

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, February 12, 2025, in the All-Purpose 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 6:30 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 and the CSEA, legal matters and particular student matters.

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 and the CSEA, legal matters and particular student matters and upon completion of discussion respecting the foregoing to return to open session.

No Discussion.
All Ayes
Motion Carried.

Executive Session concluded at 7:32 p.m.

EXECUTIVE SESSION ENDS

At 7:38 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 February 7, 2025 included:

ADMINISTRATIVE
REPORT

Thank you to Mr. Witt, Ms. Schnabel and the Booster Club for an incredible welcome for our National Champion Cheer Team
Congratulations to our Cheer Team
Retirees on our Personnel Action Report this evening – Kevin Mullany and Barbara Sherwin
New hires on Personnel Action Report
UPK Update

- 137 applications in the registration process
- 107 seats open
- Registration process closes tomorrow
- Internal auditors will run the lottery

Scope Annual Awards for Excellence – Nicole Schnabel, Toni Coacci and Kerry Hansen will be recognized this year

Budget Session #1 – NYS Tax Cap Calculation & Budget Outlook presented by Andrew Casale, Assistant Superintendent for Business and Operations included:

PRESENTATION
NYS TAX CAP
CALCULATION

NYS Tax Cap Formula
NYS Tax Levy Limit
History of Tax Levy vs. Maximum Allowable
NYS Fiscal Stress Score
Major Expenditures for 2025-2026
Impacts to Revenue for 2025-2026
5-Year Facility Improvement Projections
Other Propositions for May 2025
Budget Dates/Calendar
Thank you to the Seaford Community for your continued support

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

No Discussion
All Ayes
Motion Carried.

CONSENT AGENDA ITEMS
5.A.-C. (detailed below)

CONSENT AGENDA (cont'd)

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the Board of Education Meeting Minutes of January 8, 2025 Regular Meeting and January 22, 2025 Regular Meeting

No Discussion.
All Ayes
Motion Carried.

MINUTES

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Treasurer’s Report dated December 31, 2024.

No Discussion.
All Ayes
Motion Carried.

TREASURER’S REPORT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Extracurricular Fund Activity Report dated December 31, 2024.

No Discussion.
All Ayes
Motion Carried.

EXTRACURRICULAR FUND
ACTIVITY REPORT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Revenue Status Report dated December 31, 2024.

No Discussion.
All Ayes
Motion Carried.

REVENUE STATUS
REPORT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Budgetary Transfer Report dated December 31, 2024.

No Discussion.
All Ayes
Motion Carried.

BUDGETARY TRANSFER
REPORT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Budget Status Report dated December 31, 2024.

No Discussion.
All Ayes
Motion Carried.

BUDGET STATUS REPORT

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

School Year 2024-2025:
12/17/24, 12/18/24, 1/9/25, 1/10/25, 1/16/25, 1/23/25, 1/27/25, 1/28/25
No Discussion.
All Ayes
Motion Carried.

CSE

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

School Year 2024-2025:
12/19/24, 12/20/24, 1/7/25, 1/15/25, 1/22/25, 2/4/25
No Discussion.
All Ayes
Motion Carried.

CPSE

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

RESIDENTS’ COMMENTS

- 7th Grade Middle School class where teacher was removed
Lack of assessments done in that class
Concerns about work in class, lesson plans and students learning
Replacement teacher’s certification
- Family & Consumer Science class reduced to ¼ year from ½ year;
daughter placed in another computer class
Website states class is ½ year; was it changed and were parents notified?
Why would this be changed?
- Concerns about new Middle School lunchtime/room plan
Will parents be informed about the changes
Will students be allowed to sit with their friends or will they be required to sit with their teams

