and August 5, 2020 Regular Meeting and August 12, 2020 Special Meeting.

MINUTES

No Discussion.
All Ayes
Motion Carried.

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

**PERSONNEL ACTION
REPORT - INSTRUCTIONAL**

A. Instructional (dated August 26, 2020):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS: No Recommended Actions

1. MARY A. RYAN

Position: Special Education Teacher
Assignment: Seaford High School
Effective Date: August 31, 2020
Reason: Retirement

P-4: LEAVES: No Recommended Actions

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: Probationary
Assignment: Seaford Harbor School
Certification: Childhood Education - Gr. 1-6 - Initial
Students w/ Disabilities - Gr. 1-6 - Initial
Effective Date: September 2, 2020
Expiration Date: June 30, 2024
Tenure Eligibility: June 30, 2024
Tenure Area: Elementary
Salary: MA Step 1 = \$67,769
Reason: To Meet District needs

2. MICHAEL GARGIULO

Position: Technology Teacher
Type of Appointment: Probationary
Assignment: Seaford High School
Certification: Technology Education - Permanent
Effective Date: September 2, 2020
Expiration Date: June 30, 2023
Tenure Eligibility: June 30, 2023
Tenure Area: Technology Education
Salary: MA + 45 Step 4 = \$83,765
Reason: To replace Anthony Helmke

3. KRISTA ANCONA

Position: Physical Education Teacher
Type of Appointment: Annual (.7 FTE)
Assignment: Seaford Middle School Seaford High School
Certification: Physical Education - Initial
Effective Date: September 2, 2020
Expiration Date: June 30, 2021
Tenure Eligibility: N/A
Tenure Area: N/A
Salary: MA Step 1 = \$67,769 prorated
Reason: To replace Kathryn Hoernig

CONSENT AGENDA – PERSONNEL (cont'd)

4. DANIELLE SIEBNER
 Position: Elementary School Remote Learning Educator
 Certification: Childhood Education - Gr. 1-6 - Initial
 Students w/ Disabilities - Gr. 1-6 - Initial
 ESL – Initial
 Effective Date: September 2, 2020
 Expiration Date: June 30, 2021
 Tenure Area: N/A
 Salary: \$27,000
 Reason: To Meet District Needs

5. HALEY TIMKO
 Position: Elementary School Remote Learning Educator
 Certification: Childhood Education - Gr. 1-6 - Initial
 Students w/ Disabilities - Gr. 1-6 - Initial
 Effective Date: September 2, 2020
 Expiration Date: June 30, 2021
 Tenure Area: N/A
 Salary: \$27,000
 Reason: To Meet District Needs

6. MARINA MASSA
 Position: Elementary School Remote Learning Educator
 Certification: Childhood Education - Gr. 1-6 - Initial
 Early Childhood Education – Birth – Gr. 2 - Initial
 Literacy - Birth – Gr. 12 - Initial
 Effective Date: September 2, 2020
 Expiration Date: June 30, 2021
 Tenure Area: N/A
 Salary: \$27,000
 Reason: To Meet District Needs

7. KACI FALCONE
 Position: Elementary School Remote Learning Educator
 Certification: Childhood Education - Gr. 1-6 - Initial
 Effective Date: September 2, 2020
 Expiration Date: June 30, 2021
 Tenure Area: N/A
 Salary: \$27,000
 Reason: To Meet District Needs

8. KACY KAISER
 Position: Elementary School Remote Learning Educator
 Certification: Childhood Education - Gr. 1-6 - Initial
 Students w/ Disabilities - Gr. 1-6 - Initial
 Effective Date: September 2, 2020
 Expiration Date: June 30, 2021
 Tenure Area: N/A
 Salary: \$27,000
 Reason: To Meet District Needs

9. JENNIFER CHAMBERLAIN
 Position: Permanent Substitute
 Type of Appointment: Substitute
 Assignment: Seaford Manor School
 Certification: Early Childhood Education (Birth – Grade 2) - Initial
 Childhood Education (Grades 1-6) - Initial
 Effective Date: October 1, 2020
 Expiration Date: November 24, 2020
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: \$20,000 prorated
 Reason: To Meet Building Needs

10. JENNIFER CHAMBERLAIN
 Position: Elementary Teacher
 Type of Appointment: Regular Substitute
 Assignment: Seaford Manor School
 Certification: Early Childhood Education (Birth – Grade 2) - Initial
 Childhood Education (Grades 1-6) - Initial
 Students w/ Disabilities (Birth - Grade 6) - Initial
 Effective Date: November 25, 2020 A.M.
 Expiration Date: February 26, 2021
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: November 25, 2020 A.M. -January 7, 2021 - \$105
 January 8, 2021-February 26, 2021 - MA Step 1 = \$67,769 prorated
 Reason: Leave Replacement for Jamie Flannery

CONSENT AGENDA - PERSONNEL (cont'd)

