REGULAR MEETING OF THE BOARD OF EDUCATION

AUGUST 5, 2026

6:00 P.M. – REGULAR MEETING*

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

7:30 P.M. – RECONVENE REGULAR MEETING

MANOR SCHOOL

AGENDA

1. CALL MEETING TO ORDER

2. PLEDGE OF ALLEGIANCE

3. REORGANIZATION ITEMS

   A. Recommend the Board of Education appoint the individuals listed below to the District-Wide Audit Committee, as amended:

Name	Title	Term
Mr. Nicholas DiMola	Community Member	July 1, 2026 - June 30, 2028
Ms. Kathleen Mitterway	Community Member	July 1, 2026 - June 30, 2027
Mr. Brian Fagan	Community Member	July 1, 2026 - June 30, 2029
Mr. Patrick Rail	Community Member	July 1, 2024 - June 30, 2027
Mr. Matthew Slade	Community Member	July 1, 2026 - June 30, 2028
Ms. Trisha Matulewicz	Board Member	July 1, 2026 - June 30, 2027

4. ADMINISTRATIVE REPORT

   A. Administrative report dated July 31, 2026, with attachments

5. CONSENT AGENDA ITEMS

Recommended Motion: "that the consent agenda be approved as a whole with action recorded as if it had been taken severally."

A. Board of Education Meeting Minutes of the July 8, 2026, Reorganization Meeting and the July 20, 2026 Special Meeting.

B. Financial Reports - *As a reminder, the audited reports begin to be released in October.*

C. BUDGET TRANSFERS

1. As indicated in the Board's documentation

D. Personnel Actions

1. Instructional Personnel Actions dated August 5, 2026
2. Non-Instructional Personnel Actions dated August 5, 2026

E. CPSE/CSE Recommendations

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

School Year 2025-2026:
3/18/26, 4/22/26, 5/1/26, 5/5/26, 5/6/26, 5/7/26, 5/8/26, 5/12/26, 5/13/26, 5/14/26, 5/15/26, 5/18/26, 5/19/26, 5/20/26, 5/21/26, 5/27/26, 5/28/26, 5/29/26, 6/9/26, 6/10/26, 6/12/26, 6/23/26.

School Year 2026-2027:
3/9/26, 3/10/26, 3/11/26, 3/12/26, 3/17/26, 3/18/26, 3/19/26, 3/20/26, 3/24/26, 3/25/26, 3/26/26, 3/31/26, 4/14/26, 4/15/26, 4/21/26, 4/22/26, 4/23/26, 4/28/26, 4/29/26, 4/30/26, 5/4/26, 5/5/26, 5/6/26, 5/8/26, 5/11/26, 5/12/26, 5/13/26, 5/14/26, 5/15/26, 5/18/26, 5/19/26, 5/20/26, 5/21/26, 5/27/26, 5/28/26, 5/29/26, 6/1/26, 6/2/26, 6/3/26, 6/4/26, 6/5/26, 6/8/26, 6/9/26, 6/10/26, 6/11/26, 6/15/26, 6/16/26, 6/17/26, 6/22/26, 6/23/26, 6/24/26, 6/26/26, 7/7/26, 7/24/26, 7/27/26.

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

School Year 2025-2026:
3/10/26,3/12/26,3/24/26,4/14/26,4/22/26,4/23/26,4/28/26, 5/6/26,5/7/26,5/13/26,5/14/26,5/19/26,5/20/26,5/27/26,6/9/26,6/10/26,6/16/26, 6/22/26, 6/23/26

School Year 2026-2027:
3/9/26, 3/10/26, 3/17/26, 3/19/26, 3/20/26, 3/24/26, 3/26/26, 3/31/26, 4/23/26, 4/29/26, 4/30/26, 5/5/26, 5/7/26, 5/12/26, 5/14/26, 5/15/26, 5/19/26, 5/20/26,

5/21/26, 5/27/26, 5/28/26, 6/3/26/6/9/26, 6/11/26, 6/15/26, 6/16/26, 6/17/26, 6/18/26, 6/23/26, 6/24/26, 7/8/26, 7/15/26.

6. 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)

7. CORRESPONDENCE

8. NEW BUSINESS

A. Contracts

1. NON-RESIDENT PARENTALLY PLACED 2026-2027

WHEREAS Section 3602-c of the Education Law provides that the Board of Education shall provide special education services to parentally placed students with disabilities when such students attend private schools located within the Seaford Union Free School District but reside in another school district.

WHEREAS a request for such special education services has been made by the following school districts and are authorized under the provisions of Section 3602-c of the Education Law,

NOW, THEREFORE, BE IT RESOLVED that this District contracts with the districts of residence for the provision of special education services and facilities for children attending the non-public schools within the boundary of Seaford Union Free School District, subject to verification of names and addresses by the district of residence and proof of the services provided 2026-2027 school year.

DISTRICT OF RESIDENCE:

Amityville Union Free School District
Bellmore Union Free School District
Copiague Union Free School District
East Meadow Union Free School District
Farmingdale Union Free School District
Freeport Union Free School District
Levittown Union Free School District
Lindenhurst Union Free School District
Massapequa Union Free School District
Merrick Union Free School District
North Bellmore Union Free School District
Plainedge Union Free School District
Uniondale Union Free School District
Wantagh Union Free School District
West Babylon Union Free School District

2. NON-RESIDENT TUITION 2026-2027

WHEREAS, a request to provide special education services has been made by the school districts listed below during the 2026-2027 school year.

NOW, THEREFORE BE IT RESOLVED, that the President for the Board of Education of the Seaford Union Free School District is authorized to sign the contracts to provide special education services and facilities for these non-resident students attending the Seaford Union Free School District

DISTRICTS OF RESIDENCE:

Westbury Union Free School District

3. Recommend the Board of Education approve an agreement between Seaford UFSD and Dr. Jeffrey Elfenbein for the 2026-2027 school year and authorize the Board President to sign this agreement.

4. Recommend the Board of Education authorize the Board President to sign the final AS-7 documents that cover the cost of the services provided by Nassau BOCES to the Seaford School District during the 2025-2026 school year.

5. Recommend the Board of Education authorize the Board President to sign the initial AS-7 documents that cover the expected cost of services provided by Nassau BOCES to the Seaford School District during the 2026-2027 school year.

6. Recommend the Board of Education approve a Financial Advisory Consultant agreement with Munistat Services, Inc. from July 1, 2026 to June 30, 2027 and authorize the Board President to sign said agreement.

7. Recommend the Board of Education approve an amendment to an agreement between Seaford UFSD and Harmony Early Learning, Inc. for the 2026-2027 school year and authorize the Board President to sign said amendment.

8. Recommend the Board of Education approve an amendment to an agreement between Seaford UFSD and Kiddie Junction Preschool and Camp for the 2026-2027 school year and authorize the Board President to sign said amendment.

9. Recommend the Board of Education approve an amendment to an agreement between Seaford UFSD and Learn and Grow Child Care, Inc. for the 2026-2027 school year and authorize the Board President to sign said amendment.

10. Recommend the Board of Education approve an agreement between the Seaford UFSD and Quantas Advisors, LLC for the 26-27 school year and authorize the Board President to sign said agreement.

11. Recommend the Board of Education approve a rider to an agreement between Seaford UFSD (Seaford Harbor School) and YES COMMUNITY COUNSELING (Commerce Plaza) for the 2026-2027 school year and authorize the Board President to sign this agreement.

12. Recommend the Board of Education approve a rider to an agreement between Seaford UFSD (Seaford Manor School) and YES COMMUNITY COUNSELING (Commerce Plaza) for the 2026-2027 school year and authorize the Board President to sign this agreement.

13. Recommend the Board of Education approve an Employment agreement between Carmelo Mangaro and the Seaford UFSD and authorize the Board President to sign said agreement.

B. Policies & Procedures - First Reading and Adoption

1. Policy 5100 - Attendance Policy

C. Obsolete Items

1. Recommend the Board of Education approve the disposal request on June 24, 2026, of an obsolete television, VCR and cart at the Middle School.

2. Recommend the Board of Education approve the disposal request on June 25, 2026, of obsolete textbooks and workbooks at the Middle School.

3. Recommend the Board of Education approve the disposal request on July 15, 2026, of an obsolete folding machine and scale in the Business Office at the Manor School.

4. Recommend the Board of Education approve the disposal request on July 14, 2026, of miscellaneous obsolete books at the Manor School.

5. Recommend the Board of Education approve the disposal request on July 22, 2026, of a broken microwave at the Harbor School.

D. Donations

1. Recommend the Board of Education accept a donation of a wooden sign from the Manor Elementary PTA for the Seaford Manor Elementary School.

E. Field Trips

1. Recommend the Board of Education approve the High School's field trip request for students in the Business Classes to attend the Jets Sports Business Day in Florham Park, New Jersey on October 21, 2026.

F. Resolutions

1. RESOLVED, that the Board of Education authorizes the Seaford School District to piggyback on Wantagh School District's contract with Educational Bus Transportation, and;
BE IT FURTHER RESOLVED that the Board of Education approves the terms of an Intermunicipal Agreement with the Seaford School District to provide for transportation of public school students to BOCES Robert Williams School, effective September 1, 2026, and;
BE IT FURTHER Resolved that the Board of Education President is authorized to execute said Intermunicipal Agreement.

2. RESOLVED, that the Board of Education authorizes the Seaford School District to piggyback on Wantagh School District's contract with Educational Bus Transportation, and;
BE IT FURTHER RESOLVED that the Board of Education approves the terms of an Intermunicipal Agreement with the Seaford School District to provide for transportation of public school students to Holy Trinity School, effective September 1, 2026, and;
BE IT FURTHER Resolved that the Board of Education President is authorized to execute said Intermunicipal Agreement.

3. RESOLVED, that the Board of Education authorizes the Seaford School District to piggyback on Wantagh School District's contract with Educational Bus Transportation, and;
BE IT FURTHER RESOLVED that the Board of Education approves the terms of an Intermunicipal Agreement with the Seaford School District to provide for transportation of non-public school students to Sacred Heart School, effective September 1, 2026, and;
BE IT FURTHER Resolved that the Board of Education President is authorized to execute said Intermunicipal Agreement.

4. RESOLVED, that the Board of Education authorizes the Seaford School District to piggyback on Wantagh School District's contract with Educational Bus Transportation, and;
BE IT FURTHER RESOLVED that the Board of Education approves the terms of an Intermunicipal Agreement with the Seaford School District to provide for transportation of non-public school students to St. Dominic's and Long Island Lutheran School's, effective September 1, 2026, and;
BE IT FURTHER Resolved that the Board of Education President is authorized to execute said Intermunicipal Agreement.

5. RESOLVED, that the Board of Education authorizes the Seaford School District to piggyback on Wantagh School District's contract with Educational Bus Transportation, and;
BE IT FURTHER RESOLVED that the Board of Education approves the terms of an Intermunicipal Agreement with the Seaford School District to provide for transportation of non-public school students to St. Pius School, effective September 1, 2026, and;
BE IT FURTHER Resolved that the Board of Education President is authorized to execute said Intermunicipal Agreement.

6. RESOLVED, that the Board of Education authorizes the Seaford School District to piggyback on Wantagh School District's contract with Educational Bus Transportation, and;
BE IT FURTHER RESOLVED that the Board of Education approves the terms of an Intermunicipal Agreement with the Seaford School District to provide for transportation of non-public school students to St. John's School, effective September 1, 2026, and;
BE IT FURTHER Resolved that the Board of Education President is authorized to execute said Intermunicipal Agreement.

7. RESOLVED, that the Board of Education authorizes the Seaford School District to piggyback on Wantagh School District's contract with Educational Bus Transportation, and;
BE IT FURTHER RESOLVED that the Board of Education approves the terms of an Intermunicipal Agreement with the Seaford School District to provide for transportation of non-public school students BOCES Carmen Road School, effective September 1, 2026, and;
BE IT FURTHER Resolved that the Board of Education President is authorized to execute said Intermunicipal Agreement.

8. RESOLVED, that the Board of Education authorizes the Seaford School District to piggyback on Wantagh School District's contract with Educational Bus Transportation, and;
BE IT FURTHER RESOLVED that the Board of Education approves the terms of an Intermunicipal Agreement with the Seaford School District to provide for transportation of non-public school students BOCES Rosemary Kennedy School, effective September 1, 2026, and;
BE IT FURTHER Resolved that the Board of Education President is authorized to execute said Intermunicipal Agreement.

9. RESOLVED, that the Board of Education authorizes the Seaford School District to piggyback on Wantagh School District's contract with Educational Bus Transportation, and;
BE IT FURTHER RESOLVED that the Board of Education approves the terms of an Intermunicipal Agreement with the Seaford School District to provide for transportation of non-public school students BOCES CCA Net School, effective September 1, 2026, and;
BE IT FURTHER Resolved that the Board of Education President is authorized to execute said Intermunicipal Agreement.

10. RESOLVED, that the Board of Education authorizes the Seaford School District to piggyback on Wantagh School District's contract with Educational Bus Transportation, and;
BE IT FURTHER RESOLVED that the Board of Education approves the terms of an Intermunicipal Agreement with the Seaford School District to provide for transportation of non-public school students to Progressive School of Long Island effective September 1, 2026, and;
BE IT FURTHER Resolved that the Board of Education President is authorized to execute said Intermunicipal Agreement.

11. RESOLVED, that the Board of Education accepts the Annual Risk Assessment Update Pertaining to the Internal Controls of District Operations and the Report

on Internal Controls Pertaining to Transportation as submitted by Nawrocki Smith, LLP.

12. RESOLVED, that the Board of Education accept and approve in accordance with Section 170.12 of the Regulations of the Commissioner of Education the Corrective Action Plan as submitted for the Internal Audit Report for the school year ending June 30, 2026.

9. MISCELLANEOUS DISCUSSION ITEMS

10. CLOSING COMMENTS BY THE BOARD AND ADMINISTRATION

11. ADJOURNMENT

12. INFORMATION ITEMS

1. Warrant 0060: Post Payroll for June 26, 2026
2. Warrant 0061: Accounts Payable for June 30, 2026
3. Warrant 0001: Accounts Payable for July 10, 2026
4. Warrant 0003: Accounts Payable for July 24, 2026
5. Warrant 0005: Account Payable Special Run for July 23, 2026.

A Reorganization Meeting of the Board of Education, Seaford Union Free School District, was held on Wednesday, July 8, 2026, in the Board of Education Conference 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
Meridith Goldberger, Ex-Officio Student Member

ALSO PRESENT:
Dr. Adele V. Pecora
Dr. Sheena Jacob
Ms. Rhonda L. Meserole, CPA
Mr. John A. Striffolino
Ms. Mary Anne Sadowski – Attorney

OPEN MEETING

At 6:23 p.m., Ms. Lisa Herbert 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 Clerical Unit, legal matters, particular student matters, matters related to the proposed sale of real property and non-aligned employee contracts.

MOTION FOR EXECUTIVE SESSION

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

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 Clerical Unit, legal matters, particular student matters, matters related to the proposed sale of real property 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 ENDS

Executive Session concluded at 7:26 p.m.

RE-OPEN PUBLIC SESSION

At 7:34 p.m., Lisa Herbert re-opened the Public Session. As the first order of business, Ms. Herbert led the audience in the Pledge of Allegiance.

Ms. Herbert then asked for a motion to open the Public Hearing on the Review of the District-wide School Safety Plan.

OPEN PUBLIC HEARING DISTRICT-WIDE SAFETY PLAN

Motion by Ms. Matulewicz, second by Ms. Umhafer, to open the Public Hearing on the Review of the District-wide School Safety Plan.

No Discussion.
All Ayes
Motion Carried.

The Public Hearing on the review of the District-Wide School Safety Plan began at 7:34 p.m.

PUBLIC HEARING DISTRICT-WIDE SCHOOL SAFETY PLAN

Russell Costa, Director of Facilities and Co-Chair of the District-wide Safety Committee, explained the laws governing the District-Wide Safety Plan, the timeline for it to appear on the District's website and the necessary steps following the end of the thirty-day period on the website, Board approval and submission to New York State. He explained that during that thirty-day period on the website, it is open for public comment.

An opportunity was given for questions and/or comments; there were none.

ADJOURN PUBLIC HEARING

There being no further business, a motion was made by Ms. Matulewicz, second by Ms. Umhafer to adjourn the Public Hearing at 7:36 p.m.

No Discussion.
All Ayes
Motion Carried.

RE-OPEN PUBLIC

Public Session of the Re-organization meeting resumed at 7:36 p.m.

Ms. Lisa Herbert announced:

OATH OF OFFICE JIMMY CHWE

The Oath of Office was administered to the newly elected Trustee of the Board of Education, Jimmy Chwe, in the District Clerk's office on July 1, 2026.

OATH OF OFFICE TRISHA MATULEWICZ

The Oath of Office was administered to the newly elected Trustee of the Board of Education, Trisha Matulewicz, in the District Clerk's office on July 7, 2026.

ELECTIONS/APPOINTMENTS (cont'd)

Appointment of District Clerk

Motion by Ms. Matulewicz, second by Ms. Umhafer, that Ms. Carmen Ouellette be appointed part-time District Clerk for the Seaford Union Free School District for the 2026-2027 school year.

DISTRICT CLERK APPOINTMENT 2026/2027

No Discussion.
All Ayes
Motion Carried.

The School Attorney administers the Oath of Office to the District Clerk.

OATH OF OFFICE DISTRICT CLERK

Election of the President of the Board of Education

Board Trustee Trisha Matulewicz nominated Lisa Herbert as President of the Board of Education.

ELECTION OF BOARD PRESIDENT 2026/2027

Motion by Ms. Matulewicz, second by Ms. Umhafer, that Lisa A. Herbert be elected President of the Board of Education for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

The District Clerk administers the Oath of Office to the newly elected President of the Board of Education.

OATH OF OFFICE TO BOARD PRESIDENT

President Lisa Herbert assumes the chair.

Election of the Vice-President of the Board of Education.

Board President Lisa Herbert nominated Trisha Matulewicz for Board of Education Vice President.

ELECTION OF VICE PRESIDENT 2026/2027

Motion by Ms. Herbert, second by Ms. Umhafer, that Trisha Matulewicz be elected as Vice President of the Board of Education for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

The District Clerk administers the Oath of Office to the newly elected Vice-President of the Board of Education.

OATH OF OFFICE VICE PRESIDENT

Appointment of Vice District Clerk

Motion by Ms. Herbert, second by Ms. Matulewicz, that Heather Umhafer be appointed Vice District Clerk for the Seaford Union Free School District for the 2026-2027 school year.

2026/2027 VICE DISTRICT CLERK APPOINTMENT

No Discussion.
All Ayes
Motion Carried.

The District Clerk administers the Oath of Office to the Vice District Clerk.

OATH OF OFFICE VICE DISTRICT CLERK

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

2026/2027 EX-OFFICIO STUDENT MEMBER MERIDITH GOLDBERGER

WHEREAS, in accordance with Board policy and Education Law 1702(3), the Board of Education is required to designate a student as an ex-officio member; and

WHEREAS, in accordance with Board policy, Meridith Goldberger has been selected to serve the ex-officio student member of the Board of Education.

NOW, THEREFORE, BE IT RESOLVED, that Meridith Goldberger is hereby appointed as an ex-officio member of the Board, with a term of one school year, starting July 1, 2026, and ending June 30, 2027; and

BE IT FURTHER RESOLVED, that Meridith Goldberger shall have the right to attend all regular board meetings but shall not have the right to vote or attend executive sessions of the Board of Education; and

BE IT FURTHER RESOLVED, that Meridith Goldberger will receive training on board procedures to effectively fulfill their role.

No Discussion.
All Ayes
Motion Carried.

OATHS/APPOINTMENTS (cont'd)

OATH OF OFFICE STUDENT MEMBER

The District Clerk administers the Oath of Office to the newly appointed student member (Ex-Officio) of the Board of Education.

OATH OF OFFICE SUPERINTENDENT

The District Clerk administers the Oath of Office to Dr. Adele V. Pecora, Superintendent of Schools.

2026/2027 CLAIMS AUDITOR

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Emkay Consulting, LLC as the Claims Auditor for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

OATH OF OFFICE CLAIMS AUDITOR

The Oath of Office will be administered to Emkay Consulting, LLC in the District Clerk's office on July 8, 2026 (or as soon thereafter as practicable).

2026/2027 TREASURER & DEPUTY TREASURER

Motion by Ms. Matulewicz, second by Ms. Umhafer, that Mr. Steven Arnone be appointed District Treasurer and Ms. Tanja Ouess-Schwartz as the Deputy Treasurer of the Seaford Union Free School District for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

OATH OF OFFICE TREASURER

The Oath of Office will be administered to Mr. Steven Arnone District Treasurer in the District Clerk's office on July 8, 2026 (or as soon thereafter as practicable).

OATH OF OFFICE DEPUTY TREASURER

The Oath of Office will be administered to Tanja Ouess-Schwartz in the District Clerk's office on July 8, 2026 (or as soon thereafter as practicable).

2026/2027 EXTRA-CLASSROOM ACTIVITIES

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Mr. Steven Arnone, District Treasurer, for the management of the funds associated with extra-classroom activities and to assign the responsibility of Comptroller for these funds to Ms. Rhonda Meserole, Assistant Superintendent for Business and Operations.

No Discussion.
All Ayes
Motion Carried.

2026/2027 PETTY CASH

Motion by Ms. Matulewicz, second by Ms. Umhafer, that the following petty cash funds be set up for the 2026-2027 school year (to be operated in accordance with the Commissioner's Regulations 170.3 State Education Law).

SCHOOL	AMOUNT	PERSON RESPONSIBLE
Seaford High School	$100	Principal
Seaford Middle School	$100	Principal
Seaford Harbor School	$100	Principal
Seaford Manor School	$100	Principal
Central Administration	$100	Superintendent
Board of Education	$100	District Clerk
Facilities	$100	Director of Facilities and Operations
Pupil Personnel Office	$100	Executive Director for Student Support Services

2026/2027 BOARD OF EDUCATION MEETING DATES

Motion by Ms. Matulewicz, second by Ms. Umhafer, that the Board of Education meetings of the Seaford Union Free School District will generally be held at 7:30 p.m. for the 2026-2027 school year on the second Wednesday of each month and on the fourth Wednesday of each month, except as noted on the website and postings.

No Discussion.
All Ayes
Motion Carried.

2026/2027 OFFICER OF RECORD

Motion by Ms. Matulewicz, second by Ms. Umhafer, that the President be empowered and designated Officer of Record, and in the event of his/her absence, Trisha Matulewicz, Vice-President, be empowered to act in the same capacity.

No Discussion.
All Ayes
Motion Carried.

2026/2027 FREEDOM OF INFORMATION OFFICER

Motion by Ms. Matulewicz, second by Ms. Umhafer, that Ms. Carmen Ouellette be empowered and designated as the Freedom of Information Law Records Access Officer for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

APPOINTMENTS (cont'd)

CHECK SIGNATORY

Motion by Ms. Matulewicz, second by Ms. Umhafer, that the District Treasurer is authorized to sign checks for the District and the Board of Education President or Board of Education Vice President is authorized to cosign any check exceeding $25,000 and in the absence of the District Treasurer, the Deputy District Treasurer is authorized to sign checks.

No Discussion.
All Ayes
Motion Carried.

BUDGET TRANSFERS

Motion by Ms. Matulewicz, second by Ms. Umhafer, that the Superintendent be authorized to make transfers less than $10,000 between and within financial unit appropriation accounts in the 2026-2027 budget in accordance with requirement of the State Education Department. These transfers shall be duly reported to the Board of Education in accordance with Policy #6150.

No Discussion.
All Ayes
Motion Carried.

