

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, January 10, 2024, in the All-Purpose Room located in the Manor Elementary School, 1590 Washington Avenue in Seaford, New York.

**PRESENT:** Ms. Lisa Herbert – President  
Mr. Jimmy Chwe – Trustee  
Ms. Trisha Matulewicz – Trustee  
Ms. Heather Umhafer - Trustee

**ABSENT:** Ms. Andrea Parisi – Vice President

ALSO PRESENT:

Dr. Adele V. Pecora  
Dr. Sheena Jacob  
Ms. Amanda Barney  
Mr. Andrew Casale  
Ms. Mary Anne Sadowski – Attorney (left at 7:27 p.m.)

At 6:07 p.m., the President of the Board of Education opened the Regular Meeting. Ms. Herbert then advised that she 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, the employment history of a particular employee, a particular student matter, possible litigation matters, a particular student and related discipline matter and legal matters,

**OPEN MEETING**

A motion was made by Ms. Umhafer, second by Mr. Chwe, 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, the employment history of a particular employee, a particular student matter, possible litigation matters, a particular student and related discipline matter and legal matters, and upon completion of discussion respecting the foregoing to return to open session.

No Discussion.  
All Ayes  
Motion Carried.

Executive Session concluded at 7:27 p.m.

**EXECUTIVE SESSIONS ENDS**

At 7:32 p.m., the President of the Board of Education re-opened the Public Session. As the first order of business, Board President Lisa Herbert led the audience in the Pledge of Allegiance.

**RE-OPEN PUBLIC SESSION**

Topics covered in Dr. Pecora's Administrative Report dated January 5, 2024, included:

**ADMINISTRATIVE REPORT**

New electrical panel was installed during the holiday break  
Broke ground for the comfort stations on January 2nd  
Some sort of timeline for completion of the comfort stations will be given as soon as we have an idea of what the weather will be like  
- Progress will be weather  
Over the next several weeks will be in the Schools to Watch evaluation process

High School Curriculum Presentation

**PRESENTATION SEAFORD HIGH SCHOOL CURRICULUM**

Members of the High School Marching Band, wearing their new uniforms, opened the High School presentation with a musical performance. The Drum Majors of the Band spoke about the planning and design of the new uniforms and thanked the Board of Education for making that happen.

Areas covered in the High School Curriculum Presentation by Principal Nicole Schnabel and Assistant Principals Dr. Raphael Morey and Alex Mantay included:

Ms. Nicole Schnabel

Surround Each Other With Greatness  
Seaford High School Continuing to Advance  
- Curricular Growth

Mr. Alex Mantay

- Vocational Opportunities at SHS

HIGH SCHOOL CURRICULUM PRESENTATION

Dr. Raphael Morey

- College and Career Planning
- The Day-to-Day Student Experience
- Companion Dog Program
- Continued Development of Student Experiences
- Community Building Opportunities Extra-curriculars
- Pathways to Service

Mr. Alex Mantay

- Athletics
- Wellness

Ms. Nicole Schnabel

- Systems and Supports
  - Attendance Office
  - Professional Development
  - Faculty & team Development
  - Safety & Security
  - Facilities Upgrades
  - Enhanced Education and Opportunities at SHS
  - Small School ... Expansive Offerings
  - Participation Index
  - Quality Scores (3 or better) as a Percentage of Class Size
- Looking Towards the Future
- Increased Opportunities for all Students
  - Student Involvement
  - College & Career Planning
  - Research Experiences
  - Wellness Supports
  - Professional Development
  - Safety & Facilities

Middle School Curriculum Presentation

Areas covered in the Middle School Curriculum Presentation by Middle School Principal Daniel Smith and Assistant Principal Joseph Polite included:

**PRESENTATION  
SEAFORD MIDDLE  
SCHOOL  
CURRICULUM**

Mr. Daniel Smith

A view through the lens of the NYS Schools to Watch Program  
What Is Schools To Watch?  
Looking at Seaford Middle School through the four domains of Schools to Watch  
Module One: Academic Excellence

Mr. Joseph Polite

Module Two: Developmental Responsiveness  
Module Three: Social Equity

Mr. Daniel Smith

Module Four: Organizational Structure  
Schools to Watch: A Vehicle for Improvement  
Improvements in the works already  
The Future

Board President Lisa Herbert thanked both the High School and Middle School Administrative Teams for their wonderful presentations.

