

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Thursday, August 19, 2021, in the All-Purpose Room located in the Manor Elementary School, 1590 Washington Avenue in Seaford, New York.

PRESENT: Ms. Stacie Stark - President
Mr. Kevin Devlin - Vice President
Mr. Bruce A. Kahn – Trustee (left at 8:19 p.m.)
Ms. Andrea Parisi – Trustee (arrived 6:06 p.m.)

ABSENT: Ms. Natalie Pedisich – Trustee

ALSO PRESENT:

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

At 6:03 p.m., the President of the Board of Education opened the Regular Meeting. Ms. Stark 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, a particular student matter and contract negotiations with the CSEA and UTS.

OPEN MEETING

A motion was made by Mr. Devlin, second by Mr. Kahn, 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, a particular student matter and contract negotiations with the CSEA and UTS and upon completion of discussion respecting the foregoing to return to open session.

No Discussion.
All Ayes
Motion Carried.

Executive Session concluded at 6:53 p.m.

END EXECUTIVE SESSION

At 7:05 p.m., the President of the Board of Education re-opened the Public Session. As the first order of business, Board President Stacie Stark led the audience in the Pledge of Allegiance.

RE-OPEN PUBLIC SESSION

Board President Stacie Stark advised that the Board had adjusted the order of the meeting agenda and asked that the audience respectfully listen while the Board conducted their business. She also advised there would be a time allotted for residents' comments toward the end where the Board will respectfully listen.

OPENING REMARKS

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

PERSONNEL ACTION REPORT - INSTRUCTIONAL

A. Instructional (dated August 19, 2021):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS: No Recommended Actions

1. REENMARY VARKEY

Position: Spanish Teacher
Assignment: Seaford High School
Effective Date: August 6, 2021
Reason: Resignation

P-4: LEAVES:

1. ANGELINA LEE

Position: Elementary Education Teacher
Assignment: Seaford Manor School
Effective Date: November 8, 2021
Sick Leave: November 8, 2021 – January 2, 2022
Leave without Pay: N/A
Expiration Date: January 2, 2022
FMLA: November 8, 2021- January 2, 2022
Reason: Child Care Leave of Absence

PERSONNEL ACTIONS (cont'd)

2. MICHELLE PUTTILTZ
 Position: Library Media Specialist
 Assignment: Seaford Middle School
 Effective Date: August 30, 2021
 Sick Leave: N/A
 Leave without Pay: August 30, 2021 – June 24, 2022
 Expiration Date: June 24, 2022
 FMLA: N/A
 Reason: Unpaid Leave

3. GRANT WEBER
 Position: Art Teacher
 Assignment: Seaford High School
 Effective Date: August 30, 2021
 Sick Leave: August 30, 2021 – October 1, 2021
 Leave without Pay: N/A
 Expiration Date: October 1, 2021
 FMLA: August 30, 2021 – October 1, 2021
 Reason: Medical Leave

P-6: TENURE APPOINTMENTS: No Recommended Actions

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

*** Please note: These are current contractual salaries.

(*) 1. JENNIFER BASS
 Position: Elementary Education Teacher
 Type of Appointment: Probationary
 Assignment: Seaford Middle School
 Certification: Childhood Education (Grades 1-6) Professional
 Effective Date: August 30, 2021
 Expiration Date: June 30, 2024
 Tenure Eligibility: June 30, 2024
 Tenure Area: Elementary
 Salary: MA + 15 Step 1 = \$69,461
 Reason: To Replace Eric Lichtwar

(*) 2. LISA PERRONE
 Position: Elementary Education Teacher
 Type of Appointment: Probationary
 Assignment: Seaford Manor School
 Certification: Childhood Education (Grades 1-6) Professional
 Students with Disabilities (Grades 1-6) - Initial
 Early Childhood Education (Birth - Gr. 2) - Initial
 Students with Disabilities (Birth - Gr. 2) - Initial
 Effective Date: August 30, 2021
 Expiration Date: June 30, 2025
 Tenure Eligibility: June 30, 2025
 Tenure Area: Elementary
 Salary: MA Step 1 = \$67,769
 Reason: To replace Andrea Provenzano

3. ERIN KEATING
 Position: Elementary Education Teacher
 Type of Appointment: 1 Year (Federal Funded)
 Assignment: Seaford Manor School
 Certification: Childhood Education (Grades 1-6) - Initial
 Early Childhood Education (Birth - Gr. 2) - Initial
 Effective Date: August 30, 2021
 Expiration Date: June 24, 2022
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: BA + 15 Step 1 = \$58,483
 Reason: To meet district needs