BONDED POSITIONS 2026/2027

Motion by Ms. Matulewicz, second by Ms. Umhafer, that the following positions continue to be bonded through the District brokerage agent: Assistant Superintendent for Business and Operations, District Treasurer, Claims Auditor, Deputy Claims Auditor, District Clerk and Payroll Supervisor.

No Discussion.
All Ayes
Motion Carried.

2026/2027 DISTRICT DATA PROTECTION OFFICER

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Dr. Nicole Culella as the designated District Data Protection Officer for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

2026/2027 PURCHASING AGENT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Ms. Rhonda Meserole as the designated Purchasing Agent for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

2026/2027 ALTERNATE PURCHASING AGENT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Dr. Adele V. Pecora as the alternate Purchasing Agent for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

2026/2027 SUPERINTENDENT'S HEARINGS OFFICER

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Mr. John Striffolino as Hearing Officer for all Superintendent Hearings for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

2026/2027 ALTERNATE SUPERINTENDENT'S HEARINGS OFFICER

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Dr. Sheena Jacob as the alternate Hearing Officer for all Superintendent Hearings for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

AMEND AGENDA ITEM CC

Motion by Ms. Matulewicz, second by Ms. Umhafer, to amend Agenda Item CC to remove TBD and replace with Rhonda Meserole

No Discussion.
All Ayes
Motion Carried.

2026/2027 RECORDS RETENTION OFFICER

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint, as amended, Ms. Rhonda Meserole as the Records Retention Officer for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

APPOINTMENTS (cont'd)

2026/2027 DISTRICT-WIDE SCHOOL SAFETY TEAM

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint the members of the District-Wide School Safety Team for the 2026-2027 school year. (Policy #8130)

Superintendent
Assistant Superintendent for Business & Operations
Director of Facilities & Operations
Interim Assistant Superintendent for Curriculum and Assessment
Assistant Superintendent for Human Resources and Instructional Support
Security Manager
Director of Physical Education, Health & Athletics
Physical Education Teacher/Athletic Trainer
Principal – Manor School
Assistant Principal – Manor School
Principal – Harbor School
Principal – Seaford High School
Assistant Principal – Seaford Middle School
Nurse Coordinator for District
Account Clerk – Facilities Department
School Board Member (Jimmy Chwe and Melssia Whidden)
Teacher Representative
Parent/Teacher Organizations
Nassau BOCES Health and Safety Liaison
Seaford FD
NCPD 107 POP Officers
Homeland Security/NCPD
Transportation Supervisor

No Discussion.
All Ayes
Motion Carried.

Board President Lisa Herbert announced that Jimmy Chwe and Melissa Whidden would represent the Board on the 2026/2027 District-Wide School Safety Team

2026/2027 DISTRICT-WIDE AUDIT COMMITTEE

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint the individuals listed below to the District-Wide Audit Committee:

Name	**Title**	**Term**
Mr. Nicholas DiMola	Community Member	3 Years (July 1, 2026 - June 30, 2028)
Ms. Kathleen Mitterway	Community Member	3 Years (July 1, 2026 - June 30, 2027)
Mr. Brian Fagan	Community Member	3 Years (July 1, 2026 - June 30, 2029)
Mr. Patrick Rail	Community Member	3 Years (July 1, 2024 - June 30, 2027)
Ms. Trisha Matulewicz	Board Member	1 Year (July 1, 2026 - June 30, 2027)

No Discussion.
All Ayes
Motion Carried.

2026/2027 WELLNESS COMMITTEE

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint the members of the Wellness Committee for the 2026-2027 school year.

Mr. Kevin Witt	Chairperson / Director of Physical Education, Health & Athletics
Ms. Rhonda Meserole	Assistant Superintendent of Business and Operations
Ms. Jennifer Bisulca	Principal – Harbor School
Mr. Alex Mantay	Assistant Principal – High School
Mr. Trent Mayer	Teacher – Manor School
TBD	Psychologist
Ms. Lauren Timoney	Nurse Coordinator
Ms. Christine Donnelly	Teacher – Harbor School
Mr. Casey Kimmel	Teacher – Harbor School
Ms. Jennifer Vitureira	School Food Services Manager
Ms. Sharon Klein	Social Worker – High School
Mr. Michael Spreckels	Athletic Trainer and High School Physical Education Teacher
Dr. Chelsea Emerman	Psychologist
Mr. Kenneth Botti	Middle School Physical Education Teacher
Ms. Krista Ancona	Middle School/ High School Physical Education and Health Teacher
Ms. Heather Umhafer	Board Member

No Discussion.
All Ayes
Motion Carried.

APPOINTMENTS (cont'd)

AMEND AGENDA ITEM GG

Motion by Ms. Matulewicz, second by Ms. Umhafer, to amend Agenda Item GG to remove Ms. Laura Ametrano, Psychologist and replace her name with TBD.

No Discussion.
All Ayes
Motion Carried.

2026/2027 COMMITTEE ON SPECIAL EDUCATION

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint, as amended, the following individuals as members of the Committee on Special Education for the 2026-2027 school year:

Ms. Mary Catherine Culella-Sun	CSE Chairperson
Ms. Jamie Hermel	CSE Chairperson
Ms. Marisa Mortimer	CSE Chairperson
Dr. Andrea Kantor	CSE Chairperson
Ms. Jessica Kondogianis	CSE Chairperson
Ms. Meghan Harrington	CSE Chairperson
Ms. Jennifer Phillips	CSE Chairperson
Ms. Marisa Mortimer	Psychologist
Dr. Andrea Kantor	Psychologist
Ms. Jessica Kondogianis	Psychologist
Dr. Chelsea Emerman	Psychologist
Ms. Shannon Lavin	Psychologist
TBD	Psychologist
Ms. Joanna Schroeder	Psychologist
Ms. Jennifer Phillips	Psychologist
Ms. Lindsay Friedman	Psychologist
Ms. Meghan Harrington	Psychologist

No Discussion.
All Ayes
Motion Carried.

2026/2027 SPECIAL EDUCATION SUBCOMMITTEES

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint the following individuals as members of the Subcommittees on Special Education for the 2026-2027 school year:

Ms. Marisa Mortimer	Chairperson, Sub-CSE
Dr. Andrea Kantor	Chairperson, Sub-CSE
Ms. Shannon Lavin	Chairperson, Sub-CSE
Dr. Chelsea Emerman	Chairperson, Sub-CSE
Ms. Jessica Kondogianis	Chairperson, Sub-CSE
Ms. Joanna Schroeder	Chairperson, Sub-CSE
Ms. Jennifer Phillips	Chairperson, Sub-CSE
Ms. Lindsay Friedman	Chairperson, Sub-CSE
Ms. Meghan Harrington	Chairperson, Sub-CSE
Ms. Marisa Mortimer	Psychologist
Dr. Andrea Kantor	Psychologist
Ms. Jessica Kondogianis	Psychologist
Ms. Shannon Lavin	Psychologist
Dr. Chelsea Emerman	Psychologist
Ms. Joanna Schroeder	Psychologist
Ms. Jennifer Phillips	Psychologist
Ms. Lindsay Friedman	Psychologist
Ms. Meghan Harrington	Psychologist

No Discussion.
All Ayes
Motion Carried.

2026/2027 PARENT MEMBERS SPECIAL EDUCATION COMMITTEE

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint the following individual parent members of the Committee on Special Education for the 2026-2027 school year:

Ms. Lisa Ambrosino	Parent Member
Ms. Michelle Conner	Parent Member
Ms. Maureen Erickson	Parent Member
Ms. Melanie Galofaro	Parent Member
Ms. Laura Moakely	Parent Member
Ms. Traci LeDour	Parent Member
Ms. Consuelo Sayago	Parent Member
Ms. Stephanie Cerreta	Parent Member

No Discussion.
All Ayes
Motion Carried.

APPOINTMENTS (cont'd)

2026/2027 DOCTORS

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint the following individual medical doctor members of the Committee on Special Education for the 2026-2027 school year:

Dr. Jeffrey Elfenbein	Medical Doctor
Dr. Dale Saglimbene	Medical Doctor

No Discussion.
All Ayes
Motion Carried.

2026/2027 COMMITTEE PRE-SCHOOL SPECIAL EDUCATION

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint the following individuals as members of the Committee on Preschool Special Education for the 2026-2027 school year:

Ms. Marisa Mortimer	Chairperson, CPSE
Dr. Andrea Kantor	Alternate Chairperson, CPSE
Ms. Mary Catherine Culella-Sun	Alternate Chairperson, CPSE
Ms. Jessica Kondogianis	Alternate Chairperson, CPSE
Ms. Jamie Hermel	Alternate Chairperson, CPSE

No Discussion.
All Ayes
Motion Carried.

2026/2027 PARENT MEMBERS COMMITTEE PRE-SCHOOL SPECIAL EDUCATION

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint the following individuals parent members of the Committee on Preschool Special Education for the 2026-2027 school year:

Ms. Lisa Ambrosino	Parent Member
Ms. Michelle Conner	Parent Member
Ms. Maureen Erickson	Parent Member
Ms. Melanie Galofaro	Parent Member
Ms. Laura Moakely	Parent Member
Ms. Traci LeDour	Parent Member
Ms. Consuelo Sayago	Parent Member
Ms. Stephanie Cerreta	Parent Member

No Discussion.
All Ayes
Motion Carried.

2026/2027 SURROGATE PARENT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint the following individuals as Surrogate Parents for the 2026-2027 school year.

Ms. Maureen Erickson	Surrogate Parent

No Discussion.
All Ayes
Motion Carried.

2026/2027 IMPARTIAL HEARING OFFICERS

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint the following individuals as Impartial Hearing Officers for the 2026-2027 school year:

NYS Hearing Officer Rotational List

IHO ID	Last Name	First Name		IHO ID	Last Name	First Name
600	ABBERBOCK	ELLEN		106	KEHOE	MARTIN
50	AGOSTON	LINDA		616	KESTENBAUM	ELISE
601	AJELLO	DANIEL		533	KRAMER	JUDITH
509	ALBERT	PETER		113	LASSINGER	DORA
802	ALEXANDER	ALLANA		116	LAZAN	MICHAEL
54	ALMELEH	LYNN		117	LEDERMAN	NANCY
805	AUSTIN	RODNEY		681	LEE	LAURIE
762	BAINS	GULJIT		682	LIBBY	DOUGLAS
602	BARBOUR	SUSAN		820	LITVIN	LISA
607	BRANDOW	REGINA		1052	LOUIS	RAMY
65	BRESCIA	JEAN MARIE		684	LOWENKRON	RUTH
766	CAPPELLINO	ANJELICA		617	LUCASEY	JEAN
767	CARBONE	MARISA		122	LUSHING	SUSAN
667	CARTER	SUZANNE		742	LYNCH	KENNETH

APPOINTMENTS - NYS Hearing Officer Rotational List (cont'd)

806	CERVONI	ROBERTO	821	MAGNOTTA	DEBORAH
770	CHARRINGTON	KAREN	744	MARQUEZ	ANN
692	COHEN	ANDREA	685	MARSICO	RICHARD
74	COHEN	DIANE	788	MAZZEI	JENNIFER
609	CUTLER-IGOE	ELLEN	537	MCKEEVER	JAMES
669	DANIEL	AUDREY	631	MILLMAN	TINA
809	DAY	WANDA	620	MURPHY	LEAH
515	DELEON	EDGAR	745	MURRELL	PATRICIA
810	DENIS	MARCEL	687	OLINGER	BRUCE
670	DISPENZA	MARIA	622	PASSMAN	JULIE
517	EBENSTEIN	BARBARA	543	PETERS	GARY
84	FARAGO	JOHN	689	PEYSER	HELENE
518	FEINBERG	RONA	749	RAHMAN	HASHIM
520	FINKELSTEIN	SHARYN	750	REGENBOGEN	MITCHELL
86	FLAME	LANA	150	REICHEL	HEIDI
775	FORBES	STEVEN	752	RODRIGUEZ	ROBERT
812	GAWTHROP	JAN	829	RUSK	LISA
733	GEWIRTZ	HARRIET	627	SCHIRO	JEFFREY
735	GLASSER	RANDY	548	SCHNEIDER	JUDITH
815	GOLDSMITH	CRAIG	754	SETO	STEPHANIE
736	GRONBACH	DAVID	1015	SOHMER	OLIVIA
674	GRONBACH	VANESSA	796	TENNENT	KEILA
524	HEIDELBERGER	JONATHAN	629	WAHRMAN	ISRAEL
677	HOBSON-WILLIAMS	TANYA	186	WALSH	JAMES
739	IVERS	PAUL	188	WASHINGTON	DENISE
103	KANDILAKIS	GEORGE	759	WEISS	SEBASTIAN
614	KEEFE	JEANNE	197	WOLMAN	MINDY

No Discussion.
All Ayes.
Motion Carried.

2026/2027 AUTHORIZED SIGNATORIES - PAYROLL

Motion by Ms. Matulewicz, second by Ms. Umhafer, to designate the Assistant Superintendent for Business and Operations and the Assistant Superintendent for Human Resources and Instructional Support as the authorized signatories for the official signing of the District payrolls for the 2026-2027 school year, and in the event of either of their absences, the Superintendent is authorized.

No Discussion.
All Ayes
Motion Carried.

2026/2027 POLICIES

Motion by Ms. Matulewicz, second by Ms. Umhafer, that the series 0000-9000 Board policies be readopted for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

2026/2027 OFFICIAL NEWSPAPERS

Motion by Ms. Matulewicz, second by Ms. Umhafer, to designate The Seaford Herald Citizen, and Newsday as the official newspapers for the Seaford Union Free School District for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

2026/2027 TITLE IX COORDINATOR FOR ADULTS

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Mr. Kevin Witt and Ms. Mary Catherine Culella-Sun as the Title IX Coordinators for adults for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

2026/2027 MCKINNEY-VENTO LIAISON OFFICER

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Dr. Robert Drysielski as the McKinney-Vento liaison officer for homeless students for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

APPOINTMENTS (cont'd)

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Dr. Sheena Jacob as the Title VI Coordinator for the 2026-2027 school year.

2026/2027 TITLE VI COORDINATOR

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, Ms. Mary Catherine Culella-Sun as the Transition Liaison for the 2026-2027 school year.

2026/2027 TRANSITION LIAISON

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Ms. Mary Catherine Culella-Sun as the Foster Care Liaison for the 2026-2027 school year.

2026/2027 FOSTER CARE LIAISON

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, that Mr. John Striffolino be empowered and designated as the Dignity Act Coordinator for the Seaford School District for the 2026-2027 school year and that the following Administrators be designated as Dignity Act Coordinator for their respective school buildings:

2026/2027 DIGNITY ACT COORDINATORS

High School – Mr. Alex Mantay
Middle School – Mr. Joseph Polite
Harbor School – Ms. Tara Savage
Manor School – Mr. Richard Schwartz

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Dr. Sheena Jacob as the alternate Dignity Act Coordinator for the Seaford School District for the 2026-2027 school year.

2026/2027 ALTERNATE DISTRICT DIGNITY ACT COORDINATOR

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Dr. Sheena Jacob as the Section 504 Coordinator for adults for the 2026-2027 school year.

2026/2027 SECTION 504 COORDINATOR - ADULTS

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Dr. Robert Drysielski as the alternate Section 504 Coordinator for adults for the 2026-2027 school year.

2026/2027 ALTERNATE SECTION 504 COORDINATOR - ADULTS

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Ms. Mary Catherine Culella-Sun as the Section 504 Compliance Officer for students for the 2026-2027 school year.

2026/2027 SECTION 504 COMPLIANCE OFFICER STUDENTS

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Ms. Jamie Hermel as an alternate Section 504 Compliance Officer for students for the 2026-2027 school year.

2026/2027 ALTERNATE SECTION 504 COMPLIANCE OFFICER STUDENTS

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint **TBD** as an alternate Section 504 Compliance Officer for students for the 2026-2027 school year.

2026/2027 ALTERNATE SECTION 504 COMPLIANCE OFFICER STUDENTS

No Discussion.
All Ayes
Motion Carried.

APPOINTMENTS (cont'd)

2026/2027 BOARD OF REGISTRATION

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the following individuals to serve as the Board of Registration for the 2026-2027 school year. Should any of these individuals be unavailable to serve, the Board of Education shall designate a qualified voter to fill such vacancy.

Ms. Linda Carozza Ms. Anne Oldfield Ms. Gloria Impereale-George

No Discussion.
All Ayes
Motion Carried.

2026/2027 DISTRICT-WIDE ASBESTOS DESIGNEE

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Mr. Russell Costa as District-wide Asbestos Designee for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

2026/2027 MEDICAID COMPLIANCE OFFICER

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Ms. Rhonda Meserole as Medicaid Compliance Officer for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

2026/2027 LEGAL COUNSEL – INGERMAN SMITH, LLP

Motion by Ms. Matulewicz, second by Ms. Umhafer, that Ingerman Smith L.L.P. be appointed legal counsel for the school year 2026-2027 at an annual retainer of $62,000 for Board and labor counsel and $250 p/h for litigation, real estate, construction and other non-retainer matters and $150 p/h for law clerks and paraprofessionals and that the Board of Education President be authorized to sign the contract for said services.

No Discussion.
All Ayes
Motion Carried.

2026/2027 EXTERNAL AUDITORS PKF O'CONNOR DAVIES

Motion by Ms. Matulewicz, second by Ms. Umhafer, that the firm PKF O'Connor Davies, LLP, be appointed accountants for the auditing of the General Fund, Special Aid Funds, Capital Fund, Trust & Agency Funds, Extra Classroom Activity Fund, School Lunch Fund, and Debt Service Fund for the school year 2026-2027 at an annual fee not to exceed $40,500, in accordance with the terms and conditions of a written agreement reviewed and approved by legal counsel.

No Discussion.
All Ayes
Motion Carried.

2026/2027 DEPOSITORIES

Motion by Ms. Matulewicz, second by Ms. Umhafer, that the following banks be designated as depositories for the school funds for the school year 2026-2027: Flushing Commercial Bank, J. P. Morgan Chase and NYCLASS.

No Discussion.
All Ayes
Motion Carried.

2026/2027 EDUCATIONAL DATA SERVICES

Motion by Ms. Matulewicz, second by Ms. Umhafer, to renew its contract with Educational Data Services for cooperative bidding/purchasing for the fiscal year 2026-2027 at a cost of approximately $11,385.

No Discussion.
All Ayes
Motion Carried.

2026/2027 U.S. OMNI & TSACG COMPLIANCE SERVICES

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint U.S. OMNI & TSACG Compliance Services, Inc.as our third party 403-B administrator for the 2026-2027 school year at a total expected bill of $1,860.

No Discussion.
All Ayes
Motion Carried.

2026/2027 BENETECH (WORKER'S COMPENSATION ADMINISTRATOR)

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Benetech as our third-party Worker's Compensation administrator and Excess Worker's Compensation administrator at a fee of approximately $36,508.27 in accordance with the terms and conditions of a written agreement reviewed and approved by legal counsel. The following services only as needed and, on a claim-by-claim basis are not included in this fee: Hearing Representation; Private Investigation; Consultant Medical Exams; Medical Rehabilitation; Vocational Rehabilitation; Managed Care Program; Banking Charge.

No Discussion.
All Ayes
Motion Carried.

2026/2027 STATEWIDE EXCESS INSURANCE PURCHASING COOPERATIVE

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

RESOLUTION
OF SEAFORD SCHOOL DISTRICT

RELATING TO CONTINUED PARTICIPATION IN THE STATEWIDE EXCESS INSURANCE PURCHASING COOPERATIVE

WHEREAS, the Seaford School District (hereinafter the "District") is a Participant in the Statewide Excess Insurance Purchasing Cooperative, an intermunicipal cooperative organized and operated pursuant to Section 50, subd., 3-a and 4 of the New York State Workers' Compensation Law and Section 119-o of the New York State General Municipal Law (hereinafter "the Plan"); and

WHEREAS, the District will continue to participate in the Plan for the **2026-2027** fiscal year:

NOW, THEREFORE, be it

RESOLVED, that Rhonda Meserole, Assistant Superintendent for Business and Operations, be and hereby is designated to represent the District as a Trustee in connection with the Plan, and to attend and vote at any meeting of the Board of Trustees; and be it further

RESOLVED, that Adele Pecora (Superintendent) be and hereby is designated to represent the District as Alternate Trustee in connection with the Plan, and to attend and vote at any meeting of the Board of Trustees in the absence of the District's Trustee; and be it further

RESOLVED, that the District's Trustee and Alternate Trustee shall continue to have authority to act on behalf of the District in connection with its participation in the Plan until their resignation in writing is received, or a successor is designated.

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

2026/2027 HARTFORD INSURANCE COMPANY (LONG-TERM DISABILITY)

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint the Hartford Insurance Company to provide our group long-term disability coverage for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

2026/2027 METLIFE INSURANCE

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint the MetLife Insurance Company to provide dental and vision coverage for the Seaford Administrators for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

2026/2027 R.S. ABRAMS INTERNAL AUDITORS

Motion by Ms. Matulewicz, second by Ms. Umhafer, that the firm RS Abrams be appointed as internal auditors of the Seaford UFSD for the 2026-2027 school year at a fee of $22,000.

No Discussion.
All Ayes
Motion Carried.

2026/2027 MUNISTAT FINANCIAL ADVISORY

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Munistat Financial Advisory Service for financial marketing services to be provided during the 2026-2027 school year. For note (TAN) issues and continuing disclosure, at the rate schedule listed in the agreement, inclusive of any required material events notices.

No Discussion.
All Ayes
Motion Carried.

APPOINTMENTS (cont'd)

Motion by Ms. Matulewicz, second by Ms. Umhafer, to appoint Hawkins, Delafield & Wood LLP for Bond Counsel Services for the 2026-2027 school year.

2026/2027 HAWKINS DELAFIELD BOND COUNSEL

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the following resolution for the 2026-2027 school year:

2026/2027 STANDARD WORKDAYS – APPOINTED OFFICIALS

BE IT RESOLVED that the Board of Education of the Seaford Union Free School District hereby establishes standard workdays for elected and appointed officials and will report the following days worked to the New York State and Local Employees' Retirement System based on the record of activities maintained and submitted by these officials to the clerk of this body:

Title	Name	Social Security Number	Registration Number	Standard Work Day (Hrs./day)	Term Begins/Ends	Participates in Employer's Time Keeping System (Y/N)	Days/Month (based on Record of Activities)
District Clerk/ Secretary	Carmen Ouellette	xxxx	xxxxxxxx	7	July 1, 2026-June 30, 2027	Y	5 Days/12 Months
District Treasurer	Steven Arnone	xxxx	xxxxxxxx	7	July 1, 2026-June 30, 2027	Y	5 Days/12 Months

No Discussion.
All Ayes
Motion Carried.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to recognize the Days of Religious Observation for the 2026-2027 school year, as indicated in the Board's documentation.

2026/2027 DAYS OF RELIGIOUS OBSERVANCE

No Discussion.
All Ayes
Motion Carried.

Topics covered in Dr. Pecora's Administrative Report dated June 26, 2026, included:

ADMINISTRATIVE REPORT

New faculty hires/appointments in this evening's Personnel Action Report

Areas covered in Meridith Goldberger's report:

STUDENT BOARD MEMBER REPORT

- I wanted to begin by giving recognition to the successes that just recently passed
- Graduation for the Class of 2026 was a beautiful ceremony which homed in on the different milestones leading them into their future endeavors
- The middle school also had a great moving up celebration, held in the high school auditorium this year which allowed for a wonderful way to represent the next chapter of education that they will receive.
- Two elementary summer school programs going on currently being housed at the middle school due to the roofs being redone at the Harbor and the Manor
- Beginning in August, upcoming seniors will have an opportunity to participate in college boot camp that the high school counseling department will be hosting.
  The boot camp will provide guidance and insight of ways to be more successful in the college application process

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-E.2 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 June 2, 2026, Regular Meeting, the June 17, 2026, Regular Meeting and the June 30, 2026 Special Meeting.

