

A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Tuesday, September 30, 2025, in the Manor Elementary School All-Purpose Room, 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
Matthew Kind- Ex-Officio Student Member

ABSENT: Michael Kofod – Alternate Ex-Officio Student Member

ALSO PRESENT:

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

At 6:22 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, employment relative to particular employees, particular student matters 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, legal matters, employment relative to particular employees, particular student matters 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 7:35 p.m.

EXECUTIVE SESSION ENDS

At 7:40 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

No Discussion.
All Ayes.
Motion Carried.

Topics covered in Dr. Pecora's Administrative Report dated September 26, 2025 included:

ADMINISTRATIVE REPORT

Board of Education Goals
PTA Schools of Excellence – Harbor and Manor Elementary Schools
November Board Meeting date change
- 2nd Meeting in November will be on Tuesday, November 18th (changed from November 25th)
Start of the new school year has been amazing

Areas covered in Matthew Kind's report:

EX-OFFICIO STUDENT MEMBER REPORT

School year beginning to ramp up
National Honor Society inductees
- Ceremony was a beautiful night
Guidance Department hosting college fairs
- Guidance meetings with Seniors and parents/families
Homecoming on October 18th
Newsday Band Festival – Thursday, October 23rd
Renovation of 9th and 10th grade cafeteria
- Students really love the new cafeteria and its additions

Board President Lisa Herbert spoke about the Board of Education’s yearly review of their goals to determine what revisions, if any, they wish to make. Goals are intended to be forward-looking, broad and deliberate. From these Goals, the Superintendent will form her more detailed Goals for the upcoming school year.

**PRESENTATION
2025/2026 BOARD OF
EDUCATION GOALS**

MISSION STATEMENT:

The Seaford Union Free School District’s purpose is to provide our students with an innovative educational program that will empower students to develop their academic and social skills while becoming learners and leaders who create a better present and future in a democratic society.

2025/2026 BOARD OF EDUCATION GOALS:

GOAL #1: TEACHING AND LEARNING

Provide a dynamic, inclusive, and innovative learning environment that promotes and supports the academic growth of Seaford Scholars so that they may realize their full potential while becoming responsible and productive citizens.

GOAL #2: SOCIAL EMOTIONAL LEARNING & SAFETY

Promote a safe, secure, and nurturing environment of belonging that proactively supports the physical, social, and emotional needs of all students.

GOAL #3: FINANCIAL

Create a fiscally responsible and operationally efficient budget that maintains and enhances the integrity of all programs.

GOAL #4: COMMUNICATION

Maintain and enhance communication systems that ensure the open flow, transparency, and accessibility of information with all stakeholders.

GOAL #5: OPERATIONS AND FACILITIES

Create and maintain a modern and competitive campus to enhance opportunities and foster growth for all Seaford Scholars.

Dr. Pecora spoke about the PTA Schools of Excellence – Manor and Harbor Elementary Schools:

- 2nd time both schools have received this recognition
- Newsday recently ran an article about the 14 Long Island Schools that were named Schools of Excellence
- State-wide there were 23 schools; 9 from Nassau County; Nation-wide 330 schools
- Criteria used to be considered for this award

**PRESENTATIONS
HARBOR AND MANOR
ELEMENTARY SCHOOLS
RECOGNITION – PTA
SCHOOLS OF EXCELLENCE**

Janice Serena, Harbor Elementary School PTA President and Kayla Motroni, Manor PTA President

- School of Excellence journey started a year ago
- Completed milestones, trainings and check-ins with the State along the way
- Notified in August that both the Harbor and Manor were awarded a 2nd designation which they will hold for two years
- Thank you to our Board of Education, our Administration and staff as well as the Community for your continued support which allows us to provide the best resources we can for our students.
- Go Vikings!

Thank you to the Manor and Harbor School administrators for attending tonight’s meeting.

