

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, December 10, 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

ABSENT: Matthew Kind, Ex-Officio Student Member
Michael Kofod, Alternate Ex-Officio Student Member

ALSO PRESENT:

Dr. Adele V. Pecora
Dr. Sheena Jacob
Ms. Rhonda L. Meserole, CPA
Ms. Mary Anne Sadowski – Attorney

At 6:30 p.m., the President of the Board of Education opened the Regular Meeting. Ms. Herbert then advised that she needed a motion to adjourn the public portion of the meeting and convene an executive session for the purpose of discussing the employment history of a particular employee, legal matters and particular student matters.

OPEN MEETING

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

No Discussion
All Ayes
Motion Carried.

Executive Session concluded at 7:20 p.m.

EXECUTIVE SESSION ENDS

At 7:36 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.

OPEN PUBLIC SESSION

Superintendent Dr. Adel Pecora advised that we would be going directly into the Public Hearing on the District-wide Health and Safety Plan Update to Include Deisha’s Law.

OPENING REMARKS

Assistant Superintendent for Business and Operations, Rhonda Meserole, opened the Public Hearing on the District-Wide Health and Safety Plan Update to include Deisha’s Law. Areas covered included:

**PUBLIC HEARING
DISTRICT-WIDE HEALTH
& SAFETY PLAN
DEISHA’S LAW**

We are again presenting the District-Wide Safety Plan which was approved this past summer

Legislation enacted in July of 2025 entitled Deisha’s Law which required every public school in New York State to come up with a cardiac response plan

- At any school-sponsored event, districts have to be prepared to respond to incidents like a sudden cardiac arrest.
- The law addressed training of personnel in the use of AED’s and any other life-saving measures and to have procedures in place

Effective January 20, 2026, every school district must incorporate Deisha’s Law within the district-wide health and safety plans, so it addresses the training for cardiac events

After this evening, our District’s Plan, which is public, will incorporate this and sit on our website again for thirty (30) days for public comment. After the thirty (30) days, it will be adopted again by the District.

- This will also affect our Building Plans, which are confidential in nature.

There were no questions

The Public Hearing was adjourned at 7:39 p.m.

**ADJOURN PUBLIC
HEARING**

Dr. Pecora briefly spoke about our athletic times noting that it is absolutely incredible that every year our athletes perform at such an amazing level

DR. ADELE PECORA

- The Nassau County Championship game: the girls played their hearts out
- Very fortunate to have Coach Botti, Mr. Witt and our wonderful Nassau County Girls’ Soccer team

Student Athletic Recognition – Girls' Soccer

Kevin Witt, Director of Physical Education, Health & Athletics, spoke about Ken Botti, 2025 Coach of the Year, who took over as Varsity Coach in 2015. During the past 10 years, he has been named Coach of the Year 5 times. Under Coach Botti's leadership, we have won 4 conference championships, 2 Nassau County Championships and 1 Long Island Championship.

**RECOGNITIONS
GIRLS' VARSITY
SOCCER TEAM**

Mr. Witt went on to speak about this Scholar/Athlete team, their season, County accolades received and awarded the best team in Nassau by the Nassau County Coaches Association

Coach Ken Botti spoke about the team, the girls on the team, those graduating at the end of this school year and the pleasure it was working with these girls, Beside being one of the best teams - talented, deep and complete – just a great group of kids – easy to work with, fun to be with

Each member of the team was presented with a certificate in honor of their achievement

Ex-Officio Student Board Member Matthew Kind was not able to attend this evening's meeting. He did submit his report which Dr. Pecora read. Topics covered in Matthew's report:

**EX-OFFICIO STUDENT
BOARD MEMBER
REPORT**

Apologies for not attending meeting

20th Annual Hot Chocolate 5K Run a huge success this year

Winter Concert Season approaching – come out wear your Seaford gear and support Seaford students

- High School concerts on December 9th and 11th
- Manor concert on December 15th
- Harbor concert on December 16th
- Middle School concerts on December 17th and 18th