BOARD OF EDUCATION 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 May 31, 2026.

TREASURER'S REPORT

No Discussion.
All Ayes
Motion Carried.

CONSENT AGENDA (cont'd)

EXTRACURRICULAR FUND ACTIVITY REPORT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Extracurricular Fund Activity Report dated June 3, 2026.
No Discussion.
All Ayes
Motion Carried.

REVENUE STATUS REPORT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Revenue Status Report dated June 22, 2026.
No Discussion.
All Ayes
Motion Carried.

BUDGET STATUS REPORT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Budget Status Report dated May 31, 2025.
No Discussion.
All Ayes
Motion Carried.

BUDGETARY TRANSFER REPORT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to acknowledge acceptance for audit of the Budgetary Transfer Report dated May 31, 2026.
No Discussion.
All Ayes
Motion Carried.

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.

PERSONNEL ACTION REPORTS

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

INSTRUCTIONAL

A. Instructional (dated July 8, 2026):

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

P-3: RESIGNATIONS:

1. ANNEMARIE CRISCI
   - Position: Elementary Teacher
   - Assignment: Seaford Harbor School
   - Effective Date: June 26, 2026
   - 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

1. HARLEY GINSBERG
   - Position: Special Education Teacher
   - Type of Appointment: Probationary
   - Assignment: Seaford Manor School
   - Certification: Students with Disabilities Birth - Grade 2 Initial, Students with Disabilities 1 -6 Initial, Early Childhood Education Birth - Grade 2 Initial, Childhood Education 1-6 Initial
   - Effective Date: August 26, 2026
   - Expiration Date: June 30, 2030
   - Tenure Eligibility: June 30, 2030
   - Tenure Area: Special Education Teacher
   - Salary: MA Step 1 = $74,282
   - Reason: To Meet District Needs

CONSENT AGENDA – INSTRUCTIONAL PERSONNEL (cont'd)

(*) 2. MADISON BUONPASTORE

Position:	Elementary Teacher
Type of Appointment:	Substitute
Assignment:	Seaford Manor School
Certification:	Childhood Education 1-6 Initial, Students with Disabilities All Grades
Effective Date:	August 26, 2026
Expiration Date:	November 30, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day August 26, 2026 - September 12, 2026, AM, MA Step 1 = $74,282 (prorated) September 12, 2026, PM -November 30, 2026
Reason:	Leave Replacement for Jillian Copius

(*) 3. MADISON BUONPASTORE

Position:	Per Diem Sub
Type of Appointment:	Substitute
Assignment:	Seaford Manor School
Certification:	Childhood Education 1-6 Initial, Students with Disabilities All Grades
Effective Date:	December 1, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day
Reason:	To Meet District Needs

(*) 4. NICHOLAS SIANO

Position:	Special Education Teacher
Type of Appointment:	Substitute
Assignment:	Seaford High School
Certification:	Students with Disabilities All Grades Pending
Effective Date:	August 26, 2026
Expiration Date:	November 6, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day August 26, 2026 - September 23, 2026, MA Step 1 = $74,282 (prorated) September 24, 2026 - November 6, 2026
Reason:	Leave Replacement for Samantha Wimmer

(*) 5. NICHOLAS SIANO

Position:	Per Diem Sub
Type of Appointment:	Substitute
Assignment:	Seaford High School
Certification:	Childhood Education 1-6 Initial, Students with Disabilities All Grades
Effective Date:	November 7, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day
Reason:	To Meet District Needs

(*) 6. KEVIN MORRISSEY

Position:	Elementary Teacher
Type of Appointment:	Substitute
Assignment:	Seaford Middle School
Certification:	Social Studies 7-12 Initial
Effective Date:	August 26, 2026
Expiration Date:	June 30, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day August 26, 2026 - September 9, 2026, MA Step 1 = $74,282 (prorated) September 10, 2026, PM - June 30, 2027
Reason:	Leave Replacement for Jenna Ammon

(*) 7. ANGELA DEAN

Position:	Music Education Teacher
Type of Appointment:	Probationary
Assignment:	Seaford Middle School
Certification:	Music Education Pending
Effective Date:	August 26, 2026
Expiration Date:	June 30, 2030
Tenure Eligibility:	June 30, 2030
Tenure Area:	Music Education
Salary:	BA Step 1 = $61,548
Reason:	To Meet District Needs

CONSENT AGENDA – INSTRUCTIONAL PERSONNEL (cont'd)

8. JESSICA WILSON

Position:	Elementary Teacher
Type of Appointment:	Substitute
Assignment:	Seaford Harbor School
Certification:	Childhood Education Grades 1-6 Professional
Effective Date:	September 24, 2026
Expiration Date:	December 21, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day September 24, 2026 - November 5, 2026, MA Step 1 = $74,282 (prorated) November 6, 2026 - December 21, 2026
Reason:	Leave Replacement for Marina Massa

9. MARIANNE DEMILLE-CYNAR

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Seaford High School
Certification:	Library Media Specialist Initial, English 7-12 Permanent
Effective Date:	October 1, 2026
Expiration Date:	May 31, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	MA = $40,000
Reason:	To Meet District Needs

10. JACK HORAN

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Seaford High School
Certification:	Social Studies 7-12 Initial
Effective Date:	October 1, 2026
Expiration Date:	May 31, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	MA = $40,000
Reason:	To Meet District Needs

11. JOSPEH DELGAIS

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Seaford High School
Certification:	Physical Education Permanent
Effective Date:	October 1, 2026
Expiration Date:	May 31, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	MA = $40,000
Reason:	To Meet District Needs

12. JONATHAN CHESLOWITZ

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Seaford High School
Certification:	Social Studies 7-12 Initial
Effective Date:	October 1, 2026
Expiration Date:	May 31, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	BA = $36,000
Reason:	To Meet District Needs

13. LILLIAN SPIES

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Seaford Harbor School
Certification:	Music Professional
Effective Date:	October 1, 2026
Expiration Date:	May 31, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	MA = $40,000
Reason:	To Meet District Needs

14. CHRISTINE COZZOLINO

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Seaford Harbor School
Certification:	Nursery, Kindergarten & Grades 1-6 Permanent
Effective Date:	October 1, 2026
Expiration Date:	May 31, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	MA = $40,000
Reason:	To Meet District Needs

CONSENT AGENDA – INSTRUCTIONAL PERSONNEL (cont'd)

15. MICHAEL BURNS
Position: 6-8 Teacher Liaison Humanities (Social Studies and English)
Assignment: Seaford Middle School
Effective Date: July 1, 2026
Certification: Social Studies 7-12
Expiration Date: June 30, 2027
Stipend: $2,000
Reason: Annual Appointment

16. ROSEANN ZEBLINSKY
Position: 6-8 Teacher Liaison STEM
Assignment: Seaford Middle School
Effective Date: July 1, 2026
Certification: Students with Disabilities B-2 and 1-6, Early Childhood Education 1-6
Expiration Date: June 30, 2027
Stipend: $2,000
Reason: Annual Appointment

17. JOHN PANUS
Position: 9-12 Teacher Liaison English
Assignment: District Wide
Effective Date: July 1, 2026
Certification: English 7-12 Professional
Expiration Date: June 30, 2027
Stipend: $2,000
Reason: Annual Appointment

18. THOMAS FIORIGLIO
Position: 9-12 Teacher Liaison Social Studies
Assignment: District Wide
Effective Date: July 1, 2026
Certification: Social Studies 7-12 Permanent
Expiration Date: June 30, 2027
Stipend: $2,000
Reason: Annual Appointment

19. ROSALIE FRANZ
Position: 9-12 Teacher Liaison- Science/Technology
Assignment: District Wide
Effective Date: July 1, 2026
Certification: Chemistry 7-12 Professional, Biology 7-12 Professional, General Science 7-12 Extension Professional
Expiration Date: June 30, 2027
Stipend: $2,000
Reason: Annual Appointment

20. KEVIN O'REILLY
Position: 9-12 Teacher Liaison Math/Business
Assignment: District Wide
Effective Date: July 1, 2026
Certification: Mathematics 7-12 Permanent
Expiration Date: June 30, 2027
Stipend: $2,000
Reason: Annual Appointment

21. PATRICIA FOLEY
Position: K-12 Lead Teacher World Languages ENL
Assignment: District Wide
Effective Date: July 1, 2026
Certification: Spanish 7-12 Permanent
Expiration Date: June 30, 2027
Stipend: $10,000
Reason: Annual Appointment

22. CHRISTINE LINDQUIST
Position: K-12 Lead Library Media Specialist & Special Programs (Capstone, Research, & LIFT)
Assignment: District Wide
Effective Date: July 1, 2026
Certification: English Language Arts 7-12 Professional
Expiration Date: June 30, 2027
Stipend: $10,000
Reason: Annual Appointment

23. MARISA MORTIMER
Position: Pre K-8 Lead Psychologist/CPSE & CSE Chair
Assignment: District Wide
Effective Date: July 1, 2026
Certification: School Psychologist Permanent
Expiration Date: June 30, 2027
Stipend: $5,000
Reason: Annual Appointment

CONSENT AGENDA – INSTRUCTIONAL PERSONNEL (cont'd)

24. KELLIE WEEKS

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Seaford Middle School
Certification:	Childhood Education 1-6 Professional, Early Childhood B-2 Professional
Effective Date:	October 1, 2026
Expiration Date:	May 31, 2027
Tenure Eligibility:	N/A
Salary:	MA = $40,000
Reason:	To Meet District Needs

P-8: OTHER:

a) Recommend the Board of Education approve the following appointments for the summer special education services including evaluations, provision of services and attendance at CSE/CPSE meetings effective July 1,2026. Rate as per UTS contract.

Sarah O'Shea Special Education Teacher

b) Recommend the Board of Education approve the following teachers for the Summer Curriculum Writing for the 2026-2027 school year. Hourly stipend as per the UTS Contract.

Kristen Reid	NYSSLS Alignment	Earth and Space	10 hours
Christina DeAngelis	NYSSLS Alignment	Biology	10 hours
Alexis Charles	NYSSLS Alignment	Biology	10 hours
Rosalie Franz	NYSSLS Alignment	Chemistry	15 hours
Lily Alaimo	NYSSLS Alignment	Chemistry	15 hours
Jennifer Rosenberg	Scope and Sequence Revision	PLTW Medical Detectives	10 hours
Jennifer Rosenberg	7-12 Library Continuum	Library	5 hours
Jennifer Rosenberg	MS Library Course Development	Library	5 hours
Sarah Brand	NYSSLS Alignment	Gr 7 Science	10 hours
Alexis Charles	Dual Credit Alignment	Science Research	10 hours
Lily Alaimo	Dual Credit Alignment	Science Research	10 hours
Briana Crozier	Revisions to Scope and Sequence Assessments	Illustrative Math K-5	8 hours
Angelina Lee	Revisions to Scope and Sequence Assessments	Illustrative Math K-5	8 hours
Janene Diglio	Creation and New Scope and Sequence Assessments	Illustrative Math 6	10 hours
Kathryn Hickey	Creation and New Scope and Sequence Assessments	Illustrative Math 6	10 hours
Alyssa Fusco	Creation and New Scope and Sequence Assessments	Illustrative Math 6	10 hours
Alyssa Fusco	Creation of Units that Combine Skill Development of Community Building	ASK Advisory Curriculum	5 hours
Gregory Broas	Creation of Units that Combine Skill Development of Community Building	ASK Advisory Curriculum	5 hours
Carly Spadafora	Creation of Units that Combine Skill Development of Community Building	ASK Advisory Curriculum	5 hours
Taryn Ohlmiller	Creation of Units that Combine Skill Development of Community Building	ASK Advisory Curriculum	5 hours
Jennifer Spoagis	Creation of Units that Combine Skill Development of Community Building	ASK Advisory Curriculum	5 hours
Graceann Prioetti	Creation of Units that Combine Skill Development of Community Building	ASK Advisory Curriculum	5 hours
Savanna Weilert	Scope and Sequence – Lit Circles/New Holocaust Text	Grade 7 ELA	5 hours
Jennifer McCrystal	Scope and Sequence – Lit circles/Socratic Seminar	Grade 8 ELA	5 hours
Graceann Prioetti	Scope and Sequence – Lit circles/Socratic Seminar	Grade 8 ELA	5 hours

CONSENT AGENDA – INSTRUCTIONAL PERSONNEL (cont'd)

Patricia Foley	AP World Language	Spanish	4 hours
Ina Ionescu	AP World Language	French	4 hours
Angelina Lee	Preparation, Planning, Implementation	Seaford Scholars - Elementary	6 hours
Paige Sfiroudis	Preparation, Planning, Implementation	Seaford Scholars - Elementary	6 hours
Kristen Nelson	Preparation, Planning, Implementation	Seaford Scholars - Elementary	6 hours
Madline Schmidt	Preparation, Planning, Implementation	Seaford Scholars - Elementary	6 hours
Casey Kimmel	Preparation, Planning, Implementation	Seaford Scholars - Elementary	6 hours
Carly Spadafora	Preparation, Planning, Implementation	Seaford Scholars - SMS	6 hours
Kathryn Hickey	Preparation, Planning, Implementation	Seaford Scholars - SMS	6 hours
Alyssa Fusco	Preparation, Planning, Implementation	Seaford Scholars - SMS	6 hours
Meghan Harrington	Preparation, Planning, Implementation	Seaford Scholars - SMS	6 hours
Jennifer Spoagis	Preparation, Planning, Implementation	Seaford Scholars - SMS	6 hours
Lisa Jones	Preparation, Planning, Implementation	Seaford Scholars - SMS	6 hours
Julia Mertz	Preparation, Planning, Implementation	Seaford Scholars - SMS	6 hours
Laura Heller	Preparation, Planning, Implementation	Seaford Scholars - HS	6 hours
Marissa Greenberg	Preparation, Planning, Implementation	Seaford Scholars - HS	6 hours
Erica Nagy-Iuvara	Preparation, Planning, Implementation	Seaford Scholars – HS	6 hours
Caitlyn Wigand	Preparation, Planning, Implementation	Seaford Scholars - HS	6 hours
Rosalie Franz	Forensics – Dual enrollment Alignment	Science 9-12	10 hours
Frank Stazzone	School Links Scope and Sequence	Secondary Guidance	5 hours
Sarah Squicciarini	School Links Scope and Sequence	Secondary Guidance	5 hours
Jennifer Pimentel	School Links Scope and Sequence	Secondary Guidance	5 hours
Gregory Boras	Computer Science Grade 7	Computer Science	10
Gianna Tufano	Computer Science Grade 7	Computer Science	10

c) Recommend the Board of Education approve a sixth period teaching assignment for the 2026-2027 school year for the following teachers at Seaford Middle School:

Mike Burns	.2	Behavior Management Instructor

d) Recommend the Board of Education approve a sixth period teaching assignment for the 2026-2027 school year for the following teachers at Seaford High School:

Curtis Tripoli	.2	Behavior Management Instructor

e) Recommend the Board of Education amend the dates of Elizabeth Waterbury's Child Care Leave of absence as approved at the May 6, 2026, Board of Education Meeting:

ELIZABETH WATERBURY	ORIGINAL DATES	REVISED DATES
Position:	Special Education Teacher Elementary	Special Education Teacher Elementary
Assignment:	Seaford Middle School	Seaford Middle School
Effective Date:	June 22, 2026	May 26, 2026
Sick Leave:	June 22, 2026 - October 5, 2026	May 27, 2026 - September 24, 2026
Leave without Pay:	N/A	September 25, 2026 - October 5, 2026
Expiration Date:	October 5, 2026	October 5, 2026
FMLA:	June 22, 2026 - November 12, 2026	May 26, 2026 - October 19, 2026
Reason:	Child Care Leave	Child Care Leave

CONSENT AGENDA – INSTRUCTIONAL PERSONNEL (cont'd)

f) Recommend the Board of Education amend the dates of Jenna Ammon's Child Care Leave of absence as approved at the March 25, 2026, Board of Education Meeting:

JENNA AMMON	ORIGINAL DATES	REVISED DATES
Position:	Secondary Teacher	Secondary Teacher
Assignment:	Seaford High School	Seaford Middle School
Effective Date:	June 24, 2026	June 16, 2026
Sick Leave:	June 24, 2026 - September 16, 2026 (using remaining 16 days)	June 16, 2026 - September 9, 2026
Leave without Pay:	September 17, 2026 - January 22, 2027	September 10, 2026 - January 22. 2027
Expiration Date:	January 22, 2027	January 22, 2027
FMLA:	June 24, 2026 - November 16, 2026	June 16, 2026 - November 6, 2026
Reason:	Child Care Leave	Child Care Leave

g) Recommend the Board of Education amend the salary for Jennifer Bartkowski from $92.67 per hour to MA + 60 Step 15 = $132,635

No Discussion.
All Ayes
Motion Carried.

PERSONNEL ACTION REPORTS

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

NON-INSTRUCTIONAL

A. Non-Instructional (July 8, 2026):

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 employee appointments are subject to approval by the Nassau County Civil Service Commission.

(*) 1. CARMELO MANGANARO

Position:	Messenger
Civil Service Title:	Messenger
Type of Appointment:	Part Time
Location:	District
Salary:	$21.00
Reason:	To Meet District Needs
Effective Date:	July 9, 2026

P-7: LEAVES: No Recommended Actions

P-8: OTHER:

a) Recommend the Board of Education approve the appointment of Diane Twibell as the Driver Education Clerical Assistant for the 2026-2027 school year.

No Discussion.
All Ayes
Motion Carried.

CSE

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

School Year 2025-2026:
5/18/26, 6/10/26.

School Year 2026-2027:
3/6/26, 3/9/26, 3/12/26, 3/16/26, 3/26/26, 3/30/26, 3/31/26, 4/15/26, 4/16/26, 4/17/26, 4/20/26, 4/22/26, 4/23/26, 4/24/26, 4/27/26, 4/28/26, 4/29/26, 4/30/26, 5/1/26, 5/5/26, 5/8/26, 5/14/26, 5/15/26 5/18/26, 5/19/26, 5/28/26, 6/2/26, 6/2/26.

No Discussion.
All Ayes
Motion Carried.

CONSENT AGENDA (cont'd)

CPSE

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

School Year 2025-2026:
5/12/26.

School Year 2026-2027:
3/9/26, 4/23/26, 4/29/26, 5/28/26.

No Discussion.
All Ayes
Motion Carried.

RESIDENT COMMENTS

None

CORRESPONDENCE

All correspondence has received a response

CONTRACT 2026/2027 ZYCRON INDUSTRIES, LLC

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

No Discussion.
All Ayes
Motion Carried.

CONTRACT 2026/2027 ZYCRON INDUSTRIES, LLC

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an agreement between Seaford UFSD and Zycron Industries, LLC for the 2026-2027 school year and authorize the Board President to sign this agreement.

No Discussion.
All Ayes
Motion Carried.

CONTRACTS 2026/2027 FEDERAL IDEA FLOW-THROUGH

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

BE IT RESOLVED that the Board of Education authorize the President of the Board of Education to sign contracts with the following schools for the payment of Federal IDEA flow-through funds for Part B, sections 611 and 619 for the 2026-2027 school year.

Cost - Preschool Special Education Program Students		Cost - Related Services Only:	
Section 611 Students:	$1,336.00 per student	Section 611 Students:	$445.00 per student
Section 619 Students:	$ 269.00 per student	Section 619 Students	$ 90.00 per student

Cost–School Age Special Education Program Students

Section 611 Students:	$1,336.00 per student

School	Program 611	Related Services 611	Program 619	Related Services 619
ACDS Inc	4		4	
Alternatives for Children	1		1	
BOCES	1		1	
Brookville Center	5		5	
Cam-Held Entp.dba Just Kids Developmental Disabilities Institute	2		2	
Eden II	1		1	
Hagedorn, Little Village	1		1	
Kids First Eval	14	14	14	14
Kidz Therapy		2		2
Mid Island Therapy		1		1
New York Therapy		3		3
Tiegerman		3		3
Variety Child	1		1	
	1		1	
TOTALS:	**31**	**23**	**31**	**23**

No Discussion.
All Ayes
Motion Carried.

CONTRACTS (cont'd)

EMPLOYMENT AGREEMENT 2026/2027 STEVEN ARNONE 1ST AMENDMENT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a first amendment to Steve Arnone's Employment contract and authorize the Board President to sign said amendment.

No Discussion.
All Ayes
Motion Carried.

LEASE AGREEMENT 7/13/26 – 8/7/2026 SEAFORD RECREATION

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve entering into a lease agreement with Seaford Recreation Inc. from July 13, 2026, through August 7, 2026 and authorize the Board President to sign this agreement.

No Discussion.
All Ayes
Motion Carried.

EMPLOYMENT AGREEMENT 2026/2027 CARMEN OUELLETTE 1ST AMENDMENT

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve a first amendment to Carmen Ouellette's Employment contract and authorize the Board President to sign said amendment.

No Discussion.
All Ayes
Motion Carried.

CONTRACT 2025/2026 FEDERAL IDEA FLOW-THROUGH

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

BE IT RESOLVED that the Board of Education authorize the President of the Board of Education to sign a contract with the following school for the payment of Federal IDEA flow-through funds for Part B, sections 611 and 619 for the 2025-2026 school year.

Cost - Preschool Special Education Program Students		Cost - Related Services Only:	
Section 611 Students:	$1,379.00 per student	Section 611 Students:	$460.00 per student
Section 619 Students:	$ 286.00 per student	Section 619 Students	$ 95.00 per student

Cost–School Age Special Education Program Students

Section 611 Students:	$1,379.00 per student

Vendor	Program 611	Related Services 611	Program 619	Related Services 619
Eden II	1			
TOTALS:	1			

No Discussion.
All Ayes
Motion Carried.

OBSOLETE ITEMS HIGH SCHOOL

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve the obsoletion request on June 22, 2026 of an obsolete High School Shop Dust Collection System.

No Discussion.
All Ayes
Motion Carried.

2026/2027 TAX LEVY

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

RESOLVED, that the following budget (Gross Amount) of the necessary claims and expenditures in SEAFORD UFSD (#6) in the Town of HEMPSTEAD School year 2026- 27, amounting to

$ 86,302,965	School Purpose
$ 2,658,614	Library Purpose
Total $ 88,961,579	Be and the same is hereby accepted.

be and the same is hereby accepted.

RESOLVED that the sum of

$ 62,816,141	School Purpose
$ 2,480,922	Library Purpose
Total **$ 65,297,063**	be the remainder of

budget adopted as above and the amount which must be RAISED BY TAXATION (NET AMOUNT) for SEAFORD UFSD (#6) of the Town of HEMPSTEAD, Nassau County, New York for the year 2026-27 be levied upon the taxable property of the said school district as said property has been certified to by the Assessor for the school year 2026-27.

2026/2027 TAX LEVY (cont'd)

RESOLVED, that the District Clerk of this School District is hereby authorized and directed, pursuant to Section 6-20.0 and amendments thereto of the Nassau County Administrative Code, to file a certified copy of these resolutions with the Nassau County Legislature and the Department of Assessment, Mineola, New York, on or before August 17th, 2026.

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

2026/2027 ARAMARK CONTRACT EXTENSION 2026/2027 SCHOOL YEAR

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

RESOLVED, that the Board of Education extend the contract of ARAMARK Education Services, LLC of Philadelphia, PA, to manage the District's food service program for the 2026-2027 school year with an increase based on May 2025 Consumer Price Index for Urban Consumers (CPI-U) of 3.4%.