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

**PERSONNEL ACTION
REPORTS**

A. Instructional (dated September 30, 2025):

INSTRUCTIONAL

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS:

1. ANDREW LEAHY

Position:	Per Diem Substitute Teacher
Assignment:	Seaford Harbor School
Effective Date:	September 19, 2025
Reason:	Resignation

PERSONNEL ACTION REPORT – INSTRUCTIONAL (cont'd)

P-4: LEAVES:

1. SUSAN STEINBERG

Position: Secondary Education Teacher
 Assignment: Seaford Middle School
 Effective Date: August 27, 2025
 Sick Leave: Intermittent Leave (4 Family Sick days were already used in 2025-2026)
 Leave without Pay: N/A
 Expiration Date: November 20, 2025
 FMLA: August 27, 2025 – November 20, 2025
 Reason: Family Medical Leave

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS: No Recommended Actions

P-7: APPOINTMENTS: No Recommended Actions

P-8: OTHER:

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

Annemarie Crisci	Student Council Co Advisor	\$783.50
Jana Cavanagh	Student Council Co Advisor	\$783.50
Leah Kukla	Math Olympiads	\$1018

b) Recommend the Board of Education approve the following Seaford Middle School club and extracurricular appointment for the 2025-2026 school year:

Jennifer Spoagis	ASL Club Co Advisor	\$783.50
Jenna Lubicich	ASL Club Co Advisor	\$783.50

c) Recommend the Board of Education approve the following Seaford Manor School club and extracurricular appointment for the 2025-2026 school year:

Tara Page	Chess Club	\$1018
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d) Recommend the Board of Education rescind the appointment of the following coach for the High School sports for the 2025-2026 school year

Kristen Altieri	Winter Track Assistant	1B	\$4,907
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e) Recommend the Board of Education approve the following Seaford High School club and extracurricular appointment for the 2025-2026 school year:

Christopher Coniglio	Spring Musical Pit Orchestra	\$2442
Daniel Krueger	Spring Musical Sound	\$1567
Caroline Feryo	Fall Musical Backstage Manager	\$2442
Caroline Feryo	Spring Musical Backstage Manager	\$2442

f) 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.

Christine Donnelly	Scope and Sequence	Arts K-5	4 hours
Sara Heuser	Scope and Sequence	Arts K-5	4 hours

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

FALL (1.0)

Matthew Adler
 Nicole Guglielmi
 Kevin Nichols
 Eric Houston
 Samantha Wimmer
 Anthony Romeo
 Kathryn Miedl (prorated)
 Kathryn Trunz (prorated)
 Laura Heller
 Erica Nagy
 Lindsay Garnarcz Hill
 Michael Wimmer
 Jennifer Capellini
 Michael Kerr
 Caitlyn Wigand
 Kimberly Cooke

PERSONNEL ACTION REPORT – INSTRUCTIONAL (cont'd)

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

FALL (.5)

George Frontino
 Frank Maniscalco
 James Pollin
 Jenna Lubicich
 Julia Mertz
 Jennifer Spoagis
 Gianna Tufano
 Greg Broas
 Lisa Jones
 William Dietz
 Janene Diglio
 Danielle Alveari

SPRING (.5)

Thomas Moran
 Elizabeth Waterbury
 Cara Klasson
 Laurie Schutz
 Julia Mertz
 Taryn Ohlmiller
 Alyssa Fusco
 Katheryn Hickey
 Shannon Digney
 Shawna Bello
 Thomas Hansen
 Carly Spadafora

- i) Recommend the Board of Education approve the Ph.D. Stipend for Christopher Feiler as of August 27, 2025.
- j) Recommend the Board of Education amend the salary for Danielle Rybicki from MA+15 Step 5 = \$86,994 to MA Step 5 = \$85,167 as approved at the Board of Education meeting on September 10, 2025.
- k) Recommend the Board of Education approve the following teachers for PM Detention for the 2025-2026 school year:

Mike Burns Seaford Middle School

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

B. Non-Instructional (dated September 30, 2025):

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:

- 1. KIMBERLY SCHIRALLI
 Position: Teacher Aide Part Time
 Civil Service Title: Teacher Aide Part Time
 Location: Seaford Manor School
 Effective Date: October 1, 2025

P-5: TERMINATIONS: No Recommended Actions

P-6: APPOINTMENTS: No Recommended Actions

P-7: LEAVES:

- 1. PATRICIA BUTTIGIEG
 Position: Teacher Aide Part Time
 Assignment: Seaford Manor School
 Effective Date: August 27, 2025
 Expiration Date: October 17, 2025
 Reason: Medical Leave (Paid remaining sick days)
- 2. ANGELA BIZZARRO
 Position: School Monitor Part Time
 Assignment: Seaford Manor School
 Effective Date: August 27, 2025
 Expiration Date: October 6, 2025
 Reason: Medical Leave (Unpaid)

P-8: OTHER:

- a. Recommend the Board of Education amend Matthew Hoskin's appointment as a Groundskeeper from probationary to permanent effective October 9, 2025.
- b. Recommend the Board of Education amend the expiration date for Toni Pristera's medical leave of absence from September 16, 2025 to September 12, 2025 as approved at the September 10, 2025 Board of Education meeting.

