



SEAFOORD UNION FREE SCHOOL DISTRICT

Dr. Adele V. Pecora, Superintendent of Schools

REGULAR MEETING OF THE BOARD OF EDUCATION

March 26, 2025

4:00 P.M. – REGULAR MEETING*

***It is anticipated that the Board of Education will entertain a motion to enter into Executive Session for approximately three hours and thirty minutes.**

7:30 P.M. – RECONVENE REGULAR MEETING

MANOR SCHOOL

AGENDA

1. CALL MEETING TO ORDER
2. PLEDGE OF ALLEGIANCE
3. ADMINISTRATIVE REPORT
 - A. Administrative report dated March 21, 2025, with attachments
4. PRESENTATIONS
 - A. Budget Session #3 – Revenues/Expenditures
5. BUDGET TRANSFERS
 1. As indicated in the Board's documentation
6. Personnel Actions
 1. Instructional Personnel Actions dated March 26, 2025
 2. Non-Instructional Personnel Actions dated March 26, 2025

7. CPSE/CSE Recommendations

1. Recommend acceptance of the determinations of the Special Education Committee Meetings of:

School Year 2024-2025:

2/12/25, 2/28/25, 3/4/25, 3/5/25, 3/6/25, 3/17/25, 3/18/25.

School Year 2025-2026:

2/26/25, 2/27/25, 2/28/25, 3/3/25, 3/4/25, 3/5/25.

2. Recommend acceptance of the determinations of the Preschool Special Education Committee Meetings of:

School Year 2024-2025:

3/14/25

8. RESIDENT'S COMMENTS

In keeping with its philosophy of open communication and informed decision making, the BOE welcomes input from the community. However, it is important to note that while the BOE meets in public, it is not a meeting of the public. Respectful input and behavior by each member of the community is appropriate and expected at all times and should observe the following rules at BOE meetings:

The BOE will listen to comments and input from the public. Debate between members of the audience and/or Board members is inappropriate and will not be permitted.

The Board is not permitted to address personnel or individual student matters in public. No person shall present orally, or discuss at any BOE meeting, charges, or complaints against individual employees, directly or indirectly.

The speaker shall identify themselves and confirm their residency as Seaford within the Seaford School District.

The normal time limit allotted for individual speakers shall be three minutes. The BOE may, in its discretion, decrease or increase the time allotted for individual speakers. To allow for public participation, a period not to exceed 30 minutes shall be set aside as a specific agenda item during each regular and special BOE meeting. The period may be extended by a majority vote of the BOE. (Taken from Seaford Board of Education Policy #2350)

9. CORRESPONDENCE

10. NEW BUSINESS

A. Contracts

1. Recommend the Board of Education approve a health and welfare services agreement between Seaford UFSD and the Garden City Union Free School

District for the 2024-2025 school year and authorize the Board President and the Superintendent of Schools to sign this agreement.

2. Recommend the Board of Education approve a health and welfare services agreement between Seaford UFSD and the West Islip Union Free School District for the 2024-2025 school year and authorize the Board President and the Superintendent of Schools to sign this agreement.
3. Recommend the Board of Education approve a health and welfare services agreement between Seaford UFSD and the North Merrick Union Free School District for the 2024-2025 school year and authorize the Board President and the Superintendent of Schools to sign this agreement.
4. Recommend the Board of Education approve an agreement between Seaford UFSD and the Premier Camp Company, LLC d/b/a Crestwood Country Day for the 2024-2025 school year and authorize the Board President to sign this agreement.
5. Recommend the Board of Education approve an agreement for Universal Pre-Kindergarten Program between Seaford UFSD and Learn and Grow Child Care, Inc. for the 2025-2026 school year and authorize the Board President to sign this agreement.

B. Policies & Procedures – Second Reading and Adoption

1. Policy 0115 – Dignity For All Students Act – Review Revised Policy
2. Policy 5710 – School Safety and Education Climate Reporting – Review Revised Policy
3. Policy 8113 – Extreme Heat Condition Days – Review New Policy
4. Policy 8140 – Unsafe School Transfer Choice – Review Revised Policy

C. Obsolete Items

1. Recommend the Board of Education approve the disposal request on March 6, 2025, of an obsolete refrigerator at Seaford Middle School.
2. Recommend the Board of Education approve the disposal request on March 17, 2025, of a broken laminator at Seaford Manor School.
3. Recommend the Board of Education approve the disposal request on March 20, 2025, of a broken golf cart at Seaford High School.

D. Field Trips

1. Recommend the Board of Education approve the High School's field trip request for the boys varsity lacrosse team to attend a game at Suny Maritime College on April 19, 2025.

E. Resolutions

1. WHEREAS, the 2021-2024 labor agreement between the Board of Education of the Seaford Union Free School District and the United Teachers of Seaford expired on June 30, 2024;

WHEREAS, representatives of the respective parties have engaged in negotiations for a successor agreement to the expired labor agreement; and

WHEREAS, the representatives of the District and the Association reached an agreement that has been memorialized in a Memorandum of Agreement dated February 25, 2025, which Memorandum of Agreement has been reviewed by the Board of Education.

NOW THEREFORE, BE IT RESOLVED, that the Board of Education of the Seaford Union Free School District herewith approves the Memorandum of Agreement hereinabove referenced and authorizes the expenditure of funds necessary to implement said Memorandum of Agreement; and,

BE IT FURTHER RESOLVED, that the President of the Board of Education and the Superintendent of Schools are hereby authorized to execute the new collective bargaining agreement incorporating the terms of the Memorandum of Agreement on behalf of the Board of Education.

11. MISCELLANEOUS DISCUSSION ITEMS
12. CLOSING COMMENTS BY THE BOARD AND ADMINISTRATION
13. ADJOURNMENT

Seaford UFSD
Budget Transfers Exceeding \$10,000

		FROM			TO		
DATE		ACCOUNT CODE	ACCOUNT NAME	AMOUNTS	ACCOUNT CODE	ACCOUNT NAME	AMOUNTS
3/13/2025		A2630-455-00-0000	Computer Software Distric	\$15,693.80			
					A2630-501-00-8000	Copier Center Supplies	\$15,693.80
Needed for copier supplies							

BOE APPROVAL: _____

DATE: _____

SEAFORD UNION FREE SCHOOL DISTRICT
Seaford, New York

TO: Dr. Adele V. Pecora
FROM: Dr. Sheena R. Jacob 
DATE: March 26, 2025
SUBJECT: Instructional Personnel Actions

KEY:	P-1: Position Abolition	P-5: Terminations
	P-2: Position Creation	P-6: Tenure Appointments
	P-3: Resignations	P-7: Appointments
	P-4: Leaves	P-8: Other

A. INSTRUCTIONAL:

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS:

1. JAMES CARPITELLA

Position:	Permanent Substitute
Assignment:	Seaford High School
Effective Date:	March 26, 2025
Reason:	Resignation

2. RICHARD APOLLO

Position:	Permanent Substitute
Assignment:	Seaford Manor School
Effective Date:	April 2, 2025
Reason:	Resignation

P-4: LEAVES: No Recommended Actions

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. BREANNA RIOS

Position:	Social Worker
Type of Appointment:	Substitute
Assignment:	Seaford Middle School
Certification:	School Social Worker Professional
Effective Date:	March 27, 2025
Salary:	\$125 per day March 27, 2025 - April 28, 2025, MA Step 1 = \$70,515 April 29, 2025 - June 6, 2025
Reason:	To meet district needs

(*) 2. BREANNA RIOS

Position:	Per Diem Substitute
Type of Appointment:	Substitute
Assignment:	Seaford Middle School
Certification:	School Social Worker Professional
Effective Date:	June 9, 2025
Salary:	\$125 per day
Reason:	To meet district needs

P-8: OTHER: **** Please note: These are current contractual salaries.**

- a) Recommend the Board of Education amend the expiration date of Pamela Brinkman's Leave of absence from April 10, 2025 to May 14, 2025, as approved at the February 12, 2025, Board of Education meeting. (4th Revision)
- b) Recommend the Board of Education amend the expiration date of Kayla Sorensen's Leave Replacement position (Pamela Brinkman) from April 10, 2025 to May 14, 2025, as approved at the February 12, 2025, Board of Education meeting. (4th Revision)
- c) Recommend the Board of Education amend the dates of Joanna Schroeder's Child Care Leave of absence from the original dates as approved at the December 11, 2024, Board of Education meeting:

<u>JOANNA SCHROEDER</u>	<u>ORIGINAL DATES</u>	<u>1st REVISED DATES</u>
Position:	Psychologist	Psychologist
Assignment:	Seaford Middle School	Seaford Middle School
Effective Date:	December 9, 2024	December 9, 2024
Sick Leave:	December 9, 2024 - March 21, 2025	December 9, 2024 - March 21, 2025
Leave without Pay:	N/A	March 22, 2025 - June 27, 2025
Expiration Date:	March 21, 2025	June 27, 2025
FMLA:	December 9, 2024 - March 21, 2025	December 9, 2024 - March 21, 2025
Reason:	Medical Leave	Medical Leave

- d) Recommend the Board of Education amend the dates of Amanda Robilotto's Child Care Leave of absence from the original dates as approved at the December 11, 2024, Board of Education meeting:

<u>AMANDA ROBILOTTO</u>	<u>ORIGINAL DATES</u>	<u>1st REVISED DATES</u>
Position:	Social Worker	Social Worker
Assignment:	Seaford Middle School	Seaford Middle School
Effective Date:	March 17, 2025	March 10, 2025
Sick Leave:	March 17, 2025 - May 5, 2025	March 10, 2025 - April 28, 2025
Leave without Pay:	May 6, 2025 - June 13, 2025	April 29, 2025 - June 6, 2025
Expiration Date:	June 13, 2025	June 6, 2025
FMLA:	March 17, 2025 - June 13, 2025	March 10, 2025 - June 6, 2025
Reason:	Child Care Leave	Child Care Leave

- e) Recommend the Board of Education approve the resignation of following teacher for Seaford High School Regents, FLACS, AP Academies, and Project Lead The Way. The hourly stipend as per UTS

Algebra	5 Hours	Matt Adler
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- f) Recommend the Board of Education approve the following teachers for Seaford High School Regents, FLACS, AP Academies, and Project Lead The Way. The hourly stipend as per UTS

Algebra	5 Hours	Steven Roveto
SCC Living Environment	5 Hours	Kim Cooke

SEAFORD UNION FREE SCHOOL DISTRICT
Seaford, New York

TO: Dr. Adele V. Pecora
FROM: Dr. Sheena R. Jacob
DATE: March 26, 2025
SUBJECT: Non-Instructional Personnel Actions

KEY:	P-1: Position Abolition	P-5: Terminations
	P-2: Position Creation	P-6: Appointments
	P-3: Retirements	P-7: Leaves
	P-4: Resignations	P-8: Other

B. NON-INSTRUCTIONAL:

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RETIREMENTS: No Recommended Actions

P-4: RESIGNATIONS: No Recommended Actions

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. TIMOTHY FOGARTY

Position:	Cleaner
Civil Service Title:	Cleaner
Type of Appointment:	Probationary
Location:	Seaford Harbor School
Salary:	\$52,105
Reason:	To Meet District Needs
Effective Date:	March 27, 2025

(*) 2. HANS BARTHOLD

Position:	Cleaner
Civil Service Title:	Cleaner
Type of Appointment:	Probationary
Location:	Seaford Middle School
Salary:	\$52,105
Reason:	To Meet District Needs
Effective Date:	March 27, 2025

(*) 3. JOHN REILLY

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:	March 27, 2025

(*) 4. ROSEANN TOSCANO

Position:	Teacher Aide Part-Time Substitute
Civil Service Title:	Teacher Aide Part-Time Substitute
Type of Appointment:	Part-time
Location:	Seaford Harbor School
Salary:	\$16.50
Reason:	To Meet District Needs
Effective Date:	March 27, 2025

(*) 5. JULIA KONIOR
Position: Teacher Aide Part-Time
Civil Service Title: Teacher Aide Part-Time
Type of Appointment: Part-time
Location: Seaford Middle School
Salary: \$16.50
Reason: To Meet District Needs
Effective Date: March 27, 2025

P-7: LEAVES:

1. DONNA JEBAILY
Position: Teacher Aide Part Time
Assignment: Teacher Aide Part Time
Effective Date: March 20, 2025
Expiration Date: April 30, 2025
Reason: Unpaid Medical Leave

P-8: OTHER: No Recommended Actions



SEAFORD UNION FREE SCHOOL DISTRICT

Pupil Personnel Services

To: Dr. Adele V. Pecora, Superintendent of Schools

From: Mary Catherine Culella-Sun, Executive Director for Student Support Services

Date: March 20, 2025

Re: Recommendations to the Board of Education: *Committee on Special Education (CSE)*

Enclosed please find the recommended placements for students determined to have a disability resulting from the following Committee on Special Education (CSE) meetings:

School Year 2024-2025:

2/12/25, 2/28/25, 3/4/25, 3/5/25, 3/6/25, 3/17/25, 3/18/25.

School Year 2025-2026:

2/26/25, 2/27/25, 2/28/25, 3/3/25, 3/4/25, 3/5/25.

Please return one copy of the recommendations attached to confirm that they have been approved by the Board of Education. Thank you for your assistance in this matter.



SEAFORD UNION FREE SCHOOL DISTRICT

Pupil Personnel Services

To: Dr. Adele V. Pecora, Superintendent of Schools

From: Mary Catherine Culella-Sun, Executive Director for Student Support Services

Date: March 20, 2025

Re: Recommendations to the Board of Education: *Committee on Preschool Special Education (CPSE)*

Enclosed please find the recommended placements for students determined to have a disability resulting from the following Committee on Preschool Special Education (CPSE) meetings:

School Year 2024-2025:
3/14/25

School Year 2025-2026:

Please return one copy of the recommendations attached to confirm that they have been approved by the Board of Education. Thank you for your assistance in this matter.

HEALTH AND WELFARE SERVICES AGREEMENT

This Agreement is entered into this 25th day of February 2025 by and between the Board of Education of the Seaford UFSD (hereinafter "Seaford UFSD"), having its principal place of business for the purpose of this Agreement at 1600 Washington Ave., Seaford, New York, and the Board of Education of the GARDEN CITY Union Free School District (hereinafter "GARDEN CITY"), having its principal place of business for the purpose of this Agreement at 56 Cathedral Avenue, Garden City, New York.

W I T N E S S E T H

WHEREAS, Seaford UFSD is authorized pursuant to Section 912 of the Education Law, to enter into a contract with GARDEN CITY for the purpose of having GARDEN CITY provide health and welfare services to children residing in Seaford UFSD and attending a non-public school located in GARDEN CITY,

WHEREAS, certain students who are residents of the Seaford UFSD are attending non-public schools located in GARDEN CITY,

WHEREAS, GARDEN CITY has received a request(s) from said non-public schools for the provision of health and welfare services to the aforementioned students,

NOW THEREFORE, in consideration of the mutual promises and covenants contained in this Agreement, the parties hereby mutually agree as follows.

1. The term of this Agreement shall be from July 1, 2024 through June 30, 2025 inclusive.
2. GARDEN CITY warrants that the health and welfare services will be provided by licensed health care providers. GARDEN CITY further represents that such services shall be performed by health care providers that are licensed under the laws of the State of New York, including New York State Department of Health and the State Education Department licensing requirements, if applicable. GARDEN CITY further represents that such services will be in accordance with all applicable provisions of Federal, State, and local laws, rules, and regulations, including Section 912 of the Education Law, and the student's IEP, if applicable. GARDEN CITY shall certify that all service providers possess documentation evidencing such license qualifications as required by Federal, State, and local laws, rules, regulations and orders.
3. GARDEN CITY understands and agrees that it will comply and is responsible for complying with all applicable Federal, State, and local laws, rules and regulations with respect to the services provided pursuant to this Agreement.
4. The services provided by GARDEN CITY shall be consistent with the services available to students attending public schools within GARDEN CITY; and may include, but are not limited to:

- a. all services performed by a physician, physician assistant, dentist, dental hygienist, registered professional nurse, nurse practitioner, school psychologist, school social worker, or school speech therapist,
- b. dental prophylaxis,
- c. vision and hearing screening examinations,
- d. the taking of medical histories and the administration of health screening tests,
- e. the maintenance of cumulative health records, and
- f. the administration of emergency care programs for ill or injured students.

