

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, August 28, 2024, in the Board of Education Conference Room located in the Manor Elementary School, 1590 Washington Avenue in Seaford, New York.

PRESENT:

Ms. Lisa Herbert – President
Ms. Trisha Matulewicz - Vice President
Mr. Jimmy Chwe – Trustee
Ms. Heather Umhafer – Trustee
Ms. Melissa Whidden – Trustee

ALSO PRESENT:

Dr. Adele V. Pecora
Dr. Sheena Jacob
Dr. Alison Offerman-Celentano
Mr. Andrew Casale
Ms. Mary Anne Sadowski – Attorney

At 6:01 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 history of a particular employee, contract negotiations with the UTS, legal matters and employment relative to particular employees.

OPEN MEETING

A motion was made by Ms. Matulewicz, second by Ms. Umhafer, 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 history of a particular employee, contract negotiations with the UTS, legal matters and employment relative to particular employees and upon completion of discussion respecting the foregoing to return to open session.
No Discussion.
All Ayes
Motion Carried.

Executive Session concluded at 7:25 p.m.

ADJOURN EXECUTIVE
SESSION

At 7:35 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

Dimitris Bantileskas from the District’s Internal Auditing firm, Nawrocki Smith, presented their Annual Risk Assessment as of April 2024. Areas covered in Mr. Bantileskas’ presentation included:

PRESENTATION
NAWROCKI, SMITH

Risk Assessment Overview
Internal Audit Objectives
Scope and Methodology
Internal Audit Risk Assessment Update Summary
Risk Rating and Internal Audit Plan
Risk Assessment Observations and Recommendations

ANNUAL RISK
ASSESSMENT

Topics covered in Dr. Pecora’s Administrative Report dated August 20, 2024, included:

ADMINISTRATIVE
REPORT

Thank you to Mr. Casale, Ms. Spinelli and the Business Office for their team effort
Very robust walk-thru of all the buildings with our Board
Vikings POPS Video soon to be released on the Website as well as being sent out via ShoutPoint
Renovations done on High School Auditorium
Soaring Valor trip with students and World War II veterans to the World War II Museum in New Orleans through and paid for by the Gary Sinise Foundation
Successful Superintendent’s Conference Day
Opening day on September 3rd
Official Ribbon Cutting Ceremony for the comfort station
- Will not be open until the first football game
Shout-out to Mr. Casale, Mr. Costa and the custodial and maintenance staff for all their work this summer
Will be transiting to a new communication system, Parent Square
New look for our website which we expect by the end of the September

**CORRESPONDENCE
RECEIVED RELATED TO
WANTAGH/SEAFORD PAL**

PERSONNEL ACTION REPORT - INSTRUCTIONAL

P-1:	POSITION ABOLITION:	No Recommended Actions
P-2:	POSITION CREATION:	No Recommended Actions
P-3:	RESIGNATIONS:	No Recommended Actions
P-4:	LEAVES:	
1.	<u>NICOLE BARTOLOTTA</u>	
	Position:	Elementary Teacher
	Assignment:	Seaford Harbor School
	Effective Date:	January 6, 2025
	Sick Leave:	January 6, 2025 - February 25, 2025 (has 23 sick days and 3 personal days)
	Leave without Pay:	February 26, 2025 - April 4, 2025
	Expiration Date:	April 4, 2025
	FMLA:	January 6, 2025 - April 7, 2025
	Reason:	Child Care Leave
P-5:	TERMINATIONS:	No Recommended Actions
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.	<u>LILLIAN SPIES</u>	
	Position:	Permanent Substitute
	Type of Appointment:	Substitute
	Assignment:	Seaford Middle School
	Certification:	Music Professional
	Effective Date:	October 1, 2024
	Expiration Date:	May 31, 2025
	Tenure Eligibility:	N/A
	Tenure Area:	N/A
	Salary:	\$32,500
	Reason:	To Meet District Needs
(*) 2.	<u>MARGARET LIGUORI</u>	
	Position:	Per Diem Substitute
	Type of Appointment:	Substitute
	Assignment:	Seaford Harbor School
	Certification:	Students with Disabilities Birth-2 Initial, Students with Disabilities 1-6 Initial, Childhood Education Grades 1-6 Initial, Early Childhood Education Birth - Grade 2 Initial
	Effective Date:	August 28, 2024
	Salary:	\$125 per day
	Reason:	To Meet District Needs

PERSONNEL (cont'd)

- *)

3.