	2025-2026	**2026-2027**	**Increase**
Per Meal Cost Rate-Breakfast	$2.5540	$2.6843	$0.1303
Per Meal Cost Rate-Lunch	$3.4880	$3.6659	$0.1779

The State Education Department requires all schools that contract their breakfast/lunch programs with food service management companies (FSMC) to solicit new bids every five years. The school year 2024-25 was the first year of the district's food service contract with Aramark.

The State Education Department allows annual contract extensions with the Food Services Management Company (FSMC) for up to five years. Education Law restricts the FSMC bid price for the 2026-2027 school year to an increase not to exceed the regional NY/NJ CPI-U for May 2026 which was 5.1%.

- Payments to the FSMC cannot exceed the product of the Total Cost per Meal times the number of meals sold.

- There exists an agreed upon annual guaranteed return to the district. The total per meal cost for the operation of the program wherein all operating costs, incurred by the district of $**75,000.00** will accrue from program income including all cash receipts from the sale of meal pattern lunches, a la carte items, adult meals, breakfast program, and federal and State reimbursements. Any deficit will be assumed by the FSMC.

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

2026/2027 SCHOOL BREAKFAST/LUNCH PRICES

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

RESOLVED, that the Board of Education hereby approves the following **second meal** breakfast/lunch prices for the 2026-2027 school year:

Breakfast All Schools: $2.75
Elementary Lunch: $3.75
Secondary Lunch: $4.00

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

RESOLUTIONS (cont'd)

2026/2027 NEW YORK STATE ED EPARTMENT

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

INCOME ELIGIBILITY GUIDELINES

RESOLVED, that the Board of Education does hereby establish the 2026-2027 Income Eligibility Guidelines for Free and Reduced-Price Meals as published by the New York State Education Department.

FURTHER RESOLVED, that the Assistant Superintendent for Business and Operations is directed to submit the 2026/2027 guidelines to the district's newspapers of record.

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

2026/2027 ALA CARTE ITEMS PRICING

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

RESOLVED, that the Board of Education hereby approves the increase of the price of the a la carte items listed below for the 2026-2027 school year:

Item	Current Price	Item	Proposed Price
16oz Water	$ 1.25	8oz Water	$1.00
8oz Water	$ 0.85	Milk	$1.50
Milk	$ 1.00	12oz Gatorade	$2.50
12oz Gatorade	$ 2.50	Snapple Bottle	$3.25
Snapple Bottle	$ 3.00	Snapple Can	$2.50
Snapple Can	$ 2.25	Ice Pop	$1.75
Ice Pop	$ 1.50	Ice-cream	$2.00
Ice-cream	$ 1.75	Juice	$1.00
Juice	$ 0.55	Switch	$2.50
Switch	$ 2.25	Fruit Roll-Up	$1.75
Fruit Roll-Up	$ 1.50	Scooby Fruit Snacks	$1.75
Scooby Fruit Snacks	$ 1.50	Cookie	$0.75
Cookie	$ 0.75	Rice Krispy Treats	$2.00
Rice Krispy Treats	$ 1.75	Pop Tart	$1.50
Pop Tart	$ 1.30	Kettle Chips	$2.00
Kettle Chips	$ 2.00	Lays/Tostitos	$2.00
Lays/Tostitos	$ 1.50	Doritios	$2.00
Doritos	$ 1.75	Popcorn	$1.75
Popcorn	$ 1.50	Donut	$1.75
Donut	$ 1.50	Muffin Top	$1.75
Muffin Top	$ 1.60	Cereal	$1.25
Cereal	$ 1.05	Cereal Bar	$1.25
Cereal Bar	$ 1.05	Pretzel	$1.50
Pretzel	$ 1.30	Sparking Ice	$3.00
Sparking Ice	$ 2.75	Cini Mini	$2.00
Cini Mini	$ 1.75	Hal's Seltzer	$3.00
Hal's Seltzer	$ 2.75	Breakfast	$2.75
Breakfast	$ 2.25	Frozen Yogurt	$2.00
16oz Water	$ 1.25		

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

ENERGY PERFORMANCE CONTRACT

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

WHEREAS, the Board of Education of the Seaford Union Free School District desires to embark upon a District Wide Energy Performance Contract consisting of the supply and installation of the following energy conservation measures at the District's facilities as follows: (1) Roof and Carport Solar PV Systems; (2) LED Lighting and Lighting Controls Upgrades; (3) Building Management System Upgrades; (4) Boiler Plant Upgrades; (5) Roof Top Units; (6) Cooling Unit Rejuvenation and Split AC Replacements; (7) Destratification Fans; (8) Building Envelope Improvements; (9) Pipe Insulation; (10) Steam Trap Replacements; (11) Walk In Freezer/Cooler Controllers; and, (12) Computer Power Management (hereinafter referred to as the "Energy Performance Project"); and

RESOLUTIONS – ENERGY PERFORMANCE CONTRACT (cont'd)

WHEREAS, said improvements are subject to classification under the State Environmental Quality Review Act (SEQRA); and

WHEREAS, "*replacement, rehabilitation or reconstruction of a structure or a facility, in kind, on the same site, including upgrading buildings to meet building, energy, or fire codes, unless such action meets or exceeds any of the thresholds in section 617.4"; "retrofit of an existing structure and its appurtenant areas to incorporate green infrastructure"; "installation of solar energy arrays where such installation involves 25 acres or less of physical alteration…";* and *"installation of solar energy arrays on an existing structure…*" are classified as Type II Actions under the current Department of Environmental Conservation SEQRA Regulations (Section 6 NYCRR 617.5 (c)(2), (3), (14) and (15); and

WHEREAS, the SEQRA Regulations declare Type II Actions to be actions that have no significant impact on the environment and require no further review under SEQRA; and

WHEREAS, the Board of Education, as the only involved agency, has examined all information related to the Energy Performance Project and has determined that, based upon recommendation from the School District's Engineer, Energia, in connection with its review and examination of the Energy Performance Project**,** that such Energy Performance Project is classified as a Type II Action pursuant to Sections 617.5(c) (2), (3), (14) and (15) of the SEQR Regulations;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Seaford Union Free School District hereby declares itself lead agency in connection with the requirements of the State Environmental Quality Review Act; and

BE IT FURTHER RESOLVED that the Board of Education of the Seaford Union Free School District hereby declares that the Energy Performance Project is a Type II Action, which requires no further review under SEQRA; and

BE IT FURTHER RESOLVED that the Seaford Union Free School District hereby shall forward an official copy of this Resolution to the New York State Education Department, together with a copy of the correspondence from the New York State Office of Parks, Recreation and Historic Preservation in connection with its request for approval of the listed projects from the New York State Education Department.

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 to the agenda at 8.D.1. – Policies to abolish Board of Ed Policy #4741.

ADD AGENDA ITEM 8.D.1 POLICIES

Motion by Ms. Matulewicz, second by Ms. Umhafer, to add to the agenda at 8.D.1. – Policies approval to abolish Board of Education Policy #4741.

No Discussion.
All Ayes
Motion Carried.

POLICIES – ABOLISH POLICY #4741

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve abolishing Board of Education Policy #4741.

No Discussion.
All Ayes
Motion Carried.

DISCUSSION ITEMS

None

CLOSING COMMENTS

Welcome to Harley and Meridith
Have a great summer
Looking forward to the great things we will accomplish in the 2026/2027 school year

ADJORN RE-ORGANIZATION MEETING

There being no further business, a motion was made by Ms. Matulewicz, second by Ms. Umhafer, to adjourn the Re-Organization Meeting at 7:57 p.m.

No Discussion
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette, District Clerk Heather Umhafer, Vice District Clerk

A Special Meeting of the Board of Education, Seaford Union Free School District, was held on Monday, July 20, 2026, in the Board of Education Conference 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 (arrived 5:15 p.m.)
Ms. Heather Umhafer – Trustee

ABSENT: Ms. Melissa Whidden – Trustee

ALSO PRESENT:
Dr. Sheena Jacob
Ms. Rhonda L. Meserole, CPA
Mr. John Striffolino
Ms. Carrie Ann Tondo – Attorney

OPEN SPECIAL MEETING

At 5:05 p.m., the President of the Board of Education opened the Special 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 legal matters.

MOTION FOR EXECUTIVE SESSION

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

RESOLVED, that the Board of Education of the Seaford Union Free School District enter into executive session for the purpose of discussing legal matters and upon completion of discussion respecting the foregoing to return to open session.

No Discussion
All Ayes
Motion Carried.

EXECUTIVE SESSION ENDS

Executive Session concluded at 5:35 p.m.

OPEN PUBLIC SESSION

At 5:37 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 those present in the Pledge of Allegiance.

CONTRACT – BOCES PROJECT # 22-996878

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

RECOMMEND ENTERING INTO AN AGREEMENT BETWEEN SEAFORD UNION FREE SCHOOL DISTRICT AND BOARD OF COOPERATIVE EDUCATIONAL SERVICES (PROJECT# 22-996878 DATED 7-8-26) TO FIND THAT:

1. the use of the Equipment and the District's participation in the administrative Technology and District Security Projects project is essential to the District's proper, efficient and economic operation of its education program to be supported by the Equipment, and is necessary to maintain the District's educational program; and that

2. the expenses arising under this Agreement constitute expenses necessary for providing educational services and the transaction is in the best financial interests of the School District because it enables the District to utilize the equipment in a cost effective and economic manner.

AND TO APPROVE AN ASSIGNMENT OF CO-SER AGREEMENT BETWEEN THE SEAFORD UNION FREE SCHOOL DISTRICT AND THE BOARD OF COOPERATIVE EDUCATIONAL SERVICES OF NASSAU COUNTY ARISING UNDER THE AGREEMENT FOR TECHNOLOGY PROJECT# 22-996878 TO REPLACE OBSOLETE COMPUTER EQUIPMENT at:

Destination Building **Name**	Building • Full **Address 1** line
Seaford Senior High	1575 Seamans Neck Road Seaford, NY 11783

AND TO AUTHORIZE THE BOARD PRESIDENT TO SIGN THE APPROPRIATE ASSIGNMENT AND SUCH OTHER DOCUMENTS AND AGREEMENTS AS MAY BE NECESSARY TO EFFECT THE TRANSACTION SUBJECT TO LEGAL COUNSEL REVIEW.

No Discussion
All Ayes
Motion Carried.

CONTRACT 2026/2027 EMKAY CONSULTING, LLC

Motion by Ms. Matulewicz, second by Ms. Umhafer, to approve an agreement with Emkay Consulting, LLC for the 2026-2027 school year and authorize the Board President to sign this agreement.

No Discussion
All Ayes
Motion Carried.

TABLE AGENDA ITEM 3.A.D.

Motion by Ms. Matulewicz, second by Ms. Umhafer, to table Agenda Item 3.A.D. (Energy Performance contract – Honeywell).

No Discussion
All Ayes
Motion Carried.

RESOLUTION – ENERGY PERFORMANCE CONTRACT (ISSUED 4/11/2008

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

WHEREAS, the District has completed all work and obligations associated with the Energy Performance Contract Project (issued April 11, 2008); and

WHEREAS, all project expenditures have been paid, all contractual obligations have been satisfied, and the project has been determined to be substantially complete and ready for closeout; and

WHEREAS, a balance of Ten Thousand Two Hundred Dollars ($10,200) remains unexpended within the project fund;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby declares the Energy Performance Contract Project (issued April 11, 2008) to be closed and complete; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the transfer of the remaining unexpended project balance in the amount of Ten Thousand Two Hundred Dollars ($10,200) from the Energy Performance Contract Project Fund to the District's General Fund; and

BE IT FURTHER RESOLVED, that the Assistant Superintendent for Business and/or Treasurer is authorized and directed to take all actions necessary to effectuate this transfer and close out the project accounts.

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

CONTRACT – NASSAU BOCES PROJECT 22-996878 07/31/2026 to 07/30/2031

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

WHEREAS, the Board of Education of the Seaford School District 22-996878 desires to enter into a 5-year contract with the Nassau BOCES to furnish certain services to the District pursuant to Education Law 1950(4)Gj), those services being: CoSer 630 Technical Services, CoSer 639 District Security Projects.

NOW, THEREFORE, it is

RESOLVED, that the Board of Education of the Seaford School District agrees to enter into a contract with the Nassau BOCES for the provision of said services to the District not to exceed $567,294.14 which is inclusive of related estimated borrowing fees during the term of this contract, finalized by the Superintendent, subject to the approval of the Commissioner of Education, for a period from 7-31-2026 to 7-30-2031.

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

RETURN TO EXECUTIVE SESSION

At 5:38 p.m. a motion was made by Ms. Matulewicz, second by Ms. Umhafer, to re-enter into Executive Session for the purpose of discussing legal matters and upon completion of discussion respecting the foregoing to return to open session to adjourn the meeting.

ADJOURN EXECUTIVE SESSION

Motion by Ms. Matulewicz, second by Ms. Umhafer, to adjourn Executive Session and return to public session at 6:24 p.m.

ADJOURN SPECIAL MEETING

There being no further business, a motion was made by Ms. Matulewicz, second by Ms. Umhafer to adjourn the Special Meeting at 6:24 p.m.

No Discussion
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Heather Umhafer
Vice District Clerk

Seaford UFSD
Budget Transfers Exceeding $10,000

	To			From		
DATE	ACCOUNT CODE	ACCOUNT NAME	AMOUNTS	ACCOUNT CODE	ACCOUNT NAME	AMOUNTS
6/30/2026	9020-802-00-0000	BENEFITS TRS	$50,000.00			
	9010-801-00-0000	BENEFITS ERS	$50,000.00			
	2815-137-03-0000	SALARY SCH NURSES MANOR	$1,000.00			
	2110-407-01-0000	POSTAGE HS	$1,000.00			
	2110-402-00-5600	REPAIRS DISTRICT MUSIC	$1,000.00			
	1620-180-01-0000	SALARY CUSTODIAL OT- HS	$1,500.00			
	2630-490-00-0000	BOCES - COMPUTER ASSISTED	$1,500.00			
	1310-490-00-0000	BOCES SVCES - BUSINESS	$2,000.00			
	1621-181-00-0000	SALARY O/T SNOW REMOVAL	$2,000.00			
	1620-180-04-0000	SALARY CUST OT- HARBOR	$2,000.00			
	1620-180-02-0000	SALARY CUSTODIAL OT- MS	$2,000.00			
	1430-490-00-0000	BOCES SERVICES PERSONNEL	$5,000.00			
	2110-163-02-0000	SALARY NONINST-CLASS MS	$5,000.00			
	9040-804-00-0000	BENEFITS WORKERS COMP	$5,000.00			
	2855-490-00-0000	BOCES SERVICES INTERSCHOL	$5,000.00			
	1310-451-00-0000	CONTRACTS BUSINESS OFFICE	$5,000.00			
	1620-409-04-0000	ELECTRIC HARBOR	$5,000.00			
	1620-409-01-0000	ELECTRIC HS	$7,500.00			
	1620-409-03-0000	ELECTRIC MANOR	$7,500.00			
	2850-132-02-0000	SALARY SUPERVISION MS	$7,500.00			
	2855-133-01-0000	SALARY COACH INTERSCH HS	$7,500.00			
	2110-138-00-0000	SALARY HOME TEACHING	$7,500.00			
	2250-118-01-0000	SALARY SECONDSPEC ED HS	$20,000.00			
	2010-150-00-0000	SALARY CURRICULUM ADMINS	$20,000.00			
	2855-147-00-0000	SALARY INTRSCHL ACTIVITIE	$20,000.00			
	2110-140-01-0000	PER DIEM/CLASS COV HS	$20,000.00			
	2010-490-00-0000	BOCES CURRICULUM DEVELOP	$20,000.00			
	2850-132-01-0000	SALARY SUPERVISION HS	$20,000.00			
	2110-490-00-0000	BOCES TEACHING REG SCHOOL	$20,000.00			
				2250-471-00-0000	TUITION OUT OF DISTRICT	$321,500.00
			$321,500.00			$321,500.00
Funds to cover Negative Balances						

BOE APPROVAL: _____ DATE: _____

SEAFORD UNION FREE SCHOOL DISTRICT
Seaford, New York

REVISED

TO: Dr. Adele V. Pecora
FROM: Dr. Sheena R. Jacob
DATE: August 5, 2026
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. **JACK HORAN**
   Position: Permanent Substitute Teacher/Per Diem Substitute Teacher
   Assignment: Seaford High School
   Effective Date: July 31, 2026
   Reason: Resignation

2. **MICHAEL SHEEDY**
   Position: Secondary Teacher - Social Studies
   Assignment: Seaford High School
   Effective Date: August 3, 2026
   Reason: Resignation

P-4: LEAVES:

1. **KRISTA ANCONA ARABIAN**
   Position: Physical Education Teacher
   Assignment: Seaford High School
   Effective Date: December 7, 2026
   Sick Leave: December 7,2026 - January 28, 2026
   Leave without Pay: N/A
   Expiration Date: January 28, 2026
   FMLA: December 7, 2026 - January 28, 2026
   Reason: Child Care Leave

2. **ANTONELLA DENK**
   Position: Elementary Teacher
   Assignment: Seaford Harbor School
   Effective Date: August 26, 2026
   Sick Leave: August 26, 2026 - September 11, 2026(using 10 Family Sick Days)
   Leave without Pay: September 14, 2026 – June 25, 2027
   Expiration Date: June 25, 2027

FMLA:	August 26, 2026 – November 19, 2026
Reason:	Family Medical Leave

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS: No Recommended Actions

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

(*) 1. **DOROTHY GILCHRIST**

Position:	School Psychologist
Type of Appointment:	Probationary
Assignment:	Harbor School
Certification:	School Psychologist Permanent
Effective Date:	August 26, 2026
Expiration Date:	June 30, 2029
Tenure Eligibility:	June 30, 2029
Tenure Area:	School Psychologist
Salary:	MA + 30 Step 1 = $77,962
Reason:	To Meet District Needs

(*) 2. **MORGAN KING**

Position:	School Psycholoogist
Type of Appointment:	Substitute
Assignment:	High School
Certification:	School Psychologist Provisional
Effective Date:	August 26, 2026
Expiration Date:	May 26, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day August 26, 2026 - September 30, 2026. MA+30 Step 1 = $77,962 October 1, 2026 – May 26, 2027 (prorated)
Reason:	Leave Replacement for Chelsea Emerman

(*) 3. **MORGAN KING**

Position:	Per Diem Sub
Type of Appointment:	Substitute
Assignment:	High School
Certification:	School Psychologist Provisional
Effective Date:	May 27, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day
Reason:	To Meet District Needs

(*) 4. **ANGELA LABOCCETTA**

Position:	Special Education Teacher
Type of Appointment:	Substitute
Assignment:	Middle School
Certification:	Students with Disabilities All Grades, Mathematics 7-12 Initial
Effective Date:	August 26, 2026
Expiration Date:	October 5, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day August 26, 2026 - September 24, 2026, MA Step 1 = $74,282 September 25, 2026 - October 5, 2026 (prorated)
Reason:	Leave Replacement for Elizabeth Waterbury

(*) 5. **ANGELA LABOCCETTA**

Position:	Per Diem Sub
Type of Appointment:	Substitute
Assignment:	Middle School
Certification:	Students with Disabilities All Grades, Mathematics 7-12 Initial
Effective Date:	October 6, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day
Reason:	To Meet District Needs

(*) 6. **LAURA CONNELLY**

Position:	Per Diem Sub
Type of Appointment:	Substitute
Assignment:	Harbor School
Certification:	Nursery, Kindergarten and Grades 1-6 Permanent
Effective Date:	August 26, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day
Reason:	To Meet District Needs

(*) 7. **LAURA CONNELLY**

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Harbor School
Certification:	Nursery, Kindergarten and Grades 1-6 Permanent
Effective Date:	October 1, 2026
Expiration Date:	May 31, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	MA = $40,000
Reason:	To Meet District Needs

(*) 8. **GUILIANA MAZZAFERRO**

Position:	Per Diem Sub
Type of Appointment:	Substitute
Assignment:	Middle School
Certification:	Social Studies 7-12 Initial
Effective Date:	August 26, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day
Reason:	To Meet District Needs

(*) 9. **GUILIANA MAZZAFERRO**

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Middle School
Certification:	Social Studies 7-12 Initial
Effective Date:	October 1, 2026
Expiration Date:	May 31, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	MA = $40,000
Reason:	To Meet District Needs

(*) 10. **DANIELLE SAUTNER**

Position:	Per Diem Sub
Type of Appointment:	Substitute
Assignment:	Manor School
Certification:	Childhood Education 1-6 Initial, Early Childhood Education B-2 Initial

	Effective Date:	August 26, 2026
	Tenure Eligibility:	N/A
	Tenure Area:	N/A
	Salary:	$125 per day
	Reason:	To Meet District Needs

(*) 11. **DANIELLE SAUTNER**

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Manor School
Certification:	Childhood Education 1-6 Initial, Early Childhood Education B-2 Initial
Effective Date:	October 1, 2026
Expiration Date:	May 31, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	BA = $36, 000
Reason:	To Meet District Needs

(*) 12. **VICTORIA AUFIERO**

Position:	Per Diem Sub
Type of Appointment:	Substitute
Assignment:	Middle School
Certification:	Social Studies 7-12 Pending
Effective Date:	August 26, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day
Reason:	To Meet District Needs

(*) 13. **VICTORIA AUFIERO**

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Middle School
Certification:	Social Studies 7-12 Pending
Effective Date:	October 1, 2026
Expiration Date:	May 31, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	MA = $40,000
Reason:	To Meet District Needs

(*) 14. **ERIN MCDONAGH**

Position:	Per Diem Sub
Type of Appointment:	Substitute
Assignment:	District
Certification:	Childhood Education 1-6 Initial
Effective Date:	August 26, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day
Reason:	To Meet District Needs

(*) 15. **MEGAN AMATO**

Position:	Per Diem Sub
Type of Appointment:	Substitute
Assignment:	District
Certification:	Early Childhood B-2 Professional, Childhood Education 1-6 Professional, Students with Disabilities Professional
Effective Date:	August 26, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day
Reason:	To Meet District Needs

16. **HOLLY DIBLASI**

Position:	Permanent Substitute
Type of Appointment:	Substitute
Assignment:	Manor School
Certification:	Pre-Kindergarten, Kindergarten and Grades 1-6 Permanent
Effective Date:	October 1, 2026
Expiration Date:	May 31, 2027
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	MA = $40,000
Reason:	To Meet District Needs

(*) 17. **MACKENZIE HICKEY**

Position:	Elementary Teacher
Type of Appointment:	Probationary
Assignment:	Harbor School
Certification:	Childhood Education Grades 1-6 Initial, Early Childhood Education Birth - Grade 2 Initial
Effective Date:	August 26, 2026
Expiration Date:	June 30, 2030
Tenure Eligibility:	June 30, 2030
Tenure Area:	Elementary Education
Salary:	MA Step 1 = $74,282
Reason:	To Meet District Needs

(*) 18. **ALYSSA STRYPE**

Position:	Elementary Teacher
Type of Appointment:	Probationary
Assignment:	Manor School
Certification:	Childhood Education Grades 1-6 Professional, Students with Disabilities 1-6 Professional
Effective Date:	August 26, 2026
Expiration Date:	June 30, 2030
Tenure Eligibility:	June 30, 2030
Tenure Area:	Elementary Education
Salary:	MA Step 3 = $79,794
Reason:	To Meet District Needs

(*) 19. **LINDSAY NELSON**

Position:	Elementary Teacher
Type of Appointment:	Substitute
Assignment:	Harbor School
Certification:	Students with Disabilities All Grades, Early Childhood Education Birth - Grade 2 Initial, Childhood Education Grades 1-6 Initial
Effective Date:	September 18, 2026
Expiration Date:	December 21, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day September 18, 2026 – November 3, 2026, MA Step 1 = $74,282 November 4, 2026 - December 21, 2026 (prorated)
Reason:	Leave Replacement for Chelsea Corchia