All correspondence has received a response

CORRESPONDENCE

| NEW BUSINESS | |
|---|---|
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an agreement between Seaford UFSD and Multi-Sensory Education, LLC for the term of January 1, 2025 – June 30, 2025 and authorize the Board President to sign this agreement. | CONTRACT MULTI-SENSORY EDUCATION, LLC 1/1/2025-06/30/2025 |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an agreement between Seaford UFSD and Educational Vistas, Inc. for the 2024 – 2025 school year, and authorize the Board President to sign this agreement. | CONTRACT 2024/2025 EDUCATIONAL VISTAS, INC. |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve entering into a Memorandum of Agreement with the Nassau County Board of Elections for the rental of voting equipment for the May 20, 2025, Budget Vote and authorize the Board President to sign this agreement. | CONTRACT – MAY 20, 2025 NASSAU COUNTY BOARD OF ELECTIONS |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a special education and related services agreement between Seaford UFSD and the South Huntington Union Free School District for the 2024-2025 school year and authorize the Board President to sign this agreement. | CONTRACT 2024/2025 SPECIAL EDUCATION SOUTH HUNTINGTON UFSD |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a health and welfare services agreement between Seaford UFSD and the Jericho Union Free School District for the 2024-2025 school year and authorize the Board President to sign this agreement. | CONTRACT 2024/2025 HEALTH SERVICES JERICHO UFSD |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an agreement between Seaford UFSD and Academic Entertainment for the 2024 – 2025 school year and authorize the Board President to sign this agreement. | CONTRACT 2024/2025 ACADEMIC ENTERTAINMENT |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a health and welfare services agreement between Seaford UFSD and the Hicksville School District for the 2024-2025 school year and authorize the Board President to sign this agreement. | CONTRACT 2024/2025 HEALTH SERVICES HICKSVILLE UFSD |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an Employment agreement between Dr. Nicole Culella and the Seaford UFSD and authorize the Board President to sign said agreement. | EMPLOYMENT AGREEMENT DR. NICOLE CULELLA |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the second reading and adoption of Policy 1120 and Regulation 1120R School District Records | SECOND READING & ADOPTION OF POLICY #1120 AND REGULATION 1120R |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the second reading and adoption of Policy 9550 Expression of Breast Milk in the Workplace | SECOND READING & ADOPTION OF POLICY #9550 |
| No Discussion. All Ayes Motion Carried. | |

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| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the disposal request on January 23, 2025, of miscellaneous outdated textbooks at Seaford High School. | OBSOLETE ITEMS HIGH SCHOOL |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the disposal request on January 15, 2025, of miscellaneous outdated textbooks and video equipment at Seaford High School. | OBSOLETE ITEMS HIGH SCHOOL |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the disposal request on January 30, 2025, of miscellaneous outdated AV equipment at Seaford High School. | OBSOLETE ITEMS HIGH SCHOOL |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the disposal request on December 9, 2024, of an outdated HP DesignJet at Seaford High School. | OBSOLETE ITEMS HIGH SCHOOL |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the High School Art department’s field trip request to the Museum of Modern Art on March 28, 2025. | FIELD TRIP HIGH SCHOOL |
| No Discussion. All Ayes Motion Carried. | |
| Motion by Ms. Matulewicz, second by Ms. Umhafer, to adopt the following resolution: | RESOLUTION 2024/2025 NON-RESIDENT HEALTH SERVICES CONTRACTS |
| WHEREAS , pursuant to Section 912 of the Education Law, the Board of Education shall provide health and welfare services to children attending non-public schools located within the Seaford Union Free School District but reside in another school district. | |
| NOW, THEREFORE, BE IT RESOLVED that this District contracts with the following districts of residence for the provision of health and welfare services for children attending St. William The Abbot School within the boundary of Seaford Union Free School District for the 2024-2025 school year at the rate of \$1,367.24 per student. | |
| BE IT FURTHER RESOLVED that the President for the Board of Education of the Seaford Union Free School District is authorized to sign said contracts. | |
| DISTRICT OF RESIDENCE: | |
| Amityville Union Free School District Babylon Union Free School District Baldwin Union Free School District Bellmore Union Free School District Bellmore/Merrick Central High School District Bethpage Union Free School District Copiague Union Free School District Deer Park Union Free School District East Meadow Union Free School District East Rockaway Union Free School District Farmingdale Union Free School District Freeport Union Free School District Hempstead Union Free School District Hicksville Union Free School District Island Trees Union Free School District | Levittown Union Free School District Lindenhurst Union Free School District Massapequa Union Free School District Merrick Union Free School District North Babylon Union Free School District North Bellmore Union Free School District North Merrick Union Free School District Plainedge Union Free School District Plainview/Old Bethpage Union Free School District South Huntington Union Free School District Uniondale Union Free School District Wantagh Union Free School District West Babylon Union Free School District Westbury Union Free School District |
| | No Discussion Aye Aye Aye Aye Aye Motion Carried. |