Fall sports officially over

- Congratulations to the Varsity Football Team on winning the County Championship and making it to the Long Island Championship

Good luck to all of Seaford's winter sports teams; go bring home some championships

Topics covered in Dr. Pecora's Administrative Report dated December 5, 2025 included:

**ADMINISTRATIVE
REPORT**

Contracts for the 2026/2027 UPK Program are on tonight's agenda for approval

- All four (4) providers from last year (Maplewood, Kiddie Junction, Learn and Grow and Harmony Early Learning) are returning
- Unfortunately, they are not able to provide as many seats as last year; we had about 120 last year – this year we are looking at 98
- Preliminary notice on website; that is where the information for UPK may be found

Winter concerts kicked off last night

Football team will be recognized in January

Retirements and tenure and leave replacement on tonight's agenda for approval

Manor Principal Joanne Krudis and Nicole Culella, Executive Director for STEM & Instructional Technology, spoke about teacher, Leah Kukla, who will be granted tenure this evening.

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

**CONSENT AGENDA
ITEMS 5.A.-D.
(detailed below)**

No Discussion
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the Board of Education Meeting Minutes of the November 5, 2025 Regular Meeting and the November 19, 2025 Regular Meeting.

MINUTES

No Discussion
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Treasurer's Report dated October 31, 2025.

**TREASURER'S
REPORTS**

No Discussion
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Extracurricular Fund Activity Report dated November 3, 2025.

**EXTRACURRICULAR
FUND ACTIVITY REPORT**

No Discussion
All Ayes
Motion Carried.

CONSENT AGENDA (cont'd)

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Revenue Status Report dated October 31, 2025.

REVENUE STATUS REPORT

No Discussion
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Budget Status Report dated October 31, 2025.

BUDGET STATUS REPORT

No Discussion
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Budgetary Transfer Report dated October 31, 2025.

BUDGETARY TRANSFER REPORT

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

No Discussion
All Ayes
Motion Carried.

A. Instructional (dated December 10, 2025):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS:

1. GAGLIANO, LISA

Position: Teacher - Speech
Assignment: Seaford Manor School
Effective Date: June 26, 2026
Reason: Retirement

2. DUNN, DIANNE

Position: Teacher - Physical Education
Assignment: Seaford Manor School
Effective Date: June 27, 2026
Reason: Retirement

P-4: LEAVES: No Recommended Actions

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS:

1. LEAH KUKLA

Position: Teacher - Elementary - LIFT
Effective Date: December 15, 2025
Tenure Area: Elementary

P-7: APPOINTMENTS: * Subject to the successful completion of pre-employment screening

(*) 1. DEREK NG

Position: Per Diem Substitute
Type of Appointment: Substitute
Assignment: District
Certification: Mathematics 7-12 Initial
Effective Date: December 15, 2025
Salary: \$125 per day
Reason: To meet district needs

(*) 2. DEREK NG

Position: Secondary Teacher - Mathematics
Type of Appointment: Substitute
Assignment: Seaford Middle School
Certification: Mathematics 7-12 Initial
Effective Date: December 22, 2025
Expiration Date: March 27, 2026
Tenure Eligibility: N/A
Tenure Area: N/A
Salary: \$125 per day December 22, 2025 - February 4, 2026, MA Step 1 = \$ 73,005 February 5, 2026 - March 27, 2026
Reason: Leave Replacement for Laurie Schutz

P-8: OTHER:

a) Recommend the Board of Education approve the following High School club and extracurricular appointments for the 2025-2026 school year:

Pamela Brinkman	Spring Musical Vocal Director	\$2442
Elyse Cruz	Spring Musical Choreographer	\$3561

INSTRUCTIONAL PERSONNEL (cont'd)

- b) Recommend the Board of Education approve the following teachers for Cafeteria Duty for the Seaford Middle School for the 2025-2026 school year.

SPRING (.5)
George Frontino
Gregory Broas
Sarah Brand

- c) Recommend the Board of Education rescind the following teachers for Cafeteria Duty for the Seaford Middle School for the 2025-2026 school year.