It is expressly understood and agreed between the parties that the services to be provided pursuant to this Agreement shall not include any teaching services.

- 5. In exchange for the provision of health and welfare services pursuant to this Agreement, Seaford UFSD agrees to pay GARDEN CITY the sum of \$1,246.16 per eligible pupil for the 2024-2025 school year.
- 6. Seaford UFSD shall pay GARDEN CITY within thirty (30) days of Seaford UFSD's receipt of a detailed written invoice from GARDEN CITY. Said invoice shall specify the services provided, dates that the invoice covers, and the total amount due for the period specified.
- 7. If, during the term of this Agreement, a student becomes eligible to receive services pursuant to this Agreement, GARDEN CITY shall undertake to provide services pursuant to this Agreement, and the amount of compensation owed by Seaford UFSD shall be prorated accordingly to accurately reflect the period of time services were provided to the student.
- 8. If, during the term of this Agreement, a student ceases to be eligible to receive services pursuant to this Agreement, GARDEN CITY shall no longer be responsible for providing services to that student pursuant to this Agreement, and the amount of compensation owed by Seaford UFSD shall be prorated accordingly to accurately reflect the period of time services were provided to the student.
- 9. GARDEN CITY shall furnish any supplies or equipment necessary to provide the services pursuant to this Agreement to the extent such items are not provided by the non-public school.
- 10. Both parties agree to provide the State access to all relevant records which the State requires to determine either Seaford UFSD or GARDEN CITY'S compliance with applicable Federal, State, or local laws, rules, or regulations with respect to provision of services pursuant to this Agreement. Both parties agree to retain all materials and records relevant to the execution or performance of their obligations pursuant to this Agreement in accordance with the record retention requirements for such materials and records.
- 11. Both parties to this Agreement understand that they may receive and or come into contact with protected health information as defined by the Health Insurance Portability and

Accountability Act of 1996 (HIPAA) and information protected by the Family Educational Rights and Privacy Act (FERPA). The parties hereby acknowledge their respective responsibilities pursuant to HIPAA and FERPA and shall comply with said Regulations, if applicable.

12. Both parties, their employees, and/or agents agree that all information obtained in connection with the services performed pursuant to this Agreement is deemed confidential information. Both parties, their employees, and/or agents shall not use, publish, discuss, disclose or communicate the contents of such information, directly or indirectly with third parties, except as provided for in this Agreement. Both parties further agree that any information received by either party's employees and/or agents in connection with this Agreement which concerns the personal, financial, or other affairs of the parties, their employees, agents, and/or students will be treated as confidential and will not be revealed to any other persons, firms, organizations, or third parties. In addition, both parties agree that information concerning any student covered by the terms of this Agreement shall not be released except as provided for by applicable law, rule, or regulation, including but not limited to the Family Educational Rights and Privacy Act (FERPA).
13. Services provided pursuant to this Agreement shall be provided without regard to race, creed, color, sex, sexual orientation, national origin, religion, age, disability, military status, predisposing genetic characteristics, marital status or sponsorship.
14. All notices which are required or permitted under this Agreement shall be in writing, and shall be deemed to have been given if delivered personally or sent by registered or certified mail, addressed as follows:

Superintendent of Schools Garden City UFSD 56 Cathedral Avenue Garden City, NY 11530	Superintendent of Schools Seaford UFSD 1600 Washington Ave. Seaford, NY 11783
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15. It is expressly understood that this Agreement shall not be assigned or transferred without prior written consent of the other party.
16. The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce every provision of this Agreement.
17. Should any provision of this Agreement, for any reason, be declared invalid and/or unenforceable, such decision shall not affect the validity of the remaining provisions of this Agreement. Such remaining provisions shall remain in full force and effect as if this Agreement had been executed with the invalid provision(s) eliminated.
18. This Agreement and the rights and obligations of the parties hereunder shall be construed in accordance with, and governed by, the laws and regulations of the State of New York and applicable Federal laws and regulations.

19. This Agreement is the complete and exclusive statement of the Agreement between the parties, and supersedes all prior or contemporaneous, oral or written: proposals, understandings, representations, conditions or covenants between the parties relating to the subject matter of the Agreement.
20. This Agreement may not be changed orally, but only by an Agreement, in writing, signed by authorized representatives of both parties.
21. It is mutually agreed that this contract shall not become valid and binding upon either party until the contract is approved by the Superintendent of Schools of the Seaford UFSD (district of residence).

IN WITNESS WHEREOF, the parties have set their hands and seals the day and year written above.

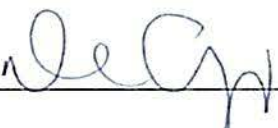
Seaford UFSD

Superintendent of Schools

Seaford UFSD

President, Board of Education

Garden City Union Free School District



District Clerk, Board of Education

HEALTH AND WELFARE SERVICES AGREEMENT

This Agreement is entered into this 1st day of July 2024 by and between the Board of Education of Seaford Union Free School District (hereinafter "SENDER"), having its principal place of business for the purpose of this Agreement at 1600 Washington Ave., Seaford, NY 11783, and the Board of Education of the West Islip School District (hereinafter "PROVIDER"), having its principal place of business for the purpose of this Agreement at 100 Sherman Avenue, West Islip, New York.

W I T N E S S E T H

WHEREAS, Sender is authorized pursuant to Section 912 of the Education Law, to enter into a contract with PROVIDER for the purpose of having PROVIDER provide health and welfare services to children residing in SENDER and attending a non-public school located in PROVIDER,

WHEREAS, certain students who are residents of SENDER are attending non-public schools located in PROVIDER,

WHEREAS, PROVIDER has received a request(s) from said non-public schools for the provision of health and welfare services to the aforementioned students,

NOW THEREFORE, in consideration of the mutual promises and covenants contained in this Agreement, the parties hereby mutually agree as follows.

1. The term of this Agreement shall be from July 1, 2024 through June 30, 2025 inclusive.
2. PROVIDER warrants that the health and welfare services will be provided by licensed health care providers. PROVIDER further represents that such services shall be performed by health care providers that are licensed under the laws of the State of New York, including New York State Department of Health and the State Education Department licensing requirements, if applicable. PROVIDER further represents that such services will be in accordance with all applicable provisions of Federal, State, and local laws, rules, and regulations, including Section 912 of the Education Law, and the student's IEP/IESP, if applicable. PROVIDER shall certify that all service providers possess documentation evidencing such license qualifications as required by Federal, State, and local laws, rules, regulations and orders.
3. PROVIDER understands and agrees that it will comply and is responsible for complying with all applicable Federal, State, and local laws, rules, and regulations with respect to the services provided pursuant to this Agreement.
4. The services provided by PROVIDER shall be consistent with the services available to students attending public schools within the PROVIDER School District; and may include, but are not limited to:

- a. all services performed by a physician, physician assistant, dentist, dental hygienist, registered professional nurse, nurse practitioner, school psychologist, school social worker, or school speech therapist,
- b. dental prophylaxis,
- c. vision and hearing screening examinations,
- d. the taking of medical histories and the administration of health screening tests,
- e. the maintenance of cumulative health records, and
- f. the administration of emergency care programs for ill or injured students.

It is expressly understood and agreed between the parties that the services to be provided pursuant to this Agreement shall not include any teaching services.

5. In exchange for the provision of health and welfare services pursuant to this Agreement, SENDER agrees to pay PROVIDER the sum of \$1,140.95 per eligible pupil for the 2024 – 2025 school year.
6. SENDER shall pay PROVIDER within thirty (30) days of SENDER's receipt of a detailed written invoice from PROVIDER. Said invoice shall specify the services provided, dates that the invoice covers, and the total amount due for the period specified.
7. If, during the term of this Agreement, a student becomes eligible to receive services pursuant to this Agreement, PROVIDER shall undertake to provide services pursuant to this Agreement, and the amount of compensation owed by SENDER shall be prorated accordingly to accurately reflect the period of time services were provided to the student.
8. If, during the term of this Agreement, a student ceases to be eligible to receive services pursuant to this Agreement, PROVIDER shall no longer be responsible for providing services to that student pursuant to this Agreement, and the amount of compensation owed by SENDER shall be prorated accordingly to accurately reflect the period of time services were provided to the student.
9. PROVIDER shall furnish any supplies or equipment necessary to provide the services pursuant to this Agreement to the extent such items are not provided by the non-public school.
10. Both parties agree to provide the State access to all relevant records which the State requires to determine either PROVIDER's or SENDER's compliance with applicable Federal, State, or local laws, rules, or regulations with respect to provision of services pursuant to this Agreement. Both parties agree to retain all materials and records relevant to the execution or performance of their obligations pursuant to this Agreement in accordance with the record retention requirements for such materials and records.

11. Both parties to this Agreement understand that they may receive and/or come into contact with protected health information as defined by the Health Insurance Portability and Accountability Act of 1996 (HIPAA). The parties hereby acknowledge their respective responsibilities pursuant to HIPAA and shall comply with said Regulations, if applicable.
12. Both parties, their employees, and/or agents agree that all information obtained in connection with the services performed pursuant to this Agreement is deemed confidential information. Both parties, their employees, and/or agents shall not use, publish, discuss, disclose or communicate the contents of such information, directly or indirectly with third parties, except as provided for in this Agreement. Both parties further agree that any information received by either party's employees and/or agents in connection with this Agreement which concerns the personal, financial, or other affairs of the parties, their employees, agents, and/or students will be treated as confidential and will not be revealed to any other persons, firms, organizations, or third parties. In addition, both parties agree that information concerning any student covered by the terms of this Agreement shall not be released except as provided for by applicable law, rule, or regulation, including but not limited to the Family Educational Rights and Privacy Act (FERPA).
13. Services provided pursuant to this Agreement shall be provided without regard to race, creed, color, sex, sexual orientation, national origin, religion, age, disability, or sponsorship.
14. All notices which are required or permitted under this Agreement shall be in writing, and shall be deemed to have been given if delivered personally or sent by registered or certified mail, addressed as follows:

SENDER: Superintendent of Schools
Seaford Union Free School District
1600 Washington Ave., Seaford, NY 11783

PROVIDER: Superintendent of Schools
West Islip Union Free School District
100 Sherman Avenue, West Islip, NY

15. It is expressly understood that this Agreement shall not be assigned or transferred without prior written consent of the other party.
16. The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce every provision of this Agreement.
17. Should any provision of this Agreement, for any reason, be declared invalid and/or unenforceable, such decision shall not affect the validity of the remaining provisions of this Agreement. Such remaining provisions shall remain in full force and effect as if this Agreement had been executed with the invalid provision(s) eliminated.

18. This Agreement and the rights and obligations of the parties hereunder shall be construed in accordance with, and governed by, the laws and regulations of the State of New York and applicable Federal laws and regulations
19. This Agreement is the complete and exclusive statement of the Agreement between the parties, and supersedes all prior or contemporaneous, oral or written: agreements, proposals, understandings, representations, conditions or covenants between the parties relating to the subject matter of the Agreement.
20. This Agreement may not be changed orally, but only by an Agreement, in writing, signed by authorized representatives of both parties.
21. This contract shall not become valid and binding upon either party until the contract is approved by the Board of Education of each party and signed by the authorized representatives listed below.

IN WITNESS WHEREOF, the parties have set their hands and seals the day and year written above.

Superintendent of Schools
Seaford Union Free School District

Date

President, Board of Education
Seaford Union Free School District

Date



President, Board of Education
West Islip Union Free School District

2/24/2025
Date

HEALTH AND WELFARE SERVICES AGREEMENT

THIS AGREEMENT is entered into this **11th** day of **February 2025** by and between the Board of Education of **Seaford Union Free School District** (hereinafter "**Seaford UFSD**") having its principal place of business for the purpose of this Agreement at **Seaford UFSD**, 1600 Washington Avenue, Seaford, NY 11783 and the Board of Education of the **NORTH MERRICK UNION FREE SCHOOL DISTRICT** (hereinafter "**NORTH MERRICK UFSD**"), having its principal place of business for the purpose of this Agreement at 1057 Merrick Avenue, North Merrick, NY 11566.

WITNESSETH

WHEREAS, **SEAFORD UFSD** is authorized pursuant to Section 912 of the Education Law, to enter into a contract with **NORTH MERRICK UFSD** for the purpose of having **NORTH MERRICK UFSD** provide health and welfare services to children residing in **SEAFORD UFSD** and attending a non-public school located in **NORTH MERRICK UFSD**.

WHEREAS, certain students who are residents of **SEAFORD UFSD** are attending non-public schools located in **NORTH MERRICK UFSD**.

WHEREAS, **NORTH MERRICK UFSD** has received a request(s) from said non-public school(s) for the provision of health and welfare services to the aforementioned student(s),

NOW THEREFORE, in consideration of the mutual promises and covenants contained in this agreement, the parties hereby mutually agree as follows.

A. TERM

The term of this Agreement shall be from July 1, 2024 through June 30, 2025 inclusive, unless terminated early as provided for in this agreement, and as authorized by law.

B. SERVICES AND RESPONSIBILITIES:

1. During the term of this Agreement, July 1, 2024 through June 30, 2025, the services provided by **NORTH MERRICK UFSD** may include, but are not limited to the following
 - a. all services performed by a registered professional nurse, nurse practitioner, school psychologist, school social worker, or school speech therapist,
 - b. vision and hearing screening examinations.
 - c. the taking of medical histories and the administration of health screening tests
 - d. the maintenance of cumulative health records, and
 - e. the administration of emergency care programs for ill or injured students.

It is expressly understood and agreed between the parties that the services to be provided pursuant to this Agreement shall not include any teaching services.

2. The services provided by **NORTH MERRICK UFSD** to **SEAFORD UFSD** shall be consistent with the services available to students attending public schools within the **NORTH MERRICK UFSD**.
3. **NORTH MERRICK UFSD** shall perform all services under this Agreement in accordance with all applicable Federal, State, and local laws, rules and regulations, as well as the established policy guidance from the New York State Education Department.

- a. The services of a school psychologist and/or a school speech therapist may be rendered on nonpublic parochial school premises only to the extent that such services are diagnostic in nature. To the extent that such services are therapeutic or remedial in nature, they may be rendered to a student attending a nonpublic parochial school only on a religiously neutral site.
4. Services provided pursuant to this Agreement shall be provided without regard to race, creed, color, sex, sexual orientation, national origin, religion, age, disability, or sponsorship.
5. NORTH MERRICK UFSD shall comply with all applicable provisions of the Safe Schools Against Violence in Education (SAVE) Act, including, but not limited to background checks and fingerprinting of all staff directly providing services to students. All persons providing services to students pursuant to this Agreement must receive clearance for employment by the New York State Education Department prior to the provision of such services.
6. NORTH MERRICK UFSD warrants that the services will be provided by healthcare the North Merrick Union Free School District that are properly licensed under the laws of the State of New York.
7. NORTH MERRICK UFSD shall furnish any supplies or equipment necessary to provide the services pursuant to this Agreement to the extent such items are not provided by the non-public school.
8. Both parties agree to provide the State access to all relevant records which the State requires to determine either NORTH MERRICK UFSD's or SEAFORD UFSD'S compliance with applicable Federal, State, or local laws, rules, or regulations with respect to provision of services pursuant to this Agreement. Both parties agree to retain all materials and records relevant to the execution or performance of their obligations pursuant to this Agreement in accordance with the record retention requirements for such materials and records.
9. Both parties to this Agreement understand that they may receive and/or come into contact with protected health information as defined by the Health Insurance Portability and Accountability Act of 1996 (HIPAA). The parties hereby acknowledge their respective responsibilities pursuant to HIPAA and shall comply with said Regulations, if applicable.
10. Both parties, their employees, and/or agents agree that all information obtained in connection with the services performed pursuant to this Agreement is deemed confidential information. Both parties, their employees, and/or agents shall not use, publish, discuss, disclose or communicate the contents of such information, directly or indirectly with third parties, except as provided for in this Agreement. Both parties further agree that any information received by either party's employees and/or agents in connection with this Agreement which concerns the personal, financial, or other affairs of the parties, their employees, agents, and/or students will be treated as confidential and will not be revealed to any other persons, firms, organizations or third parties. In addition, both parties agree that information concerning any student covered by the terms of this Agreement shall not be released except as provided for by applicable law, rule, or regulation, including but not limited to the Family Educational Rights and Privacy Act (FERPA).