MARGARET LIGUORI

Position:
Type of Appointment:
Assignment:
Certification:

Permanent Substitute
Substitute
Seaford Harbor School
Students with Disabilities Birth -2 Initial,
Students with Disabilities 1-6 Initial,
Childhood Education Grades 1-6 Initial,
Early Childhood Education Birth –Grade
2 Initial

Effective Date:
Expiration Date:
Tenure Eligibility:
Tenure Area:
Salary:
Reason:

October 1, 2024
May 31, 2025
N/A
N/A
\$32,500
To Meet District Needs
4.

LAURA ROSSILLO

Position:
Type of Appointment:
Assignment:
Certification:

Elementary Teacher - Kindergarten
Substitute
Seaford Manor School
Early Childhood Education Birth - Grade
2 Initial, Students with Disabilities Grades
1-6 Initial, Childhood Education Grades
1-6 Initial

Effective Date:
Expiration Date:
Tenure Eligibility:
Tenure Area:
Salary:
Reason:

August 28, 2024
December 19, 2024
N/A
N/A
MA Step 1 = \$70,515 - August 28, 2024 -
December 19, 2024
Leave Replacement for Jamie Flannery
- (*)

5.

JULIA COBEN

Position:
Type of Appointment:
Assignment:
Certification:

Per Diem Substitute
Substitute
Seaford High School
Social Studies 7-12 Initial, Social Studies
5-6 Extension Initial

Effective Date:
Salary:
Reason:

August 28, 2024
\$125 per day
To Meet District Needs
- (*)

6.

JULIA COBEN

Position:
Type of Appointment:
Assignment:
Certification:

Secondary Teacher – Social Studies
Substitute
Seaford High School
Social Studies 7-12 Initial, Social Studies
5-6 Extension Initial

Effective Date:
Expiration Date:
Tenure Eligibility:
Tenure Area:
Salary:
Reason:

September 28, 2024
January 24, 2025
N/A
N/A
\$125 per day September 28, 2024 -
November 14, 2024, BA Step 1 =
\$58,427 November 15, 2024 - January
24, 2025
Leave Replacement for Jenna Ammon
7.

NATALIE MEDITZ

Position:
Type of Appointment:
Assignment:
Certification:

Per Diem Substitute
Substitute
Seaford Manor School
Childhood Education Grades 1-6 Initial,
Early Childhood Education Birth - Grade
2 Initial Pending

Effective Date:
Salary:
Reason:

August 28, 2024
\$125 per day
To Meet District Needs
8.

NATALIE MEDITZ

Position:
Type of Appointment:
Assignment:
Certification:

Permanent Substitute
Substitute
Seaford Manor School
Childhood Education Grades 1-6 Initial,
Early Childhood Education Birth - Grade
2 Initial Pending

Effective Date:
Expiration Date:
Tenure Eligibility:
Tenure Area:
Salary:
Reason:

October 1, 2024
May 31, 2025
N/A
N/A
\$32,500
To Meet District Needs

PERSONNEL (cont'd)

9.