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Dr. Culella as the designated District Data Protection Officer for the 2024-2025 school year effective February 24, 2025.

APPOINTMENT 2024/2025
DISTRICT DATA
PROTECTION OFFICER

No Discussion
Aye
Aye
Aye
Aye
Aye
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Dr. Offerman-Celentano as the Title VI Coordinator for the 2024-2025 school year.

APPOINTMENT 2024/2025
TITLE VI COORDINATOR

No Discussion
Aye
Aye
Aye
Aye
Aye
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Ms. Culella-Sun as the Transition Liaison for the 2024-2025 school year.

APPOINTMENT 2024/2025
TRANSITION LIAISON

No Discussion
Aye
Aye
Aye
Aye
Aye
Motion Carried.

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

SETTLEMENT AGREEMENT

BE IT RESOLVED, that the Board of Education of the Seaford Union Free School District, having reviewed a Confidential Settlement Agreement and General Release in Executive Session concerning a member of the instructional staff, hereby approves such Confidential Settlement Agreement and General Release and directs the Superintendent of Schools and the Board President to execute such Confidential Settlement Agreement and General Release on behalf of the Board of Education.

No Discussion
Aye
Aye
Aye
Abstain
Aye
Motion Carried.

Motion by Ms. Matulewicz, second by Mr. Chwe, to accept the recommendation to approve the Personnel Action Report - Instructional:

PERSONNEL ACTION
REPORT - INSTRUCTIONAL

A. Instructional (dated February 12, 2025):

- P-1: POSITION ABOLITION:

No Recommended Actions
- P-2: POSITION CREATION:

No Recommended Actions
- P-3: RESIGNATIONS:

1. KEVIN MULLANY

Position:Secondary Teacher - Science

Assignment:Seaford Middle School

Effective Date:June 30, 2025

Reason:Retirement

2. BARBARA SHERWIN

Position:Secondary Teacher - Music

Assignment:Seaford Middle School

Effective Date:June 30, 2025

Reason:Retirement

3. ADALBERTO CERASI

Position:Secondary Teacher - Physical Education

Assignment:Seaford Middle School

Effective Date:June 30, 2026

Reason:Retirement

INSTRUCTIONAL PERSONNEL (cont'd)

P-4: LEAVES:

1. JOANNA MCCLOSKEY
Position: Library Secondary
Assignment: Seaford High School
Effective Date: February 10, 2025
Sick Leave: February 10, 2025 – April 11, 2025
Leave without Pay: N/A
Expiration Date: April 11, 2025
FMLA: February 10, 2025 - May 16, 2025
Reason: Medical 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. DANIEL SMITH
Position: Permanent Substitute - Music
Type of Appointment: Substitute
Assignment: Seaford Middle School
Certification: Music Initial
Effective Date: February 13, 2025
Expiration Date: May 31, 2025
Tenure Eligibility: N/A
Tenure Area: N/A
Salary: MA = \$40,000 (prorated)
Reason: To Meet District Needs
- (*) 2. DANIEL SMITH
Position: Per Diem Substitute
Type of Appointment: Substitute
Assignment: Seaford Middle School
Certification: Music Initial
Effective Date: June 1, 2025
Salary: \$125 per day
Reason: To Meet District Needs
- (*) 3. KASSIDY MULLINS
Position: Per Diem Substitute
Type of Appointment: Substitute
Assignment: Seaford Middle School
Certification: School Counselor Initial
Effective Date: February 13, 2025
Salary: \$125 per day
Reason: To Meet District Needs
- (*) 4. KASSIDY MULLINS
Position: School Counselor
Type of Appointment: Substitute
Assignment: Seaford Middle School
Certification: School Counselor Initial
Effective Date: March 27, 2025
Expiration Date: June 27, 2025
Tenure Eligibility: N/A
Tenure Area: N/A
Salary: \$125 per day March 27, 2025 - May 15, 2025, May 16, 2025 - June 27, 2025 MA + 15 Step 1 = \$72,276
Reason: Leave Replacement for Sarah Busch