C. **COMPENSATION**

1. In exchange for the provision of health and welfare services pursuant to this Agreement, SEAFORD UFSD agrees to pay NORTH MERRICK UFSD the sum of \$1921.00 per eligible pupil for the 2024 – 2025 school year. Said amount shall be prorated accordingly for each student to accurately reflect the actual period of time during which services were provided to each student.

2. **SEAFORD UFSD** shall pay **NORTH MERRICK UFSD** within thirty (30) days of **SEAFORD UFSD** receipt of a detailed written invoice from **NORTH MERRICK UFSD**. Said invoice shall specify the services provided, dates that the invoice covers, and the total amount due for the period specified.

D. **MISCELLANEOUS**

1. **Termination:** this Agreement may only be terminated in accordance with applicable Law.
2. **Defense / Indemnification:**
 - a. **NORTH MERRICK UFSD** agrees to defend, indemnify and hold harmless the **SEAFORD UFSD** Education its officers, directors, agents, or employees against all claims, demands, actions, lawsuits, costs, damages and expenses, including attorneys' fees, judgments, fines and amounts arising from any willful act, omission, error, recklessness or negligence of the **NORTH MERRICK UFSD**, its officers, directors, agents or employees in connection with the performance of services pursuant to this Agreement. The obligations pursuant to this provision shall survive the termination of this Agreement.
 - b. **SEAFORD UFSD** agrees to defend, indemnify and hold harmless the **NORTH MERRICK UFSD**, its officers, directors, agents, or employees against all claims, demands, actions, lawsuits, costs, damages and expenses, including attorneys' fees, judgments, fines and amounts arising from any willful act, omission, error, recklessness or negligence of the **North Merrick UFSD'S** officers, directors, agents or employees in connection with the performance of services pursuant to this Agreement. The obligations pursuant to this provision shall survive the termination of this Agreement.
3. **Notices:** All notices which are required or permitted under this Agreement shall be in writing, and shall be deemed to have been given if delivered personally or sent by registered or certified mail, addressed as follows:

Superintendent of Schools North Merrick UFSD 1057 Merrick Avenue Merrick, NY 11566	Superintendent of Schools Seaford UFSD 1600 Washington Avenue Seaford, NY 11783
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4. **Assignment:** It is expressly understood that this Agreement shall not be assigned or transferred without prior written consent of the other party.
5. **No Waiver:** The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce every provision of this Agreement.
6. **Severability:** Should any provision of this Agreement, for any reason, be declared invalid and/or unenforceable, such decision shall not affect the validity of the remaining provisions of this Agreement. Such remaining provisions shall remain in full force and effect as if this Agreement had been executed with the invalid provision(s) eliminated.
7. **Governing Law:** This Agreement and the rights and obligations of the parties hereunder shall be construed in accordance with, and governed by the laws and regulation of the State of New York and applicable Federal Laws and regulations.

8. Venue: Any dispute arising under this Agreement shall be litigated in the Courts of Nassau County, New York.
9. Entire Agreement: This Agreement is the complete and exclusive statement of the Agreement between the parties, and supersedes all prior or contemporaneous, oral or written: agreements, proposals, understandings, representations, conditions or covenants between the parties relating to the subject matter of the Agreement.
10. Amendment: This Agreement may not be changed orally, but only by an Agreement, in writing, signed by authorized representatives of both parties.
11. Execution: This Agreement, and any amendments to this Agreement, will not be in effect until agreed to in writing and signed by authorized representatives of both parties. Furthermore, this Agreement shall not become valid and binding upon either party until the contract is approved by the Board of Education for the **SEAFORD UFSD**.

IN WITNESS THEREOF, the parties hereto have executed this Agreement the day and year written

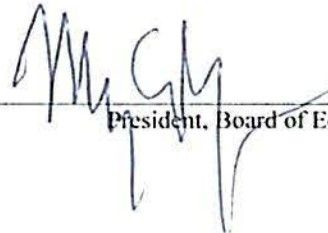
SEAFORD UFSD

Superintendent of Schools

SEAFORD UFSD

President, Board of Education

NORTH MERRICK UFSD



President, Board of Education



313 Round Swamp Road • Melville, NY 11747 • T 631-692-6361 • F 631-692-6987
www.crestwoodcountryday.com • info@crestwoodcountryday.com

This EVENT AGREEMENT made this **February 26, 2025** by and between Premier Camp Company LLC dba Crestwood Country Day (hereinafter referred to as "Crestwood" or "Lessor") and Seaford School District (hereinafter referred to as "Lessee").

1. EVENT

Name of Event: Seaford Manor and Seaford Harbor Elementary 5th Grade Picnic

Date: Tuesday, June 10, 2025

Rain Date: Wednesday, June 18, 2025

Hours: 9:30 AM - 2:30 PM

Number of Attendees: Seaford Harbor : Approx 99 students ; Seaford Manor: Approx 86 students

Lessee will notify Crestwood of the exact number of participants, not less than **14 days** prior to the event date. Lessee will guarantee that the number of attendees will not decrease by more than 10% after this date. Additions to the lessee after this date will be accommodated at Crestwood's discretion.

2. PRICE

Price based on minimum attendance of: **170 students**

\$89 per child and \$30 per adult; teaching staff is free

Deposit: \$1000.00 (\$500.00 per school) with signed contract

Balance due 30 days prior to the event

All deposits are non refundable

Payments may be made by cash or company/school check (no personal checks will be accepted less than 30 days prior to the event) - Please make checks out to **Round Swamp Road Associates, LLC**

For Schools Only: Individual participants may make credit card payments via our website if previously arranged with Crestwood.

3. ACTIVITIES

Pools (heated pool) plus giant waterslide

Tree House

Bungee trampoline

Zip Line

Gaga Ball

Softball Field

Soccer

Tennis courts

Outdoor Basketball courts

Beach Volleyball

Additional Activities available upon request - Activities will be scheduled during the designated time frame of the party and Supervised by Crestwood Staff

4. FOOD

BBQ MENU: Hamburgers, hot dogs, grilled chicken, veggie burgers, tossed salad, condiments, juice, water, ice cream, ice pops and all paper goods.

5. RESPONSIBILITY OF CRESTWOOD:

1. To provide appropriately trained staff and supervision for the safe and fun operation of activities listed above. To provide additional staff as needed to facilitate the day's program.
2. To provide a schedule of both "Crestwood Staffed" and "non Crestwood Staffed" activities based on those listed above that to the best of our abilities meets the requests of the LESSEE. At a minimum, Crestwood will provide at least one STAFFED activity for each class at all times.
3. If Crestwood is catering the food, Crestwood will provide, staff and service lunch to the LESSEE based on menu listed above.
4. To provide basic first aid kit. Professional Medical Staff or Nurses will not be provided. For school functions only: Crestwood will provide one staff member trained in basic first aid.
5. To provide all necessary equipment for all activities.
6. To provide for a suitable alternative date for event should weather make it necessary to cancel event. Rain/Alternative Date may be shared with other Groups.
7. To provide changing facilities for swimming.

6. RESPONSIBILITY OF LESSEE

1. To provide supervision of Lessee and their guests behavior and safety. During activities supervised by Crestwood Staff, Crestwood Staff will supervise the safe operation of the activity and the Lessee will be responsible for the guest's behavior.
2. To provide for any special needs for their guests (dietary, medical, physical) unless previously arranged with Crestwood.
3. Lessee and their guests will cooperate with Crestwood's managers and others that may be sharing the facilities (i.e. pre-school, etc.)
4. To provide towels if swimming will be offered
5. Lessee is responsible for any monetary damage to CRESTWOOD property caused by the Lessee or guests of the Lessee. Damage due to normal use or wear and tear is excluded.
6. Thirty Days prior to event date, Lessee will provide Crestwood with evidence of Lessee's current in force liability insurance coverage in the minimum amount of \$1,000,000 per incident, per person with Premier Camp Company LLC dba Crestwood Country Day as an additional insured. Proof of worker's compensation insurance is also required. Crestwood will not permit activities to proceed without insurance document.
7. If the Lessee is serving alcohol, Lessee agrees to purchase "event insurance" covering the within event and naming lessor as an additional insured and including off-premises or "dram shop" liquor liability coverage.
8. If using an outside caterer, Lessee acknowledges that the caterer is required to carry event liability insurance and if serving alcohol, the insurance must include "dram shop" liquor liability and must be licensed to serve alcoholic beverages at this site. Proof of insurance and liquor license must be provided to Crestwood not less than 30 days prior to the event.
9. If serving alcohol, Lessee and/or caterer acknowledges that it will purchase and serve its own liquor for this event, and that it is not purchasing any liquor from lessor. Lessee agrees to keep its receipts for the purchase of same for a period of one year.
10. Lessee and caterer is aware of the local and state laws regulating the providing of liquor to individuals under the age of twenty-one, and to visibly intoxicated persons. Lessee warrants and

- represents to lessor that it will at all times comply with such laws, and will not provide any liquor to anyone under twenty-one years of age or to any visibly intoxicated person
11. Lessee further agrees to save and hold harmless lessor from any claim, cause of action, suit, judgment or other action, including legal expenses that any of its guests, invitees, licensees or agents may bring against lessor arising out of lessee's use of the premises
 12. Lessees will adhere to all regulations as attached.

7. ADDITIONS/DELETIONS:

NO ALCOHOL _____

8. REGULATIONS:

1. If swimming pool is available for use, it will be under the direction of a certified Lifeguard to be provided by Crestwood. Swimming is permitted only during daylight hours and during assigned times. Bathing suits are required. Swim diapers are required for any children who are not fully toilet trained.
2. At all activities, lessee and their guests are required to follow all safety rules and regulations as described by Crestwood.
3. Attendees (children) must be under adult supervision at all activities. Children may not wander the property alone. For schools: Crestwood requires the buddy system. All Attendees must be assigned (either prior to arriving at Crestwood or upon arrival) at least one "buddy" that they will stay with throughout the day.
4. Cars shall be parked in designated parking areas only.
5. Smoking is not permitted on any part of the Crestwood property.
6. Alcohol is not permitted at Crestwood unless otherwise specified elsewhere in the contract
7. Pets are not permitted.
8. Firearms and weapons of any kind are not permitted on the property at any time.
9. Lessee and their guests may not remove any Crestwood property from the Crestwood facility.
10. Unless stated in the agreement, the lessee shall not necessarily have the exclusive use of the facility.
11. Lessee and their guests may not enter any buildings or classrooms when and where the Crestwood school is in session. Lessee and their guests may only use buildings or classrooms that have been cleared for use by Crestwood.
12. All Lessee participants must wear and have visible an identification band issued by Crestwood while on the property.
13. Illegal substances and non-prescribed drugs are not permitted on the property at any time.
14. Crestwood should be made aware of any conditions or treatment of participants for emotional, neurological, physical, medical or psychiatric disorders prior to the event.
15. Crestwood is not responsible for loss of valuables or personal property.
16. Crestwood reserves the right to remove any participant from the event if they present a risk to themselves or others.

9. ASSUMPTION OF RISK:

The Lessee understands that part of the camp experience involves activities and Lessee living arrangements and interactions that may be new to Lessee participants and that they come with certain risks and uncertainties beyond what Lessee participants may be used to dealing with at home including uneven terrain, thrown and other wayward objects, children and adults running about, insects, animals and plants. The Lessee is aware of these risks and assumes them on behalf of group participants. The Lessee realizes that no environment is risk free and has instructed group participants on the importance of abiding by the rules outlined in this contract and by the guidelines set forth by the camp. Participants agree that they are familiar with these rules and guidelines and will obey them.

10. ARBITRATION CLAUSE

I agree that any dispute concerning, relating, arising out of or referring to this contract shall be resolved exclusively by binding arbitration in SUFFOLK County, New York, according to the then existing commercial rules of the American Arbitration Association and the substantive laws of NEW YORK.

In Witness Whereof, the parties have executed this Event Agreement the day and year first above written.

Each signatory below represents to the other that he/she is authorized to sign this document and has authority to bind the group to this contract.

CONTACT INFO & SIGNATURES

Seaford Manor School

Legal Name of Company / School _____

Business Mailing Address _____

Contact Person _____

Contact's Cell _____

Contact's Email _____

Lessee Signature Title

Print Name Date

Seaford Harbor School

Legal Name of Company / School _____

Business Mailing Address _____

Contact Person _____

Contact's Cell _____

Contact's Email _____

Lessee Signature Title

Print Name Date

For Crestwood



Lessor Crestwood Owner/Director signature



Print Name



Date

RIDER TO THE AGREEMENT

between

**SEAFORD UNION FREE SCHOOL DISTRICT
(hereinafter referred to as "SCHOOL DISTRICT")
1600 Washington Avenue
Seaford, New York 11783**

and

**PREMIER CAMP COMPANY, LLC,
d/b/a CRESTWOOD COUNTRY DAY
(hereinafter referred to as "CRESTWOOD")
313 Round Swamp Road
Melville, New York 11747**

1. The terms and conditions of this Rider supersede and take precedence over the terms of the Event Agreement dated February 26, 2025, (the "Agreement") attached hereto. To the extent the terms of this Rider conflict with the terms of the written agreement, the terms of this Rider shall govern.
2. The terms of the Agreement shall be modified as follows:
 - a. Paragraph 10 ("Arbitration") shall be deleted and replaced with Paragraph 7 of this Rider.
 - b. Paragraph 11 ("Hold Harmless") shall be deleted in its entirety.
3. **FORCE MAJEURE:** In the event the performance of CRESTWOOD's services is rendered impossible or delayed by events beyond the control of parties, including but not limited to: war, social unrest, labor dispute, act of God, public health emergency, epidemic, pandemic, weather conditions, or regulations or restrictions imposed by any government or governmental agency, SCHOOL DISTRICT shall not be liable for the payment of fees to CRESTWOOD in the event CRESTWOOD does not provide services.
4. **INDEPENDENT CONTRACTOR:** All employees and independent contractors of CRESTWOOD shall be deemed employees or independent contractors of CRESTWOOD for all purposes and CRESTWOOD alone shall be responsible for their work, personal conduct, direction, and compensation. CRESTWOOD acknowledges that it will not hold itself, its officers, employees and/or agents out as employees of SCHOOL DISTRICT. CRESTWOOD is retained by SCHOOL DISTRICT only for the purposes and to the extent set forth in this Agreement, and its relationship to SCHOOL DISTRICT shall, during the periods of its services hereunder, be that of an independent contractor. CRESTWOOD shall not be considered as having employee status and shall not be entitled to participate in any of SCHOOL DISTRICT's workers' compensation, retirement, fringe benefits, unemployment insurance, liability insurance, disability insurance, or other similar employee benefit programs. Similarly,

CRESTWOOD, its officers, its employees and/or agents shall not be considered as having employee status for the purposes of any other rights, privileges or benefits derived from employment by SCHOOL DISTRICT. CRESTWOOD agrees that this Agreement does not confer benefits of any nature whatsoever upon it other than payment for services provided herein. CRESTWOOD shall not assert any claim for additional benefits of any nature, including, but not limited to, unemployment compensation benefits, by reason of the services to be performed pursuant to this Agreement. CRESTWOOD shall not be entitled to assert any claim to entitlements pursuant to any collective bargaining agreement now or hereafter in effect between SCHOOL DISTRICT and its employees.