JANINE CUPO

Position: Per Diem Substitute

Type of Appointment: Substitute

Assignment: Science Research Instructional Support

Certification: Chemistry and General Science 7-12
Permanent, Biology 7-12 Permanent

Effective Date: August 28, 2024

Expiration Date: June 30, 2025

Salary: \$250 per day (4 hours per day)

Reason: To Meet District Needs
- (*) 10

JACK STANISCI

Position: Per Diem Substitute

Type of Appointment: Substitute

Assignment: Seaford High School

Certification: Social Studies 7-12 Initial

Effective Date: September 3, 2024

Salary: \$125 per day

Reason: To Meet District Needs
- (*) 11

JACK STANISCI

Position: Permanent Substitute

Type of Appointment: Substitute

Assignment: Seaford High School

Certification: Social Studies 7-12 Initial

Effective Date: October 1, 2024

Expiration Date: May 31, 2025

Tenure Eligibility: N/A

Tenure Area: N/A

Salary: \$32,500

Reason: To Meet District Needs
- P-8: OTHER:

a)

Recommend the Board of Education approve the appointment of the following coach for the High School sports for the 2024-2025 school year:

(*)

HS SPRING

Matthew Moody

COACHING POSITION

Varsity Assistant
Substitute Football

STEP

5/B

SALARY

\$6,540 (Prorated)

b)

Recommend the Board of Education amend the expiration date of Jamie Flannery's Child Care Leave of absence from January 6, 2025, to December 19, 2024, as approved at the August 14, 2024, Board of Education Meeting (1st Revision).

c)

Recommend the Board of Education approve a sixth period teaching assignment for the 2024-2025 school year for the following teachers at Seaford Middle School:

Janine Diglio

.2

6th grade Math Lab

Shawna Bello

.2

6th grade Learning Lab

Joseph Ancona

.2

PLTW Robotics

Joseph Nastasi

.1

CDP

Michele McGuinness

.2

6th grade Computer Science

Mike Milano

.2

6th grade Exploratory

Jenna Lubicich

.2

7/8 Exploratory

d)

Recommend the Board of Education approve the appointment of Patricia Foley as the New York State Seal of Biliteracy Coordinator for the 2024-2025 school year. The stipend will be \$1,000.

e)

Recommend the Board of Education approve a sixth period teaching assignment for the 2024-2025 school year for the following teacher at Seaford High School:

James Scourtos

.1

PLTW Human Body Systems

f)

Recommend the Board of Education approve the appointment of the following volunteer coach for the High School sports for the 2024-2025 school year:

Jack Scaldaferri

Varsity Football

g)

Recommend the Board of Education approve the following Seaford Harbor School club and extracurricular appointments for the 2024-2025 school year:

Kerry Hansen

Student Council Co- Advisor

\$500

Kerry Hansen

4th Grade Book Club Advisor

\$947

Renee Hauser

Lego Club Advisor

\$1000

B. Non-Instructional (dated August 28, 2024):

- P-1:

POSITION ABOLITION:

No Recommended Actions
- P-2:

POSITION CREATION:

No Recommended Actions
- P-3:

RETIREMENTS:

No Recommended Actions

PERSONNEL (cont'd)

P-4: RESIGNATIONS:

1. KRISTEN CELLA
Position: Teacher Aide Full Time
Civil Service Title: Teacher Aide Full Time
Location: Seaford Harbor School
Effective Date: August 21, 2024

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. MEENA BATHIJA
Position: Teacher Aide Full Time
Civil Service Title: Teacher Aide Full Time
Type of Appointment: Probationary
Location: Seaford Manor School
Salary: \$33,500 Annual
Reason: To Meet District Needs
Effective Date: August 28, 2024

- (*) 2. THERESA FOX
Position: Teacher Aide Full Time
Civil Service Title: Teacher Aide Full Time
Type of Appointment: Probationary
Location: Seaford Manor School
Salary: \$33,500 Annual
Reason: To Meet District Needs
Effective Date: August 28, 2024

- (*) 3. CAROLYN MCGOWAN
Position: Teacher Aide Full Time
Civil Service Title: Teacher Aide Full Time
Type of Appointment: Probationary
Location: Seaford Manor School
Salary: \$33,500 Annual
Reason: To Meet District Needs
Effective Date: September 9, 2024

- (*) 4. ANNETTE PODESTA
Position: Teacher Aide Full Time
Civil Service Title: Teacher Aide Full Time
Type of Appointment: Probationary
Location: Seaford Manor School
Salary: \$33,500 Annual
Reason: To Meet District Needs
Effective Date: August 28, 2024