P-8: OTHER:

- a) Recommend the Board of Education amend the expiration date for Tara Flood's Child Care Leave from March 10, 2025, to April 10, 2025, as approved at the November 13, 2024 Board of Education meeting. (2nd Revision)
- b) Recommend the Board of Education amend the expiration date for Kathleen Comerford's Leave Replacement position (Tara Flood) from March 10, 2025 - April 10, 2025, as approved at the November 13, 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 as of February 13, 2025.

Jean Marie Bondi .1 AAC Coordinator
Christina Caserta .1 Assistive Technology Coordinator

INSTRUCTIONAL PERSONNEL (cont'd)

- d)

Recommend the Board of Education amend the dates of Katherine Germanakos' Child Care Leave of absence from the original dates as approved at the October 23, 2024, Board meeting:

| <u>KATHERINE GERMANAKOS</u> | <u>ORIGINAL DATES</u> | <u>1ST REVISED DATES</u> |
|-----------------------------|-----------------------------------|--------------------------------------|
| Position: | Elementary Education Teacher | Elementary Education Teacher |
| Assignment: | Seaford Harbor School | Seaford Harbor School |
| Effective Date: | February 14, 2025 | February 3, 2025 |
| Sick Leave: | February 14, 2025 - March 4, 2025 | February 3, 2025 - February 13, 2025 |
| Leave without Pay: | March 5, 2025 - May 20, 2025 | February 14, 2025 - May 20, 2025 |
| Expiration Date: | May 20, 2025 | May 20, 2025 |
| FMLA: | February 14, 2025 - May 22, 2025 | February 3, 2025 - May 9, 2025 |
| Reason: | Family Medical Leave | Family Medical Leave |
- e)

Recommend the Board of Education amend the dates of Jayme Phillips' Leave Replacement position (Katherine Germanakos) from the original dates as approved at the December 11, 2024, Board of Education meeting.

| <u>JAYMEE PHILLIPS</u> | <u>ORIGINAL DATES</u> | <u>1ST REVISED DATES</u> |
|------------------------|---|---|
| Position: | Elementary Teacher | Elementary Teacher |
| Type of Appointment: | Substitute | Substitute |
| Assignment: | Seaford Harbor School | Seaford Harbor School |
| Certification: | Early Childhood Education Birth - 2 Professional, Childhood Education Grades 1-6 Professional, Students with Disabilities Birth -2 Professional, Students with Disabilities Grades 1-6 Professional | Early Childhood Education Birth - 2 Professional, Childhood Education Grades 1-6 Professional, Students with Disabilities Birth -2 Professional, Students with Disabilities Grades 1-6 Professional |
| Effective Date: | February 14, 2025 | February 3, 2025 |
| Expiration Date: | May 20, 2025 | May 20, 2025 |
| Tenure Eligibility: | N/A | N/A |
| Tenure Area: | N/A | N/A |
| Salary: | \$125 per day February 14, 2025 - March 4, 2025, MA Step 1 = \$70,515 March 5, 2025 - May 20, 2025 | \$125 per day February 3, 2025 -February 13, 2025, MA Step 1 = \$70,515 February 14, 2025 - May 20, 2025 |
| Reason: | Leave Replacement for Katherine Germanakos | Leave Replacement for Katherine Germanakos |
- f)

Recommend the Board of Education amend the expiration date for Pamela Brinkman's Child Care Leave from February 13, 2025, to April 10, 2025, as approved at the December 11, 2024, Board of Education meeting. (3rd Revision)
- g)