5. **INSURANCE:**

- a. Notwithstanding any terms, conditions or provisions, in any other writing between the parties, CRESTWOOD hereby agrees to effectuate the naming of SCHOOL DISTRICT as an additional insured on CRESTWOOD's commercial general liability and excess liability insurance policies. If the policy is written on a claims-made basis, the retroactive date must precede the date of the contract.
- b. The policy naming SCHOOL DISTRICT as an additional insured shall:
 - i. be an insurance policy from an A.M. Best A- rated or better insurer, licensed and admitted to conduct business in New York State.
 - ii. state that CRESTWOOD's coverage shall be primary and non-contributory coverage for SCHOOL DISTRICT, its Board, employees and volunteers with a waiver of subrogation in favor of SCHOOL DISTRICT for all coverages including Workers' Compensation.
- c. SCHOOL DISTRICT shall be listed as an additional insured by using endorsement CG 2026 or equivalent. The decision to accept an alternative endorsement rests solely with SCHOOL DISTRICT. A completed copy of the endorsement must be attached to the certificate of insurance.
- d. The certificate of insurance must describe the specific services provided by CRESTWOOD that are covered by the liability policies.
- e. At SCHOOL DISTRICT's request, CRESTWOOD shall provide a copy of the declaration page of the liability and umbrella policies with a list of endorsements and forms. If so requested, CRESTWOOD will provide a copy of the policy endorsements and forms.
- f. CRESTWOOD agrees to indemnify SCHOOL DISTRICT for any applicable deductibles and self-insured retentions.

g. Required Insurance:

- i. **Commercial General Liability Insurance:**
\$1,000,000 per Occurrence/\$2,000,000 Aggregate
\$2,000,000 Products and Completed Operations
\$1,000,000 Personal and Advertising Injury
\$1,000,000 Sexual Misconduct and Assault
\$100,000 Fire Damage
\$10,000 Medical Expense

Coverage for sexual misconduct must be affirmed. Sub-limits below the policy limits for sexual misconduct are accepted solely at the discretion of SCHOOL DISTRICT.

- ii. **Workers' Compensation, Employers' Liability/N.Y.S. Disability/N.Y.S. Paid Family Leave:**
Statutory Workers' Compensation, Employers' Liability and N.Y.S. Disability Benefits/N.Y.S. Paid Family Leave Insurance for all employees. Proof of coverage must be on the approved specific form, as required by the New York State Workers' Compensation Board. ACORD certificates are not acceptable.

A self-employed person and certain partners and corporate officers are excluded from the definition of "employee" pursuant to Workers' Compensation Law §2 (4). As such, individuals in such capacity are excluded from Workers' Compensation Law coverage requirements. A person seeking an exemption must file a CE-200 form with the state. The form can be completed and submitted directly to the WC Board online.

- iii. **Umbrella/Excess Insurance:**
\$3,000,000 each occurrence and aggregate. Umbrella/Excess coverage shall be on a follow-form basis over the required General Liability and Professional Liability coverage.

- h. CRESTWOOD acknowledges that failure to obtain such insurance on behalf of SCHOOL DISTRICT constitutes a material breach of contract. CRESTWOOD is to provide SCHOOL DISTRICT with a certificate of insurance, evidencing the above requirements have been met, prior to the commencement of work or use of facilities. The failure of SCHOOL DISTRICT to object to the contents of the certificate or the absence of same shall not be deemed a waiver of any or all rights held by SCHOOL DISTRICT.

6. **DISCRIMINATION PROHIBITED:** Neither SCHOOL DISTRICT nor CRESTWOOD will discriminate against any individual because of their age, race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, reproductive health decisions, disability, predisposing genetic characteristics or marital status and will take affirmative action to ensure that each individual is afforded equal opportunities without

discrimination because of their age, race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, reproductive health decisions, disability, predisposing genetic characteristics or marital status.

7. **GOVERNING LAW:** This Agreement shall be governed by, and interpreted and enforced in accordance with, the laws of the State of New York without regard to conflicts or choice of law provisions that would defer to the substantive laws of another jurisdiction. Each of the parties hereto consents to the jurisdiction of any state court located within the County of Nassau, State of New York, or federal court in Federal District Court for the Eastern District of New York located in the County of Suffolk, State of New York, and irrevocably agrees that all actions or proceedings relating to this Agreement must be litigated in such courts, and each of the parties waives any objection which it may have based on improper venue or *forum non conveniens* to the conduct of and proceeding in any such court.

8. **SEVERABILITY:** If any term, provision, covenant or condition of this Agreement, or the application thereof to any person, place or circumstance, shall be held by a court of competent jurisdiction to be invalid, unenforceable or void, the remainder of this Agreement and such term, provision, covenant or condition as applied to other persons, places and circumstances shall remain in full force and effect.

9. **AUTHORIZATION TO ENTER AGREEMENT:** The undersigned representative of CRESTWOOD hereby represents and warrants that the undersigned is an officer, director, or agent of CRESTWOOD with full legal rights, power and authority to enter into this Agreement on behalf of CRESTWOOD and bind CRESTWOOD with respect to the obligations enforceable against CRESTWOOD in accordance with its terms.

10. **COUNTERPARTS/ELECTRONIC SIGNATURE:** This Agreement may be executed in counterparts. Further, a copy of a signature on a facsimile or electronic transmission of this Agreement shall have the same force and effect as if it were an original signature.

SEAFORD UNION FREE SCHOOL DISTRICT

Date: _____

By: _____

PREMIER CAMP COMPANY, LLC, d/b/a
CRESTWOOD COUNTRY DAY

Date: 3/3/2025—

By: M. h.

THIS AGREEMENT made as of the 1st day of September, 2025 by and between the SEAFORD UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "SCHOOL DISTRICT"), with offices for the transaction of business located at 1600 Washington Avenue, Seaford, New York 11783, and LEARN AND GROW CHILD CARE, INC. (hereinafter referred to as the "CONTRACTOR") with offices for the transaction of business located at 566 Wantagh Avenue, Levittown, New York 11756.

WHEREAS, Chapter 436 of the Laws of 1997 and Section 3602-e of the Education Law of the State of New York established the New York State Universal Pre-Kindergarten Program ("the Program"), open to the application and participation of all School Districts; and

WHEREAS, the Program provides school districts an opportunity to obtain State funding for four-year-old children to participate in a pre-kindergarten program; and

WHEREAS, SCHOOL DISTRICT's allocation for the 2025-2026 school year is for up to thirteen (13) students; and

WHEREAS, it is necessary for SCHOOL DISTRICT and CONTRACTOR to enter into this Agreement to effectuate the aforesaid placement.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained in this Agreement, the parties hereto mutually agree as follows:

1. **TERM:** The term of this Agreement shall be from September 1, 2025 to and including June 30, 2026. Based upon the mutual agreement of the parties, this Agreement may be renewed thereafter from year to year.
2. **METHOD OF PAYMENT:** SCHOOL DISTRICT has allotted \$5,400.00 for up to thirteen (13) students for the 2025/2026 school year for placement in the Pre-Kindergarten Program operated by CONTRACTOR. SCHOOL DISTRICT will make payment to CONTRACTOR at the end of each month based upon actual enrollment of students in the Program. SCHOOL DISTRICT reserves the right based upon non-attendance to fill slots if they should become available throughout the school year. It is expressly understood and acknowledged by CONTRACTOR that the funds for the pre-kindergarten placements contemplated hereunder are appropriated by grant through the State of New York. In the event of diminution or cessation of then current appropriations by the State, SCHOOL DISTRICT reserves the right to cancel any then existing placements with CONTRACTOR, or to terminate this Agreement in all respects with no recourse by CONTRACTOR.
3. **AUTHORITY:** This Agreement is entered into and authorized by Section 3602-e of the Education Law of the State of New York, and by Chapter 436 of the Laws of 1997. The purpose of this Agreement is to establish the terms and conditions of an agreement between SCHOOL DISTRICT and CONTRACTOR for the provision of pre-kindergarten services to students placed in the Program by SCHOOL DISTRICT.

4. **COMPLIANCE WITH STATE LAW AND REGULATIONS:** The Program shall during the term of this Agreement comply in all respects with the Regulations of the Commissioner of Education pertaining to pre-kindergarten programs contained in 8 NYCRR 151-1.2 through and including 151-1.7. (CONTRACTOR acknowledges that it is familiar with the aforesaid regulations, has reviewed them and shall be responsible for compliance with any amendments thereto.) In the event that SCHOOL DISTRICT shall determine that the Program operated by CONTRACTOR is not in compliance, or in the event that SCHOOL DISTRICT is given notice thereof by the State of New York or any agency or department thereof, SCHOOL DISTRICT shall immediately give CONTRACTOR notice thereof. CONTRACTOR shall have ten (10) days to cure the noncompliance cited. In the event CONTRACTOR has not cured the cited noncompliance, this Agreement shall be terminated.

5. **REGISTRATION:** All students referred for placement in the Program through SCHOOL DISTRICT's Universal Pre-Kindergarten Program must have registered with SCHOOL DISTRICT's central registration office.

6. **ATTENDANCE AND CALENDAR REQUIREMENTS:** CONTRACTOR shall maintain a daily record of student attendance and forward attendance information to SCHOOL DISTRICT each week.

CONTRACTOR must operate on the same school calendar as SCHOOL DISTRICT. Students are to attend the Program five days/week for 5 hours a day.

Students who do not attend on a regular basis or are regularly late to the Program shall be referred to SCHOOL DISTRICT's Pre-Kindergarten Coordinator/Principal. Upon a determination by either CONTRACTOR or SCHOOL DISTRICT that attendance is deficient, a meeting with the parent shall be promptly held by CONTRACTOR to determine the reasons for the attendance problem and to identify steps to resolve the attendance problem. Inability to resolve the problem after documented interventions should be referred in writing to SCHOOL DISTRICT's Universal Pre-Kindergarten Coordinator/Principal.

Students who do not attend class or are late for two (2) consecutive weeks without an appropriate medical excuse or other reasonable explanation shall be removed from the roster by CONTRACTOR, or at the direction of SCHOOL DISTRICT's Universal Pre-Kindergarten Coordinator/Principal. In the former event, SCHOOL DISTRICT's Universal Pre-Kindergarten Coordinator/Principal shall be promptly notified in writing that such action has been taken.

7. **DISCIPLINE AND SUSPENSION OF STUDENTS:** Pre-kindergarten students placed with SCHOOL DISTRICT's pre-kindergarten program shall only be suspended from attendance following notice to SCHOOL DISTRICT's Universal Pre-Kindergarten Coordinator/Principal and following the application of appropriate due process procedures, which shall include notice to the student's parent or person in parental relation, and an opportunity for the child and his/her parent or person in parental relation to be heard. A decision to seek suspension shall be premised upon the student's behavior (which shall have been documented) and shall be preceded by application of appropriate non-suspension interventions, parent input and involvement, and involvement of special needs personnel, if appropriate. No suspension shall be effectuated without the prior written approval of SCHOOL DISTRICT's Universal Pre-Kindergarten

Coordinator/Principal.

8. **CUMULATIVE FOLDERS:** CONTRACTOR shall maintain cumulative folders with notification of parent-teacher conferences/contacts and other important information relative to the student. These cumulative folders shall be turned over to SCHOOL DISTRICT at the end of the 2025/2026 school year.

9. CONTRACTOR shall conduct benchmark assessments pre-approved by SCHOOL DISTRICT no less than two times per year and shall provide proof of parental notification of results. Results of all assessments will be sent to SCHOOL DISTRICT within one month of assessment completion.

10. **ANNUAL ASSESSMENT:** CONTRACTOR shall provide SCHOOL DISTRICT with a year-end assessment of its participation in the Program to determine the extent that goals and objectives have been met. Said assessment shall be submitted on or before July 15, 2026, and each year thereafter in the event that this contract is renewed.

11. **FACILITIES, SUPPLIES, AND EQUIPMENT:** CONTRACTOR shall maintain appropriate equipment, supplies, and materials for each pre-kindergarten child. (Nothing herein contained shall diminish the responsibility of CONTRACTOR to comply with the facility requirements of 8 NYCRR 151-1.2 through and including 151-1.7.

12. **INSURANCE:**

- a. Notwithstanding any terms, conditions, or provisions, in any other writing between the parties, CONTRACTOR hereby agrees to effectuate the naming of SCHOOL DISTRICT as an additional insured on CONTRACTOR's commercial general liability and excess liability insurance policies. If the policy is written on a claims-made basis, the retroactive date must precede the date of the contract.
- b. The policy naming SCHOOL DISTRICT as an additional insured shall:
 - i. be an insurance policy from an A.M. Best A- rated or better insurer, licensed and admitted to conduct business in New York State.
 - ii. state that CONTRACTOR's coverage shall be primary and non-contributory coverage for SCHOOL DISTRICT, its Board, employees, and volunteers with a waiver of subrogation in favor of SCHOOL DISTRICT for all coverages including Workers' Compensation.
- c. SCHOOL DISTRICT shall be listed as an additional insured by using endorsement CG 2026 or equivalent. The decision to accept an alternative endorsement rests solely with SCHOOL DISTRICT. A completed copy of the endorsement must be attached to the certificate of insurance.
- d. The certificate of insurance must describe the specific services provided by CONTRACTOR that are covered by the liability policies.

- e. At SCHOOL DISTRICT's request, CONTRACTOR shall provide a copy of the declaration page of the liability and umbrella policies with a list of endorsements and forms. If so requested, CONTRACTOR will provide a copy of the policy endorsements and forms.
- f. CONTRACTOR agrees to indemnify SCHOOL DISTRICT for any applicable deductibles and self-insured retentions.
- g. Required Insurance:

- i. **Commercial General Liability Insurance:**
\$1,000,000 per Occurrence/\$2,000,000 Aggregate
\$2,000,000 Products and Completed Operations
\$1,000,000 Personal and Advertising Injury
\$1,000,000 Sexual Misconduct and Assault
\$100,000 Fire Damage
\$10,000 Medical Expense

Coverage for sexual misconduct must be affirmed. Sub-limits below the policy limits for sexual misconduct are accepted solely at the discretion of SCHOOL DISTRICT.

- ii. **Automobile Liability (if applicable):**
\$1,000,000 combined single limit for owned, hired, borrowed, and non-owned motor vehicles.

- iii. **Workers' Compensation, Employers' Liability/N.Y.S. Disability/N.Y.S. Paid Family Leave:**

Statutory Workers' Compensation, Employers' Liability and N.Y.S. Disability Benefits/N.Y.S. Paid Family Leave Insurance for all employees. Proof of coverage must be on the approved specific form, as required by the New York State Workers' Compensation Board. ACORD certificates are not acceptable.

A self-employed person and certain partners and corporate officers are excluded from the definition of "employee" pursuant to Workers' Compensation Law § 2(4). As such, individuals in such capacity are excluded from Workers' Compensation Law coverage requirements. A person seeking an exemption must file a CE-200 form with the state. The form can be completed and submitted directly to the WC Board online.

- iv. **Professional Errors and Omissions Insurance:**
\$1,000,000 per occurrence/\$2,000,000 aggregate for the professional acts of CONTRACTOR performed under the contract for SCHOOL DISTRICT. If written on a "claims-made" basis, the retroactive date must pre-date the inception of the contract or agreement. Coverage shall remain in effect for two years following the completion of work.

