

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, March 26, 2025, in the All-Purpose Room located in the Manor Elementary School, 1590 Washington Avenue in Seaford, New York.

PRESENT:

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

ALSO PRESENT:

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

At 4:49 p.m., the President of the Board of Education opened the Regular Meeting. Ms. Herbert then advised that she needed a motion to adjourn the public portion of the meeting and convene an executive session for the purpose of discussing the employment history of a particular employee, contract negotiations with the Nurses, CSEA and SASA, employment relative to particular employees, particular student matters, conducting interviews for the position of Executive Director – Humanities and the position of Assistant Superintendent for Business & Operations, and non-aligned employee contracts.

OPEN MEETING

A motion was made by Ms. Matulewicz, second by Ms. Umhafer, to adopt the following resolution:

MOTION FOR
EXECUTIVE SESSION

RESOLVED, that the Board of Education of the Seaford Union Free School District enter into executive session for the purpose of discussing the employment history of a particular employee, contract negotiations with the Nurses, CSEA and SASA, employment relative to particular employees, particular student matters, conducting interviews for the position of Executive Director – Humanities and the position of Assistant Superintendent for Business & Operations, and non-aligned employee contracts and upon completion of discussion respecting the foregoing to return to open session.

No Discussion.
All Ayes
Motion Carried.

Executive Session concluded at 7:25 p.m.

EXECUTIVE SESSION
ENDS

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

RE-OPEN PUBLIC
SESSION

Topics covered in Dr. Pecora’s Administrative Report dated March 21, 2025, included:

ADMINISTRATIVE
REPORT

On tonight’s Personnel Action Report, the appointment of Rhonda Meserole as Assistant Superintendent for Business & Operations and Riana DiPalma as Executive Director for Humanities K-12
American Legion Teacher Awards last week
Third Grade Drama Production
Middle School production of Beetlejuice this weekend
45 Members inducted to the Art Honor Society this year

PRESENTATION
BUDGET SESSION #3

Budget Session #3 – Anticipated Revenues and Expenditures presented by Andrew Casale, Assistant Superintendent for Business and Operations included:

NYS Tax Levy Limit
History of Tax Levy vs Maximum Allowable
Seaford vs. Rest of Long Island
Impacts to Revenue for 25-26
Revenue Comparison
State Aid
Major Expenditures for 25-26
Additional Propositions on the Ballot
- Proposition 2 - Safety and Security Upgrades Proposition
- Proposition 3 – Infrastructure Proposition
Budget Dates/Calendar
Thank you

BUDGET TRANSFERS

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the Budget Transfers, as indicated in the Board’s documentation.

No Discussion.
All Ayes
Motion Carried.

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

PERSONNEL ACTION
REPORT - INSTRUCTIONAL

A. Instructional (dated March 26, 2025):

- 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 Medical Leave of absence from the original dates as approved at the December 11, 2024, Board of Education meeting:

JOANNA SCHROEDER	ORIGINAL DATES	1 st REVISED DATES
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

PERSONNEL – INSTRUCTIONAL (cont'd)

- 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

B. Non-Instructional (dated March 26, 2025):

- 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 |

PERSONNEL – NON-INSTRUCTIONAL (cont'd)

- (*) 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
No Discussion.
All Ayes
Motion Carried.

Board President Lisa Herbert asked for a motion to add Instructional Personnel No. 2 to the agenda as Agenda Item. 6.3.2.

ADD AGENDA ITEM 6.3.2.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to add to the Agenda as Item 6.3.2. Instructional Personnel No. 2.

No Discussion.
All Ayes.
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to accept the recommendation to approve Instructional Personnel Action Report #2:

**PERSONNEL ACTION REPORT
INSTRUCTIONAL NO. 2**

A. Instructional # 2 (dated March 26, 2025):

- P-1: POSITION ABOLITION: No Recommended Actions
P-2: POSITION CREATION: No Recommended Actions
P-3: RESIGNATIONS: No Recommended Actions
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

- (*) 1. RHONDA MESEROLE
Position: Assistant Superintendent for Business and Operations
Type of Appointment: Probationary
Assignment: Central Administration
Certification: School District Administrator
Permanent, School Business Administrator Permanent, Certified Public Accountant
Effective Date: July 1, 2025
Expiration Date: June 30, 2029
Tenure Eligibility: June 30, 2029
Tenure Area: Assistant Superintendent for Business and Operations
Salary: \$245,000
Reason: To Meet District Needs

- (*) 2. RIANA DIPALMA
Position: Executive Director for Humanities K-12
Type of Appointment: Probationary
Assignment: Central Administration
Certification: School District Leader Professional, School Building Leader Professional, ELA 7-12, 5-6 Extension Professional, Theatre Professional
Effective Date: July 1, 2025
Expiration Date: June 30, 2028
Tenure Eligibility: June 30, 2028
Tenure Area: Executive Director for Humanities K-12
Salary: \$179,000
Reason: To Meet District Needs

INSTRUCTIONAL PERSONNEL #2 (cont'd)