- (*) 5. ELIZABETH GIOIA
Position: Teacher Aide Full Time
Civil Service Title: Teacher Aide Full Time
Type of Appointment: Probationary
Location: Seaford Harbor School
Salary: \$33,500 Annual
Reason: To Meet District Needs
Effective Date: August 28, 2024

- (*) 6. KATHLEEN MECABE
Position: Teacher Aide Full Time
Civil Service Title: Teacher Aide Full Time
Type of Appointment: Probationary
Location: Seaford Manor School
Salary: \$33,500 Annual
Reason: To Meet District Needs
Effective Date: September 3, 2024

- (*) 7. KRISTINA KARAKASIAN
Position: Teacher Aide Full Time
Civil Service Title: Teacher Aide Full Time
Type of Appointment: Probationary
Location: Seaford High School
Salary: \$33,500 Annual
Reason: To Meet District Needs
Effective Date: September 3, 2024

P-7: LEAVES: No Recommended Actions

P-8: OTHER:

- a) Recommend the Board of Education amend the position for Nunziata Gallo from Teacher Aide Part Time to School Monitor Part Time as approved at the August 14, 2024, Board of Education Meeting.
No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve acceptance of the determinations of the Special Education Committee Meetings of: <u>School Year 2024-2025:</u> 6/5/24, 6/20/24, 7/11/24, 8/5/24, 8/8/24.	CSE
No Discussion. All Ayes Motion Carried.	
Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve acceptance of the determinations of the Pre-School Special Education Committee Meetings of: <u>School Year 2024-2025:</u> 8/1/24, 8/6/24.	CPSE
No Discussion. All Ayes Motion Carried.	
None	RESIDENTS’ COMMENTS
Some correspondence received has not yet been responded to but will be shortly.	CORRESPONDENCE
Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a tuition and educational services contract with the Bellmore-Merrick School District for the 24-25 school year and authorize the Board President to sign said agreement.	CONTRACT 2024/2025 BELLMORE-MERRICK CHSD – SPECIAL ED
No Discussion. All Ayes Motion Carried.	
Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a tuition and educational services contract with the Henry Viscardi School for the 24-25 school year and authorize the Board President to sign said agreement.	CONTRACT 2024/2025 HENRY VISCARDI SCHOOL
No Discussion. All Ayes Motion Carried.	
Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an academic tutoring services contract with EI US, LLC dba Learn Well for the 24-25 school year and authorize the Board President to sign said agreement.	CONTRACT 2024/2025 EI US, LLC SPECIAL ED ACADEMIC TUTORING
No Discussion. All Ayes Motion Carried.	
Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an ABA services contract with The Family Center for Achievement for the 24-25 school year and authorize the Board President to sign said agreement.	CONTRACT 2024/2025 FAMILY CENTER FOR ACHIEVEMENT SPECIAL ED
No Discussion. All Ayes Motion Carried.	
Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a Neuropsychologist services contract with Linda S. Lamarca, PH.D., ABPP for the 24-25 school year and authorize the Board President to sign said agreement.	CONTRACT 2024/2025 LINDA S. LAMARCA NEUROPSYCHOLOGY
No Discussion. All Ayes Motion Carried.	
Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a related services contract with Bilinguals, Inc. dba Achieve Beyond, for the 24-25 school year and authorize the Board President to sign said agreement.	CONTRACT 2024/2025 BILINGUALS D/B/A ACHIEVE BEYOND
No Discussion. All Ayes Motion Carried.	
Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a Memorandum of Agreement between the Seaford UFSD and the Seaford Association of School Administrators (SASA) for the 24-25 school year and authorize the Board President to execute said agreement on its behalf.	MEMORANDUM OF AGREEMENT 2024/2025 SASA
No Discussion. All Ayes Motion Carried.	