- v. **Umbrella/Excess Insurance:**
\$1,000,000 each occurrence and aggregate. Umbrella/Excess coverage shall be on a follow-form basis over the required General Liability and Professional Liability coverage.
- h. CONTRACTOR acknowledges that failure to obtain such insurance on behalf of SCHOOL DISTRICT constitutes a material breach of contract. CONTRACTOR is to provide SCHOOL DISTRICT with a certificate of insurance, evidencing the above requirements have been met, prior to the commencement of work or use of facilities. The failure of SCHOOL DISTRICT to object to the contents of the certificate or the absence of same shall not be deemed a waiver of any or all rights held by SCHOOL DISTRICT.

13. CONFIDENTIALITY AND DATA SECURITY AND PRIVACY STANDARDS:

- a. CONTRACTOR, its employees, and/or agents agree that all information obtained in connection with the services provided for in this Agreement is deemed confidential information. CONTRACTOR, its employees, and/or agents shall not use, publish, discuss, disclose, or communicate the contents of such information, directly or indirectly with third parties, except as provided for in this Agreement. CONTRACTOR further agrees that any information received by CONTRACTOR, its employees, and/or agents during the course of the services provided pursuant to this Agreement which concerns the personal, financial, or other affairs of SCHOOL DISTRICT, its employees, agents, clients, and/or students will be treated by CONTRACTOR, its employees, and/or agents in full confidence and will not be revealed to any other persons, firms, or organizations.
- b. CONTRACTOR acknowledges that it may receive and/or come into contact with personally identifiable information, as defined by New York Education Law § 2-d, from records maintained by SCHOOL DISTRICT that directly relate to a student(s) (hereinafter referred to as "education record"). CONTRACTOR understands and acknowledges that it shall have in place sufficient protections and internal controls to ensure that information is safeguarded in accordance with applicable laws and regulations, and understands and agrees that it is responsible for complying with state data security and privacy standards for all personally identifiable information (hereinafter referred to as "PII") from education records, and it shall:
 - i. limit internal access to education records to those individuals that are determined to have legitimate educational interests;
 - ii. not use the education records for any purposes other than those explicitly authorized in this Agreement;
 - iii. maintain reasonable administrative, technical, and physical safeguards to protect the security, confidentiality, and integrity of education records in its custody; and

- iv. use encryption technology to protect data while in motion or in its custody from unauthorized disclosure using a technology or methodology specified by the secretary of the United States Department of Health and Human Services in guidance issued under Section 13402(H)(2) of Public Law 111-5 and the National Institute of Standards and Technology Cyber Security Framework Version 1.1.
- c. SERVICE PROVIDER has no property or licensing rights or claims of ownership to PII, and CONTRACTOR must not use PII for any purpose other than to provide the services set forth in the Agreement. Neither the services provided nor the manner in which such services are provided shall violate New York law.
- d. SERVICE PROVIDER further understands and agrees that it is responsible for submitting a data security and privacy plan to SCHOOL DISTRICT prior to the start of the term of this Agreement. Such plan shall outline how all state, federal, and local data security and privacy contract requirements will be implemented over the life of the contract consistent with SCHOOL DISTRICT's policy on data security and privacy, as adopted. Further, such plan shall include a signed copy of SCHOOL DISTRICT's Parents' Bill of Rights and the training requirement established by CONTRACTOR for all employees who will receive personally identifiable information from student records (hereinafter referred to as "student data").
- e. SERVICE PROVIDER understands that as part of SCHOOL DISTRICT's obligations under New York Education Law § 2-d, CONTRACTOR is responsible for providing SCHOOL DISTRICT with supplemental information to be included in SCHOOL DISTRICT's Parents' Bill of Rights. Such supplemental information shall be provided to SCHOOL DISTRICT within ten (10) days of execution of this Agreement and shall include:
 - i. the exclusive purposes for which the student data will be used;
 - ii. how CONTRACTOR will ensure that subcontractors, persons or entities that CONTRACTOR will share the student data with, if any, will abide by data protection and security requirements;
 - iii. that student data will be returned or destroyed upon expiration of the Agreement;
 - iv. if and how a parent, student, or eligible student may challenge the accuracy of the student data that is collected; and
 - v. where the student data will be stored (described in such a manner as to protect data security), and the security protections taken to ensure such data will be protected, including whether such data will be encrypted.
- f. Upon request by SCHOOL DISTRICT, CONTRACTOR shall provide SCHOOL DISTRICT with copies of its policies and related procedures that pertain to the

protection of PII. It may be made available in a form that does not violate CONTRACTOR's own information security policies, confidentiality obligations, and applicable laws. In addition, CONTRACTOR may be required to undergo an audit of its privacy and security safeguards, measures and controls as it pertains to alignment with the requirements of New York State laws and regulations, SCHOOL DISTRICT's policies applicable to CONTRACTOR, and alignment with the NIST Cybersecurity Framework performed by an independent third party at CONTRACTOR's expense, and provide the audit report to SCHOOL DISTRICT. CONTRACTOR may provide SCHOOL DISTRICT with a recent industry standard independent audit report on CONTRACTOR's privacy and security practices as an alternative to undergoing an audit.

- g. The following requirements apply if CONTRACTOR will use subcontractors that have access to PII in the course of providing the services:
 - i. CONTRACTOR shall only disclose PII to CONTRACTOR's employees and subcontractors who need to know the PII in order to provide the services and the disclosure of PII shall be limited to the extent necessary to provide such services. CONTRACTOR shall ensure that all such employees and subcontractors comply with the terms of this provision.
 - ii. CONTRACTOR must ensure that each subcontractor performing functions pursuant to the Agreement where the subcontractor will receive or have access to PII is contractually bound by a written agreement that includes confidentiality and data security obligations equivalent to, consistent with, and no less protective than, those found in this provision.
 - iii. CONTRACTOR shall examine the data security and privacy measures of its subcontractors prior to utilizing the subcontractor. If at any point a subcontractor fails to materially comply with the requirements of this provision, CONTRACTOR shall: notify SCHOOL DISTRICT and remove such subcontractor's access to PII; and, as applicable, retrieve all PII received or stored by such subcontractor and/or ensure that PII has been securely deleted and destroyed in accordance with this provision. In the event there is an incident in which the subcontractor compromises PII, CONTRACTOR shall follow the data breach reporting requirements set forth herein.
 - iv. CONTRACTOR shall take full responsibility for the acts and omissions of its employees and subcontractors.
 - v. CONTRACTOR must not disclose PII to any other party unless such disclosure is required by statute, court order, or subpoena, and CONTRACTOR makes a reasonable effort to notify SCHOOL DISTRICT of the court order or subpoena in advance of compliance but in any case, provides notice to SCHOOL DISTRICT no later than the time the PII is disclosed, unless such disclosure to SCHOOL DISTRICT is expressly prohibited by the statute, court order or subpoena.

- h. CONTRACTOR shall ensure that all its employees and subcontractors who have access to PII have received or will receive training on the federal and state laws governing confidentiality of such data prior to receiving access.
- i. In the event of a breach of the within confidentiality and data security and privacy standards provision and unauthorized release of student data, CONTRACTOR shall immediately notify SCHOOL DISTRICT and advise it as to the nature of the breach and steps CONTRACTOR has taken to minimize said breach. Said notification must be made within seven (7) days of the breach. Notifications required pursuant to this section must be in writing, given by personal delivery, or by registered or certified mail, and must, to the extent available, include a description of the breach which includes the date of the incident and the date of discovery; the types of PII affected and the number of records affected; a description of CONTRACTOR's investigation; and the contact information for representatives who can assist SCHOOL DISTRICT. In the case of required notification to a parent or eligible student, CONTRACTOR shall promptly reimburse SCHOOL DISTRICT for the full cost of such notification.
- j. CONTRACTOR agrees that it will cooperate with SCHOOL DISTRICT and law enforcement, where necessary, in any investigations into a breach. Any costs incidental to the required cooperation or participation of CONTRACTOR or its Authorized Users, as related to such investigations, will be the sole responsibility of CONTRACTOR if such breach is attributable to CONTRACTOR or its subcontractors.
- k. In the event that CONTRACTOR fails to notify SCHOOL DISTRICT of a breach, said failure shall be punishable by a civil penalty of the greater of \$5,000 or up to \$20 per student, teacher, and principal whose data was released, provided that the maximum penalty imposed shall not exceed the maximum penalty imposed under General Business Law § 899-aa(6)(a).
- l. Except as set forth in paragraph (k) above, in the event CONTRACTOR violates Education Law § 2-d, said violation shall be punishable by a civil penalty of up to \$1,000. A second violation involving the same data shall be punishable by a civil penalty of up to \$5,000. Any subsequent violation involving the same data shall be punishable by a civil penalty of up to \$10,000. Each violation shall be considered a separate violation for purposes of civil penalties and the total penalty shall not exceed the maximum penalty imposed under General Business Law § 899-aa(6)(a).
- m. CONTRACTOR shall indemnify and hold SCHOOL DISTRICT harmless from any claims arising from its breach of the within confidentiality and data security and privacy standards provision.
- n. The following procedure shall take place upon the termination of the Agreement:
 - i. CONTRACTOR agrees that it is prohibited from retaining PII or continued access to PII or any copy, summary or extract of PII, on any storage medium (including, without limitation, in secure data centers and/or cloud-based facilities) whatsoever beyond the period of providing services to SCHOOL

DISTRICT, unless such retention is either expressly authorized for a prescribed period by the Agreement or other written agreement between the parties, or expressly requested by SCHOOL DISTRICT for purposes of facilitating the transfer of PII to SCHOOL DISTRICT or expressly required by law. As applicable, upon expiration or termination of the Agreement, CONTRACTOR shall transfer PII, in a format agreed to by the parties to SCHOOL DISTRICT.

- ii. If applicable, once the transfer of PII has been accomplished in accordance with SCHOOL DISTRICT's written election to do so, CONTRACTOR agrees to return or destroy all PII when the purpose that necessitated its receipt by CONTRACTOR has been completed. Thereafter, with regard to all PII (including without limitation, all hard copies, archived copies, electronic versions, electronic imaging of hard copies) as well as any and all PII maintained on behalf of CONTRACTOR in a secure data center and/or cloud-based facilities that remain in the possession of CONTRACTOR or its subcontractors, CONTRACTOR shall ensure that PII is securely deleted and/or destroyed in a manner that does not allow it to be retrieved or retrievable, read or reconstructed. Hard copy media must be shredded or destroyed such that PII cannot be read or otherwise reconstructed, and electronic media must be cleared, purged, or destroyed such that the PII cannot be retrieved. Only the destruction of paper PII, and not redaction, will satisfy the requirements for data destruction. Redaction is specifically excluded as a means of data destruction.
- iii. CONTRACTOR shall provide SCHOOL DISTRICT with a written certification of the secure deletion and/or destruction of PII held by CONTRACTOR or its subcontractors.
- iv. To the extent that CONTRACTOR and/or its subcontractors continue to be in possession of any de-identified data (*i.e.*, data that has had all direct and indirect identifiers removed), they agree not to attempt to re-identify de-identified data and not to transfer de-identified data to any party.
- o. The parties further agree that the terms and conditions set forth herein shall survive the expiration and/or termination of this Agreement.

14. HIPAA AND FERPA ACKNOWLEDGMENT: Both parties to this Agreement understand that they may receive and/or come into contact with protected health information as defined by the Health Insurance Portability and Accountability Act of 1996 ("HIPAA") and information protected under the Family Educational Rights and Privacy Act ("FERPA"). The parties hereby acknowledge their respective responsibilities pursuant to HIPAA and FERPA, and, if necessary, shall execute a Business Associate Agreement in connection with such responsibilities.

15. INDEMNIFICATION AND HOLD HARMLESS: To the fullest extent permitted by law, CONTRACTOR agrees to defend, indemnify, and hold harmless SCHOOL DISTRICT, its officers, members of the Board of Education, agents, or employees against all claims, demands, actions,

lawsuits, costs, damages, and expenses, including attorneys' fees, judgments, fines, and amounts arising from any act, omission, error, recklessness, or negligence of CONTRACTOR, its officers, directors, agents, or employees in connection with the performance of services pursuant to this Agreement. The obligations pursuant to this provision shall survive the termination of this Agreement.

16. FIRE SAFETY REQUIREMENTS: Buildings and classrooms operated by CONTRACTOR on behalf of SCHOOL DISTRICT shall meet the New York State Uniform Fire Prevention and Building Code (9 NYCRR 600 through 1250), 8 NYCRR 151-2.7 and 155.7 or its equivalent (notwithstanding the exemption for schools in cities with populations over 125,000 persons), and Part 418 of the Regulations of the Department of Social Services (18 NYCRR 418).

17. RESPONSIBILITY FOR PAYMENT OF SERVICES: In the event the performance of CONTRACTOR's services is rendered impossible or delayed by events beyond the control of the parties, including, but not limited to: war, social unrest, labor dispute, act of God, public health emergency, epidemic, pandemic, weather conditions, or regulations or restrictions imposed by any government or governmental agency, SCHOOL DISTRICT shall not be liable for the payment of tuition to CONTRACTOR in the event no services are provided.

18. LICENSE AND AUTHORIZATION: CONTRACTOR warrants that it is duly licensed and authorized to perform the services as described herein. CONTRACTOR warrants that it will provide SCHOOL DISTRICT with licensed and qualified individuals. CONTRACTOR further represents that such services shall be performed by individuals that are licensed under the laws of the State of New York, inclusive of the State Education Department Licensing requirements. CONTRACTOR shall certify that all such individuals possess documentation evidencing such license qualifications as required by federal, state, or local statutes, rules, regulations, and orders.

19. STAFFING AND STAFF DEVELOPMENT: CONTRACTOR shall provide SCHOOL DISTRICT with information relative to staff members who are responsible for the Program. CONTRACTOR shall include in such information description of staff qualifications, stability of staff in relation to average duration of employment, rate of turnover, and ability to fill vacancies in a timely manner. Further, this information shall include: certification documents, educational background, and training of all teachers and paraprofessional support staff who are directly involved with providing services to universal pre-kindergarten students.

Within two (2) days of receipt of a written notice that SCHOOL DISTRICT objects to the continued use of a certain employee of CONTRACTOR to provide pre-school services to students placed by SCHOOL DISTRICT, CONTRACTOR shall remove said employee from any and all contact with SCHOOL DISTRICT students.

In accordance with its proposal, CONTRACTOR affirms that all teachers employed by CONTRACTOR and assigned to provide services to SCHOOL DISTRICT students hereunder shall be New York State Certified teachers.

CONTRACTOR shall have at least one (1) additional teaching assistant or aide present in the classroom.

A pre-kindergarten teaching assistant or teacher aide providing support in a pre-kindergarten classroom shall meet the requirements prescribed in 8 NYCRR 80, and those assistants in programs for limited English proficient ("LEP") students, shall have bilingual proficiency in the students' native language.

Teachers will participate in bi-monthly meetings with SCHOOL DISTRICT personnel after school hours to discuss Program issues or attend SCHOOL DISTRICT initiated staff development activities.

20. **SUPERVISION OF PROGRAM:** SCHOOL DISTRICT's Universal Pre-Kindergarten Coordinator/Principal, or other designated SCHOOL DISTRICT administrator, will conduct at least one (1) formal annual evaluation of the staff and Program. In addition, informal random visitations will take place throughout the school year. SCHOOL DISTRICT's Universal Pre-Kindergarten Coordinator/Principal shall have access to all elements of the Program, including classroom visits, teacher observations, records, and documents as deemed necessary by SCHOOL DISTRICT or supervisor.

21. **TERMINATION:** SCHOOL DISTRICT may, without prejudice to any other rights or remedies contained in this Agreement or provided by law or equity, terminate this Agreement. Such termination shall be effective two (2) days after written notice (or such other notice as may be required by applicable state law) is given by SCHOOL DISTRICT to CONTRACTOR of any material breach of this Agreement.