Motion by Ms. Umhafer, second by Mr. Chwe, to approve the Board of Education Minutes of the December 13, 2023, Regular Meeting, as amended.  
No Discussion.  
All Ayes  
Motion Carried.

**MINUTES**

Motion by Ms. Umhafer, second by Mr. Chwe, to acknowledge acceptance for audit of the Treasurer's Report dated November 30, 2023.  
No Discussion.  
All Ayes  
Motion Carried.

**TREASURER'S REPORT**

CONSENT AGENDA (cont'd)

Motion by Ms. Umhafer, second by Mr. Chwe, to acknowledge acceptance for audit of the Extracurricular Fund Activity Report dated November 30, 2023. **EXTRACURRICULAR FUND ACTIVITY REPORT**  
No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Umhafer, second by Mr. Chwe, to acknowledge acceptance for audit of the Revenue Status Report dated November 30, 2023. **REVENUE STATUS REPORT**  
No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Umhafer, second by Mr. Chwe, to acknowledge acceptance for audit of the Budget Status Report dated November 30, 2023. **BUDGET STATUS REPORT**  
No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Umhafer, second by Mr. Chwe, to acknowledge acceptance for audit of the Budgetary Transfer Report dated November 30, 2023. **BUDGETARY TRANSFER REPORT**  
No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Umhafer, second by Mr. Chwe, to approve the Budget Transfers, as indicated in the Board's documentation. **BUDGET TRANSFERS**  
No Discussion  
All Ayes  
Motion carried.

Motion by Ms. Umhafer, second by Mr. Chwe, to accept the recommendation to approve the Personnel Action Report: **PERSONNEL ACTION REPORT - INSTRUCTIONAL**

A. Instructional (dated January 10, 2024):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS: No Recommended Actions

1. RACHAEL EMMERSON  
Position: English Teacher, NHS Co-Advisor  
Assignment: Seaford High School  
Effective Date: January 19, 2024  
Reason: Resignation
2. KRISTINA SPITHOGIANNIS  
Position: Special Education Teacher, 6-8 Teacher Liaison STEM, 6<sup>th</sup> period teaching class Learning Lab  
Assignment: Seaford Middle School  
Effective Date: January 15, 2024  
Reason: Resignation
3. JOSHUA WOLIN  
Position: Permanent Substitute  
Assignment: Seaford High School  
Effective Date: January 11, 2024  
Reason: Resignation
4. JOICEY VARUGHESI  
Position: Permanent Substitute  
Assignment: Seaford High School  
Effective Date: December 27, 2023  
Reason: Resignation

P-4: LEAVES:

1. KRISTIN WHITMAN  
Position: Special Education Teacher  
Assignment: Seaford Manor School  
Effective Date: April 8, 2024  
Sick Leave: April 8, 2024 – May 30, 2024  
Leave without Pay: N/A  
Expiration Date: May 30, 2024  
FMLA: April 8, 2024 - TBD  
Reason: Childcare Leave

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS: No Recommended Actions

CONSENT AGENDA – PERSONNEL (cont'd)

- P-7: APPOINTMENTS: No Recommended Actions
1. ROSEANN ZEBLISKY  
 Position: 6-8 Teacher Liaison STEM  
 Assignment: Seaford Middle School  
 Effective Date: January 10, 2024  
 Certification: Biology 7-12 Permanent, Biology 7-12 CQ, Chemistry and General Science 7-12 CQ  
 Expiration Date: June 30, 2024  
 Stipend: \$2,000 (prorated)  
 Reason: Annual Appointment
- P-8: OTHER:
- a) Recommend the Board of Education amend the effective date for Joicey Varughese Per Diem Substitute from June 1, 2024 to January 11, 2024.
  - b) Recommend the Board of Education amend the Mentee for Angelina Lee from Samantha Hoenscheid to Paige Sfiroudis.
  - c) Recommend the Board of Education approve the following mentor-teacher appointments for the 2023-2024 school year. Stipend per UTS contract.
 