P-8:	OTHER:	No Recommended Actions No Discussion. All Ayes Motion Carried.	
Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve acceptance of the determinations of the Special Education Committee Meetings of:			CSE
<u>School Year 2024-2025:</u> 2/12/25, 2/28/25, 3/4/25, 3/5/25, 3/6/25, 3/17/25, 3/18/25.			
<u>School Year 2025-2026:</u> 2/26/25, 2/27/25, 2/28/25, 3/3/25, 3/4/25, 3/5/25.		No Discussion. All Ayes Motion Carried.	
Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve acceptance of the determinations of the Pre-School Special Education Committee Meetings of:			CPSE
<u>School Year 2024-2025:</u> 3/14/25		No Discussion. All Ayes Motion Carried.	
None			RESIDENTS' COMMENTS
All correspondence has received a response			CORRESPONDENCE
			NEW BUSINESS
Motion by Ms. Matulewicz, second by Ms. Umhafer, to 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.		No Discussion. All Ayes Motion Carried.	CONTRACT 2024/2025 HEALTH SERVICES GARDEN CITY UFSD
Motion by Ms. Matulewicz, second by Ms. Umhafer, to 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.		No Discussion. All Ayes Motion Carried.	CONTRACT 2024/2025 HEALTH SERVICES WEST ISLIP UFSD
Motion by Ms. Matulewicz, second by Ms. Umhafer, to 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.		No Discussion. All Ayes Motion Carried.	CONTRACT 2024/2025 HEALTH SERVICES NORTH MERRICK UFSD
Motion by Ms. Matulewicz, second by Ms. Umhafer, to 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.		No Discussion. All Ayes Motion Carried.	CONTRACT 2024/2025 PREMIER CAMP COMPANY, LLC D/B/A CRESTWOOD COUNTRY DAY CAMP
Motion by Ms. Matulewicz, second by Ms. Umhafer, to 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.		No Discussion. All Ayes Motion Carried.	CONTRACT 2024/2025 LEARN AND GROW CHILD CARE, INC.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the second reading and adoption of Policy 0115 – Dignity For All Students Act – Revised Policy.

No Discussion.
All Ayes
Motion Carried.

**SECOND READING &
ADOPTION OF POLICY
#0115 (REVISED)**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the second reading and adoption of Policy 5710 – School Safety and Education Climate Reporting –Revised Policy.

No Discussion.
All Ayes
Motion Carried.

**SECOND READING &
ADOPTION OF POLICY
#5710 (REVISED)**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the second reading and adoption of Policy 8113 – Extreme Heat Condition Days – New Policy.

No Discussion.
All Ayes
Motion Carried.

**SECOND READING &
ADOPTION OF POLICY
#8113 (NEW)**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the second reading and adoption of Policy 8140 – Unsafe School Transfer Choice – Revised Policy

No Discussion.
All Ayes
Motion Carried.

**SECOND READING &
ADOPTION OF POLICY
#8140 (REVISED)**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the disposal request on March 6, 2025, of an obsolete refrigerator at Seaford Middle School.

No Discussion.
All Ayes
Motion Carried.

**OBSOLETE ITEMS
MIDDLE SCHOOL
APPLIANCE**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the disposal request on March 17, 2025, of a broken laminator at Seaford Manor School.

No Discussion.
All Ayes
Motion Carried.

**OBSOLETE ITEMS
MANOR SCHOOL EQUIPMENT**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the disposal request on March 20, 2025, of a broken golf cart at Seaford High School.

No Discussion.
All Ayes
Motion Carried.

**OBSOLETE ITEMS
HIGH SCHOOL - GOLF CART**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to 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.

No Discussion.
All Ayes
Motion Carried.

**FIELD TRIP
HIGH SCHOOL**

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

**RESOLUTION
UTS - MEMORANDUM OF
AGREEMENT RELATED TO
COLLECTIVE BARGAINING
AGREEMENT**

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,

RESOLUTION – UTS MOA (cont'd)

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.

	No Discussion
Lisa Herbert -	Aye
Trisha Matulewicz -	Aye
Jimmy Chwe -	Aye
Heather Umhafer -	Aye
Melissa Whidden -	Aye
	Motion Carried.

Board President Lisa Herbert asked for a motion to add an employment agreement with Rhonda Meserole to the agenda as Agenda Item 10.E.2.

ADD AGENDA ITEM 10

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve adding to the Agenda as Item 10.E.2.,an employment agreement with Rhonda Meserole.

No Discussion.
All Ayes.
Motion Carried.

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

**RESOLUTION
EMPLOYMENT AGREEMENT
RHONDA MESEROLE**

BE IT RESOLVED, that the Board of Education hereby approves the Employment Agreement between the Board of Education and Rhonda Meserole, in the form attached hereto; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Board President to execute said Employment Agreement on behalf of the Board of Education.

	No Discussion
Lisa Herbert -	Aye
Trisha Matulewicz -	Aye
Jimmy Chwe -	Aye
Heather Umhafer -	Aye
Melissa Whidden -	Aye
	Motion Carried.

None

DISCUSSION ITEMS

Closing remarks by the Administration and Board

CLOSING REMARKS

- ◆ Congratulations and welcome back Ms. Meserole
- ◆ Congratulations and welcome Ms. DiPalma
- ◆ Shout out to Seaford Marching Band for their performance at the St. Patrick's Day Parade
- ◆ Congratulations to the teachers and students recognized at the American Legion Awards
- ◆ Congratulations to those staff members recognized at the Scope awards
- ◆ Looking forward to attending Beetlejuice
- ◆ Thrilled to be able to put forward a budget underneath the Cap that provides our students with the continuous improvements
- ◆ Huge credit to the Five-year Plan and its savings

At 8:01 p.m., a motion was made by Ms. Matulewicz, second by Ms. Umhafer, to close the Regular Meeting and enter into Executive Session for the purpose of discussing personnel issues.

EXECUTIVE SESSION

No Discussion.
All Ayes
Motion Carried.

Executive session concluded at 8:26 p.m. and the Board of Education President re-opened Public Session.

EXECUTIVE SESSION ENDS

No Discussion.
All Ayes
Motion Carried.

There being no further business, a motion was made by Ms. Matulewicz, second by Ms. Umhafer, to adjourn the Regular Meeting at 8:26 p.m.

**ADJOURN REGULAR
MEETING**

No Discussion.
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Heather Umhafer
Vice District Clerk