No Discussion.
 All Ayes.
 Motion Carried.

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

CSE

School Year 2025-2026:

5/14/25, 8/7/25, 8/26/25, 9/2/25, 9/8/25, 9/16/25, 9/22/25.

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

School Year 2025-2026:

7/29/25, 8/20/25, 9/10/25, 9/17/25.

No Discussion.
All Ayes.
Motion Carried.

None

RESIDENTS' COMMENTS

All correspondence has received a response

CORRESPONDENCE

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an affiliation agreement between the Seaford UFSD and Stony Brook University for the 2025-2026 school year and authorize the Board President to sign this agreement.

AFFILIATION AGREEMENT
2025/2026
STONYBROOK UNIVERSITY

No Discussion.
All Ayes.
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a related services agreement between Seaford UFSD and Amergis Healthcare Staffing, Inc. for the period of July 1, 2025, through June 30, 2026 and authorize the Board President to sign this agreement.

CONTRACT 2025/2026
AMERGIS HEALTHCARE
RELATED SERVICES

No Discussion.
All Ayes.
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an agreement between Seaford UFSD and Benetech, (The Administrator), for the 2025-2026 school year and authorize the Board President to sign this agreement.

CONTRACT 2025/2026
BENETECH

No Discussion.
All Ayes.
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an agreement between Seaford UFSD and Vocational Education and Extension Board of Nassau County for EMS instruction for the 2025-2026 school year and authorize the Board President to sign this agreement.

CONTRACT 2025/2026
VOCATIONAL EDUCATION
& EXTENSION BOARD OF
NASSAU COUNTY
EMS INSTRUCTION

No Discussion.
All Ayes.
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve entering into a Memorandum of Agreement between Seaford UFSD and the Seaford United Public Service Employees Union (UPSEU) for the period of July 1, 2025-June 30, 2029.

MEMORANDUM OF
AGREEMENT - UPSEU
JULY 1, 2025 – JUNE 30, 2029

No Discussion.
All Ayes.
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an Ed Law 2-d contract between Acadience Learning LLC and Seaford UFSD for the 2025-2026 school year and authorize the Board President to sign this agreement.

CONTRACT 2025/2026
ACADIENCE LEARNING
ED LAW 2-D

No Discussion.
All Ayes.
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the High School's field trip request for the Varsity Cheer Team to attend the UCA Keystone Regionals in Reading, PA on December 17, 2025.

FIELD TRIP – HS
VARSITY CHEER

No Discussion.
All Ayes.
Motion Carried.

FIELD TRIPS (cont'd)

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the High School's field trip request for the Class of 2026 to visit the 9/11 Memorial and Museum on November 10, 2025.

FIELD TRIP - HS

No Discussion.
All Ayes.
Motion Carried.

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

**RESOLUTION – UPSEU
LABOR AGREEMENT**

WHEREAS, the July 1, 2022, to June 30, 2025 labor agreement between the United Public Service Employees Union (“UPSEU”) and the Seaford Union Free School District (the “District”) expired on June 30, 2025; and

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 UPSEU reached an agreement that has been memorialized in a Memorandum of Agreement dated September 16, 2025, which Memorandum of Agreement has been reviewed by the Board of Education; and

WHEREAS, the membership of the UPSEU has ratified said Memorandum of Agreement;

NOW THEREFORE, BE IT RESOLVED, that the Board of Education of the Seaford Union Free School District herewith ratifies and approves the Memorandum of Agreement hereinabove referenced.

BE IT FURTHER RESOLVED, that the Board of Education hereby authorizes the Superintendent of Schools to incorporate said memorandum of agreement into a more formal written agreement and further authorizes the Superintendent of Schools to execute said formal written agreement.

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

- ◆ Off to a great start for the new school year
- ◆ Thank you to everyone for their hard work and positivity
- ◆ Thank you to the PTAs
Appreciate all their hard work behind the scenes for us to provide excellent programming for our students
- ◆ Definitely a well-deserved recognition

There being no further business, a motion was made by Ms. Matulewicz, second by Ms. Umhafer, to adjourn the Regular Meeting at 7:56 p.m.

**ADJOURN REGULAR
MEETING**

No Discussion.
All Ayes.
Motion Carried.

Respectfully submitted,

Heather Umhafer
Vice District Clerk