(*) 20. **CHRISTINA GREENWOOD**

Position:	Elementary Teacher
Type of Appointment:	Substitute
Assignment:	Middle School
Certification:	Early Childhood Education Birth – Grade 2 Initial, Childhood Education Grades 1-6 Initial

Effective Date:	August 26, 2026
Expiration Date:	October 30, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	BA+ 15 Step 1 = $64,104 (prorated)
Reason:	Leave Replacement for Julia Mertz

(*) 21 **CHRISTINA GREENWOOD**

Position:	Per Diem Sub
Type of Appointment:	Substitute
Assignment:	District
Certification:	Early Childhood Education Birth – Grade 2 Initial, Childhood Education Grades 1-6 Initial
Effective Date:	November 2, 2026
Tenure Eligibility:	N/A
Tenure Area:	N/A
Salary:	$125 per day
Reason:	To Meet District Needs

P-8: OTHER:

a) Recommend the Board of Education approve a sixth period teaching assignment for the 2026 -2027 school year for the following teachers at Seaford Middle School:

Brian Horner	.1 Entire Year	Living Environment Lab ICT
Gregory Broas	.1 Q1 and Q2	6th Grade Project Lead the Way Robotics

b) Recommend the Board of Education approve the following High School club and extracurricular appointments for the 2026-2067 school year:

Ralph Pascarella	Athletic Leadership Co-Advisor	$797
Justin McCormack	Athletic Leadership Co-Advisor	$797
Mike Spreckels	Brackett Leadership Team BLT Co-Advisor	$797
Sharon Klein	Brackett Leadership Team BLT Co-Advisor	$797
Andrea Russell	Best Buddies Co-Advisor	$3157.50
Christine Caserta	Best Buddies Co-Advisor	$3157.50
Joanna McCloskey	Books and Bagels	$1594
Danielle Tear	Computer Club Advisor	$1594
Kathryn Miedl	Creative Writing and Poetry Club	$1594
Samantha Wimmer	Dance Club Advisor	$1594
Shannon Lavin	Crocheting and Knitting Club Co-Advisor	$797
Sarah Squicciarini	Crocheting and Knitting Club Co-Advisor	$797
Frank Stazzone	Class of 2030 Co-Advisor	$1242.50
Ralph Pascarella	Class of 2030 Co-Advisor	$1242.50
Mary Lang	Class of 2027 Co-Advisor	$2692

Kathryn Miedl	Class of 2027 Co-Advisor	$2692
Laura Heller	Class of 2028 Co-Advisor	$1812
Erica Nagy Iuvara	Class of 2028 Co-Advisor	$1812
Lilly Alaimo	Class of 2029 Co-Advisor	$1242.50
Rosalie Franz	Class of 2029 Co-Advisor	$1242.50
Dr. Anthony Romeo	Fishing Club	$1594
Mike Spreckels	Fitness and Wellness Club	$1594
Kristen Reid	Gay Straight Alliance Club	$1594
Kimberly Cooke	Green Team Advisor	$1594
Chris Coniglio	Co-Director Jazz Band	$797
Dr. Anthony Romeo	Co-Director Jazz Band	$797
Kristen Reid	Key Club Advisor	$2485
Steven Anusiak	Leos Club Co-Advisor	$1242.50
Andrea Russell	Leos Club Co-Advisor	$1242.50
Dr. Anthony Romeo	Director Marching Band	$6315
Chris Coniglio	Assistant Marching Band Director	$1035
Kevin O'Reilly	Mathletes	$3624
Marissa Greenberg	Model Congress Advisor #1	$2485
Melinda McKee	Mural Club	$3624
Frank Stazzone	NHS Co-Advisor	$1812
Justin McCormack	NHS Co- Advisor	$1812
John Panus	Pathways to Service	$1594
Chris Coniglio	Pep Band	$1594
Michael Kerr	Radio Club Advisor	$3624
Eric Houston	Robotics #1	$5384
Marianne DeMille	Robotics #2	$5384
Kim Flood	SADD Club Advisor	$1594
Matthew Teplansky	Science Club	$1594
Savannah Weilert	Student Council Co-Advisor	$3157.50
Tania Cintorino	Student Council Co-Advisor	$3157.50
Chris Coniglio	Tri-M Co-Advisor	$797
Dr. Anthony Romeo	Tri-M Co-Advisor	$797
Laura Heller	Viking Cove School Store Co-Advisor	$1242.50
Marissa Greenberg	Viking Cove School Store Co-Advisor	$1242.50
Curtis Tripoli	Viking Voice (Seaford Scoop)	$3624
Yvonne Bendzlowicz	Vocal Ensemble Director	$1594
Diana Arichabala	World Culture Club Co-Advisor	$797
Sharon Klein	World Culture Club Co-Advisor	$797
Curtis Tripoli	Yearbook Co-Advisor	$3157.50
Melinda McKee	Yearbook Co-Advisor	$3157.50
Kevin O'Reilly	Lighting Crew Advisor	$6315
Jennifer Wemssen	Computer Mentor	$3624
Shannon Lavin	Freshman Buddies Co-Advisor	$797
Sarah Squicciarini	Freshman Buddies Co-Advisor	$797
Dr. Anthony Romeo	Fall Drama Producer	$3624

Elyse Cruz	Fall Drama Director	$6315
Grant Weber	Fall Drama Set and Stage Crew Manager	$3624
Dr. Anthony Romeo	Spring Musical Producer	$3624
Elyse Cruz	Spring Musical Director	$6315
Elyse Cruz	Spring Musical Choreographer	$3624
Grant Weber	Spring Musical Set and Stage	$3624
Dan Krueger	Fall Sound Technician	$1594
Dan Krueger	Spring Sound Accompanist	$1594
Pamela Brinkman	Spring Vocal Director	$2485
Chris Coniglio	Spring Pit Orchestra Director	$2485

c) Recommend the Board of Education approve the following Harbor School club and extracurricular appointments for the 2026-2027 school year:

Danielle Rybicki	PE Intramurals K-2	$1035
Casey Kimmel	PE Intramurals 3-5	$1035
Jessica Wilson	Young Acting Club	$1035
Madeline Schmidt	Book Club 3-4	$1035
Renee Hauser	Lego Club K-2	$1035
Roman Wojcik	Computer Mentor	$1594
Jana Cavanagh	Student Council Co-Advisor	$797
Kaitlyn Goncalves	Student Council Co-Advisor	$797
Suzanne Mooney	Leaders of Tomorrow	$1035
Kaitlyn Goncalves	Art Club K-2	$1035
Amanda Fusco	Art Club 3-5	$1035
Charlotte Loake	Jazz Band	$1035
Suzanne Mooney	STEAM Maker Space K-2	$1035
Kaitlyn Goncalves	STEAM Maker Space 3-5	$1035
Pamela Brinkman	Gardening Club K-2	$1035
Jacklyn Mitchell	Gardening Club 3-5	$1035
Jessica Wilson	Technology Club	$1035
Kayla Parisi	Drama Club	$1035
Madeline Schmidt	Drama Club	$1035
Leah Kukla	Math Olympiad	$1035

d) Recommend the Board of Education approve the following Middle School club and extracurricular appointments for the 2026-2027 school year:

Jennifer McCrystal	Career Day	$2485
Michael Burns	Chess Club	$1594
Jennifer Spoagis	Computer Mentor	$1594
Melanie Levy-Roberts	Culture Club	$1594
Carly Spadafora Frank	Drama Club Director	$2485
Amanda Ferguson	Drama Club Assistant Director	$2485
Nicholas Coacci	Drama Music Director	$2485
Daniel Krueger	Drama Stage Manager	$2485
George Frontino	Drama Club Assistant	$2485
Gianna Tufano	Hackathon Club	$1594
Nicholas Coacci	Jazz Band	$3624
Stephanie Lucia	Memory Book	$5384
Jack Scaldaferri	NJHS Co Advisor	$1242.50
Graceann Proietti	NJHS Co Advisor	$1242.50
Gregory Broas	Robotics Co Advisor	$1594

George Frontino	Robotics Co Advisor	$1594
Roseann Zeblisky	Science Club	$2485
Alyssa Fusco	Service Club Co-Advisor	$797
Katheryn Hickey Ferraro	Service Club Co-Advisor	$797
Meghan Harrington	Student Council Co-Advisor	$3157.50
Shannon Digney	Student Council Co-Advisor	$3157.50
William Dietz	Table Tennis Club	$1594
Ken Botti	Volleyball Club Co-Advisor	$797
Jennifer McCrystal	Volleyball Club Co-Advisor	$797
Jack Scaldaferri	Team Leaders Care Co-Advisor	$770
Angela Dean	Woodwind Ensemble	$3624

e) Recommend the Board of Education approve the appointment of the following coaches for the High School and Middle School sports for the 2026-2027 school year:

HS FALL	COACHING POSITION	STEP	SALARY
Brenda Martin	Varsity Cheer	5/A	$9,466
Breanna Mahoney	Varsity Cheer Asst.	5/B	$6,889
Samantha Fischetto	JV Cheer	5/B	$6,889
Kim Cooke	Cross Country	5/A	$9,466
Krista Ancona	Varsity Field Hockey	5/A	$9,466
Michael McHugh	Varsity Football	5/F	$11,418
Thomas Moran	Varsity Asst. Football	5/B	$6,889
Matthew Moody	Varsity Asst Football	5/B	$6,889
Casey Kimmel	JV Football	5/B	$6,889
Sean Allen	JV Football Asst.	3/B	$6,032
Nick Isgro	Golf	3/B	$6,032
Anthony Ippoliti	Varsity Boys Soccer	3/A	$8,617
Douglas Goetze	V Soccer Asst	2/B	$5,602
Matt Garcia	JV Boys Soccer	1/B	$5,169
Ken Botti	Varsity Girls Soccer	5/A	$9,466
Kurt Dankenbrink	V Girls Soccer Asst.	5/B	$6,889
Suzanne Mooney	JV Girls Soccer	5/B	$6,889
Marie Savage	Varsity Volleyball	5/A	$9,466
Trent Mayer	JV Volleyball	1/B	$5,169

MS FALL	COACHING POSITION	STEP	SALARY
Jack Scardaferri	MS Football	4/C	$6,239
Dan Maricondo	MS Football Asst.	3/D	$4,524
Brian Horner	MS Boys Soccer	3/C	$5,813
Stephanie Lucia Cheatham	MS Girls Soccer	5/C	$6,676
James Pollin	MS Field Hockey	5/C	$6,676
Daniella Alveari	MS Cheerleading	4/C	$6,239

HS WINTER	COACHING POSITION	STEP	SALARY
Brenda Martin	Varsity Cheer	5/A	$9,466
Breeana Mahoney	Varsity Cheer Asst.	5/B	$6,889
Samantha Fischetto	JV Cheer	5/B	$6,889
Alexander Becker	Winter Track	5/A	$9,466
Ryan Behre	Winter Track Asst.	4/B	$6,456
Doug Goetze	Winter Track Asst	2/B	$5,602
Dave Takseraas	Varsity Wrestling	5/A	$9,466
Rob Takseraas	Varsity Wrestling Asst	5/B	$6,889
Brian Horner	JV Wrestling	4/B	$6,456
Jay Lynch	Varsity Boys Basketball	5/A	$9,466
Anthony Ippoliti	JV Boys Basketball	3/B	$6,032

Scott Nastazio	G & B Bowling	5/B	$6,889
Stephanie Bartkus	Varsity Girls Basketball	5/A	$9,466
Suzanne Mooney	JV Girls Basketball	5/B	$6,889

MS WINTER I	**COACHING POSITION**	**STEP**	**SALARY**
Daniella Alveari	MS Cheerleading	4/C	$6,239
Jennifer McCrystal	MS Volleyball -7th	5/C	$6,676
Marie Savage	MS Volleyball -8th	5/C	$6,676
Mike Milano	MS Basketball - 7th	5/C	$6,676
Mike Burns	MS Basketball - 8th	5/C	$6,676

MS WINTER II	**COACHING POSITION**	**STEP**	**SALARY**
Mike Burns	MS Girls Basketball - 8th	5/C	$6676
Daniel Maricondo	MS Girls Basketball - 7th	1/C	$5,051
James Pollin	MS Wrestling	5/C	$6,676
Brian McClernon	MS Wrestling Asst.	5/D	$5,391

HS SPRING	**COACHING POSITION**	**STEP**	**SALARY**
Mike Milano	Varsity Baseball	5/A	$9,466
Charles Menges	Varsity Baseball Asst.	5/B	$6,889
Joseph DelGais	JV Baseball	5/B	$6,889
Brian Horner	Varsity Boys Lacrosse	5/A	$9,466
Nicholas Isgro	Varsity Boys Asst. Lacrosse	5/B	$6,889
Casey Kimmel	JV Boys Lacrosse	5/B	$6,889
Jack Scaldaferri	JV Boys Lacrosse Asst.	3/B	$6,032
Taryn Ohlmiller	Varsity Girls Lacrosse	1/A	$7,747
Amanda Turturro	Varsity Girls Lacrosse Asst.	5/B	$6,889
Emily Palermo	JV Girls Lacrosse	5/B	$6,889
Joe Nastasi	Varsity Softball	5/A	$9,466
Jennifer McCrystal	V Asst. Softball	3/B	$6,032
Suzanne Mooney	JV Softball	5/B	$6,889
Alexander Becker	Varsity Boys Track	5/A	$9,466

MS SPRING	**COACHING POSITION**	**STEP**	**SALARY**
Trent Mayer	MS Baseball - 8th	1/C	$5,051
Daniel Maricondo	MS Baseball - 7th	5/C	$6,676
Michael McHugh	MS Girls Lacrosse	5/C	$6,676
Mike Wimmer	MS Boys Lacrosse	5/C	$6,676
Elizabeth Waterbury	MS Softball	5/C	$6,676
James Pollin	MS Boys Track	5/C	$6,676

f) Recommend the Board of Education extend the expiration date of Julia Mertz's Child Care Leave of absence from June 26, 2026, to October 30, 2026, as approved at the March 11, 2026, Board of Education meeting.

g) Recommend the Board of Education extend the expiration date of Marisa Degroff's Child Care Leave of absence from June 26, 2026, to October 30, 2026, as approved at the November 19, 2025, Board of Education meeting.

h) Recommend the Board of Education amend the expiration dates of Karlie Rizzi's Leave Replacement position (Marisa DeGroff) from June 26, 2026, to October 30, 2026, as approved at the March 11, 2026, Board of Education meeting.

i) Recommend the Board of Education approve the following teachers for the Summer Curriculum Writing for the 2026-2027 school year. Hourly stipend as per the UTS Contract.

Kristen Altieri	NYSSLS Alignment	Earth and Space	10 hours
Caitlyn Wigand	NYSSLS Alignment	Earth and Space	10 hours
Dan Maricondo	Scope and Sequence Revision	LIFT	5 hours
Samantha Riebling	Scope and Sequence Revision	LIFT	5 hours
Leah Kukla	Scope and Sequence Revision	LIFT	5 hours
Janene Diglio	Creation and New Scope and Sequence Assessments	Illustrative Math 6	2 additional hours
Kathryn Hickey	Creation and New Scope and Sequence Assessments	Illustrative Math 6	4 additional hours
Alyssa Fusco	Creation and New Scope and Sequence Assessments	Illustrative Math 6	4 additional hours
Sharon Klein	Preparation, Planning, Implementation	Seaford Scholars - HS	6 hours
Suzanne Cozenza	School Links Scope and Sequence	Secondary Guidance	5 hours
Matthew Teplansky	NYSSLS Alignment	Physics	15 hours

j) Recommend the Board of Education amend the following teachers for the Summer Curriculum Writing for the 2026-2027 school year. Hourly stipend as per the UTS Contract.

Jennifer Rosenberg	Scope and Sequence Revision	PLTW Medical Detectives	5 hours - (was 10 hours)
Jennifer Rosenberg	MS Library Course Development	Library	10 hours - (was 5 hours)

k) Recommend the Board of Education approve the following teacher for the 2026 Elementary Summer Reading and Math Program. Salary as per UTS Contract.

Rich Thau	Summer Math - Substitute on 7/9/26 1.75 hours and 7/20/26 .45 hours

l) Recommend the Board of Education approve Curtis Tripoli's appointment as a .6FTE Art Secondary Education teacher and .4 Attendance Teacher at the Seaford High School for the 2026-2027 school year.

m) Recommend the Board of Education rescind the appointment of Marissa Greenberg and Michael Sheedy as the New York State Seal of Civic Readiness Co-Coordinators for the 2026-2027 school year as approved at the June 17, 2026, Board of Education Meeting.

n) Recommend the Board of Education approve the appointment of Marissa Greenberg as the New York State Seal of Civic Readiness Coordinator for the 2026 - 2027 school year. Stipend as per UTS contract.

o) Recommend the Board of Education approve the following appointments for the summer special education services including evaluations, provision of services and attendance at CSE/CPSE meetings effective July 1,2026. Rate as per UTS contract.

Marisa Mortimer	School Psychologist/Evaluations

p) Recommend the Board of Education approve the appointment of the following volunteer coaches for the High School sports for the 2026-2027 school year:

Alexandra Cannata	JV Girls Soccer, JV Girls Basketball and JV Softball
Jennifer McCrystal	Varsity Volleyball
Scott Donovan	Boys and Girls Bowling
Kelly Gagliano	JV Cheer

Sharon Curley	Girls Basketball
Tom Condon	Boys and Birls Track
Mike Sweeney	Baseball
Joe Giardina	Boys Lacrosse

q) Recommend the Board of Education approve the following individuals for the 2026 Summer Marching Band Camp. Stipend according to the UTS Contract.

(*) Marc Silvagni — Summer Band Camp Instructor #3

r) Recommend the Board of Education approve the following teachers for Seaford High School August Regents Academies. The hourly stipend as per UTS contract.

Caitlyn Wigand	6 hours
Kristen Altieri	6 hours
Kristin Reid	4 hours

SEAFORD UNION FREE SCHOOL DISTRICT
Seaford, New York

REVISED

TO: Dr. Adele V. Pecora
FROM: Dr. Sheena R. Jacob
DATE: August 5, 2026
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:

1. **MARISA KRATZKE**

Position:	Teacher Aide Part Time Substitute
Civil Service Title:	Teacher Aide Part Time Substitute
Location:	Seaford Middle School
Effective Date:	June 23, 2026

P-5: TERMINATIONS: No Recommended Actions

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

(*) 1. **DOMINIQUE MENECHELLA**

Position:	Teacher Aide Part Time Substitute
Civil Service Title:	Teacher Aide Part Time Substitute
Type of Appointment:	Part Time
Location:	Manor School
Salary:	$17.00 per hour
Reason:	To Meet District Needs
Effective Date:	August 26, 2026

P-7: LEAVES: No Recommended Actions

P-8: OTHER:

a) Recommend the Board of Education approve Colleen Kelly Part Time Teacher Aide to work during the summer 2026.

b) Recommend the Board of Education approve Linda Lauro Teacher Aide Part time to work 2 additional weeks during the summer 2026.

c) Recommend the Board of Education approve Donna Delabastide Substitute Part Time Teacher Aide to work July 14th ,15th, 21st and 22nd for a total of 17 hours during the summer 2026.

d) Recommend the Board of Education approve the following individual as part-time aide for the Summer 2026 Special Education Services starting July 1, 2026. Salary per contract.

Patricia DiPuma	ESY Classroom Aide/Shared 1:1 Aide Substitute

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: July 30, 2026

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 2025-2026:
3/18/26, 4/22/26, 5/1/26, 5/5/26, 5/6/26, 5/7/26, 5/8/26, 5/12/26, 5/13/26, 5/14/26, 5/15/26, 5/18/26, 5/19/26, 5/20/26, 5/21/26, 5/27/26, 5/28/26, 5/29/26, 6/9/26, 6/10/26, 6/12/26, 6/23/26.

School Year 2026-2027:
3/9/26, 3/10/26, 3/11/26, 3/12/26, 3/17/26, 3/18/26, 3/19/26, 3/20/26, 3/24/26, 3/25/26, 3/26/26, 3/31/26, 4/14/26, 4/15/26, 4/21/26, 4/22/26, 4/23/26, 4/28/26, 4/29/26, 4/30/26, 5/4/26, 5/5/26, 5/6/26, 5/8/26, 5/11/26, 5/12/26, 5/13/26, 5/14/26, 5/15/26, 5/18/26, 5/19/26, 5/20/26, 5/21/26, 5/27/26, 5/28/26, 5/29/26, 6/1/26, 6/2/26, 6/3/26, 6/4/26, 6/5/26, 6/8/26, 6/9/26, 6/10/26, 6/11/26, 6/15/26, 6/16/26, 6/17/26, 6/22/26, 6/23/26, 6/24/26, 6/26/26, 7/7/26, 7/24/26, 7/27/26.

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: July 30, 2026

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 2025-2026:
3/10/26, 3/12/26, 3/24/26, 4/14/26, 4/22/26, 4/23/26, 4/28/26, 5/6/26, 5/7/26, 5/13/26, 5/14/26, 5/19/26, 5/20/26, 5/27/26, 6/9/26, 6/10/26, 6/16/26, 6/22/26, 6/23/26.

School Year 2026-2027:
3/9/26, 3/10/26, 3/17/26, 3/19/26, 3/20/26, 3/24/26, 3/26/26, 3/31/26, 4/23/26, 4/29/26, 4/30/26, 5/5/26, 5/7/26, 5/12/26, 5/14/26, 5/15/26 5/19/26, 5/20/26, 5/21/26, 5/27/26, 5/28/26, 6/3/26, 6/9/26, 6/11/26, 6/15/26, 6/16/26, 6/17/26, 6/18/26, 6/23/26, 6/24/26, 7/8/26, 7/15/26.

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.

AGREEMENT

THIS AGREEMENT made as of the 1st day of July, 2026 by and between SEAFORD UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "SCHOOL DISTRICT"), as the party of the first part, having its principal place of business located at 1600 Washington Avenue, Seaford, New York 11783, and JEFFREY ELFENBEIN (hereinafter referred to as the "SERVICE PROVIDER"), as the party of the second part, having his principal place of business for purposes of this Agreement at 3921 Merrick Road, Seaford, New York 11783.

WITNESSETH:

WHEREAS, SCHOOL DISTRICT is authorized to contract with individuals for the provision of services of a physician; and

WHEREAS, SERVICE PROVIDER is a licensed physician; and

WHEREAS, SCHOOL DISTRICT desires that SERVICE PROVIDER provide services as a physician; and

WHEREAS, SERVICE PROVIDER is capable of and willing to provide the within services to SCHOOL DISTRICT.

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

1. **TERM OF AGREEMENT:** This Agreement shall be in effect for the period July 1, 2026 to June 30, 2027, unless terminated earlier, as set forth herein.