SPRING (.5)
Julia Mertz
Laurie Schutz
Carly Spadafora

- d) Recommend the Board of Education approve the following teachers for the Summer Curriculum Writing for the 2025-2026 school year. Hourly stipend as per the UTS Contract

Jennifer DeMieri	Lions Quest SEL Integration	6 hours
Jana Cavanagh	Lions Quest SEL Integration	5.5 hours
Jessica Kondogianis	Lions Quest SEL Integration	6 hours
Lindsay Friedman	Lions Quest SEL Integration	5.5 hours
Shannon Lavin	Lions Quest SEL Integration	5.5 hours
Chelsea Emerman	Lions Quest SEL Integration	5.5 hours
Sharon Klein	Lions Quest SEL Integration	6 hours

- e) Recommend the Board of Education approve the appointment of the following coach for the High School sports for the 2025-2026 school year:

<u>HS SPRING</u>	<u>COACHING POSITON</u>	<u>STEP</u>	<u>SALARY</u>
Michael McHugh	Middle School Girls Lacrosse	5C	\$6,561

- f) Recommend the Board of Education extend the expiration date of Sarah Busch's Child Care Leave of absence from December 23, 2025 to February 27, 2026, as approved at the June 24, 2025, Board of Education meeting.

- g) Recommend the Board of Education amend the expiration dates of Julianne O'Brien's Leave Replacement position (Sarah Busch) from December 23, 2025 to February 27, 2026 as approved at the August 6, 2025, Board of Education meeting.

No Discussion
All Ayes
Motion Carried.

B. Non-Instructional (dated December 10, 2025):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RETIREMENTS: No Recommended Actions

P-4: RESIGNATIONS:

1. TIMOTHY RUSSELL

Position: Teacher Aide Part Time Substitute
Civil Service Title: Teacher Aide Part Time Substitute
Location: Seaford Harbor School
Effective Date: November 13, 2025

2. KRISTINA KARAKASIANIS

Position: Teacher Aide Full Time
Civil Service Title: Teacher Aide Full Time
Location: Seaford Manor School
Effective Date: November 26, 2025

3. ELIZABETH FRISZELL-NEROULAS

Position: School Monitor Part Time
Civil Service Title: School Monitor Part Time
Location: Seaford Harbor School
Effective Date: December 10, 2025 (Becoming a Teacher Aide Part Time)

P-5: TERMINATIONS: No Recommended Actions

P-6: APPOINTMENTS: (*) ALL employee appointments are subject to approval by the Nassau County Civil Service Commission.

(*) 1. KYLE MCENTEE

Position: School Monitor Part Time - Substitute
Civil Service Title: School Monitor Part Time - Substitute
Type of Appointment: Part Time
Location: Seaford High School
Salary: \$16.50
Reason: To Meet District Needs
Effective Date: December 11, 2025

NON-INSTRUCTIONAL PERSONNEL (cont'd)

- (*) 2. ELIZABETH FRISZELL-NEROULAS
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: December 11, 2025

P-7: LEAVES:

1. KRISTIN KLIMKOSKI
Position: Security Aide Part Time
Assignment: District
Effective Date: December 15, 2025
Expiration Date: January 11, 2026
Reason: Medical Leave (Paid)

P-8: OTHER:

- a) Recommend the Board of Education to amend the expiration date for Kim D'Onofrio-Ruden's medical leave of absence from December 1, 2025, to January 6, 2026, as approved at the November 5, 2025, Board of Education meeting.
No Discussion
All Ayes
Motion Carries.

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

School Year 2025-2026:
10/9/2025, 10/14/2025, 10/27/25, 10/28/25, 10/29/25, 10/30/25, 11/3/25, 11/5/25, 11/6/25, 11/7/25, 11/19/25, 11/21/25, 11/24/25.

No Discussion
All Ayes
Motion Carries.

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

School Year 2025-2026:
11/6/25, 11/7/25, 11/13/25, 11/18/25, 11/19/25, 11/25/25.

No Discussion
All Ayes
Motion Carries.