(*) 4. JASON MIGNÉ
 Position: Special Education Teacher
 Type of Appointment: Probationary
 Assignment: Seaford High School
 Certification: Students with Disabilities (Grades 7-2)
 Generalist, Professional
 ELA (Grades 7-12) Initial
 Effective Date: August 30, 2021
 Expiration Date: June 30, 2025
 Tenure Eligibility: June 30, 2025
 Tenure Area: Special Education
 Salary: MA + 30 Step 2 = \$74,061
 Reason: Replacing Joe Nastasi, who transferred to Middle School

PERSONNEL ACTIONS (cont'd)

- (*) 5. JACQUELINE WILKOM
 Position: Special Education Teacher
 Type of Appointment: Probationary
 Assignment: St. William the Abbot
 Certification: Students with Disabilities (Birth – Gr. 2) - Initial
 Students with Disabilities (Grades 1-6) - Initial
 Childhood Education (Grades 1-6) - Initial
 Early Childhood Education (Birth -Gr. 2) - Initial
 Effective Date: August 30, 2021
 Expiration Date: June 30, 2025
 Tenure Eligibility: June 30, 2025
 Tenure Area: Special Education
 Salary: MA Step 1 = \$67,769
 Reason: To Meet District Needs
6. 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 with Disabilities (Birth – Grade 6) - Initial
 Effective Date: October 1, 2021
 Expiration Date: May 31, 2022
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: \$20,000
 Reason: To Meet District Needs
7. CHRISTINE COZZOLINO
 Position: Permanent Substitute
 Type of Appointment: Substitute
 Assignment: Seaford Harbor School
 Certification: Elementary - Permanent
 Effective Date: October 1, 2021
 Expiration Date: May 31, 2022
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: \$20,000
 Reason: To Meet District Needs
8. AMANDA GIORDANO
 Position: Permanent Substitute
 Type of Appointment: Substitute
 Assignment: Seaford High School
 Certification: School Counselor- Provisional
 Effective Date: October 4, 2021
 Expiration Date: May 31, 2022
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: \$20,000
 Reason: To Meet District Needs
9. ALYSSA CALDER
 Position: Permanent Substitute
 Type of Appointment: Substitute
 Assignment: Seaford Manor School
 Certification: Childhood Education (Grades 1-6) –Initial
 Students with Disabilities (Grades 1-6) - Initial
 Effective Date: October 1, 2021
 Expiration Date: May 31, 2022
 Tenure Eligibility: N/A
 Tenure Area: N/A
 Salary: \$20,000
 Reason: To Meet District Needs

P-8: OTHER: No Recommended Actions

B. Non-Instructional (dated August 19, 2021):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION:

1. Position: Seasonal Groundskeeper
 Civil Service Title: Groundskeeper (Seasonal)
 Location: District where needed
 Type of Appointment: Seasonal: March 1 – November 30
 Salary: Hourly /Salary - TBD

PERSONNEL ACTIONS (cont'd)

P-3: RETIREMENTS: No Recommended Actions

P-4: RESIGNATIONS:

1. CHERYL FALCONE
Position: Teacher Aide
Civil Service Title: Teacher Aide Part-time
Location: Seaford Manor School
Effective Date: August 3, 2021
2. CASEY QUINN
Position: School Monitor
Civil Service Title: School Monitor Part-time
Location: Seaford Manor School
Effective Date: June 23, 2021
3. SUSAN HOLM
Position: Teacher Aide
Civil Service Title: Teacher Aide Part-time
Location: Seaford Manor School
Effective Date: August 3, 2021

P-5: TERMINATIONS:

1. ALEXIS VALENTINO
Position: Substitute Teacher Aide
Civil Service Title: Teacher Aide Part-time Substitute
Location: Seaford Harbor Elementary School
Effective Date: Upon approval by the Nassau County Civil Service Commission