22. **ASSIGNMENT OF AGREEMENT:**

- a. CONTRACTOR shall not assign, transfer, or convey any of its respective rights or obligations under this Agreement without the prior written consent of SCHOOL DISTRICT.
- b. If CONTRACTOR is a corporation, partnership, unincorporated association, or similar entity, the terms of this subparagraph (a) above shall be deemed to apply to any sale, resale, pledge, assignment, transfer, or encumbrance of the voting stock of, or other ownership interest in, CONTRACTOR.

23. **NOTICES:** All notices hereunder shall be in writing and shall be duly given if hand delivered or sent by registered or certified mail, postage prepaid and addressed:

- a. If to SCHOOL DISTRICT, at:
Seaford Union Free School District
1600 Washington Avenue
Seaford, New York 11783
Attn: Assistant Superintendent for Curriculum and Assessment
- b. If to CONTRACTOR, at:
Learn and Grow Child Care, Inc.
566 Wantagh Avenue
Levittown, New York 11756

or at such other address as SCHOOL DISTRICT or CONTRACTOR shall have specified by notice to the other party, provided by this Agreement.

24. **GOVERNING LAW:** This Agreement shall be governed by, and interpreted and enforced in accordance with, the laws of the State of New York without regard to conflicts or choice of law provisions that would defer to the substantive laws of another jurisdiction. Each of the parties hereto consents to the jurisdiction of any state court located within the County of Nassau, State of New York, or federal court in Federal District Court for the Eastern District of New York located in the County of Suffolk, State of New York, and irrevocably agrees that all actions or proceedings relating to this Agreement must be litigated in such courts, and each of the parties waives any objection which it may have based on improper venue or *forum non conveniens* to the conduct of and proceeding in any such court.

25. **REMEDIES CUMULATIVE; WAIVER; CONSENT:** All rights and remedies of SCHOOL DISTRICT and of CONTRACTOR enumerated in this Agreement shall be cumulative and, except as specifically contemplated otherwise by this Agreement, none shall exclude any other right or remedy allowed at law or in equity and said rights or remedies may be exercised and enforced concurrently. No waiver by SCHOOL DISTRICT or by CONTRACTOR of any covenant or condition or the breach of any covenant or condition of this Agreement to be kept or performed by the other party shall constitute a waiver of any subsequent breach of such covenant or condition or authorize the breach or nonobservance on any other occasion of the same or any other covenant or condition of this Agreement. Subsequent acceptance by SCHOOL DISTRICT of any payments due to it hereunder shall not be deemed to be a waiver by SCHOOL DISTRICT of any preceding breach by CONTRACTOR of any terms, covenants, or conditions of this Agreement.

Whenever this Agreement requires SCHOOL DISTRICT's prior approval or consent, CONTRACTOR shall make a timely written request to SCHOOL DISTRICT therefor, and such approval shall be obtained in writing. SCHOOL DISTRICT makes no warranties or guarantees upon which CONTRACTOR may rely, and assumes no liability or obligation to CONTRACTOR, by providing any waiver, approval, consent, or suggestion to CONTRACTOR in connection with this Agreement, or by reason of any neglect, delay, or denial of any request therefor. Any waiver granted by SCHOOL DISTRICT shall be subject to SCHOOL DISTRICT's continuing review, may subsequently be revoked for any reason effective upon CONTRACTOR's receipt of ten (10) days prior written notice, and shall be without prejudice to any other rights SCHOOL DISTRICT may have.

26. **SEVERABILITY:** If any term, provision, covenant, or condition of this Agreement, or the application thereof to any person, place, or circumstance, shall be held by a court of competent jurisdiction to be invalid, unenforceable, or void, the remainder of this Agreement and such term, provision, covenant, or condition as applied to other persons, places, and circumstances shall remain in full force and effect.

27. **NO PRIOR AGREEMENTS:** This Agreement constitutes the full and complete Agreement between SCHOOL DISTRICT and CONTRACTOR, and supersedes all prior written and oral agreements, commitments, or understandings with respect thereto. This Agreement may not be altered, changed, added to, deleted from, or modified except through the mutual written

consent of the parties.

28. **ENTIRE AGREEMENT:** This Agreement constitutes the entire agreement between SCHOOL DISTRICT and CONTRACTOR in respect of the subject matter hereof, and this Agreement supersedes all prior and contemporaneous agreements between SCHOOL DISTRICT and CONTRACTOR in connection with the subject matter of this Agreement. No officer, employee, or other servant or agent of SCHOOL DISTRICT or CONTRACTOR is authorized to make any representation, warranty, or other promise not contained in this Agreement. No change, termination, or attempted waiver of any of the provisions of this Agreement shall be binding upon SCHOOL DISTRICT or CONTRACTOR unless in writing and signed by SCHOOL DISTRICT and CONTRACTOR.

29. **COUNTERPARTS; PARAGRAPH HEADINGS; PRONOUNS:** This Agreement may be executed in any number of counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument. The paragraph headings in this Agreement are for convenience of reference only and shall not be deemed to alter or affect any provision thereof. Each pronoun used herein shall be deemed to include the other number and genders.

30. **DISCRIMINATION PROHIBITED:** Neither SCHOOL DISTRICT nor CONTRACTOR will discriminate against any individual because of their age, race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, reproductive health decisions, disability, predisposing genetic characteristics or marital status and will take affirmative action to ensure that each individual is afforded equal opportunities without discrimination because of their age, race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, reproductive health decisions, disability, predisposing genetic characteristics or marital status.

31. **COMPLIANCE WITH OTHER LAWS:** CONTRACTOR shall comply with all other requirements of the State of New York required to operate a pre-kindergarten program.

32. **AMENDMENT:** This Agreement may be amended only in writing and signed by the parties.

33. **NON-WAIVER:** No course of dealing of any party hereto, no omission, failure, or delay on the part of any party hereto in asserting or exercising any right hereunder, and no partial or single exercise of any right hereunder by any party hereto shall constitute or operate as a waiver of any such right or any other right hereunder. No waiver of any provision hereof shall be effective unless in writing and signed by or on behalf of the party to be charged therewith. No waiver of any provision hereof shall be deemed or construed as a continuing waiver, as a waiver in respect of any other or subsequent breach or default of such provision, or as a waiver of any other provision hereof unless expressly so stated in writing and signed by or on behalf of the party to be charged therewith.

34. **AUTHORIZATION TO ENTER AGREEMENT:** The undersigned representative of CONTRACTOR hereby represents and warrants that the undersigned is an officer, director, or agent of CONTRACTOR with full legal rights, power, and authority to enter into this Agreement

on behalf of CONTRACTOR and bind CONTRACTOR with respect to the obligations enforceable against CONTRACTOR in accordance with its terms.

SEAFORD UNION FREE SCHOOL DISTRICT

Date: _____

By: _____

LEARN AND GROW CHILD CARE, INC.

Date: 3/20/25

By: Josephine Guadagno

Seaford Union Free School District
1600 Washington Avenue
Seaford, New York 11783

Parents' Bill of Rights for Data Privacy and Security

The Seaford Union Free School District is committed to protecting the privacy and security of each and every student's data. Parents should be aware of the following rights they have concerning their child's data:

1. A student's personally identifiable information cannot be sold or released for any commercial purposes.
2. Parents have the right to inspect and review the complete contents of their child's education record.
3. The confidentiality of a student's personally identifiable information is protected by existing state and federal laws, and safeguards such as encryption, firewalls, and password protection, must be in place when data is stored or transferred. Third party contractors are required to employ technology, safeguards and practices that align with the National Institute of Standards and Technology Cybersecurity Framework.
4. A complete list of all student data elements collected by the State Education Department is available for public review at: <https://www.nysed.gov/data-privacy-security/student-data-inventory> or by writing to the Chief Privacy Officer, New York State Education Department, 89 Washington Avenue, Albany, NY 12234.
5. Parents have the right to file complaints about possible breaches of student data. Parents may submit a complaint regarding a potential breach by the District to Dr. Adele Pecora, Superintendent of Schools, 1600 Washington Avenue, Seaford, New York. The School District shall promptly acknowledge any complaints received and commence an investigation into the complaint, while taking the necessary precautions to protect personally identifiable information. The School District shall provide a response detailing its findings from the investigation no more than sixty (60) days after receipt of the complaint. Complaints pertaining to the State Education Department or one of its third party vendors may be submitted to NYSED at <https://www.nysed.gov/data-privacy-security/parents-and-students-file-privacy-complaint>, by mail to the Chief Privacy Officer, New York State Education Department, 89 Washington Avenue, Albany, NY 12234, or email to privacy@nysed.gov or by telephone at (518) 474-0937.
6. In the event of a data breach or unauthorized disclosure of students' personally identifiable information, third party contractors are required by law to notify in accordance with applicable laws and regulations if a breach or unauthorized release of PII occurs.
7. If the District enters into a contract with a third party in which student, teacher, or principal data is shared with a third party, supplemental information for each such contract will be appended to this Parents' Bill of Rights.
8. Parents may access the State Education Department's Parents' Bill of Rights at: <https://www.nysed.gov/data-privacy-security/bill-rights-data-privacy-and-security-parents-bill-rights>

Acknowledged by:



Organization

Learn and Grow C.C.

Date

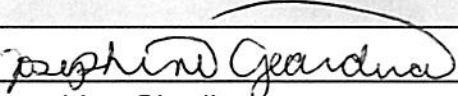
3/13/25

SUPPLEMENTAL INFORMATION FOR CONTRACTS THAT UTILIZE PERSONALLY IDENTIFIABLE INFORMATION

As per the Agreement between the undersigned and the School District, this information must be completed by the Service Provider within ten (10) days of execution of the Agreement.

Name of Provider:	Learn and Grow Child Care, Inc.
Description of the purpose(s) for which Provider will receive/access PII:	To provide universal preschool to the children of the Seaford School District.
Type of PII that Provider will receive/access:	Check all that apply: ☒ Student PII ☐ APPR Data
Contract Term:	Contract Start Date: <u>September 1, 2025</u> Contract End Date: <u>June 30, 2026</u>
Subcontractor Written Agreement Requirement:	Provider will not utilize subcontractors without a written contract that requires the subcontractors to adhere to, at a minimum, materially similar data protection obligations imposed on the contractor by State and Federal laws and regulations, and the Contract. (check applicable option) ☒ Provider will not utilize subcontractors. ☐ Provider will utilize subcontractors.
Data Transition and Secure Destruction:	Upon expiration or termination of the Contract, Provider shall: <ul style="list-style-type: none"> Securely transfer data to the School District, or a successor provider at the School District's option and written discretion, in a format agreed to by the parties. Securely delete and destroy data.
Challenges to Data Accuracy:	Parents, teachers, or principals who seek to challenge the accuracy of PII will do so by contacting the School District. If a correction to data is deemed necessary, the School District will notify Provider. Provider agrees to facilitate such corrections within 21 days of receiving the School District's written request.

Secure Storage and Data Security:	<p>Please describe where PII will be stored and the protections taken to ensure PII will be protected: (check all that apply)</p> <p>☐ Using a cloud or infrastructure owned and hosted by a third party.</p> <p>☐ Using Contractor owned and hosted solution.</p> <p>☒ Other: PII will be stored in hard copy and/or stored on local user devices</p> <p>Please describe how data security and privacy risks will be mitigated in a manner that does not compromise the security of the data: We do not store any data on any remote servers accessed through the internet and/or managed by a cloud server provider</p>
Encryption:	Data will be encrypted while in motion and at rest.

PROVIDER	
[Signature]	
[Printed Name]	Josephine Giardina
[Title]	Director
Date:	03/13/2025



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
3/13/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER La Grange Inc. 734 Walt Whitman Road, Ste 208 Melville, NY 11747		CONTACT NAME: PHONE (A/C, No, Ext): 6316294360 FAX (A/C, No): 6316294359 E-MAIL ADDRESS: george@lagrangeinc.net
		INSURER(S) AFFORDING COVERAGE INSURER A : US LIABILITY INS. GROUP INSURER B : INSURER C : INSURER D : INSURER E : INSURER F :
		NAIC # 25895

COVERAGES**CERTIFICATE NUMBER:****REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☐ LOC ☐ OTHER:	Y		CP1643507H	1/06/2025	1/06/2026	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 \$
A	AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ OWNED AUTOS ONLY ☒ HIRED AUTOS ONLY ☐ SCHEDULED AUTOS ☒ NON-OWNED AUTOS ONLY	Y		CP1643507H	1/06/2025	1/06/2026	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	☐ UMBRELLA LIAB ☒ EXCESS LIAB ☐ DED ☐ RETENTION \$	Y		XL 1634199	11/21/2024	11/21/2025	EACH OCCURRENCE \$ 1,000,000 AGGREGATE \$ 1,000,000 \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N	N/A				PER STATUTE E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
A	Sexual Misconduct & Assau	Y		CP1643507H	1/06/2025	1/06/2026	\$1,000,000 claim/\$1,000,000 agg
A	Professional Liability	Y		CP1643507H	1/06/2025	1/06/2026	\$1,000,000 claim/\$2,000,000 agg

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Description of Operations: Universal Pre-K

The following are named as Additional Insured:

Seaford Union Free School District, its board, employees, and volunteers with a waiver of subrogation in favor of the school district for all coverages including Workers' Compensation

CERTIFICATE HOLDER**CANCELLATION**

Seaford Union Free School District 1600 Washington Ave. Seaford, NY 11783	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE George LaGrange

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MEMORANDUM OF AGREEMENT
between
SEAFORD UNION FREE SCHOOL DISTRICT
and the
UNITED TEACHERS OF SEAFORD

MEMORANDUM OF AGREEMENT dated this 25 day of February, 2025 by and between the negotiating representatives of the BOARD OF EDUCATION OF THE SEAFORD UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "District" or "Board") and the negotiating representatives of the UNITED TEACHERS OF SEAFORD (hereinafter referred to as the "Association").

1. **GENERAL:** The collective bargaining agreement ("Agreement") between the parties for the period of July 1, 2021 through June 30, 2024 expired on June 30, 2024. The parties herewith agree that said Agreement shall be modified to the extent set forth herein as a result of their collective bargaining for a successor contract to the expired Agreement, subject to the "Contingencies" hereinafter set forth.
2. **CONTINGENCIES:**
 - A. This Memorandum of Agreement ("MOA") is subject to formal ratification by the membership of the Association and approval by the Board of Education. Such ratification and approval shall occur within thirty (30) days of the date of execution of this MOA. If either party fails to ratify this MOA or fails to act within the aforesaid thirty (30) day period, this MOA shall be of no further force and effect and shall be null and void. Notwithstanding the foregoing, each party's negotiating representatives shall urge their respective principals to ratify this MOA.
 - B. Except for changes to the Agreement expressly set forth herein and changes in the language of the Agreement made necessary by the following MOA and changes to said Agreement arising from expired contract language, the provisions of said Agreement shall remain unchanged. Italicized text is set forth as precise contract language to be inserted as is set forth in this MOA into the parties' formal labor contract. It is understood that items of agreement not set forth in italicized text will require the drafting of contract language for insertion into the parties' more formal agreement. It is further understood that items of agreement set forth as precise contract language in italicized text may require revision of existing contract language to accommodate the insertion of said italicized text.
 - C. The parties agree to incorporate this MOA into a more formal written agreement.
 - D. The terms of this MOA memorialize the agreement of the negotiating representatives of the parties for a successor labor agreement. Following ratification of this MOA, the terms of this MOA shall be implemented. In their joint effort to achieve a successor labor agreement the parties have fully completed negotiations respecting wages and other conditions of employment, the terms of which are set forth in this MOA upon which ratification becomes final and binding.