2. **SCOPE OF SERVICES:** SERVICE PROVIDER shall provide SCHOOL DISTRICT with the following services:

   a. Conduct careful health examinations annually of all pupils of SCHOOL DISTRICT that are mandated by the State who do not present a family physician's certificate.

   b. Conduct, as provided in the Education Law, such examinations as are required for the issuance of employment certificates and vacation work permits.

   c. Examine all teachers, employees and other employees as required by the Board of Education, and food handlers and bus drivers, as mandated by State Education and Public Health Law.

   d. Review all accident reports and medical excuses from any of the physical activities connected with SCHOOL DISTRICT's educational and extra-curricular program.

   e. Review adaptive physical plans when requested.

   f. Upon SCHOOL DISTRICT's request, review and make recommendations to the school administrators, including but not limited to, Director of Pupil Personnel

Services and the Athletic Director with respect to health literature and health related materials used in SCHOOL DISTRICT.

g. Recommend limitations on physical education for individual students and in confidence, consult with parents, teachers and pupils from time to time concerning the same. Information shall be released to teachers on a need to know basis and the physician shall release the minimum information necessary to protect the health and safety of the pupil.

h. Upon SCHOOL DISTRICT's request, recommend the exclusion or readmission of pupils in connection with any infectious or contagious disease or otherwise.

i. When required, provide first aid to pupils and/or school employees.

j. Upon SCHOOL DISTRICT's request, advise school administrators and school health service personnel on urgent public health issues, to the extent of the physician's expertise and knowledge.

k. Review and make recommendations to SCHOOL DISTRICT pertaining to the update of policies governing procedures to follow in the event of an injury or emergency illness.

l. Provide in-service training for school personnel on such matters as first aid.

m. Be available during regular school hours by phone call from the nurse and registered nurses for major injuries or unusual problems.

n. Act as liaison with local doctors, health agencies and other health groups, as necessary.

o. Attend meetings of SCHOOL DISTRICT's Health Department upon request of SCHOOL DISTRICT.

p. Attend meetings of the Board of Education upon request of SCHOOL DISTRICT.

q. During the fall, winter and spring, conduct individual/confidential health examinations of all students who wish to participate in High School or Middle School athletics, including, but not limited to, cheerleading, kick line and marching band. Such examinations shall occur in the presence of another individual.

r. Perform medical history, physical examinations, review of notes and testing from treating physicians for injured employees.

s. Provide medical supervision to the school health staff in such immunization programs and preventive health screening programs as may be mandated by State Education Law or Public Health Law.

3. **PAYMENT SCHEDULE:** In full consideration for the services to be rendered by SERVICE PROVIDER to SCHOOL DISTRICT for the term of this Agreement, SCHOOL DISTRICT agrees

to pay SERVICE PROVIDER Twelve Thousand Five Hundred Dollars ($12,500.00), to be paid in ten (10) equal monthly installments of One Thousand Two Hundred Fifty Dollars ($1,250.00).

4. **INVOICE DUE ON A MONTHLY BASIS:** SERVICE PROVIDER will submit an invoice for services rendered on monthly basis, and payment to SERVICE PROVIDER shall be made within thirty (30) days from receipt of invoice from SERVICE PROVIDER. Failure to dispute any invoice shall not be deemed as an acceptance and does not act as a waiver of SCHOOL DISTRICT's rights or prevent SCHOOL DISTRICT from availing itself of any remedy or course of action it has at law or in equity at a later date.

5. **EXPENSES OF SERVICE PROVIDER:** SERVICE PROVIDER shall be responsible for all costs and expenses incurred by SERVICE PROVIDER that are incident to the performance of services for SCHOOL DISTRICT, including, but not limited to, all tools, vehicles, or other equipment to be provided by SERVICE PROVIDER, all fees, fines, licenses, bonds or taxes required of or imposed against SERVICE PROVIDER and all other of SERVICE PROVIDER's costs of doing business. SCHOOL DISTRICT shall not be responsible for any expenses incurred by SERVICE PROVIDER in performing services for SCHOOL DISTRICT.

6. **INCOME TAX DESIGNATION AND INDEMNIFICATION:** SCHOOL DISTRICT shall not withhold from sums becoming payable to SERVICE PROVIDER under this Agreement any amounts for Federal, State, or local taxes including Federal or State income taxes, employment taxes (including Social Security and Medicare taxes), and unemployment taxes. SERVICE PROVIDER agrees that any tax obligation of SERVICE PROVIDER arising from the payments made under this Agreement will be SERVICE PROVIDER's sole responsibility. SERVICE PROVIDER will indemnify SCHOOL DISTRICT for any tax liability, interest, and/or penalties imposed upon SCHOOL DISTRICT by any taxing authority based upon SCHOOL DISTRICT's failure to withhold any amount from the payments for tax purposes.

7. **RESPONSIBILITY FOR PAYMENT OF SERVICES:**

   a. No parent or guardian or any other person shall be required to make any payment for services performed in accordance with this Agreement. SERVICE PROVIDER and his employees shall not share or accept any fee or gratuity from the student or student's family for services provided pursuant to this Agreement.

   b. In the event the performance of SERVICE PROVIDER'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 tuition to SERVICE PROVIDER in the event SERVICE PROVIDER does not provide the services set forth herein.

8. **SCHOOL DISTRICT'S RIGHT TO EXAMINE ACCOUNTING RECORDS:** SCHOOL DISTRICT shall have the right to examine any and all accounting records as they pertain to the services to be performed pursuant to this agreement.

9. **LICENSE AND AUTHORIZATION:** SERVICE PROVIDER warrants that he is duly licensed and authorized to perform the services as described herein. SERVICE PROVIDER further represents that such services are licensed under the laws of the State of New York, inclusive of the State Education Department Licensing requirements. SERVICE PROVIDER certifies that he possesses documentation evidencing such license qualifications as required by Federal, State or local statutes, rules, regulations and orders. Where applicable, SERVICE PROVIDER agrees to submit to SCHOOL DISTRICT proof of certification and/or professional licensing when providing services to Medicaid eligible school aged students, 5-21 years old, classified with a disability or suspected of having a disability for Medicaid reimbursement purposes. SERVICE PROVIDER further agrees to complete and submit, upon the request of SCHOOL DISTRICT, all forms to document the evaluation and services provided to Medicaid eligible school aged students, 5-21 years old, classified with a disability or suspected of having a disability for Medicaid reimbursement purposes. In the event that the license of SERVICE PROVIDER is revoked, terminated, suspended, or limited by qualifications, or in the event that SERVICE PROVIDER receives notice of such impending action, SERVICE PROVIDER shall immediately notify SCHOOL DISTRICT through the Director of Pupil Personnel Services and the within agreement shall automatically terminate.

10. **COMPLIANCE WITH LAW:** SERVICE PROVIDER understands and agrees that he is responsible for complying with all applicable Federal, State, local statutes, rules, and ordinances including the New York State Safe Schools Against Violence in Education ("SAVE") legislation. SERVICE PROVIDER shall adhere to all requirements and protocols as established by SCHOOL DISTRICT and the State Education Department of New York applicable to the services to be provided hereunder. SERVICE PROVIDER further agrees and understands that all individuals providing services under this Agreement who will have direct contact with students must be cleared by the New York State Education Department in accordance with the provisions contained in the SAVE Legislation prior to providing services to SCHOOL DISTRICT. Appropriate written proof of such clearance shall be provided to SCHOOL DISTRICT prior to such individuals providing services to SCHOOL DISTRICT. During the term of the within Agreement, if SERVICE PROVIDER is notified of a change in the individual's clearance status, SERVICE PROVIDER shall promptly notify SCHOOL DISTRICT. In the event that SERVICE PROVIDER utilizes an individual who is required to and who has not obtained fingerprinting clearance with the State Education Department or whose clearance status has changed, SCHOOL DISTRICT shall have the right to immediately terminate the within contract.

11. **INDEPENDENT CONTRACTOR:** SERVICE PROVIDER acknowledges that he will not hold himself out as an employee of SCHOOL DISTRICT. SERVICE PROVIDER is retained by SCHOOL DISTRICT only for the purposes and to the extent set forth in this Agreement, and his relationship to SCHOOL DISTRICT shall, during the periods of its services hereunder, be that of an independent contractor. SERVICE PROVIDER 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, SERVICE PROVIDER shall not be considered as having employee status for the purposes of any other rights, privileges or benefits derived from employment by SCHOOL DISTRICT. SERVICE PROVIDER agrees that this Agreement does not confer benefits of any nature whatsoever upon him other than payment for services provided herein. SERVICE PROVIDER 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. SERVICE PROVIDER 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.

12. **REPORTS OF STUDENTS:** SERVICE PROVIDER will obtain whatever releases or other legal documents that are necessary in order that SERVICE PROVIDER may render full and complete physicals pursuant to this Agreement. The full responsibility for obtaining such clearances rests on SERVICE PROVIDER.

13. **REPORTS TO SCHOOL DISTRICT:** SERVICE PROVIDER hereby agrees to furnish written reports concerning the services to be provided hereunder to SCHOOL DISTRICT. SERVICE PROVIDER will render such reports to SCHOOL DISTRICT at any time that such reports are made to the parents of the student covered by the terms of this Agreement and will render such additional reports as may be required by SCHOOL DISTRICT. At a minimum, all reports shall be furnished at the end of each semester, i.e., January 31st and June 30th. Any and all reports shall be furnished upon termination of the Agreement. SERVICE PROVIDER shall provide such additional information concerning the student as may be required by SCHOOL DISTRICT.

14. **COMMISSIONER VISITS:** SERVICE PROVIDER shall be subject to the visitation of the Commissioner of Education or his/her designated representative(s).

15. **AUTHORIZATION OF SCHOOL DISTRICT:** SERVICE PROVIDER shall coordinate all services through the Office of Health, Physical Education & Athletics or any other authorized office of SCHOOL DISTRICT.

16. **SCHOOL GROUNDS & RULES:** It is understood and agreed that while on school grounds, SERVICE PROVIDER shall obey all SCHOOL DISTRICT rules and regulations and must follow all reasonable directives of SCHOOL DISTRICT's administrators and employees.

17. **PHOTO I.D.:** SCHOOL DISTRICT shall furnish SERVICE PROVIDER with a photo identification badge to be worn at all times while the individual is on-site providing services to SCHOOL DISTRICT.

18. **STUDENT PRESCRIPTIONS:** Where applicable, SCHOOL DISTRICT shall obtain all medical prescriptions from the parent/guardian of students referred to SERVICE PROVIDER. SCHOOL DISTRICT shall forward copies of these prescriptions to SERVICE PROVIDER upon written request.

19. **TERMINATION:**

a. This Agreement may be terminated by either party upon fifteen (15) days' written notice to the other party. In the event of such termination, the parties will adjust the accounts due and payable to SERVICE PROVIDER for services rendered. SERVICE PROVIDER will not incur any additional expenses upon receipt of SCHOOL DISTRICT's notification that SERVICE PROVIDER's services have been terminated. Upon any such termination, the parties shall endeavor in an orderly manner to wind down activities hereunder. In the event of termination, all reports and services due to

SCHOOL DISTRICT must be completed by SERVICE PROVIDER within thirty (30) days of the termination date.

b. This Agreement may be terminated by SCHOOL DISTRICT in the event of a material breach by SERVICE PROVIDER, upon three (3) days' written notice from SCHOOL DISTRICT to SERVICE PROVIDER.

20. **NON-EXCLUSION FROM PROGRAM PARTICIPATION:** SERVICE PROVIDER represents and warrants that he, his employees and/or his contractors are not excluded from participation, and is not otherwise ineligible to participate, in a "federal health care program" as defined in 42 U.S.C. § 1320 a-7b(f) or in any other government payment program.

In the event SERVICE PROVIDER is excluded from participation or becomes otherwise ineligible to participate in any such program during the term of the within agreement, SERVICE PROVIDER will notify SCHOOL DISTRICT in writing within three (3) days after such event. Upon the occurrence of such event, whether or not such notice is given to SERVICE PROVIDER, SCHOOL DISTRICT reserves the right to immediately cease contracting with SERVICE PROVIDER.

SERVICE PROVIDER further represents and warrants he will, at a minimum, check monthly all of his employees and contractors against:

- The General Services Administration's Federal Excluded Party List System (or any successor system),

- The United States Department of Health and Human Services Office of the Inspector General's Lists of Excluded Individuals and Entities or any successor list, and

- The New York State Department of Health's Office of the Medicaid Inspector General's List of Restricted, Terminated or Excluded Individuals or Entities.

In the event an excluded party is discovered, SERVICE PROVIDER will notify SCHOOL DISTRICT in writing within three (3) days after such event.

Any employee or contractor found to be ineligible to participate in any such program during the term of this Agreement will immediately cease services and be replaced with an eligible SERVICE PROVIDER.

21. **CONFIDENTIALITY AND DATA SECURITY AND PRIVACY STANDARDS:**

a. SERVICE PROVIDER, his employees, and/or agents agree that all information obtained in connection with the services provided for in this Agreement is deemed confidential information. SERVICE PROVIDER, his 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. SERVICE PROVIDER further agrees that any information received by SERVICE PROVIDER, his 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 SERVICE PROVIDER, his employees, and/or agents in full confidence and will not be revealed to any other persons, firms, or organizations.

b. SERVICE PROVIDER acknowledges that he may receive and/or come into contact with personally identifiable information (hereinafter referred to as "PII"), 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"). SERVICE PROVIDER understands and acknowledges that he 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 he is responsible for complying with state data security and privacy standards for all PII from education records, and he 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 his custody; and

   iv. use encryption technology to protect data while in motion or in his 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 2.0.

c. SERVICE PROVIDER has no property or licensing rights or claims of ownership to PII, and SERVICE PROVIDER 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 he 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 SERVICE PROVIDER for all employees who will receive PII 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, SERVICE PROVIDER 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 SERVICE PROVIDER will ensure that subcontractors, persons or entities that SERVICE PROVIDER 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, SERVICE PROVIDER shall provide SCHOOL DISTRICT with copies of his policies and related procedures that pertain to the protection of PII and may be made available in a form that does not violate SERVICE PROVIDER's own information security policies, confidentiality obligations, and applicable laws. In addition, SERVICE PROVIDER may be required to undergo an audit of his 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 SERVICE PROVIDER, and alignment with the NIST Cybersecurity Framework performed by an independent third party at SERVICE PROVIDER's expense and provide the audit report to SCHOOL DISTRICT. SERVICE PROVIDER may provide SCHOOL DISTRICT with a recent industry standard independent audit report on SERVICE PROVIDER's privacy and security practices as an alternative to undergoing an audit.

g. The following requirements apply if SERVICE PROVIDER will use subcontractors that have access to PII in the course of providing the services:

i. SERVICE PROVIDER shall only disclose PII to SERVICE PROVIDER'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. SERVICE PROVIDER shall ensure that all such employees and subcontractors comply with the terms of this provision.

ii. SERVICE PROVIDER 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. SERVICE PROVIDER shall examine the data security and privacy measures of his subcontractors prior to utilizing the subcontractor. If at any point a subcontractor fails to materially comply with the requirements of this provision, SERVICE PROVIDER 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, SERVICE PROVIDER shall follow the data breach reporting requirements set forth herein.

iv. SERVICE PROVIDER shall take full responsibility for the acts and omissions of his employees and subcontractors.

v. SERVICE PROVIDER must not disclose PII to any other party unless such disclosure is required by statute, court order, or subpoena, and SERVICE PROVIDER 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. SERVICE PROVIDER shall ensure that all his 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, SERVICE PROVIDER shall immediately notify SCHOOL DISTRICT and advise it as to the nature of the breach and steps SERVICE PROVIDER 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 (1) a description of the breach which includes the date of the incident and the date of discovery, (2) the types of PII affected and the number of records affected, (3) a description of SERVICE PROVIDER's investigation, and (4) the contact information for representatives who can assist SCHOOL DISTRICT. In the case of required notification to a parent or eligible student, SERVICE PROVIDER shall promptly reimburse SCHOOL DISTRICT for the full cost of such notification.

j. SERVICE PROVIDER agrees that he 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 SERVICE PROVIDER or his authorized users, as related to such investigations, will be the sole responsibility of SERVICE PROVIDER if such breach is attributable to SERVICE PROVIDER or his subcontractors.

k. In the event that SERVICE PROVIDER 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 SERVICE PROVIDER 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. SERVICE PROVIDER shall indemnify and hold SCHOOL DISTRICT harmless from any claims arising from his 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. SERVICE PROVIDER agrees that he 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, SERVICE PROVIDER 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, SERVICE PROVIDER agrees to return or destroy all PII when the purpose that necessitated its receipt by SERVICE PROVIDER 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 SERVICE PROVIDER in a secure data center and/or cloud-based facilities that remain in the possession of SERVICE PROVIDER or his subcontractors, SERVICE PROVIDER 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. SERVICE PROVIDER shall provide SCHOOL DISTRICT with a written certification of the secure deletion and/or destruction of PII held by SERVICE PROVIDER or his subcontractors.

iv. To the extent that SERVICE PROVIDER and/or his 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.

22. **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 by 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.

23. **HIPAA COMPLIANCE:**

a. **Definitions:** Terms used, but not otherwise defined in this Agreement, shall have the same meaning as those terms in 45 CFR 160.103 and 45 CFR 164.501.

i. Business Associate. "Business Associate" shall mean SCHOOL DISTRICT.

ii. Covered Entity. "Covered Entity" shall mean SERVICE PROVIDER.

iii. De-identify/De-identified. "De-identify/De-identified" means to remove, encode, encrypt, or otherwise eliminate or conceal data that identifies an individual, or modifies information so that there is no reasonable basis to believe that the information can be used to identify an individual.

iv. Designated Record Set. "Designated Record Set" shall mean the enrollment, payment, claims adjudication and case or medical management record maintained by or for a health plan.

v. Disclose. The release, transfer or provision of access to PHI, whether oral or recorded in any form or medium.

vi. Disclosing Party. "Disclosing Party" means the party that is disclosing information to another party pursuant to this Agreement.

vii. HHS. "HHS" shall mean the United States Department of Health and Human Services.

viii. HIPAA. "HIPAA" shall mean Title II, subtitle F ("Administrative Simplification") of the Health and Insurance Portability and Accountability

Act of 1996, Pub. L. 104-191 (Aug. 21, 1996), enacting Sections 1171-1179 of the Social Security Act, as well as implementing regulations adopted by HHS pursuant to HIPAA.

ix. Identifying Characteristic. Includes, but is not limited to, all of the following, as well as any other unique information: name, address; names of relatives; name of employers; all elements of dates, including birth date, admission date, discharge date, etc.; telephone numbers; fax numbers; electronic mail address; social security number; medical record number; Medicaid and Medicare numbers health plan beneficiary number; account number; certificate/license number; serial number of a vehicle or other device; internet URL; internet protocol ("IP") address, biometric identifiers, including voice prints and photographic images.

x. Individual. "Individual" shall have the same meaning as the term "individual" in 45 CFR 164.501 and shall include a person who qualifies as a personal representative in accordance with 45 CFR 164.502(g).

xi. Minimum Necessary Information. "Minimum Necessary Information" means (i) in the case of routine and recurring types of disclosures, the set of data or records which the disclosing party's policies and procedures have established as reasonably necessary to achieve the purpose of such disclosures; and (ii) in the case of non-routine and non-recurring disclosures, the set of data or records which the Disclosing Party determines is reasonably necessary to accomplish the purpose of the disclosure, upon review of each disclosure according to criteria developed by the Disclosing Party; provided that in the case of disclosure (A) to a Covered Entity, (B) to a professional for purposes of providing professional services to the Disclosing Party, or (C) to a public official for disclosures which are permitted by law without Individual consent, the Minimum Necessary Information shall be the set of data or records requested by that party, upon the party's reasonable representation that the request is for the minimum necessary given the purpose of disclosure(s).

xii. Privacy Rule. "Privacy Rule" shall mean the Standards for Privacy of Individually Identifiable Health Information at 45 CFR 160(A)(E) and Part 164(A)(E).

xiii. Protected Health Information. "Protected Health Information" or "PHI" means any information which identifies or could reasonably be believed to identify an individual, which in any way concerns that individual's health status, healthcare, or payments for his or her healthcare, or which a party is otherwise legally required to protect under an information privacy and protection law applicable to that party, and includes as well any information derived by the processing of such information which is not de-identified with respect to any individual who is the subject of the information, limited to the information created or received by Business Associate from or on behalf Covered Entity.

xiv. Required By Law. "Required By Law" shall have the same meaning as the term "required by law" in 45 CFR 164.501.

xv. Secretary. "Secretary" shall mean the Secretary of the Department of Health and Human Services or his/her designee.

xvi. Treatment, Payment and Healthcare Operations. "Treatment, Payment and Healthcare Operations" shall have the same meaning as in 45 CFR 164.501.

xvii. Use. The sharing, employment, application, utilization, examination, or analysis, in any form or medium, of information within the Contractor organization.

b. **Obligations of SCHOOL DISTRICT:**

i. SCHOOL DISTRICT agrees to disclose PHI to SERVICE PROVIDER upon its own volition, upon SERVICE PROVIDER's request, or upon the request of a third party if such disclosure is permissible by law, so that SERVICE PROVIDER may provide the agreed to services to or on behalf of SCHOOL DISTRICT, unless SCHOOL DISTRICT otherwise objects to the disclosure, or SERVICE PROVIDER is no longer providing the services to SCHOOL DISTRICT.

ii. SCHOOL DISTRICT shall not disclose and shall ensure that its directors, officers, employees contractors and agents do not use PHI received from SERVICE PROVIDER in any manner that would constitute a violation of the Standards for Privacy of Individually Identifiable Health Information, 45 CFR 160 and 45 CFR 164 ("Privacy Standards") if used by SERVICE PROVIDER, except that SCHOOL DISTRICT may use PHI (a) for SCHOOL DISTRICT's proper management and administrative services, or (b) to carry out the legal responsibilities of SCHOOL DISTRICT.

iii. SCHOOL DISTRICT shall not disclose and shall ensure that its directors, officers, employees, contractors, and agents do not disclose PHI received from SERVICE PROVIDER in any manner that would constitute a violation of the Privacy Standards if disclosed by SERVICE PROVIDER, except that SCHOOL DISTRICT may disclose PHI in a manner permitted pursuant to this Agreement or as required by law. To the extent SCHOOL DISTRICT discloses PHI to a third party, SCHOOL DISTRICT must obtain, prior to making any such disclosure: (a) reasonable assurances from such third party that such PHI will be held confidential as provided pursuant to this Agreement, and only disclosed as Required by Law or for the purposes for which it was disclosed to such third party; and (b) an agreement for such third party to immediately notify SCHOOL DISTRICT of any breaches of the confidentiality of the PHI, to the extent it has obtained knowledge of such breach.

iv. SCHOOL DISTRICT agrees that it will implement the necessary safeguards required by law to prevent the use of disclosure of PHI.

v. SCHOOL DISTRICT shall, within ten (10) days of becoming aware of a disclosure of PHI in violation of this Agreement by SCHOOL DISTRICT, its officers, directors, employees, contractors, or agents, or by a third party to which SCHOOL DISTRICT disclosed PHI pursuant to paragraph "4" above, (i) report any such disclosure to SERVICE PROVIDER and (ii) mitigate to the extent practicable any harmful effect that is known to SCHOOL DISTRICT or a use or disclosure of PHI by SCHOOL DISTRICT in violation of the requirements of this Agreement.

vi. In the event that SCHOOL DISTRICT shall enter into an Agreement with any agent or subcontractor that will have access to PHI that is received from, or created or received by SCHOOL DISTRICT on behalf of SERVICE PROVIDER, SCHOOL DISTRICT agrees to include in the terms and provisions of such Agreement that such Agreement or subcontractor agrees to be bound by the same restrictions, terms and conditions that apply to SCHOOL DISTRICT pursuant to this Agreement with respect to such PHI.

vii. Within ten (10) days of a request by a Practice for access to PHI about an individual contained in a Designated Record Set, SCHOOL DISTRICT shall make available to SERVICE PROVIDER such PHI for so long as such information is maintained in the Designated Record Set. In the event, any individual requests access to PHI directly from SCHOOL DISTRICT, SCHOOL DISTRICT shall, within five (5) days, forward such request to SERVICE PROVIDER. Any denials of access to the PHI requested shall be the responsibility of SERVICE PROVIDER.

viii. Within ten (10) days of receipt of a request from SERVICE PROVIDER for the amendment of an individual's PHI or a record regarding an individual contained in a Designated Record Set (for so long as the PHI is maintained in the Designated Record Set), SCHOOL DISTRICT shall provide such information to SERVICE PROVIDER for amendment and incorporate any such amendments in the PHI as required.