CONTRACTS (cont'd)

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a Memorandum of Agreement between the Seaford UFSD and the Seaford Association of School Administrators (SASA) for the period of July 23, 2024 – August 20, 2024, and authorize the Board President to execute said agreement on its behalf.

No Discussion.
All Ayes
Motion Carried.

**MEMORANDUM OF AGREEMENT 7/23/24 – 8/20/24
SASA**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an affiliation agreement between the Seaford UFSD and St. Joseph’s University for the 2024-2025 school year and authorize the Board President to execute said agreement on its behalf.

No Discussion.
All Ayes
Motion Carried.

**AFFILIATION AGREEMENT 2024/2025
ST. JOSEPH’S UNIVERSITY**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an addendum to an agreement between Joanne Bucci, LLC and the Seaford School District for the 2024-2025 school year and authorize the Board President to execute said agreement on its behalf.

No Discussion.
All Ayes
Motion Carried.

**CONTRACT ADDENDUM 2024/2025
JOANNE BUCCI, LLC**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to accept a donation from the Gary Sinise Foundation to cover the costs associated with the 9/11 Memorial Museum Trip for Seaford High School.

No Discussion.
All Ayes
Motion Carried.

DONATION

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the High School’s field trip request for freshman students to visit Sacred Heart University in Fairfield, CT on October 15, 2024.

No Discussion.
All Ayes
Motion Carried.

**FIELD TRIP
HIGH SCHOOL**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to table Agenda Items 9.D.1 and 9.D.2 to the September 10, 2024, Board of Education Meeting.

Lisa Herbert -
Trisha Matulewicz -
Jimmy Chwe -
Heather Umhafer -
Melissa Whidden -

No Discussion
Aye
Aye
Aye
Aye
Aye
Motion Carried.

TABLE AGENDA ITEMS 9.D.1 & 9.D.2. (SAFETY PLANS) TO SEPTEMBER 10, 2024 BOARD MEETING

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

BE IT 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 for the Internal Audit Report for the school year ending June 30, 2024.

Lisa Herbert -
Trisha Matulewicz -
Jimmy Chwe -
Heather Umhafer -
Melissa Whidden -

No Discussion
Aye
Aye
Aye
Aye
Aye
Motion Carried.

RESOLUTION – CORRECTIVE ACTION PLAN

Board President Lisa Herbert asked for a motion to add a resolution to the agenda as Agenda Item 9.D.4.

REQUEST TO ADD AGENDA ITEM 9. D.4.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to add a resolution to this evening’s Agenda as Item 9.D.4.

Lisa Herbert -
Trisha Matulewicz -
Jimmy Chwe -
Heather Umhafer -
Melissa Whidden -

No Discussion
Aye
Aye
Aye
Aye
Aye
Motion Carried.

RESOLUTION TO ADD AGENDA ITEM 9. D.4.

RESOLUTIONS (cont'd)

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the adoption of the following resolution:

RESOLUTION 2024/2025
PERMANENT SUBSTITUTE
SALARIES

BE IT RESOLVED, that the Board of Education hereby approves the following rates for Permanent Substitutes for the 2024/2025 school year as follows:

Individuals with a Bachelor’s Degree at a salary rate of \$36,000
Individuals with a Master’s Degree at a salary rate of \$40,000.

Lisa Herbert -
Trisha Matulewicz -
Jimmy Chwe -
Heather Umhafer -
Melissa Whidden -

No Discussion
Aye
Aye
Aye
Aye
Aye
Motion Carried.

None

MISCELLANEOUS
DISCUSSION ITEMS

Think everyone is going to be pleased with tall the good changes
Nice improvements; looking forward to a great year
Thank you to Mr. Casale, Mr. Costa and his staff for all their work

CLOSING REMARKS

There being no further business, a motion was made by Ms. Matulewicz, second by Ms. Umhafer, to adjourn the Regular Meeting at 8:11 p.m.
No Discussion.
All Ayes
Motion Carried.

ADJOURN REGULAR
MEETING

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Heather Umhafer
Vice District Clerk