3. **AGREEMENT:**

A. Duration of Agreement, Article I and throughout the Contract

1. Four (4) years – July 1, 2024 to June 30, 2028

B. Salary Schedule, Article XXX, Section A

1. Section A of Article XXX shall be amended as indicated below. The below-listed percentage increases shall apply to the salary schedules set forth in Appendix A and the remuneration set forth in the following provisions of the collective bargaining agreement: Article XXIII (A)(5), Article XXIII(D), and Article XXXIV(H).

The attached schedules are established for the period July 1, 2024 through June 30, 2028 (Appendix A).

Year 1 (2024-2025): The teacher salary schedule in effect on June 30, 2024 shall be increased by 1.75% effective July 1, 2024. A Step 27 shall be added with an increase of 1.25% above Step 26. The teachers in the unit shall be paid increment effective July 1, 2024.

Year 2 (2025-2026): The teacher salary schedule in effect on June 30, 2025 shall be increased by 1.75% effective July 1, 2025. The teachers in the unit shall be paid increment effective July 1, 2025.

Year 3 (2026-2027): The teacher salary schedule in effect on June 30, 2026 shall be increased by 1.75% effective July 1, 2026. The teachers in the unit shall be paid increment effective July 1, 2026.

Year 4 (2027-2028): The teacher salary schedule in effect on June 30, 2027 shall be increased by 1.75% effective July 1, 2027. The teachers in the unit shall be paid increment effective July 1, 2027.

C. Health Insurance, Article XXX, Section B

1. Paragraph 1 of Section B, Article XXX shall be amended to read as follows:

Effective July 1, 2024, unit members shall contribute 21% of the premium cost of health insurance provided by the District. Effective July 1, 2025, unit members shall contribute 22% of the premium cost of health insurance provided by the District.

Effective July 1, 2024, following a unit member's resignation from the District for the purpose of retirement and simultaneous or subsequent receipt of retirement income from the New York State Teachers Retirement System ("NYSTRS") or New York State Employees Retirement System ("NYSERS"), as applicable, provided (a) a unit member has been continuously employed by the District for a period of ten (10) years and (b) the unit member does not become employed by another entity participating in NYSHIP prior to his/her retirement from NYSTRS or NYSERS, the unit member shall be granted family or individual coverage in retirement at the unit member's option, under the District's employee group health care plan

upon their retirement from the District. The unit member shall be responsible for paying the same contribution rate as that in effect for active employees at the time of the unit member's Employee's retirement. In the event the unit member does not meet these criteria, but has vested in the NYSHIP plan, the unit member will be provided with health insurance in retirement in accordance with NYSHIP's rules in effect at the time of retirement.

The District may offer active and retired unit members the option to elect an alternate health care plan to the NYSHIP Empire Plan offering the same or similar benefits. The District will consult with the Association prior to offering said alternate health care plan. In the event a unit member elects the alternative health care plan, they will continue to contribute the percentage of the premium cost as they would under the NYSHIP Empire Plan. Transfer to the optional alternate health care plan is subject to the applicable rules and procedures of the NYSHIP Empire Plan and the rules of the optional alternate healthcare plan.

D. Dental and Vision Coverage, Article XXX, Section C

1. Section C, Article XXX shall be renamed "Dental and Vision Coverage" and shall be replaced as follows:

C. 1. Dental and Vision Coverage: Effective July 1, 2025 or as soon as practicable thereafter, the District will provide unit members with the MetLife family dental and MetLife family vision coverage as set forth in the policy on file in the District at the District's expense.

a. If this plan is no longer available, the District may change the plan to a plan with the same or substantially the same coverage after consultation with the Association.

b. If this plan continues to be available but a more cost effective plan with the same or substantially the same coverage is available, the District may change the plan in consultation with the Association. If the Association does not agree that the plan to which the District wishes to change offers the same or substantially the same coverage, the parties agree to submit the dispute to a mutually agreed upon arbitrator for a determination. In the event that the arbitrator determines that the plan offers the same or substantially the same coverage, the District shall be permitted to change the plan. In the event that the arbitrator determines that the plan does not offer the same or substantially similar the same coverage, the parties agree to negotiate a successor plan.

c. For the period July 1, 2024 through the effective date of the dental and vision plan, the District will make a monthly contribution to the existing trust fund in the amount of 1/12th of the "annual contribution" to be made by the District. "Annual contribution" is defined as \$1,300 per member.

2. *a. The District will provide retirees of the unit with the option to enroll in the MetLife plan marked "For Retirees" on file in the district offices at the retiree's expense. If this plan is no longer available, the District may change the plan to a plan with the same*

or similar coverage after consultation with the Association. If there is no dental plan available, the District shall have no further obligation under this paragraph.

- b. The District will provide retirees of the unit with the option to enroll in a vision plan at the retiree's expense. The plan shall be selected by the District after consultation with the Association. If there is no vision plan available, the District shall have no further obligation under this paragraph.*

E. Trust Fund, Article XXX, Section D (New)

A new Article XXX, Section D shall be added as follows:

Effective upon the establishment of a dental and vision plan as set forth in Article XXX(C), the Association shall maintain the Trust Fund for the purpose of providing supplemental programs only. The District will contribute \$22,000 annually to the Association's Trust Fund, said amount to be pro-rated from the date of the establishment of a dental and vision plan as set forth in Article XXX(C) through the end of the first year of this Agreement.

Trustees shall be selected by the Association. The trustees shall determine which policies and types of coverage shall be purchased. All benefits shall be provided to all members in the bargaining unit.

The Trustees shall use these funds for the purpose of provision of certain fringe benefits including, but not limited to, payment of out-of-pocket insurance costs and legal services. All dividends, rebates, and premium reductions shall revert back to the Trust Fund.

F. Retirement Non-Elective Employer Contribution Article XXXI

Effective July 1, 2024, Article XXXI shall be replaced as follows:

- A. During each year of this Agreement, any unit member who meets the following conditions and the conditions set forth below in Section A(1) shall be eligible to apply for and receive the retirement incentive benefit described in Section A(2) below:*

- 1. To be eligible for the retirement incentive the unit member must:*

- a. be eligible for regular service retirement without reduction in pension from the employee's respective tier under New York State Teachers Retirement System NYSTRS or NYSERS;*
- b. have been employed continuously by the District for a minimum of ten (10) years; and*
- c. submit his/her irrevocable letter of resignation for the purpose of retirement no later than the close of business on February 1st of the school year the unit member is eligible to receive the retirement incentive benefit hereunder, designating an effective retirement date in accordance with Section A(1) hereof, whichever is*

applicable. Notwithstanding the foregoing, for the 2024-2025 school year, said notice must be given no later than the close of business on March 15, 2025.

- 2. Retirement Incentive: Unit members who satisfy the requirements of Section A(1) above shall receive a \$10,000 retirement incentive. Payment shall be made as a non-elective employer contribution to the unit member's section 403(b) account. All retirement non-elective employer contributions made under this Article shall be reported by the District to the NYSTRS as salary earned in the final year of employment. In the event of the unit member's death prior to the effective date of retirement said money shall be paid to the unit member's estate.*
- B. In lieu of the payment provided in Section A above, unit members who meet the following criteria shall be eligible for the retirement incentive provided below:*
 - 1. Eligibility: Any unit member who meets the following conditions and the conditions set forth below in Section B(2) shall be eligible to apply for and receive the retirement incentive benefit described in Section B(3) below:*
 - a. Any unit member shall be eligible to apply for and receive the retirement benefit during the 2025-2026 school year. The effective date of the unit member's retirement shall be June 30, 2026.*
 - b. Any unit member shall be eligible to apply for and receive the retirement benefit during the 2027-2028 school year. The effective date of the unit member's retirement shall be June 30, 2028.*
 - 2. To be eligible for the retirement incentive the unit member must:*
 - a. be eligible for regular service retirement without reduction in pension from the employee's respective tier under NYSTRS or NYSERS;*
 - b. have been employed continuously by the District for a minimum of ten (10) years; and*
 - c. submit his/her irrevocable letter of resignation for the purpose of retirement no later than the close of business on February 1st of the school year the unit member is eligible to receive the retirement incentive benefit hereunder, designating an effective retirement date in accordance with Section B(1)(a) or B(1)(b) hereof, whichever is applicable.*
 - 3. Retirement Incentive: Unit members who satisfy the requirements of Section B(1) and B(2) above shall receive a \$20,000 retirement incentive. Payment shall be made as a non-elective employer contribution to the unit member's section 403(b) account. All retirement non-elective employer contributions made under this Article shall be reported by the District to the NYSTRS as salary earned in the final year of employment. In the event of the unit member's death prior to the effective date of retirement said money shall be paid to the unit member's estate.*

4. *The entirety of the retirement incentive provided in Section B shall sunset at the close of business on June 30, 2028. Notwithstanding the foregoing, the retirement incentive set forth in Section A shall remain in effect.*

G. Assignments, Article XVIII

Article XVIII, paragraph E shall be modified to read as follows:

All teachers shall be notified of their tentative teaching assignments, including grade, subject, building, no later than June 1st. Any teacher whose program or assignment is subsequently changed shall be informed as soon as possible after the change in assignment is made. Seniority will be one factor considered in this change of assignment.

H. School Calendar, Article XV(D)

Article XV(D) shall be amended to read as follows:

All unit members shall complete eight (8) hours of professional development per school year after working hours without any additional compensation, exclusive of the ten (10) regularly scheduled monthly faculty meetings and ten (10) regularly scheduled monthly department meetings that unit members are required to attend pursuant to Article XVI(B) of the contract, and exclusive of the three (3) additional faculty meetings that building/central administrators may schedule pursuant to Article XVI(B) of the contract.

One (1) hour of professional development per school year may be completed through peer observation. Peer observation shall consist of a forty (40) minute observation conducted during school hours and a peer observation reflection form completed after school hours.

I. Uncompensated Class Coverages, Article XVI, Section A

The last paragraph of Article XVI, paragraph A(2) shall be modified to read as follows:

Effective July 1, 2024, each secondary teacher shall provide up to four (4) uncompensated class coverages per school year at the direction of the administration. Secondary teachers who provide additional class coverages beyond the four (4) uncompensated coverages shall be compensated for the additional coverage(s) pursuant to Article XIX of this contract.

Effective July 1, 2025, each secondary teacher shall provide up to five (5) uncompensated class coverages per school year at the direction of the administration. Secondary teachers who provide additional class coverages beyond the five (5) uncompensated coverages shall be compensated for the additional coverage(s) pursuant to Article XIX of this contract.

J. Elementary Attendance at Curriculum Night, Article XXI, New Section

Amend Section A of Article XXI to add the following:

Elementary teachers are required to attend curriculum night for one hour and fifteen minutes.

K. Working Day, Article XVI(B)

The first paragraph of Article XVI(B) shall be amended to read as follows:

Unit members will be required to attend ten (10) monthly faculty meetings each year lasting no more than one (1) hour and fifteen (15) minutes per meeting. Unit members shall also attend ten (10) monthly department meetings each year lasting no more than one (1) hour per meeting. These meetings shall take place immediately after the school day unless a different time outside of the instructional day is agreed upon by the Association building leadership and the building administration.

L. Chair Positions, Lead Teachers & Teacher Liaisons, Article XXXVI

Article XXXVI shall be modified to read as follows:

- A. *The position of K-12 Lead Teacher World Languages ENL shall be continued and the following new positions shall be created for the period July 1, 2023 through June 30, 2025: Library Media Specialist and Special Program Coordinator; Liaison School Counselor; Pre-K-8 Lead Psychologist / CPSE & CSE Chair; K-12 Teacher Liaison Art; K-12 Teacher Liaison Music; 6-8 Teacher Liaison Humanities (Social Studies and English); 6-8 Teacher Liaison STEM (Science, Technology, Engineering, and Math); 9-12 Teacher Liaison English; 9-12 Teacher Liaison Social Studies; 9-12 Teacher Liaison Science / Technology; 9-12 Teacher Liaison Math / Business; K-5 Teacher Liaison Special Education (Elementary); and 6-12 Teacher Liaison Special Education (Secondary).*
- B. *The foregoing positions will receive the applicable stipend listed in Appendix B.*
- C. *Teaching Schedule:*
 - 1. *The teaching schedule for K-12 Lead Teacher, Library Media Specialist and Special Program Coordinator will include four (4) instructional periods (.8 FTE) and such positions will not have a duty period.*
 - 2. *The teaching schedule for Teacher Liaison will include five (5) instructional periods (1.0 FTE) and such positions will not have a duty period.*
 - 3. *The teaching schedule for Coordinator will continue to include five (5) instructional periods (1.0 FTE) and no duty period.*
- D. *The foregoing positions shall be funded and filled by the District through June 30, 2025.*
- E. *For the period from July 1, 2023 through June 30, 2025, the stipends applicable to the foregoing positions shall remain unchanged.*
- F. *On or after July 1, 2025, in the sole discretion of the Board of Education, the District may eliminate any or all such positions.*

G. *The Association acknowledges that upon elimination, the duties of K-12 Lead Teachers, Teacher Liaisons and Coordinators may be subsumed into administrative or other positions at the election of the Board of Education. With respect to the foregoing, the Association continues to waive any and all right(s) it may otherwise have to assert a violation of the Taylor Law, or contract, against the District relating to the transfer of bargaining unit work to a non-bargaining unit administrative position or other position arising from the reassignment of the duties of the eliminated K-12 Lead Teachers, Teacher Liaisons and Coordinators.*

M. Extra-curricular and Coaching Stipends

Effective July 1, 2024, Appendix B and Appendix C will be replaced with the attached Appendix C and Appendix D. Any stipend that decreased will be paid at the rate in effect on June 30, 2024, with the new stipend rate taking effect on July 1, 2025.

The District and the Association will meet no later than April 1st every other year to reevaluate the stipends in Appendices B, C, and D. Any adjustments to stipends or categories will take effect upon approval by the Association Executive Board and Board of Education.

N. Cafeteria Supervision Stipend

Effective July 1, 2024, the following shall be added to Article XVIII(A):

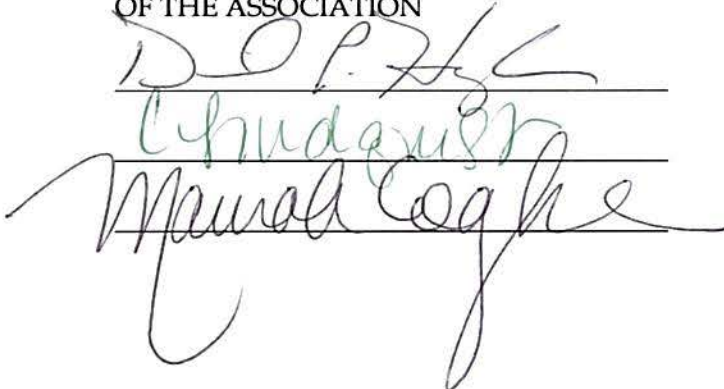
Effective July 1, 2024, teachers at the middle school or high school assigned to cafeteria supervision during a student lunch period shall receive the following stipend:

*Effective July 1, 2024: \$800
Effective July 1, 2025: \$810
Effective July 1, 2026: \$820
Effective July 1, 2027: \$830*

The stipend shall be prorated for partial years' service.