ix. Within ten (10) days of notice by SERVICE PROVIDER to SCHOOL DISTRICT that he has received a request for an accounting of disclosures of PHI regarding an individual during the six (6) years prior to the date on which the accounting was requested, SCHOOL DISTRICT shall make available to SERVICE PROVIDER such information as is in SCHOOL DISTRICT's possession that SERVICE PROVIDER is required to provide in such an accounting. At a minimum, SCHOOL DISTRICT shall provide SERVICE PROVIDER with the following information: (a) the date of the disclosure; (b) the name of the entity or person who received the PHI, and if known, disclosed; and (c) a brief statement of the purpose of such disclosure which includes an explanation of the basis for such disclosure. In the event that the request for an accounting is delivered directly to SCHOOL DISTRICT, SCHOOL DISTRICT shall, within five (5) days, forward such request to SERVICE PROVIDER. It shall be SERVICE PROVIDER's responsibility to prepare and deliver any such accounting requested. SCHOOL DISTRICT hereby agrees to implement an

appropriate record keeping process to enable it to comply with the requirements of this paragraph.

x. SCHOOL DISTRICT hereby agrees to make its internal practices, books, and records relating to the use and disclosure of PHI received from, or created or received by SCHOOL DISTRICT on behalf of SERVICE PROVIDER available to the Secretary of the Department of Health and Human Services for purposes of determining SERVICE PROVIDER's and SCHOOL DISTRICT's compliance with the Privacy Standards.

c. **Obligations of SERVICE PROVIDER:**

i. SERVICE PROVIDER agrees to maintain the confidentiality of any PHI provided to him by SCHOOL DISTRICT in accordance with all applicable Federal, State, and local laws, rules and regulations in addition to the following. Nothing in this provision shall be construed as limiting or prohibiting SERVICE PROVIDER from releasing PHI regarding the student treated to the student and/or the student's guardian.

ii. SERVICE PROVIDER represents and warrants that he will not use, disclose, release, reveal, show, sell, rent, lease, loan, publish, or otherwise grant access to PHI in any manner that is prohibited by law or regulation, or in any manner that would be a violation of any law or regulation if it were to have been done by the SCHOOL DISTRICT.

iii. SERVICE PROVIDER represents and warrants that if he uses, discloses, releases, reveals, shows, sells, rents, leases, loans, publishes, or otherwise grants access to PHI or an element of PHI, he will do so only in an amount that is the minimum necessary and only to the minimum number of individuals necessary to obtain the purpose of the services being rendered to or on behalf of SCHOOL DISTRICT.

iv. SERVICE PROVIDER agrees that no finding, listing, or information derived from the PHI, with or without identifiers, may be released if such finding, listing, or information contains any combination of data elements that might allow the deduction of the individual's identity without first obtaining written authorization from SCHOOL DISTRICT.

v. SERVICE PROVIDER shall establish appropriate administrative, technical, and physical safeguards to protect the confidentiality of PHI that he receives from SCHOOL DISTRICT and to prevent individuals not involved in performing the services that he provides to SCHOOL DISTRICT from using or accessing the PHI.

vi. SERVICE PROVIDER may use the PHI as necessary for the proper management and administration of SERVICE PROVIDER and or permitted by law to carry out his legal responsibilities, if: (a) disclosure is required by law.

vii. SERVICE PROVIDER shall not request SCHOOL DISTRICT to use or disclose PHI in any manner that would not be permissible under the Privacy Rule if done by SERVICE PROVIDER.

d. **Relationship to Individuals Who Are Subject of Information:**

i. SERVICE PROVIDER agrees that SCHOOL DISTRICT and the applicable individual retain all ownership rights to the PHI and SERVICE PROVIDER does not obtain any right, title or interest to the PHI furnished by SCHOOL DISTRICT, except as SERVICE PROVIDER is required to maintain records in accordance with the laws and standards that govern its profession.

ii. SERVICE PROVIDER agrees to comply with all lawful requests of individuals, who are subjects of the PHI, to permit access to inspect and obtain a copy of the PHI about the individual that is subject to this Agreement, as required by law, within thirty (30) days of such request.

iii. SERVICE PROVIDER agrees to make PHI available for amendment and to incorporate any amendments or corrections to an individual's PHI upon request by SCHOOL DISTRICT in accordance with applicable law.

iv. SERVICE PROVIDER agrees to make available the information required to provide an accounting of disclosures in accordance with applicable law.

e. **Request for Information:** SERVICE PROVIDER agrees that he will use all reasonable efforts to limit his request for PHI to the minimum amount necessary to achieve the purpose for which the request is being made. In addition, SERVICE PROVIDER agrees to make his internal practices, books, records and information related to the use and disclosure of information available to the Department of Health and Human Services for review, upon request of the Secretary of that Department, to the extent that such is required by law.

f. **Chain of Trust:** If any information is transmitted electronically between SERVICE PROVIDER and SCHOOL DISTRICT, the parties agree to electronically exchange information and to protect the transmitted information as required by HIPAA. The parties acknowledge that they are required to, and depend upon each other to maintain the integrity and confidentiality of the transmitted information.

24. **INDEMNIFICATION AND HOLD HARMLESS:** To the fullest extent permitted by law, SERVICE PROVIDER 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 SERVICE PROVIDER, his 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.

25. **INSURANCE:**

a. Notwithstanding any terms, conditions, or provisions, in any other writing between the parties, SERVICE PROVIDER hereby agrees to effectuate the naming of SCHOOL DISTRICT as an additional insured on SERVICE PROVIDER'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 SERVICE PROVIDER'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 SERVICE PROVIDER that are covered by the liability policies.

e. At SCHOOL DISTRICT's request, SERVICE PROVIDER shall provide a copy of the declaration page of the liability and umbrella policies with a list of endorsements and forms. If so requested, SERVICE PROVIDER will provide a copy of the policy endorsements and forms.

f. SERVICE PROVIDER 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. There will be no coverage restrictions and/or exclusions involving Sexual Assault and Molestation related claims.

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:**
$2,000,000 per occurrence/$2,000,000 aggregate for the professional acts of SERVICE PROVIDER 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:**
$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. SERVICE PROVIDER acknowledges that failure to obtain such insurance on behalf of SCHOOL DISTRICT constitutes a material breach of contract and subjects him to liability for damages, indemnification and all legal remedies available to SCHOOL DISTRICT. SERVICE PROVIDER 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.

i. If SERVICE PROVIDER utilizes independent contractors, proof of coverage that extends to the independent contractors must be provided. If independent contractors are required to provide professional errors and omissions coverage of their own, then proof of this coverage must also be provided.

j. In lieu of the above insurance requirements, SERVICE PROVIDER may provide evidence of self-insured plans which meet or exceed the above, subject to review and approval by SCHOOL DISTRICT's insurance consultant.

26. **NOTICES:** Any notices to be given under this Agreement by either party to the other may be effected by personal delivery in writing or by mail, registered or certified, postage prepaid with return receipt requested. Each party may change the address by written notice in accordance with this paragraph. Notices delivered personally will be deemed communicated as of actual receipt; mailed notices will be deemed communicated as of two (2) days after mailing. Notice shall be delivered or mailed to:

Jeffrey Elfenbein
3921 Merrick Road
Seaford, New York 11783

Seaford Union Free School District
1600 Washington Avenue
Seaford, New York 11783
Attn: Executive Director for Student Support Services

27. **ASSIGNMENT OF AGREEMENT:** SERVICE PROVIDER shall not assign, transfer or convey any of his respective rights or obligations under this Agreement without the prior written consent of SCHOOL DISTRICT.

28. **DISCRIMINATION PROHIBITED:** Neither SCHOOL DISTRICT nor SERVICE PROVIDER 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.

29. **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.

30. **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.

31. **NO PRIOR AGREEMENTS:** This Agreement constitutes the full and complete Agreement between SCHOOL DISTRICT and SERVICE PROVIDER, 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.

32. **AGREEMENT CONSTRUCTION:** This Agreement has been arrived at mutually and is not to be construed against any party hereto as being the drafter hereof or causing the same to be drafted.

33. **REPRESENTATIONS AND WARRANTIES:** SERVICE PROVIDER represents and warrants: 1) that SERVICE PROVIDER has no obligations, legal or otherwise, inconsistent with the terms of this Agreement; 2) that the performance of the services to be provided in this Agreement does not and will not violate any applicable law, rule or regulation or any proprietary or other right of any third party; and 3) that SERVICE PROVIDER has not entered into or will not enter into any Agreement (whether oral or written) in conflict with this Agreement.

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

35. **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.

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

37. **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.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year first above written.

SEAFORD UNION FREE SCHOOL DISTRICT

Date: 7/9/2026 By: _____

Date: _____

JEFFREY ELFENBEIN

DR. JEFFREY N. ELFENBEIN
3921 MERRICK ROAD
SEAFORD, NY 11783-2886
516-785-0660

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:	DR. JEFFREY N. ELFENBEIN 3921 MERRICK ROAD SEAFORD, NY 11783-2886 516-785-0660
Description of the purpose(s) for which Provider will receive/access PII:	Physicals
Type of PII that Provider will receive/access:	Check all that apply: ☒ Student PII ☐ APPR Data
Contract Term:	Contract Start Date: 7/1/26 Contract End Date: 6/30/27
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: • 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:	Please describe where PII will be stored and the protections taken to ensure PII will be protected: (check all that apply) ☐ Using a cloud or infrastructure owned and hosted by a third party. ☐ Using Contractor owned and hosted solution. ☒ Other: Locked in office Please describe how data security and privacy risks will be mitigated in a manner that does not compromise the security of the data: Locked in office
Encryption:	Data will be encrypted while in motion and at rest.

PROVIDER	
[Signature]	
[Printed Name]	DR. JEFFREY N. ELFENBEIN
[Title]	3921 MERRICK ROAD SEAFORD, NY 11783-2886
Date:	516-785-0660 7/9/2026

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 or marketing purposes. A student's data cannot be shared with an unauthorized person.

2. Authorized parents have the right to inspect and review the contents of their child's education record from their school. Parents' have the right to see the records within forty-five (45) days and dispute any inaccuracies.

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 Office of Information & Reporting Services, New York State Education Department, 89 Washington Avenue, Room 863 EBA, 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 Adele Pecora, Superintendent of Schools, and Nicole Culella, Data Privacy Officer, 1600 Washington Avenue, Seaford, New York 11783. 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, Room 152 EB, 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: DR. JEFFREY N. ELFENBEIN 9/2026
3921 MERRICK ROAD
SEAFORD, NY 11783-2886
516-785-0660
Organization Date

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 7/15/2026

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
RSC Insurance Brokerage, Inc.
P O Box 818035
Cleveland OH 44181

CONTACT NAME: Rachel Casey
PHONE (A/C, No, Ext): 610-922-1504 **FAX (A/C, No):**
E-MAIL ADDRESS: Rachel.Casey@bbrown.com

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : The Doctors Company, An Interinsurance Exchange	34495
INSURER B :	
INSURER C :	
INSURER D :	
INSURER E :	
INSURER F :	

INSURED
Jeffrey Elfenbein, Do
3921 Merrick Road, Suite 1
Seaford NY 11783
JEFFELF-01

COVERAGES **CERTIFICATE NUMBER:** 2143297020 **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	
	COMMERCIAL GENERAL LIABILITY							
	☐ CLAIMS-MADE ☐ OCCUR						EACH OCCURRENCE	$
							DAMAGE TO RENTED PREMISES (Ea occurrence)	$
							MED EXP (Any one person)	$
	GEN'L AGGREGATE LIMIT APPLIES PER:						PERSONAL & ADV INJURY	$
	☐ POLICY ☐ PRO-JECT ☐ LOC						GENERAL AGGREGATE	$
	OTHER:						PRODUCTS - COMP/OP AGG	$
								$
	AUTOMOBILE LIABILITY							
	☐ ANY AUTO						COMBINED SINGLE LIMIT (Ea accident)	$
	☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS						BODILY INJURY (Per person)	$
	☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY						BODILY INJURY (Per accident)	$
							PROPERTY DAMAGE (Per accident)	$
								$
	☐ UMBRELLA LIAB ☐ OCCUR							
	☐ EXCESS LIAB ☐ CLAIMS-MADE						EACH OCCURRENCE	$
	☐ DED ☐ RETENTION $						AGGREGATE	$
								$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY						☐ PER STATUTE ☐ OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y / N ☐	N/A					E.L. EACH ACCIDENT	$
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$
							E.L. DISEASE - POLICY LIMIT	$
A	Medical Malpractice			3088109	10/23/2025	10/23/2026	Claim Limit Aggregate Limit	$1,300,000 $3,900,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Occurrence Coverage
Internal Medicine - No Surgery

CERTIFICATE HOLDER

Seaford School District
1600 Washington Ave
Seaford NY 11783

CANCELLATION

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

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NASSAU BOCES
71 CLINTON ROAD
P.O. BOX 9195
GARDEN CITY, NY 11530-9195

Contract for Cooperative Educational Services

THIS AGREEMENT made this 1st day of July, 2025 by and between the NASSAU BOCES, party of the first part, and SEAFORD UFSD, party of the second part.

WITNESSETH, That whereas party of the first part has been duly authorized to provide the approved Services below and has been authorized to enter into agreements with boards of education and school trustees, under the provisions of sections 1950-51 of the Education Law.

NOW THEREFORE, The said party of the first part hereby agrees to provide to the party of the second part the following Services during the 2025-26 school year at the indicated cost:

Program/ Serial No. Service	Basis for Current Contract: Quantity/ Share	Unit Cost	Cost Basis	Current Fixed Cost	Initial Contract	Adjustments To Date	Current Contract	District Budget Code
Blank SchoolCd field.		0.0000						
295.493 WSB-Special Ed OPT 3	0.0000	0.0000	X-CONTRACT	6,792.00	0.00	6,792.00	6,792.00	
598.491 ESB-School Curriculum Improvement	0.0000	0.0000	X-Contract	1,215.00	0.00	1,215.00	1,215.00	
Subtotal -					**0.00**	**8,007.00**	**8,007.00**	
A1310.49 Business Administration		0.0000						
602.140 Forecast5	0.0000	0.0000	12 MO SERVICE	28,169.43	0.00	28,169.43	28,169.43	A1310.49
602.170 Bold Election Management System	0.0000	0.0000	12 MO SERVICE	16,149.44	0.00	16,149.44	16,149.44	A1310.49
620.010 Cooperative Bidding	0.0000	0.0000	12MO SERVICE	7,345.00	0.00	7,345.00	7,345.00	A1310.49
628.490 Questar State Aid Planning	0.0000	0.0000	X-CONTRACT	3,657.00	0.00	3,657.00	3,657.00	A1310.49
672.490 Southern Westchester Admin Software	0.0000	0.0000	X-CONTRACT	6,692.37	0.00	6,692.37	6,692.37	A1310.49
Subtotal -A1310.49					**0.00**	**62,013.24**	**62,013.24**	
A1430.49 Personnel		0.0000						
525.490 PutnamN.Westchester-Additional Work	0.0000	0.0000	X-CONTRACT	2,602.00	0.00	2,602.00	2,602.00	A1430.49
622.490 Questar3 GASB 45 Planning & Valuati	0.0000	0.0000	X-CONTRACT	5,070.60	0.00	5,070.60	5,070.60	A1430.49
625.490 Putnam On Line Application System	0.0000	0.0000	X-CONTRACT	4,818.06	0.00	4,818.06	4,818.06	A1430.49
659.500 District Substitute Mngt. Sys/1time	0.0000	0.0000	ACTUAL USE	4,784.00	0.00	4,784.00	4,784.00	A1430.49

NASSAU BOCES
71 CLINTON ROAD
P.O. BOX 9195
GARDEN CITY, NY 11530-9195

Contract for Cooperative Educational Services

NASSAU BOCES
SEAFORD UFSD

School Year 2025-26

Program/ Serial No. Service	Basis for Current Contract: Quantity/ Share	Unit Cost	Cost Basis	Current Fixed Cost	Initial Contract	Adjustments To Date	Current Contract	District Budget Code
507.540 Building Local Capacity (BLC's)1X	0.0000	0.0000	ACTUAL USE	239,583.66	0.00	239,583.66	239,583.66	A2010.49
Subtotal -A2010.49					**0.00**	**239,583.66**	**239,583.66**	
A2110.49 Teaching-Regular School		0.0000						
401.500 Outdoor Ed/ Subscription 1-Time	0.0000	0.0000	ACTUAL USE	3,374.00	0.00	3,374.00	3,374.00	A2110.49
401.510 Outdoor Ed/1 Time Billing	0.0000	0.0000	ACTUAL USE	17,594.50	0.00	17,594.50	17,594.50	A2110.49
403.020 Music Instrument Service	0.0000	0.0000	10 MO SERVICE	27,770.03	0.00	27,770.03	27,770.03	A2110.49
403.500 Arts in Education/1-Time Charge	0.0000	0.0000	ACTUAL USE	2,855.00	0.00	2,855.00	2,855.00	A2110.49
403.520 Music Instrument Subscription	0.0000	0.0000	Actual Usage	2,625.00	0.00	2,625.00	2,625.00	A2110.49
403.530 Arts in Ed Services 1X	0.0000	0.0000	Actual Usage	24,055.85	0.00	24,055.85	24,055.85	A2110.49
409.500 Center for Online Learning (COL) 1X	1.0000	0.0000	ACTUAL USE	5,500.00	0.00	5,500.00	5,500.00	A2110.49
409.506 Virtual Tutoring	10.0000	0.0000	ACTUAL USE	56,191.60	0.00	56,191.60	56,191.60	A2110.49
409.520 Videoconferencing-Subscription	1.0000	0.0000	ACTUAL USE	6,610.00	0.00	6,610.00	6,610.00	A2110.49
409.521 Virtual Meeting Room (VMR)	1.0000	0.0000	ACTUAL USE	2,506.40	0.00	2,506.40	2,506.40	A2110.49
409.550 Discovery Education Streaming-1X	4.0000	0.0000	ACTUAL USE	9,538.71	0.00	9,538.71	9,538.71	A2110.49
412.500 Exploratory Enrichmnt 1-time charge	0.0000	0.0000	ACTUAL USE	5,295.50	0.00	5,295.50	5,295.50	A2110.49
423.010 Lang Prog & Assess. Serv.	0.0000	0.0000	12MO SERVICE	15,000.00	0.00	15,000.00	15,000.00	A2110.49
423.500 Lang Program 1-Time	0.0000	0.0000	ACTUAL USE	4,545.00	0.00	4,545.00	4,545.00	A2110.49
423.510 Propio Telephone Interpretation	0.0000	0.0000	ACTUAL USE	288.75	0.00	288.75	288.75	A2110.49
507.500 C & I Subscription - 1X	1.0000	0.0000	ACTUAL USE	13,530.00	0.00	13,530.00	13,530.00	A2110.49
507.512 District Administrative Tools	1.0000	0.0000	ACTUAL USE	2,000.00	0.00	2,000.00	2,000.00	A2110.49
507.517 PE Consortium - 1X	1.0000	0.0000	ACTUAL USE	1,570.00	0.00	1,570.00	1,570.00	A2110.49
507.519 Ancillary C&I Support/ 1 Time Chrg	0.0000	0.0000	ACTUAL USE	2,356.25	0.00	2,356.25	2,356.25	A2110.49
507.522 Global Compliance Network	1.0000	0.0000	ACTUAL USE	1,416.00	0.00	1,416.00	1,416.00	A2110.49
507.530 Regional Workshops/1-Time Chg	0.0000	0.0000	ACTUAL USE	2,913.00	0.00	2,913.00	2,913.00	A2110.49
532.526 Curriculum & Instruction Software								
532.526.130 IXL	0.0000	0.0000	Actual Usage	32,409.30	0.00	32,409.30	32,409.30	A2110.49

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Contract for Cooperative Educational Services

NASSAU BOCES
SEAFORD UFSD

School Year 2025-26

Program/ Serial No.	Service	Basis for Current Contract: Quantity/ Share	Unit Cost	Cost Basis	Current Fixed Cost	Initial Contract	Adjustments To Date	Current Contract	District Budget Code
A2250.49	**Programs/Srvces for the Disabled**		0.0000						
219.040	Iris Wolfson HS-Lv1 (9:1:2)	0.0000	0.0000	STUDENT	80,141.00	0.00	80,141.00	80,141.00	A2250.49
219.049	Iris Wolfson HS RS-Lv1 (9:1:2)	0.0000	0.0000	STUDENT	9,202.40	0.00	9,202.40	9,202.40	A2250.49
231.040	CCA- Phase 2 (6:1:1 NET)	0.0000	0.0000	STUDENT	20,076.60	0.00	20,076.60	20,076.60	A2250.49
231.049	CCA RS-Lv3-Phase 2 (6:1:1 Net)	0.0000	0.0000		2,760.64	0.00	2,760.64	2,760.64	A2250.49
232.070	RKS (6:1:2)	0.0000	0.0000	STUDENT	293,448.00	0.00	293,448.00	293,448.00	A2250.49
232.079	RKS (6:1:2) /RS	0.0000	0.0000		143,004.60	0.00	143,004.60	143,004.60	A2250.49
237.040	Carman Road (9:1:2)	0.0000	0.0000	STUDENT	80,141.00	0.00	80,141.00	80,141.00	A2250.49
237.049	Carman Road School /RS	0.0000	0.0000		60,815.50	0.00	60,815.50	60,815.50	A2250.49
245.040	Robert Williams (6:1:1 Trans Sup Pr	0.0000	0.0000	STUDENT	80,164.00	0.00	80,164.00	80,164.00	A2250.49
245.049	Robert Williams / RS	0.0000	0.0000		81,827.20	0.00	81,827.20	81,827.20	A2250.49
245.060	Seaman Neck MS (6:1:1)	0.0000	0.0000	STUDENT	40,082.00	0.00	40,082.00	40,082.00	A2250.49
245.069	Seaman Neck (6:1:1) /R.S.	0.0000	0.0000		13,892.20	0.00	13,892.20	13,892.20	A2250.49
249.040	Jerusalem Av (6:1:1)	0.0000	0.0000	STUDENT	16,032.80	0.00	16,032.80	16,032.80	A2250.49
249.049	Jerusalem Ave (6:1:1) /R.S.	0.0000	0.0000		4,141.04	0.00	4,141.04	4,141.04	A2250.49
490.493	WSB - Special Fac. (HS)	0.0000	0.0000	X-CONTRACT	3,927.50	0.00	3,927.50	3,927.50	A2250.49
503.009	Hearing Itinerant Individual	0.0000	0.0000		8,176.32	0.00	8,176.32	8,176.32	A2250.49
503.109	Vision Itinerant Individual	0.0000	0.0000		7,433.00	0.00	7,433.00	7,433.00	A2250.49
590.510	Mental Health School Resources-1X	0.0000	0.0000	ACTUAL USE	98,121.72	0.00	98,121.72	98,121.72	A2250.49
Subtotal -A2250.49						**0.00**	**1,043,387.52**	**1,043,387.52**	
A2280.49	**Career Education**		0.0000						
107.010	Career Education Regular Program	0.0000	0.0000	10MO SERVICE	345,246.00	0.00	345,246.00	345,246.00	A2280.49