<u>School</u>	<u>Mentee</u>	<u>Mentor</u>
Seaford Manor School	Samantha Hoenscheid	Elyse Cruz
  - d) Recommend the Board of Education approve a sixth period teaching assignment for the 2023-2024 school year for the following teacher at Seaford Middle School:
 

Shawna Bello	.2	6 <sup>th</sup> grade Learning Lab
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  - e) Recommend the Board of Education approve the following High School club and extracurricular appointment for the 2023-2024 school year:
 

Frank Stazzone	NHS Co-Advisor	\$1002 (prorated)
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B. Non-Instructional (dated January 10, 2024):

- P-1: POSITION ABOLITION: No Recommended Actions
- P-2: POSITION CREATION: No Recommended Actions
- P-3: RETIREMENTS:
1. DEBRA MOUNTANOS  
 Position: Teacher Aide Part-time  
 Civil Service Title: Teacher Aide Part-time  
 Location: Seaford Manor School  
 Effective Date: December 30, 2023
- P-4: RESIGNATIONS:
1. DAVID LAMPASONE  
 Position: Security Aide Part-time  
 Civil Service Title: Security Aide Part-time  
 Location: District  
 Effective Date: December 22, 2023
- P-5: TERMINATIONS: No Recommended Actions
- 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. DEBRA MOUNTANOS  
 Position: Substitute Teacher Aide Part-time  
 Civil Service Title: Substitute Teacher Aide Part-time  
 Type of Appointment: Substitute  
 Location: Seaford Manor School  
 Salary: \$16.00 per hour  
 Reason: To Meet District Needs  
 Effective Date: Upon Approval from Nassau County Civil Service
  - (\*) 2. NICOLE DERONDE  
 Position: Teacher Aide Part-time  
 Civil Service Title: Teacher Aide Part-time  
 Type of Appointment: Part-time  
 Location: Seaford Harbor School  
 Salary: \$16.00  
 Reason: To Meet District Needs  
 Effective Date: January 11, 2024

CONSENT AGENDA – PERSONNEL (cont'd)

- (\*) 3. CHRISTINE TESTANI  
Position: Teacher Aide Part-time  
Civil Service Title: Teacher Aide Part-time  
Type of Appointment: Part-time  
Location: Seaford Harbor School  
Salary: \$16.00  
Reason: To Meet District Needs  
Effective Date: January 11, 2024
- (\*) 4. NICOLE HENRIQUES  
Position: Substitute Teacher Aide Part-time  
Civil Service Title: Substitute Teacher Aide Part-time  
Type of Appointment: Substitute  
Location: Seaford Harbor School  
Salary: \$16.00  
Reason: To Meet District Needs  
Effective Date: January 11, 2024
- (\*) 5. KAREN REILLY  
Position: Clerk Typist  
Civil Service Title: Clerk Typist  
Type of Appointment: Probationary  
Location: Seaford High School - Guidance  
Salary: \$38,540 (Prorated)  
Code: 2810-162-01  
Reason: To Meet District Needs  
Civil Service Effective Date: January 11, 2024  
Seaford Start Date: January 22, 2024

P-7: LEAVES:

1. JOANNE PALMERI  
Position: Teacher Aide Part Time  
Assignment: Seaford High School  
Effective Date: January 4, 2024  
Expiration Date: March 4, 2024  
Reason: Paid Medical Leave
2. GEORGE MCCLOSKEY  
Position: Teacher Aide Part Time  
Assignment: Seaford Middle School  
Effective Date: January 26, 2024  
Expiration Date: April 19, 2024  
Reason: Unpaid Medical Leave
3. CHRISTOPHER DISTLER  
Position: Head Custodian  
Assignment: Seaford High School  
Effective Date: January 18, 2024  
Expiration Date: April 19, 2024  
Reason: Paid Medical Leave

P-8: OTHER:

- a) Recommend changing Audrey Varnas's appointment as a Typist Clerk (Part-time) from probationary to permanent effective January 4, 2024.
- b) Recommend the Board of Education rescind the appointment of Barbara Dillon Teacher Aide Part-time as approved at the December 13, 2023, Board Meeting.