11. MAEGAN BITLER
 Position: Permanent Substitute
 Type of Appointment: Substitute
 Assignment: Seaford Harbor School
 Certification: Early Childhood Education (Birth – Grade 2) - Initial
 Childhood Education (Grades 1-6) - Initial
 Students w/ Disabilities (Birth - Grade 6) - Initial
 Effective Date: October 1, 2020
 Expiration Date: May 31, 2021
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: \$20,000
 Reason: To Meet District Needs
12. GABRIELLA LUNDY
 Position: Art Teacher
 Type of Appointment: Regular Substitute
 Assignment: Seaford Middle School
 Certification: Visual Arts (K-12) - Initial
 Effective Date: September 2, 2020
 Expiration Date: 2nd Quarter
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: \$105 – September 2, 2020 – October 16, 2020
 BA Step 1 = \$56,152 - October 17, 2020 – 2nd Quarter
 Reason: Leave Replacement for Stephanie Lucia

P-8: OTHER:

- a) Recommend the Board of Education approve the annual appointment of Michael Wimmer as Home Instructor Director for the 2020-2021 school year. Mr. Wimmer will receive a stipend as per UTS contract.
- b) Recommend the Board of Education approve the following teachers for Summer curriculum writing for the 2020-2021 school year. Stipend is \$51.61 per hour.
- | | | |
|------------------|-------------------|----------|
| Thomas Hansen | Mathematics | 3 Hours |
| Lisa Jones | Mathematics | 3 Hours |
| Alex Mantay | Mathematics | 3 Hours |
| Christina Urso | Mathematics | 3 Hours |
| Keri Degnan | ENVES | 10 Hours |
| Sheila Mauriello | ENVES | 10 Hours |
| Ed Kent | General Chemistry | 10 Hours |
| Mary Simons | General Chemistry | 10 Hours |

B. Non-Instructional (dated August 26, 2020):

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

1. ELSIE BRODSKY
 Position: School Monitor
 Civil Service Title: School Monitor Part-time
 Location: Harbor School
 Effective Date: July 15, 2020
 Reason: Retirement
2. JESSICA ERARIO
 Position: School Nurse
 Civil Service Title: Registered Professional Nurse (School)
 Location: Seaford High School
 Effective Date: August 8, 2020
 Reason: Resignation
3. JENNIFER SINCLAIR
 Position: Teacher Aide
 Civil Service Title: Teacher Aide Part-time
 Location: Manor School
 Effective Date: August 30, 2020 (Upon approval of her appointment as a part-time Clerk Typist and Civil Service approval)
 Reason: Taking part-time Clerk Typist position at Harbor School

PERSONNEL (cont'd)

4. ROSE DEPAOLA
 Position: Teacher Aide
 Civil Service Title: Teacher Aide Part-time
 Location: Manor School
 Effective Date: August 10, 2020
 Reason: Resignation
5. ERIC MCGOVERN
 Position: Cleaner
 Civil Service Title: Cleaner
 Location: Seaford High School
 Effective Date: August 30, 2020 (Upon approval by Nassau County Civil Service Commission of his appointment as a Custodian)
 Reason: Resignation (Taking Custodian position with District)

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. JENNIFER SINCLAIR
 Position: Part-time Clerk Typist (12-Month)
 Civil Service Title: Typist Clerk Part-time
 Type of Appointment: Part-time
 Location: Harbor School
 Salary: \$18,339. Per year
 Code: 2250-166-03
 Reason: Replacement (Theresa Castillo)
 Effective Date: August 31, 2020 - Upon approval by the Nassau County Civil Service Commission
2. ERIC MCGOVERN
 Position: Custodian
 Civil Service Title: Custodian
 Type of Appointment: Probationary
 Location: Seaford High School
 Salary: \$58,986.00
 Code: 1620-161-01
 Reason: Replacement (Bob Dattner)
 Effective Date: August 31, 2020 - Upon approval by the Nassau County Civil Service Commission
3. MARYNA KRUMHOLZ
 Position: School Nurse
 Civil Service Title: Registered Professional (School) Nurse
 Type of Appointment: Probationary
 Location: Seaford High School
 Salary: \$45,047.00
 Code: 2815-137-01
 Reason: Replacement (Jessica Erario)
 Effective Date: September 1, 2020 - Upon approval by the Nassau County Civil Service Commission and subject to fingerprint clearance and the successful completion of pre-employment screening.
4. KIRA GRANGE
 Position: Floating School Nurse
 Civil Service Title: Registered Professional (School) Nurse
 Type of Appointment: Probationary
 Location: Seaford High School
 Salary: \$45,047.00
 Code: 2815-137-01
 Reason: Floater Nurse Needed
 Effective Date: September 1, 2020 - Upon approval by the Nassau County Civil Service Commission and subject to fingerprint clearance and the successful completion of pre-employment screening.