Recommend the Board of Education amend the expiration date for Kayla Sorenson's Leave Replacement position (Pamela Brinkman) from February 13, 2025 - April 10, 2025, as approved at the December 11, 2024, Board of Education meeting. (3rd Revision)
- Lisa Herbert -

Trisha Matulewicz -

Jimmy Chwe -

Heather Umhafer -

Melissa Whidden -

No Discussion

Aye

Aye

Aye

Abstain

Aye

Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to accept the recommendation to approve the Personnel Action Report – Non-Instructional:

PERSONNEL ACTION REPORT
NON- INSTRUCTIONAL

B. Non-Instructional (dated February 12, 2025):

- P-1:

POSITION ABOLITION:

No Recommended Actions
- P-2:

POSITION CREATION:

No Recommended Actions
- P-3:

RETIREMENTS:

No Recommended Actions
- P-4:

RESIGNATIONS:

1.

KELLY MCCARTHY

Position:

Civil Service Title:

Location:

Effective Date:

Teacher Aide Part Time

Teacher Aide Part Time

Seaford Manor School

January 23, 2025

P-5:

TERMINATIONS:

No Recommended Actions

INSTRUCTIONAL PERSONNEL (cont'd)

P-6: APPOINTMENTS:

1.

EMILY ZEBLISKY
Position: Teacher Aide Part Time (Substitute)
Civil Service Title: Teacher Aide Part Time (Substitute)
Type of Appointment: Part Time
Location: Seaford Middle School
Salary: \$16.50
Reason: To Meet District Needs
Effective Date: February 3, 2025
- (*) 2.

SHANNON DOWNEY
Position: Teacher Aide Part Time
Civil Service Title: Teacher Aide Part Time
Type of Appointment: Part Time
Location: Seaford Harbor School
Salary: \$16.50
Reason: To Meet District Needs
Effective Date: February 13, 2025
- (*) 3.

KELLY KOERNER
Position: Teacher Aide Part Time
Civil Service Title: Teacher Aide Part Time
Type of Appointment: Part Time
Location: Seaford High School
Salary: \$16.50
Reason: To Meet District Needs
Effective Date: February 13, 2025
- (*) 4.

MAUREEN MANERI
Position: School Monitor Part Time
Civil Service Title: School Monitor Part Time
Type of Appointment: Part Time
Location: Seaford High School
Salary: \$16.50
Reason: To Meet District Needs
Effective Date: February 13, 2025
- (*) 5.

MAUREEN ERICKSON
Position: Teacher Aide Part-Time
Civil Service Title: Teacher Aide Part-Time
Type of Appointment: Probationary
Location: Seaford High School
Salary: \$16.50
Reason: To Meet District Needs
Effective Date: February 13, 2025

P-7: LEAVES:

1.

EMILY ZEBLISKY
Position: Teacher Aide Part Time
Assignment: Seaford Middle School
Effective Date: January 31, 2025
Expiration Date: March 21, 2025
Reason: Personal Leave

P-8: OTHER:

- a)

Recommend the Board of Education amend the effective date of the resignation for Roseann Wiley from December 3, 2024, to December 2, 2024, as approved at the January 22, 2025 Board of Education meeting.
No Discussion.
All Ayes
Motion Carried.

| | |
|--|-------------------------|
| None | DISCUSSION ITEMS |
| Closing remarks by the Administration and Board | CLOSING REMARKS |
| <div>♦ Congratulations and best of luck to our retirees</div> <div>♦ Welcome to our new hires</div> <div>♦ Really very happy to see our numbers jump for the UPK Program</div> <div>♦ Congratulations to our Cheer team – Mr. Witt and the coaches</div> | |
| There being no further business, a motion was made by Ms. Matulewicz, second by Ms. Umhafer, to adjourn the Regular Meeting at 8:19 p.m. No Discussion. All Ayes Motion Carried. | ADJOURN REGULAR MEETING |

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Heather Umhafer
Vice District Clerk