P-6: 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. DIANA DIPIERRI
Position: School Monitor
Civil Service Title: School Monitor Part-time
Type of Appointment: Part-time
Location: Seaford School District
Salary: \$14.00 per hour
Code: 2110-165
Reason: Replacement (Casey Quinn)
Effective Date: Upon approval by the Nassau County Civil Service Commission
2. ROSANN MOLLOY
Position: School Monitor
Civil Service Title: School Monitor Part-time
Type of Appointment: Part-time
Location: Seaford Manor School
Salary: \$14 per hour
Code: 2110-165
Reason: Replacement (Michelle Ellis)
Effective Date: Upon approval by the Nassau County Civil Service Commission
3. Alexis Valentino
Position: Teacher Aide
Civil Service Title: Teacher Aide Part-time
Type of Appointment: Part-time
Location: Seaford Harbor Elementary School
Salary: \$14 per hour
Code: 2250-166
Reason: Replacing (Caroline Lavin)
Effective Date: Upon approval by the Nassau County Civil Service Commission

P-7: LEAVES: No Recommended Actions

P-8: OTHER: No Recommended Actions
No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Mr. Kahn, to approve acceptance of the determinations of the Special Education Committee Meetings listed below:

CSE

School Year 2020-2021:

3/18/2021; 4/16/2021; 5/7/2021; 5/14/2021

School Year 2021-2022:

3/8/2021; 3/9/2021; 3/11/2021; 3/12/2021; 3/15/2021; 3/16/2021; 3/17/2021;
3/19/2021; 3/22/2021; 3/23/2021; 3/24/2021; 3/25/2021; 4/6/2021; 4/7/2021;
4/8/2021; 4/12/2021; 4/14/2021; 4/15/2021; 4/16/2021; 4/19/2021; 4/29/2021;
4/30/2021; 5/3/2021; 5/5/2021; 5/10/2021; 5/11/2021; 5/13/2021; 5/18/2021;
5/20/2021; 5/21/2021; 5/25/2021; 5/26/2021; 6/1/2021; 6/4/2021; 6/8/2021;
6/18/2021; 6/22/2021; 7/13/2021; 7/23/2021; 7/27/2021; 7/30/2021; 8/4/2021;
8/9/2021; 8/10/2021

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Mr. Kahn, to approve acceptance of the determinations of the Pre-School Special Education Committee Meetings listed below:

CPSE

School Year 2020-2021:

6/2/2021

School Year 2021-2022:

6/2/2021; 07/6/2021

No Discussion.
All Ayes
Motion Carried.

Ms. Stark stated that the Board had received a card from Carole Stark, thanking the Board for the plaque she received in honor of her retirement from the District.

CORRESPONDENCE

Ms. Stark thanked everyone for all the emails the Board had received over the last couple of weeks. She advised that the emails had many points of view. Ms. Stark stated that the Board was trying their best to answer all the emails and apologized to those who had not received a response. She did say that she had read every single one of the emails.

Motion by Mr. Devlin, second by Mr. Kahn, 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.

**NEW BUSINESS
MEMORANDUM OF
AGREEMENT 2021/2022
BILINGUAL CLERICAL
SUPPORT**

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Mr. Kahn, to approve the following agreements for third party related services for the 2021-2022 school year and authorize the Board President to execute said agreements on its behalf:

**CONTRACTS – 2021/2022
SPECIAL EDUCATION**

Access 7 Services, Inc.	LaMarca, Dr. Linda
All About Kids SLP, OT, PT, LMSW, Psychology, PLLC	LIDC Long Island Developmental Consulting, Inc.
Always Compassionate Home Care, Inc.	Linzalone, Dr. Tanya
Behavior Change Success Corp	Long Island Neuropsychological Consultants
Beyond Boundaries Therapeutic Services	Long Island Tutorial Services
Blue Sea Educational Consulting Inc.	MKSA, LLC
Career & Employment Options (CEO)	Nassau Neurological Services
Consulting That Makes A Difference, Inc	Nassau Suffolk Services for the Autistic, Inc. (NSSA)
Corinthian Therapy Management Services	Navon, Dr. Richard
Da Vinci Education & Research	NY Therapy Placement Services
Delio, Patricia	Oris, Dr. Caryl
Education Relief, Inc.	The Hagedorn Little Village School - JackJoel
Frontier Behavior Services, LLC	Center for Special Children
Garden City Audio logical	The Nicholas Center for Autism
Health Source Group	Tiegerman School
Homayoonfar, Sepideh	Tutoring Service of Long Island
Institute for Children with Autism & Related Disorders	Variety Child Learning Center
Kids Learning Loft ABA Services, PLLC	World Class Language Solutions
	Wright, Denise LBA

No Discussion.
All Ayes
Motion Carried.