No Discussion.  
All Ayes  
Motion Carried.

Motion by Ms. Umhafer, second by Mr. Chwe, to approve acceptance of the determinations of the Special Education Committee Meetings of:

**CSE**

School Year 2023-2024:

6/21/23, 10/4/23, 10/18/23, 10/24/23, 10/27/23, 10/31/23, 11/1/23, 11/9/23, 11/13/23, 11/16/23, 11/20/23, 11/21/23, 11/27/23, 11/28/23, 11/29/23, 11/30/23, 12/4/23, 12/5/23, 12/6/23, 12/11/23, 12/12/23, 12/13/23, 12/14/23, 12/15/23, 12/18/23.

No Discussion.  
All Ayes  
Motion Carried.

CONSENT AGENDA (cont'd)

Motion by Ms. Umhafer, second by Mr. Chwe, to approve acceptance of the determinations of the Pre-School Special Education Committee Meetings of:

CPSE

School Year 2023-2024:

11/30/23, 12/6/23, 12/8/23, 12/20/23, 12/21/23, 1/2/24, 1/3/24

No Discussion.

All Ayes

Motion Carried.

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

RESIDENTS' COMMENTS

- A resident expressed her appreciation for the Summer College bootcamp held by the High School related to college applications and the significant difference it makes

All correspondence has received responses

CORRESPONDENCE

None

OLD BUSINESS  
NEW BUSINESS

Motion by Ms. Umhafer, second by Mr. Chwe, to accept a donation from the Seaford Booster Club of baseball and softball backstop padding to be used at the new turf fields at the High School.

DONATION

No Discussion.

All Ayes

Motion Carried.

Motion by Ms. Umhafer, second by Mr. Chwe, to accept a donation from the Seaford Booster Club of a memorial bench to be placed near the bleachers at the High School baseball field.

DONATION

No Discussion.

All Ayes

Motion Carried.

Motion by Ms. Umhafer, second by Mr. Chwe, to accept a donation from the Seaford Wellness Council of a visit to the High School from Therapy Dogs of Long Island.

DONATION

No Discussion.

All Ayes

Motion Carried.

Motion by Ms. Umhafer, second by Mr. Chwe, to adopt the 2024-2025 School Calendar.

2024/2025 CALENDAR

No Discussion.

All Ayes

Motion Carried.

Motion by Ms. Umhafer, second by Mr. Chwe, to adopt the following resolution:

RESOLUTION  
CORRECTIVE ACTION  
PLAN – NAWROCKI SMITH

**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, 2023.

No Discussion

Lisa Herbert -

Aye

Jimmy Chwe -

Aye

Trisha Matulewicz -

Aye

Heather Umhafer -

Aye

Motion Carried.

None

MISCELLANEOUS  
DISCUSSION ITEMS

Closing remarks by the Administration and Board

**CLOSING REMARKS**

- ◆ Marching Band was an unexpected treat
- ◆ New uniforms look phenomenal
- ◆ Great to have all these courses and all the opportunities
- ◆ Looking forward to all the wonderful things to come
- ◆ Love seeing what's happening in the High School and the Middle School; so important that we keep evolving; building on what we have
- ◆ Hope in the future we can bring more and more into our buildings
- ◆ Good luck to the Middle School next with the Schools to Watch Program
- ◆ Shoutout to Jenn Bisulca for her involvement in the application process for the Schools to Watch Program
- ◆ Important to see that our kids are happy
- ◆ Clear that our kids are happy to come to school here
- ◆ Takes a lot of courage by our Middle School Team to invite the scrutiny that comes with this kind of program
- ◆ Happy New Year to everyone
- ◆ Thank you for the wonderful presentations
- ◆ Great to see all the work that is done in the buildings

There being no further business, a motion was made by Ms. Umhafer, second by Mr. Chwe, to adjourn the Regular Meeting at 8:55 p.m.

**ADJOURN REGULAR MEETING**

No Discussion.

All Ayes

Motion Carried.

Respectfully submitted,

Carmen T. Ouellette  
District Clerk

Heather Umhafer  
Vice District Clerk