None

RESIDENTS' COMMENTS

All correspondence has received a response

CORRESPONDENCE

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a tuition services agreement between Seaford UFSD and the Henry Viscardi School for the 2025-2026 school year and authorize the Board President to sign this agreement.
No Discussion
All Ayes
Motion Carries.

**CONTRACT 2025/2026
HENRY VISCARDI SCHOOL
SPECIAL EDUCATION**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a rider to an agreement between Seaford UFSD (Seaford Harbor School) and YES COMMUNITY COUNSELING (Commerce Plaza) for the 2025-2026 school year and authorize the Board President to sign this agreement.

**CONTRACT 2025/2026
YES COMMUNITY
COUNSELING (COMMERCE
PLAZA – HARBOR SCHOOL**

No Discussion
All Ayes
Motion Carries.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a rider to an agreement between Seaford UFSD (Seaford Manor School) and YES COMMUNITY COUNSELING (Commerce Plaza) for the 2025-2026 school year and authorize the Board President to sign this agreement.

**CONTRACT 2025/2026
YES COMMUNITY
COUNSELING (COMMERCE
PLAZA – MANOR SCHOOL**

No Discussion
All Ayes
Motion Carries.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve entering into a License Agreement with SCOPE Education Services for the Before and After School Child Care Program for the 25-26 school year and authorize the Board President to sign this agreement.

**CONTRACT 2025/2026
SCOPE EDUCATION
SERVICES
BEFORE/AFTER CARE**

No Discussion
All Ayes
Motion Carries.

CONTRACTS (cont'd)

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an agreement with Maplewood School for the provision of a UPK program for the 26-27 school year and authorize the Board President to sign this agreement.

No Discussion
All Ayes
Motion Carries.

**CONTRACT 2026/2027
MAPLEWOOD SCHOOL
UPK PROGRAM**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an agreement with Kiddie Junction Preschool for the provision of a UPK program for the 26-27 school year and authorize the Board President to sign this agreement.

No Discussion
All Ayes
Motion Carries.

**CONTRACT 2026/2027
KIDDIE JUNCTION
PRESCHOOL
UPK PROGRAM**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an agreement with Learn and Grow Child Care, Inc. for the provision of a UPK program for the 26-27 school year and authorize the Board President to sign this agreement.

No Discussion
All Ayes
Motion Carries.

**CONTRACT 2026/2027
LEARN AND GROW
CHILD CARE
UPK PROGRAM**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a consulting services agreement between Seaford UFSD and Samantha Gordon for the 25-26 school year and authorize the Board President to sign this agreement.

No Discussion
All Ayes
Motion Carries.

**CONSULTING SERVICES
AGREEMENT 2025/2026
SAMANTHA GORDON**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an agreement between the Seaford Union Free School District and Emerald Investigation for the 2025-2026 School year and authorize the Board President to sign this agreement

No Discussion
All Ayes
Motion Carries.

**CONTRACT 2025/2026
EMERALD
INVESTIGATION**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an agreement with Harmony Early Learning, Inc. for the provision of a UPK program for the 26-27 school year and authorize the Board President to sign this agreement

No Discussion
All Ayes
Motion Carries.

**CONTRACT 2026/2027
HARMONY EARLY
LEARNING
UPK PROGRAM**

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the disposal request on November 25, 2025, of a contaminated and broken refrigerator at Seaford Manor School.

No Discussion
All Ayes
Motion Carries.

**OBSOLETE ITEM
MANOR SCHOOL**

None

DISCUSSION ITEMS

Closing remarks by the Administration and Board

CLOSING REMARKS

- ◆ Congratulations Ms. Kukla on your tenure
- ◆ Encourage the community to attend all of the holiday concerts
- ◆ Last meeting before break; Merry Christmas, Happy Hannukah, Happy Holidays and a Happy New Year
Enjoy the break with your loved ones

There being no further business, a motion was made by Ms. Matulewicz, second by Ms. Umhafer, to adjourn the Regular Meeting at 8:03 p.m.

**ADJOURN REGULAR
MEETING**

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Heather Umhafer
Vice District Clerk