CONTRACTS (cont'd)

Motion by Mr. Devlin, second by Mr. Kahn, to approve the following agreement for third party academic tutoring services for the 2021-2022 school year and authorize the Board President to execute said agreements on its behalf:

**CONTRACTS – 2021/2022
SPECIAL EDUCATION**

All About Kids	Kids Learning Loft ABA Services, PLLC
Blue Sea Educational Consulting, Inc.	Long Island Tutorial Services
Corinthian Therapy Management Services	MKSA, LLC
Education Relief, Inc.	NY Therapy Placement Services
EI US, LLC (d/b/a Learnwell)	Tiegerman School
First Class Tutoring	Zamft Tutoring, LLC
Innovative Tutoring	

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Mr. Kahn, to approve the following agreements for third party skilled nursing services for the 2021-2022 school year and authorize the Board President to execute said agreements on its behalf:

**CONTRACTS – 2021/2022
SPECIAL EDUCATION**

Always Compassionate Home Care, Inc.	Health Source Group
Blue Sea Educational Consulting, Inc.	Milestones Homecare, Inc.
Christian Nursing Registry	Perfect Choice Staffing
Frontier Behavior Services, LLC	

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Mr. Kahn, to approve the following agreement for third party Medicaid consultant for the 2021-2022 school year and authorize the Board President to execute said agreements on its behalf:

**CONTRACT – 2021/2022
ZYCRON INDUSTRIES, LLC**

Zycron Industries, LLC

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Mr. Kahn, to approve the following agreement for third party tuition and related services for the 2021-2022 school year and authorize the Board President to execute said agreements on its behalf:

**CONTRACTS – 2021/2022
SPECIAL EDUCATION**

Developmental Disabilities Institute	The Summit School
Little Flower UFSD	Tiegerman School

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Mr. Kahn, to approve the second reading and adoption of Code of Conduct Policy 5300 – Revised.

**SECOND READING &
ADOPTION OF POLICY
#5300 – REVISED**

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Mr. Kahn, to approve the second reading and adoption of Equity, Inclusivity and Diversity Education Policy 0105 – Revised.

**SECOND READING &
ADOPTION OF POLICY
#0105 - REVISED**

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. Devlin, second by Mr. Kahn, to approve the disposal of oscilloscopes submitted by Thomas Lynch dated July 29, 2021.

OBSOLETE ITEMS

No Discussion.
All Ayes
Motion Carried.

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

RESOLUTION

RESOLVED, that the Board of Education approve acceptance in accordance with Section 170.3 of the Regulations of the Commissioner of Education the Corrective Action Plan as submitted by Nawrocki Smith, LLP for the Internal Audit Report for the School year ending June 30, 2021.

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

Discussion Items included:

**MISCELLANEOUS
DISCUSSION ITEMS**

Attendance by any Board Members to the Annual NYSSBA Convention October 24th – 26th.

- ♦ Mr. Devlin stated he would like to attend; Ms. Stark stated she was unsure if she could attend but would let the District Clerk know by the weekend

Long Island Board Coalition – a group of School Boards who have gotten together.

- ♦ Second meeting took place at Massapequa High School on August 11th
Purpose is to get everyone together to exchange ideas, share thoughts, etc.
Different ideas were discussed related to masks, barriers, opening of school, plans, etc.
Also discussed were social/emotional issues and how last year was handled; what will work this year

Topics covered in Dr. Pecora’s Administrative Report dated August 13, 2021 included:

ADMINISTRATIVE REPORT

Update on hiring of faculty

- Dr. Pecora spoke about the process for hiring faculty and the individuals who were appointed on this evening’s agenda
- She also spoke about those teachers that were hired for the one-year appointments that are being made with Federal Funds

Update with regards to the work the Opening of Schools Task Force has done

- Dr. Pecora thanked the parents for the many correspondences received regarding the start of the school year representing different perspectives
- She went on to say that she and the Board are respectful of the rights of individuals and their ability to share their thoughts in a respectful manner

Areas covered in the Opening of Schools 2021-2022 Power Point Presentation included:

Main Goal

- To keep students in school for in-person instruction in a safe and meaningful learning environment.
- Question - How do we set up protocols and procedures that will best achieve this goal?