P-6: LEAVES:

1. KATHRYN GUTHY
 Position: Teacher Aide
 Assignment: Manor School
 Effective Date: September 14, 2020
 Expiration Date: March 15, 2021
 Reason: Unpaid Leave

CONSENT AGENDA - PERSONNEL (cont'd)

2. PAMELA HUGHES
Position: Teacher Aide
Assignment: Seaford High School
Effective Date: August 21, 2020
Expiration Date: January 1, 2021
Reason: Unpaid Leave

3. ROSANNA FALDETTA
Position: Teacher Aide
Assignment: Seaford High School
Effective Date: September 8, 2020
Expiration Date: October 1, 2020
Reason: Unpaid Leave

P-7: OTHER: No Recommended Actions

No Discussion.
All Ayes
Motion Carried.

NEW BUSINESS

Motion by Mr. Devlin, second by Ms. Stark, to approve an investigative services contract with Fanning Investigative Services from July 1, 2020 to June 30, 2021 and authorize the Board President to sign said agreement.

**CONTRACT 2020/2021
FANNING
INVESTIGATIVE**

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Ms. Stark, to approve a Memorandum of Agreement with the Seaford Association of Educational Office Personnel for bilingual clerical support and authorize the Board President to sign said agreement.

**MEMORANDUM OF
AGREEMENT 2020/2021
BILINGUAL CLERICAL
SUPPORT**

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Ms. Stark, to approve entering into an Employment Agreement with Cristina Spinelli, District Treasurer, effective August 31, 2020, and authorize the Board President to sign said Agreement.

**EMPLOYMENT AGREEMENT
2020/2021
CRISTINA SPINELLI**

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Ms. Stark, to approve entering into a Memorandum of Agreement with UTS for early retirement incentive program for the 2020-2021 school year and authorize the Board President to sign said agreement.

**MEMORANDUM OF
AGREEMENT – 2020/2021
UTS – EARLY RETIREMENT
INCENTIVE**

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Ms. Stark, to approve entering into a Memorandum of Agreement with UTS for COVID-19 Remote Learning Educators for 2020-2021 school year and authorize the Board President to sign said agreement.

**MEMORANDUM OF
AGREEMENT 2020-2021
UTS – COVID-19 REMOTE
LEARNING EDUCATORS**

No Discussion.
All Ayes
Motion Carried.

Ms. Meserole advised Bruce Kahn that the Nurses contract was not part of the Agenda. Mr. Kahn asked attorney Mary Anne Sadowski, to write up a resolution to add to the agenda.

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

**RESOLUTION 2020/2021
PROFESSIONAL
DEVELOPMENT**

RESOLVED, that the Board of Education approve the Seaford UFSD Professional Development Plan for the 2020-2021 school year.

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

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

**RESOLUTION 2020/2021
ARAMARK FOOD SERVICE
CONTRACT EXTENSION**

RESOLVED, that the Board of Education authorize the Board of Education President to sign the Extension of the Food Service Contract with Aramark Educational Service, LLC for the 2020-2021 school year. Cost: \$3.0168 per meal.

Mr. Kahn asked about what the District would be charging for meals for the 2020/2021 school year. He went on to say that he knew pricing had to be reevaluated each year. In response to his questions Rhonda Meserole advised that she did not feel this was the year to think about increasing. She also stated that if we had a positive fund balance, there is an exemption to keep the price the same. Mr. Kahn said that we might need to raise prices next year.

Bruce Kahn - Aye
Stacie Stark - Aye
Kevin Devlin - Aye
Andrea Parisi - Aye
Natalie Pedisich - Aye
Motion Carried.

Motion by Mr. Devlin, second by Ms. Stark, to approve a memorandum of agreement with the Seaford Nurses Association and authorize the Board President to sign said agreement.

**MEMORANDUM OF
AGREEMENT – SEAFORD
NURSES**

Mr. Kahn thanked the nurses for everything they do and stated they are an intricate part of everything we do.

No Discussion.
All Ayes
Motion Carried.

The Board confirmed that the budget transfers were voted on and approved this evening.

Closing remarks by the Administration and Board

CLOSING REMARKS

- ◆ Feel bad for our athletic teams
- ◆ Congratulations and thank you to Mary Ryan for all her years of service and best wishes on her retirement
- ◆ Welcome to new staff joining us this school year
- ◆ Thank you to the Central Administration team, Administrators and Nurses for getting everything ready for the start of the school year
- ◆ Thank you to the Board – we appreciate all your support
- ◆ Thank you to the parents for being patient and kind
- ◆ Thank you to Building Administrators
- ◆ Happy to have a Nurses contract
- ◆ Thank you to the clerical staff and the custodians
- ◆ Remote technology is not only teaching but many people invested and involved in setting this up and making it work
- ◆ Looking forward to the school year
- ◆ Be positive – positive vibes – safety – new beginnings
- ◆ Thank you, parents, – We are trying to do our best for all students to provide an education and extracurricular activities while keeping everyone safe

There being no further business, a motion was made by Mr. Devlin, second by Ms. Stark, to adjourn the Regular Meeting at 8:28 p.m.

**ADJOURN EXECUTIVE
SESSION**

No Discussion.
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Andrea Parisi
Vice District Clerk