Dated: Seaford, New York
_____, 202__

NEGOTIATION REPRESENTATIVES
OF THE ASSOCIATION



NEGOTIATION REPRESENTATIVES
OF THE DISTRICT



**APPENDIX B
ADDITIONAL STIPENDS**

	2024-25	2025-26	2026-27	2027-28
Academic Support, Per Hour	78.37	79.74	81.13	82.55
Elementary Class Full Day Split Coverage	181.84	185.02	188.26	191.55
Event Supervision (Min 2 Hours)	47.02	47.84	48.68	49.53
Extra Duties	94.03	95.67	97.35	99.05
ExtraClass Coverage/Library Supervision	53.89	54.83	55.79	56.77
Home Instruction Director	3,916	3,985	4,055	4,126
Guidance Counselor	4,455	4,533	4,612	4,693
Teacher Mentor	2,694	2,741	2,789	2,838
6th Period Teaching	9,908	10,082	10,258	10,438
Music Accompanist, Per Session	38.90	39.58	40.27	40.98
Athletic Trainer	25,126	25,566	26,013	26,468
Curriculum Writing/per hour	54.64	55.60	56.57	57.56
Home Teaching/per hour	56.45	57.44	58.44	59.47
New Clubs/per hour	39.60	40.29	41.00	41.72
PM Detention (per session)	37.00	37.65	38.31	38.98
School Psychologist	2,756	2,805	2,854	2,904
Summer Reading Director, per session	3,351	3,409	3,469	3,530
Summer Math Director, per session	3,351	3,409	3,469	3,530
Summer Band Camp Director - High School	2,956	3,008	3,060	3,114
Summer Band Camp Assistant Director - High School	2,278	2,318	2,359	2,400
Summer Band Camp Instructor (3) - High School	1,605	1,633	1,661	1,690
Summer Band Camp Instructor (Camp Only) - High School	886	902	918	934
Summer Band Camp Show Designer - High School	1,771	1,802	1,834	1,866
Drivers Education	25,027	25,465	25,911	26,365
Lead Teacher, Liaison & Coordinators	2024-25	2025-26	2026-27	2027-28
9-12 Lead School Counselor	5,000	The District intends to end these positions effective 6/30/2025		
K-5 Teacher Liaison Special Education	2,000			
6-12 Teacher Liaison Special Education	2,000			
K-12 Teacher Liaison Art	5,000			
K-12 Teacher Liaison Music	5,000			
K-12 Lead Library Media Specialist & Special Programs (Capstone, Research, & LIFT)	10,000	10,000	10,000	10,000
K-12 Lead Teacher World Languages ENL	10,000	10,000	10,000	10,000
6-8 Teacher Liaison Humanities (SS,ELA)	2,000	2,000	2,000	2,000
6-8 Teacher Liaison STEM(Science, Technology, Engineering, Math)	2,000	2,000	2,000	2,000
9-12 Teacher Liaison English	2,000	2,000	2,000	2,000
9-12 Teacher Liaison Social Studies	2,000	2,000	2,000	2,000
9-12 Teacher Liaison Science/Technology	2,000	2,000	2,000	2,000
9-12 Teacher Liaison Math/Business	2,000	2,000	2,000	2,000
Pre-K-8 Lead Psychologist / CPSE & CSE Chair	5,000	5,000	5,000	5,000

APPENDIX C

Manor

4-5 PE/Intramurals	A
4-5 PE/Intramurals	A
Maker Spacer Club	A
Computer Club	A
Math Olympiads	A
Jazz Band	A
Book Club Advisors	A
Chess Club	A
Young Acting	A
Technology Club	A
Gardening x 2	A
STEAM/Maker x 2	A
LEGO	A
K-3 PE/Intramurals	A
Art Club x 2	A
Computer Mentor	B
Student Council Advisors	B

Harbor

Book Club	A
Jazz Band	A
Technology Club	A
Drama x 2	A
Young Acting	A
Leaders for Tomorrow	A
Math Olympiads	A
Gardening x 2	A
LEGO	A
K-3 PE/Intramurals	A
4-5 PE/Intramurals	A
Art Club x 2	A
Computer Mentor	B
Student Council Advisors	B

Middle School

Volleyball Club Advisors	B
Memory Book Advisor	E
Chess Club Advisor	B
Table Tennis Advisor	B
Robotics Club Advisor	B
Student Council Advisors	E
American Sign Language	B
Career Day Advisor	C
Culture Club Advisor	B
Art Club Advisor	B
Science Club Advisors	C
Peers and Connections	B
NJHS Advisors	C
Service Club Advisors	B
Jazz Band	D
Woodwind Ensemble	D
Computer Mentor	B
Drama Music Director	C
Drama Stage Manager	C
Drama Stage Assistant	C
Drama Club	E
Drama - Asst Director	B
Teen Leaders Care?	B

High School

Crocheting and Knitting	B
Fishing Club	B
Livestreaming	B
Livestreaming	B
Pathways to Service	B
Leos Club	C
Gay Straight Alliance	B
Science Club	B
World Culture Club	B
Mock Trial	C
Vocal Ensemble Director	B
Jazz Band	B
Pep Band	B
Tri M Advisors	B
Green Team Advisor	B
Robotics x2	E
National Art Honor Society	B
Books And Bagels	B
Athletic Leadership Advisor	B
Mural Club	D
Grade 9 Advisors	C
Grade 10 Advisors	C
Grade 11 Advisor	D
Grade 12 Advisors	E
Brackett Leadership	B
Mathletes	D
Best Buddies	F
Freshman Buddies	B
Fitness and Wellness	B
NHS Advisors	D
Computer Club Advisor	B
Model Congress Advisors	C
SADD Club Advisor	B
Radio Club Advisor	D
Viking Voice	D
Viking Cove School Store	C
Key Club Advisor	C
Yearbook Advisors	F
Computer Mentor	D

Student Council	F
Dance Club Advisor	B
Lighting Crew	F
Director Marching BAND	F
Assistant Marching Band	A
Creative Writing & Poetry Club	B
Seal of Civic Readiness Coordinator	B
Seal of Biliateracy Coordinator	B

Fall Drama Club Director	F
Fall Drama Backstage Manager	C
Fall Drama Producer	D
Fall Drama Set and Stage	D
Spring Musical Director	F
Spring Musical Backstage Manager	C
Spring Musical Producer Spring	D
Spring Musical Choreography	D
Spring Musical Set and Stage	D
Spring Musical Vocal Director	C
Spring Musical Music Accompaniast	C
Spring Musical Pit Orchestra	B

APPENDIX C

Club Categories	2024-25	2025-26	2026-27	2027-28
A Clubs	1,000	1,018	1,035	1,053
B Clubs	1,540	1,567	1,594	1,622
C Clubs	2,400	2,442	2,485	2,528
D Clubs	3,500	3,561	3,624	3,687
E Clubs	5,200	5,291	5,384	5,478
F Clubs	6,100	6,207	6,315	6,426

APPENDIX D
Coaching Stipend Categories

Schedule A			Schedule B			Schedule C		
Fall	Field Hockey	Varsity Head	Fall	Football	2 Varsity Asst.	Fall	Football	MS Head
Fall	Girl's Soccer	Varsity Head	Fall	Football	JV Head	Fall	Field Hockey	MS Head
Fall	Boy's Soccer	Varsity Head	Fall	Football	JV Asst.	Fall	Boy's Soccer	MS Head
Fall	Girl's Volleyball	Varsity Head	Fall	Boy's Soccer	JV Head	Fall	Girl's Soccer	MS Head
Fall	Cross Country	Varsity Head	Fall	Girl's Soccer	JV Head	Fall	Cheerleading	MS Head
Fall	Cheerleading	Varsity Head	Fall	Girl's Volleyball	JV Head	Winter 1	7th Volleyball - Girl's	MS Head
Winter	Girl's Basketball	Varsity Head	Fall	Field Hockey	JV Head	Winter 1	8th Volleyball - Girl's	MS Head
Winter	Boy's Basketball	Varsity Head	Fall	Cheerleading	Varsity Asst.	Winter 1	7th Basketball - Boy's	MS Head
Winter	Wrestling	Varsity Head	Fall	Cheerleading	JV Head	Winter 1	8th Basketball - Boy's	MS Head
Winter	Cheerleading	Varsity Head	Fall	Golf	Varsity Head	Winter 1	Cheerleading	MS Head
Winter	Track	Varsity Head	Winter	Boy's Basketball	JV Head	Winter 2	7th Basketball - Girl's	MS Head
Spring	Softball	Varsity Head	Winter	Girl's Basketball	JV Head	Winter 2	8th Basketball - Girl's	MS Head
Spring	Girl's Track	Varsity Head	Winter	Bowling	Varsity Head	Winter 2	Wrestling	MS Head
Spring	Baseball	Varsity Head	Winter	Wrestling	JV Head	Spring	Softball	MS Head
Spring	Boy's Lacrosse	Varsity Head	Winter	Wrestling	Varsity Asst.	Spring	Cheerleading	MS Head
Spring	Boy's Track	Varsity Head	Winter	Cheerleading	JV Head	Spring	Baseball - 7th	MS Head
Spring	Girl's Lacrosse	Varsity Head	Winter	Cheerleading	Varsity Asst.	Spring	Baseball - 8th	MS Head
			Winter	Track	2 Varsity Asst.	Spring	Boy's Lacrosse	MS Head
			Spring	Softball	JV Head	Spring	Girl's Lacrosse	MS Head
			Spring	Softball	Varsity Asst.	Spring	Boy's Track	MS Head
			Spring	Tennis	JV Head	Spring	Girl's Track	MS Head
			Spring	Baseball	Varsity Asst.			
			Spring	Baseball	JV Head			
			Spring	Boy's Lacrosse	Varsity Asst.			
			Spring	Girl's Lacrosse	Varsity Asst.			
			Spring	Boy's Lacrosse	JV Head	Fall	Football	MS Asst.
			Spring	Girl's Lacrosse	JV Head	Winter	Wrestling	MS Asst.
			Spring	Boy's Lacrosse	JV Asst.			
			Spring	Boys/Girls Track	Varsity Asst.			
</								

APPENDIX D

Coaching Stipends - July 2024 - June 2028

Category		YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
F	HEAD VARSITY FOOTBALL COACH	2024-25	9,250	9,528	10,004	10,504	11,029
		2025-26	9,412	9,695	10,179	10,688	11,222
		2026-27	9,577	9,864	10,357	10,875	11,418
		2027-28	9,744	10,037	10,538	11,065	11,618
A	HEAD HS VARSITY COACH	2024-25	7,483	7,904	8,323	8,727	9,143
		2025-26	7,614	8,042	8,469	8,880	9,303
		2026-27	7,747	8,183	8,617	9,035	9,466
		2027-28	7,883	8,326	8,768	9,193	9,631
B	B. HS VARSITY, JUNIOR VARSITY COACH, OR ASST. COACH	2024-25	4,993	5,411	5,826	6,236	6,654
		2025-26	5,080	5,506	5,928	6,345	6,770
		2026-27	5,169	5,602	6,032	6,456	6,889
		2027-28	5,260	5,700	6,137	6,569	7,009
C	C. MIDDLE SCHOOL HEAD COACH	2024-25	4,879	5,207	5,614	6,026	6,448
		2025-26	4,964	5,298	5,712	6,131	6,561
		2026-27	5,051	5,391	5,812	6,239	6,676
		2027-28	5,140	5,485	5,914	6,348	6,792
D	D. MIDDLE SCHOOL HEAD AND ASST. COACH	2024-25	3,534	3,950	4,370	4,784	5,207
		2025-26	3,596	4,019	4,446	4,868	5,298
		2026-27	3,659	4,089	4,524	4,953	5,391
		2027-28	3,723	4,161	4,603	5,040	5,485

Post Season Playoff Games July 2024 - June 2028

	YEAR	Amount
Coach & Assistant Coach	2024-25	200.00
	2025-26	203.50
	2026-27	207.06
	2027-28	210.68

Event Supervision - July 2024 - June 2028

% INCREASE	YEAR	Amount
Coach & Assistant Coach	2024-25	47.02
	2025-26	47.84
	2026-27	48.68
	2027-28	49.53



SEAFORD UFSD – Obsolete Equipment Excess Form

School:

Requesting Staff Member:

Joseph Polite

Print Name:

Signature:

Date:

3/6/25

Approved by:

[Signature]

Principal

A. Canle

Signature

[Signature]

Date

3/12/25

Assistant Superintendent

Signature

Date

<u>Equipment Type</u>	<u>Model</u>	<u>Serial No.</u>	<u>Inventory #</u>	<u>Reason for Obsolescence</u>
Refrigerator			#1000145	Mold/No Longer Needed (Located in MS Kitchen)

BOE Approval Date: _____

3-7-2022

CC: Treasurer



SEAFORD UNION FREE SCHOOL DISTRICT

OBSOLETE EQUIPMENT EXCESS FORM

School: Seaford Manor

Requesting Staff Member:

Joann Krudis Joann Krudis 3/17/25
Print Name Signature Date

Approved by:

Joann Krudis Joann Krudis 3/17/25
Principal Signature Date

A. Casale Am 3/18/25
Assistant Superintendent Signature Date

Equipment Type	Model	Serial No./ISBN	Inventory #	Reason for Obsolescence
<u>laminator</u>	<u>Phoenix 2700-DHP</u>		<div>SEAFORD UNION FREE SCHOOL DIST.  <u>08434</u></div>	<u>Broken</u>

BOE Approval Date: _____
Cc: Treasurer



SEAFORD UNION FREE SCHOOL DISTRICT

OBSOLETE EQUIPMENT EXCESS FORM

School: Seaford High school

Requesting Staff Member:

Rosin Witt [Signature] 3/20/25
Print Name Signature Date

Approved by:

Nicole Schnabel [Signature] _____
Principal Signature Date

A. Casle [Signature] 3/20/25
Assistant Superintendent Signature Date

Equipment Type	Model	Serial No./ISBN	Inventory #	Reason for Obsolesion
GOLF CART	EZ GO			Stopped working, We have a NOW golf cart

BOE Approval Date: _____
Cc: Treasurer

REQUEST FOR APPROVAL OF FIELD TRIP

<u>BUILDING:</u>	<u>FUNDING:</u>
☒ High School, 1575 Seamans Neck Road	Student Activity/Trust & Agency: _____
☐ Middle School, 3940 Sunset Avenue	Budget: _____
☐ Manor Elementary, 1590 Washington Avenue	Other: _____
☐ Harbor Elementary, 3500 Bayview Street	
Date: <u>3/17/25</u>	Requestor Name: <u>Brian Horner</u>

NOTE: THIS FORM MUST BE SUBMITTED AT LEAST TWO (2) WEEKS PRIOR TO TAKING TRIP. IF TRIP REQUIRES BOARD OF EDUCATION APPROVAL, REQUEST MUST BE SUBMITTED AT LEAST FIVE (5) WEEKS PRIOR TO TAKING TRIP. AFTER ALL BUILDING LEVEL APPROVALS HAVE BEEN GIVEN, THIS FORM SHOULD BE SUBMITTED TO THE TRANSPORTATION COORDINATOR.

DATE OF TRIP: 4/19/25 Date of BOE Approval (If Required): _____

DESTINATION: SUNY Maritime College

Address: 6 Penny Field Ave. Bronx, NY 10465

Purpose Of Trip: Boys varsity lacrosse game

Teacher: Brian Horner Periods Going On Trip: N/A (Saturday) Grade Level/Group: 9-12th

Periods To Be Covered By Substitute: N/A Cost To Students (Itemize): N/A

Chaperones: N/A Security Needed: ☐ Yes ☒ No

No. Of Pupils: 30 No. of Adults: 2 Time Of Departure From School: 1pm

Pick-Up Location: ☐ Front Of Building ☒ Main Parking Lot ☐ Wing A/B/C _____

Means Of Transportation: ☒ Bus ☐ R.R. ☐ Coach ☐ Other _____

Time Of Departure From Destination: approx 7pm Time Of Return To School: approx 8:30pm

No. Of Buses: 1 Cost Per Bus: \$1,026.38 Total Cost For Buses: \$1,026.38

APPROVALS

<u>[Signature]</u> Department Chairperson	<u>[Signature]</u> Building Principal	<u>[Signature]</u> Assistant Superintendent for Business
Date: <u>3/19/2025</u>	Date: <u>3/19/25</u>	Date: <u>3/21/25</u>

ONCE THE FIELD TRIP HAS BEEN APPROVED, COPIES WILL BE SENT TO:

Requestor Building Principal Superintendent Bus Company Marianne Tagariello Security (when needed)