What we achieved in 2021-2021

Resources considered in decision making

2021-2022 Task Force Members

Items addressed by the Task Force

Upcoming work for the Task Force

Board President Stacie Stark advised that they were up to the Residents’ Comments portion of the meeting. She went on to say:

In keeping with its philosophy of open communication and informed decision making, the Board of Education welcomes input from Seaford residents. However, it is important to note that while the Board of Education meets in public, it is not a meeting of the public. The Board of Education expects that individuals in attendance at its meetings will be respectful and abide by the following:

Please come to the microphone, state your name and address and please confirm that you are a resident of the Seaford School District.

MS. STARK (cont'd)

The Board will listen to comments and input from Seaford residents yet debate between members of the audience and our Board members is inappropriate and will not be permitted. The Board reserves the right to ask an individual who is rude, disrespectful and/or disruptive to not continue their comments. Please note that unruly or disruptive members of the audience may be removed. We want to hear from as many people as possible this evening, so we keep to our (3) three-minute time limit per speaker. Individuals or groups deemed to be taking an inordinate amount of time will be asked to briefly conclude their comments.

Normally there's a 30-minute time limit for this portion of our meeting, but if we have not heard from everyone that would like to speak and if you have something new to add, the Board has agreed to extend this portion for a limited amount of time. The Board is not permitted to address personnel or individual student matters in public. We will respectfully listen to what everyone has to say as long as each speaker follows these guidelines. Thank you.

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

PUBLIC COMMENTS

12 Parents and 3 students spoke on behalf of choice concerning the wearing of masks in school and requesting parental choice
Concerns over the wearing of masks and the effects on their children's mental, social and speech development
Lack of faith and belief in the numbers being presented by government agencies
Inconsistency in recommendations from Fauci
District should band together to request power be returned to the communities
Agencies not providing consistent guidance
Not in a State of Emergency
Tell State to say out of our decision making for our community
Thank you to the District for keeping our doors open last year
Concerns over students wearing masks six plus hours a day – masks that are sneezed into, coughed into and touched countless times (one parent spoke about her child vomiting in their mask)
If you want to wear a mask then wear it, but don't impose it on our children
Why couldn't people who are vaccinated be in this room at the meeting
Asking for parental choice as to whether their child will wear a mask
Children's immune systems being weakened by being kept in this bubble
Social, emotional toll on children – children have developed anxiety and phobia
Communities, districts, superintendents and board members need to stand together and acknowledge that every location is not cookie cutter
Write to Governor, the Department of Health and other State leaders and ask that power be returned to our local communities, individuals, school districts and parents themselves - we are in the best position to make decisions for our community and our children
Stop using our children as shields
These kids are the least impacted segment of society
Parents should band together and sue
Concerns over the impact masks have on student's expressive language skills, articulation and speech development
District's ventilation system
COVID 19 and children
All we want is to be back to normal; It is time to show our laughter and our smiles again
Commend Plainedge and Massapequa Schools for their plans
Very political and personal decision to mask or un-mask a child
Cannot let fear define us

Closing remarks by the Administration and Board

CLOSING REMARKS

- ◆ Ms. Stark thanked everyone for their comments and stated she was sorry that not everyone was able to be heard
Ms. Stark told the audience that the Board was hearing everything that was said and understand
Our goal is to get the children into school and keep them in school
Trying to do the best for our students
- ◆ Students who spoke tonight did a really nice job; not easy to speak in public
- ◆ Main goal is to open our doors, get all the students in for in-person instruction and to keep the schools open
- ◆ Also a data point is what needs to be done with regards to transmissibility and how it affects whether we will be able to keep our doors open
Last year Seaford had the second highest rate of Nassau County – we had 337 different cases
Do appreciate that everyone has come here; appreciate that people were respectful, and I appreciate that what was said was very well articulated
- ◆ Thank you to the students and parents who spoke
Very hard, challenging and emotional time for all of us
Thank everyone who came down tonight; a lot of new faces – love to see you more
Important be involved
Looking forward to Task Force’s presentation next week
- ◆ Did not want to cut people off tonight
I just wanted to hear a many people as possible
I’m sorry we could not get everyone in here; sorry it is so hot in here
Please know that we hear what you are saying
It’s our responsibility to be up here and try to assist in getting the best education for the students

Presentation of proposal from the Task Force will be next week
Next Board Meeting will be on Wednesday, August 25th at 6:00 p.m.

There being no further business, a motion was made by Mr. Devlin, second by Ms. Parisi, to adjourn the Regular Meeting at 8:25 p.m.

ADJOURN REGULAR MEETING

No Discussion.
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Andrea Parisi
Vice District Clerk