NASSAU BOCES
71 CLINTON ROAD
P.O. BOX 9195
GARDEN CITY, NY 11530-9195

Contract for Cooperative Educational Services

NASSAU BOCES
SEAFORD UFSD

School Year 2025-26

Program/ Serial No. Service	Basis for Current Contract: Quantity/ Share	Unit Cost	Cost Basis	Current Fixed Cost	Initial Contract	Adjustments To Date	Current Contract	District Budget Code
602.080 Infinite Campus - 12 Month	0.0000	0.0000	12MO SERVICE	81,192.50	0.00	81,192.50	81,192.50	A2630.49
602.094 Data Warehousing	0.0000	0.0000	12MO SERVICE	11,632.80	0.00	11,632.80	11,632.80	A2630.49
602.195 ParentSquare	0.0000	0.0000	12 MO SERVICE	13,974.14	0.00	13,974.14	13,974.14	A2630.49
602.282 Administrative Projects	0.0000	0.0000	12 MO SERVICE	147,399.06	0.00	147,399.06	147,399.06	A2630.49
602.287 Outsourced Network Support-Adm	0.0000	0.0000	12 MO SERVICE	376,336.80	0.00	376,336.80	376,336.80	A2630.49
602.294 Admin Cloud Security Services	0.0000	0.0000	12 MO SERVICE	8,599.50	0.00	8,599.50	8,599.50	A2630.49
602.296 Admin Advanced Engineering Supp-1X	0.0000	0.0000	12 MO SERVICE	33,075.00	0.00	33,075.00	33,075.00	A2630.49
602.298 Admin Svc WAN Telecommunications	0.0000	0.0000	12 MO SERVICE	69,990.47	0.00	69,990.47	69,990.47	A2630.49
602.526 Family ID - 1X	0.0000	0.0000	ACTUAL USE	4,400.00	0.00	4,400.00	4,400.00	A2630.49
602.529 Board Doc's - 1X	0.0000	0.0000		3,854.25	0.00	3,854.25	3,854.25	A2630.49
602.566 Data Privacy & Security Serv 1X	0.0000	0.0000	ACTUAL USE	13,620.00	0.00	13,620.00	13,620.00	A2630.49
602.583 Evaluation Software	0.0000	0.0000	ACTUAL USE	5,025.20	0.00	5,025.20	5,025.20	A2630.49
602.594 Data Warehousing/1X	0.0000	0.0000	ACTUAL USE	5,005.00	0.00	5,005.00	5,005.00	A2630.49
602.596 Frontline Prof Learning Mgmt-1X	0.0000	0.0000	ACTUAL USE	8,121.96	0.00	8,121.96	8,121.96	A2630.49
602.777 Annual Hardware/Software !X	0.0000	0.0000	ACTUAL USE	163,004.49	0.00	163,004.49	163,004.49	A2630.49
602.782 Administrative Project	0.0000	0.0000	ACTUAL USE	98,627.28	0.00	98,627.28	98,627.28	A2630.49
602.789 Microsoft Consortium Licensing 1X	0.0000	0.0000	ACTUAL USE	87,766.97	0.00	87,766.97	87,766.97	A2630.49
602.797 Admin Telecommunication Projects-1X	0.0000	0.0000	Actual Use	15,106.32	0.00	15,106.32	15,106.32	A2630.49
655.490 PNW Safety/Risk Management	0.0000	0.0000	X-CONTRACT	5,940.00	0.00	5,940.00	5,940.00	A2630.49
Subtotal -A2630.49					**0.00**	**2,445,059.42**	**2,445,059.42**	
A2810.49 Guidance-Regular School		0.0000						
602.071 NYSED Reporting	0.0000	0.0000	12MO SERVICE	27,844.08	0.00	27,844.08	27,844.08	A2810.49
Subtotal -A2810.49					**0.00**	**27,844.08**	**27,844.08**	
A2815.49 Health Services-Regular School		0.0000						
550.510 Health and Welfare	0.0000	0.0000		29,180.40	0.00	29,180.40	29,180.40	A2815.49
Subtotal -A2815.49					**0.00**	**29,180.40**	**29,180.40**	

NASSAU BOCES
71 CLINTON ROAD
P.O. BOX 9195
GARDEN CITY, NY 11530-9195

NASSAU BOCES
SEAFORD UFSD

School Year 2025-26

Summary:

Total of Service Costs - All Funds:	5,351,091.61	(Except 001/002)
Capital Costs:	73,533.00	(CoSer 002)
Adm. & Clerical Costs:	286,110.00	(CoSer 001)
Total Contract Costs:	5,710,734.61	

The party of the second part hereby agrees to pay the total contract cost to the party of the first part according to the following schedule:
10 Times per year

This contract shall not be valid or binding until it is approved by the Commissioner of Education.
IN WITNESS WHEREOF, the parties have set their hands the day and year above written.

	NASSAU BOCES	71 CLINTON ROAD, P.O. BOX 9195, GARDEN CITY, NY, 11530-9195
Signature, President and/or Clerk, BOCES	(Party of the First Part)	(Post Office Address)
	SEAFORD UFSD	ATTN BUSINESS OFFICE, 1600 WASHINGTON AVENUE, SEAFORD, NY, 11783-
Signature, President and/or Clerk, Board of Education (As Authoized)	(Party of the Second Part)	(Post Office Address)

NASSAU BOCES
71 CLINTON ROAD
P.O. BOX 9195
GARDEN CITY, NY 11530-9195

Initial Contract for Cooperative Educational Services

THIS AGREEMENT made this 1st day of July, 2026 by and between the NASSAU BOCES, party of the first part, and SEAFORD UFSD, party of the second part.

WITNESSETH, That whereas party of the first part has been duly authorized to provide the approved Services below and has been authorized to enter into agreements with boards of education and school trustees, under the provisions of sections 1950-51 of the Education Law.

NOW THEREFORE, The said party of the first part hereby agrees to provide to the party of the second part the following Services during the 2026-27 school year at the indicated cost:

Program/ Serial No.	Service	Basis for Current Contract: Quantity/ Share	Unit Cost	Cost Basis	Current Fixed Cost	Initial Contract	District Budget Code
Blank SchoolCd field.			0.0000				
245.030	R. Williams Intensive Support 9:1:2	0.0000	0.0000	STUDENT	105,302.00	105,302.00	
403.534	Student Festivals NYSSMA, LISFA etc	0.0000	0.0000	Actual Usage	1,531.53	1,531.53	
403.535	District Part Fee NYSSMA, LISFA ETC	0.0000	0.0000	Actual Usage	2,570.40	2,570.40	
403.550	PD Art Educators (ASA)	0.0000	0.0000	Actual Usage	892.50	892.50	
403.551	PD Music Educators (NYSCAME)	0.0000	0.0000	Actual Usage	1,130.50	1,130.50	
403.552	PD Balanced Mind Conference	0.0000	0.0000	Actual Usage	1,820.70	1,820.70	
590.010	Mental Health School Resources	0.0000	0.0000	12 MO SERVICE	87,312.00	87,312.00	
Subtotal -						**200,559.63**	
A1310.49	**Business Administration**		0.0000				
602.140	Forecast5	0.0000	0.0000	12 MO SERVICE	22,183.43	22,183.43	A1310.49
602.170	Bold Election Management System	0.0000	0.0000	12 MO SERVICE	17,367.40	17,367.40	A1310.49
620.010	Cooperative Bidding	0.0000	0.0000	12MO SERVICE	7,640.00	7,640.00	A1310.49
628.490	Questar State Aid Planning	0.0000	0.0000	X-CONTRACT	3,657.00	3,657.00	A1310.49
Subtotal -A1310.49						**50,847.83**	
A1430.49	**Personnel**		0.0000				
622.490	Questar3 GASB 45 Planning & Valuati	0.0000	0.0000	X-CONTRACT	1,690.20	1,690.20	A1430.49

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Initial Contract for Cooperative Educational Services

NASSAU BOCES
SEAFORD UFSD

School Year 2026-27

Program/ Serial No.	Service	Basis for Current Contract: Quantity/ Share	Unit Cost	Cost Basis	Current Fixed Cost	Initial Contract	District Budget Code
625.490	Putnam On Line Application System	0.0000	0.0000	X-CONTRACT	1,445.42	1,445.42	A1430.49
659.500	District Substitute Mngt. Sys/1time	0.0000	0.0000	ACTUAL USE	5,023.00	5,023.00	A1430.49
660.500	Regional Teacher Cert - 1X	0.0000	0.0000		5,020.00	5,020.00	A1430.49
	Subtotal -A1430.49					**13,178.62**	
A1480.49	**Public Information & Services**		0.0000				
602.021	Syntax NY	0.0000	0.0000	12 MO SERVICE	6,785.00	6,785.00	A1480.49
670.021	Syntax Public Relations	0.0000	0.0000	12 MO SERVICE	37,565.62	37,565.62	A1480.49
670.023	Syntax PR PD	0.0000	0.0000	12 MO SERVICE	20,227.64	20,227.64	A1480.49
	Subtotal -A1480.49					**64,578.26**	
A1620.49	**Operation of Plant**		0.0000				
617.010	Health & Safety Training	0.0000	0.0000	12MO SERVICE	32,127.00	32,127.00	A1620.49
	Subtotal -A1620.49					**32,127.00**	
A1680.49	**Central Data Processing**		0.0000				
602.621	Web-based NIS 1X	0.0000	0.0000	ACTUAL USE	4,500.00	4,500.00	A1680.49
	Subtotal -A1680.49					**4,500.00**	
A1981.49	**BOCES Admin, Rent, Captial Projects**		0.0000				
001.000	Administration	0.0000	0.0000	4MO SERVICE	299,726.00	299,726.00	A1981.49
002.010	Rental of Facilities	0.0000	0.0000	12MO SERVICE	29,507.00	29,507.00	A1981.49
002.020	Capital Projects	0.0000	0.0000	4MO SERVICE	44,948.00	44,948.00	A1981.49
	Subtotal -A1981.49					**374,181.00**	

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SEAFORD UFSD

School Year 2026-27

Program/ Serial No.	Service	Basis for Current Contract: Quantity/ Share	Unit Cost	Cost Basis	Current Fixed Cost	Initial Contract	District Budget Code
A2010.49	**Curriculum Development & Supervision**		0.0000				
507.540	Building Local Capacity (BLC's)1X	0.0000	0.0000	ACTUAL USE	150,000.00	150,000.00	A2010.49
	Subtotal -A2010.49					**150,000.00**	
A2110.49	**Teaching-Regular School**		0.0000				
401.500	Outdoor Ed/ Subscription 1-Time	0.0000	0.0000	ACTUAL USE	2,800.00	2,800.00	A2110.49
401.510	Outdoor Ed/1 Time Billing	0.0000	0.0000	ACTUAL USE	20,000.00	20,000.00	A2110.49
403.020	Music Instrument Service	0.0000	0.0000	10 MO SERVICE	23,765.51	23,765.51	A2110.49
403.500	Arts in Education/1-Time Charge	0.0000	0.0000	ACTUAL USE	2,855.00	2,855.00	A2110.49
403.520	Music Instrument Subscription	0.0000	0.0000	Actual Usage	2,625.00	2,625.00	A2110.49
403.530	Arts in Ed Services 1X	0.0000	0.0000	Actual Usage	14,209.79	14,209.79	A2110.49
409.500	Center for Online Learning (COL) 1X	0.0000	0.0000	ACTUAL USE	5,760.00	5,760.00	A2110.49
409.506	Virtual Tutoring	0.0000	0.0000	ACTUAL USE	67,100.00	67,100.00	A2110.49
409.520	Videoconferencing-Subscription	0.0000	0.0000	ACTUAL USE	6,920.00	6,920.00	A2110.49
409.550	Discovery Education Streaming-1X	0.0000	0.0000	ACTUAL USE	9,859.13	9,859.13	A2110.49
412.500	Exploratory Enrichmnt 1-time charge	0.0000	0.0000	ACTUAL USE	4,581.50	4,581.50	A2110.49
423.010	Lang Prog & Assess. Serv.	0.0000	0.0000	12MO SERVICE	12,000.00	12,000.00	A2110.49
423.500	Lang Program 1-Time	0.0000	0.0000	ACTUAL USE	4,545.00	4,545.00	A2110.49
507.500	C & I Subscription - 1X	0.0000	0.0000	ACTUAL USE	14,170.00	14,170.00	A2110.49
507.512	District Administrative Tools	0.0000	0.0000	ACTUAL USE	2,000.00	2,000.00	A2110.49
507.517	PE Consortium - 1X	0.0000	0.0000	ACTUAL USE	1,645.00	1,645.00	A2110.49
507.519	Ancillary C&I Support/ 1 Time Chrg	0.0000	0.0000	ACTUAL USE	2,500.00	2,500.00	A2110.49
507.522	Global Compliance Network	0.0000	0.0000	ACTUAL USE	1,416.00	1,416.00	A2110.49
507.530	Regional Workshops/1-Time Chg	0.0000	0.0000	ACTUAL USE	1,800.00	1,800.00	A2110.49
507.591	School Dist Supp/Data Driven	0.0000	0.0000	ACTUAL USAGE	1,370.00	1,370.00	A2110.49
532.526	Curriculum & Instruction Software	0.0000	0.0000		146,718.41	146,718.41	A2110.49

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Initial Contract for Cooperative Educational Services

NASSAU BOCES
SEAFORD UFSD

School Year 2026-27

Program/ Serial No.	Service	Basis for Current Contract: Quantity/ Share	Unit Cost	Cost Basis	Current Fixed Cost	Initial Contract	District Budget Code
532.560	Curriculum & Instruction Software	0.0000	0.0000		49,876.21	49,876.21	A2110.49
558.500	Admin. Office Support (AOS)-1X	0.0000	0.0000	ACTUAL USE	4,080.00	4,080.00	A2110.49
590.515	Mental Health Consortium	0.0000	0.0000	ACTUAL USE	3,250.00	3,250.00	A2110.49
602.091	Food Management	0.0000	0.0000	12MO SERVICE	16,995.30	16,995.30	A2110.49
602.559	Shared Data Protection Officer Supp	0.0000	0.0000	ACTUAL USE	2,172.00	2,172.00	A2110.49
602.570	Test Scoring/1X	0.0000	0.0000	ACTUAL USE	21,957.37	21,957.37	A2110.49
602.576	Northwest Eval Assoc (NWEA)1X	0.0000	0.0000	ACTUAL USE	24,488.10	24,488.10	A2110.49
602.580	Infinite Campus - 1 time charge	0.0000	0.0000	ACTUAL USE	25,340.50	25,340.50	A2110.49
Subtotal -A2110.49						**496,799.82**	
A2250.49	**Programs/Srvces for the Disabled**		0.0000				
206.000	Related Services-LOI	0.0000	0.0000	10MO SERVICE	664,219.60	664,219.60	A2250.49
219.040	Iris Wolfson HS-Lv1 (9:1:2)	0.0000	0.0000	STUDENT	83,908.00	83,908.00	A2250.49
232.070	RKS (6:1:2)	0.0000	0.0000	STUDENT	307,827.00	307,827.00	A2250.49
237.040	Carman Road (9:1:2)	0.0000	0.0000	STUDENT	167,816.00	167,816.00	A2250.49
245.060	Seaman Neck MS (6:1:1)	0.0000	0.0000	STUDENT	83,932.00	83,932.00	A2250.49
503.000	Hearing Itinerant Individual	0.0000	0.0000	STUDENT	213,609.00	213,609.00	A2250.49
503.100	Vision Itinerant Individual	0.0000	0.0000	STUDENT	38,838.00	38,838.00	A2250.49
590.510	Mental Health School Resources-1X	0.0000	0.0000	ACTUAL USE	17,462.40	17,462.40	A2250.49
Subtotal -A2250.49						**1,577,612.00**	
A2280.49	**Career Education**		0.0000				
107.010	Career Education Regular Program	0.0000	0.0000	10MO SERVICE	260,880.00	260,880.00	A2280.49

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Initial Contract for Cooperative Educational Services

NASSAU BOCES
SEAFORD UFSD

School Year 2026-27

Program/ Serial No.	Service	Basis for Current Contract: Quantity/ Share	Unit Cost	Cost Basis	Current Fixed Cost	Initial Contract	District Budget Code
	Subtotal -A2280.49					**260,880.00**	
A2610.49	**School Library & Audiovisual**		0.0000				
509.030	Repair & Maintenance	0.0000	0.0000	12MO SERVICE	155,000.00	155,000.00	A2610.49
533.020	Online Databases	0.0000	0.0000	12MO SERVICE	52,486.00	52,486.00	A2610.49
	Subtotal -A2610.49					**207,486.00**	
A2630.49	**Computer**		0.0000				
409.022	Virtual Learning VELEX	0.0000	0.0000	12MO SERVICE	4,000.00	4,000.00	A2630.49
509.530	Repair & Maintenance - 1X	0.0000	0.0000	ACTUAL USE	5,000.00	5,000.00	A2630.49
514.510	NASTECH - 1 Time	0.0000	0.0000	ACTUAL USE	7,593.00	7,593.00	A2630.49
516.510	Printing/1Time Charge	0.0000	0.0000	ACTUAL USE	64,337.00	64,337.00	A2630.49
532.010	Learning Tech Project Planning	0.0000	0.0000	12MO SERVICE	517,135.45	517,135.45	A2630.49
532.030	E-Rate	0.0000	0.0000	12MO SERVICE	4,745.00	4,745.00	A2630.49
532.087	Outsourced Network Support	0.0000	0.0000	12 MO SERVICE	369,868.24	369,868.24	A2630.49
532.094	Instructional Cloud Security Servic	0.0000	0.0000	12 MO SERVICE	8,771.49	8,771.49	A2630.49
532.096	Instr Advanced Engineering Support	0.0000	0.0000	12 MO SERVICE	33,736.50	33,736.50	A2630.49
532.505	LTPP Subscription 1X	0.0000	0.0000	ACTUAL USE	4,235.81	4,235.81	A2630.49
532.528	SchooLinks	0.0000	0.0000	ACTUAL USAGE	13,096.78	13,096.78	A2630.49
534.510	Model Schools 1X	0.0000	0.0000		7,100.00	7,100.00	A2630.49
534.530	Prof Dev & Inst Supp For LTPP/1X	0.0000	0.0000	ACTUAL USE	24,660.00	24,660.00	A2630.49
602.038	FINALSITE	0.0000	0.0000	12 MO SERVICE	15,609.04	15,609.04	A2630.49
602.041	IEP Direct	0.0000	0.0000	12MO SERVCE	32,398.49	32,398.49	A2630.49
602.080	Infinite Campus - 12 Month	0.0000	0.0000	12MO SERVICE	87,619.36	87,619.36	A2630.49
602.094	Data Warehousing	0.0000	0.0000	12MO SERVICE	12,319.56	12,319.56	A2630.49
602.195	ParentSquare	0.0000	0.0000	12 MO SERVICE	14,671.55	14,671.55	A2630.49

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Initial Contract for Cooperative Educational Services

NASSAU BOCES
SEAFORD UFSD

School Year 2026-27

Program/ Serial No.	Service	Basis for Current Contract: Quantity/ Share	Unit Cost	Cost Basis	Current Fixed Cost	Initial Contract	District Budget Code
602.282	Administrative Projects	0.0000	0.0000	12 MO SERVICE	58,016.63	58,016.63	A2630.49
602.287	Outsourced Network Support-Adm	0.0000	0.0000	12 MO SERVICE	369,868.24	369,868.24	A2630.49
602.294	Admin Cloud Security Services	0.0000	0.0000	12 MO SERVICE	8,771.49	8,771.49	A2630.49
602.296	Admin Advanced Engineering Supp-1X	0.0000	0.0000	12 MO SERVICE	33,736.50	33,736.50	A2630.49
602.298	Admin Svc WAN Telecommunications	0.0000	0.0000	12 MO SERVICE	68,942.41	68,942.41	A2630.49
602.526	Family ID - 1X	0.0000	0.0000	ACTUAL USE	4,617.20	4,617.20	A2630.49
602.529	Board Doc's - 1X	0.0000	0.0000		3,854.25	3,854.25	A2630.49
602.566	Data Privacy & Security Serv 1X	0.0000	0.0000	ACTUAL USE	4,630.00	4,630.00	A2630.49
602.594	Data Warehousing/1X	0.0000	0.0000	ACTUAL USE	5,243.00	5,243.00	A2630.49
602.596	Frontline Prof Learning Mgmt-1X	0.0000	0.0000	ACTUAL USE	8,528.06	8,528.06	A2630.49
602.777	Annual Hardware/Software !X	0.0000	0.0000	ACTUAL USE	58,000.00	58,000.00	A2630.49
602.789	Microsoft Consortium Licensing 1X	0.0000	0.0000	ACTUAL USE	103,434.45	103,434.45	A2630.49
602.797	Admin Telecommunication Projects-1X	0.0000	0.0000	Actual Use	7,747.96	7,747.96	A2630.49
Subtotal -A2630.49						**1,962,287.46**	
A2810.49	**Guidance-Regular School**		0.0000				
602.071	NYSED Reporting	0.0000	0.0000	12MO SERVICE	29,923.92	29,923.92	A2810.49
Subtotal -A2810.49						**29,923.92**	
A2815.49	**Health Services-Regular School**		0.0000				
550.510	Health and Welfare	0.0000	0.0000		31,879.00	31,879.00	A2815.49
Subtotal -A2815.49						**31,879.00**	
A2855.49	**Interscholastic Athletics-Regular School**		0.0000				
502.020	Cost Schedules	0.0000	0.0000	12MO SERVICE	18,230.00	18,230.00	A2855.49
502.040	Referee Fees	0.0000	0.0000	12MO SERVICE	78,444.00	78,444.00	A2855.49
532.578	Hudl	0.0000	0.0000	ACTUAL USE	20,700.00	20,700.00	A2855.49
Subtotal -A2855.49						**117,374.00**	

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NASSAU BOCES
SEAFORD UFSD

School Year 2026-27

Program/ Serial No.	Service	Basis for Current Contract: Quantity/ Share	Unit Cost	Cost Basis	Current Fixed Cost	Initial Contract	District Budget Code
A5540.49	**Contract Transportation - Med. Eligible**		0.0000				
614.500	Spec Ed Trans/Contract/Student	0.0000	0.0000		20,518.00	20,518.00	A5540.49
	Subtotal -A5540.49					**20,518.00**	
Blank SchoolCd field.			0.0000				
915.027	Summer School Transportation	0.0000	0.0000		1,682.00	1,682.00	
	Subtotal -Blank Sort Code					**1,682.00**	

NASSAU BOCES
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NASSAU BOCES School Year 2026-27
SEAFORD UFSD

Summary:

Total of Service Costs - All Funds:	5,222,233.54	**(Except 001/002)**
Capital Costs:	74,455.00	**(CoSer 002)**
Adm. & Clerical Costs:	299,726.00	**(CoSer 001)**
Total Contract Costs:	5,596,414.54	

The party of the second part hereby agrees to pay the total contract cost to the party of the first part according to the following schedule:
10 Times per year

This contract shall not be valid or binding until it is approved by the Commissioner of Education.
IN WITNESS WHEREOF, the parties have set their hands the day and year above written.

	NASSAU BOCES	**71 CLINTON ROAD, P.O. BOX 9195, GARDEN CITY, NY, 11530-9195**
Signature, President and/or Clerk, BOCES	**(Party of the First Part)**	**(Post Office Address)**
	SEAFORD UFSD	**ATTN BUSINESS OFFICE, 1600 WASHINGTON AVENUE, SEAFORD, NY, 11783-**
Signature, President and/or Clerk, Board of Education (As Authoized)	**(Party of the Second Part)**	**(Post Office Address)**

AGREEMENT

THIS AGREEMENT made as of the 1st day of July, 2026 by and between SEAFORD UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "SCHOOL DISTRICT"), as the party of the first part, having its principal place of business located at 1600 Washington Avenue, Seaford, New York 11783, and QUANTAS ADVISORS, LLC (hereinafter referred to as "CONSULTANT"), as the party of the second part, having its principal place of business for purposes of this Agreement at 27 Johnson Road, Clarks Summit, Pennsylvania 18411.

WITNESSETH:

WHEREAS, CONSULTANT is in the business of providing consulting services concerning compliance with the Patient Protection and Affordable Care Act (hereinafter "ACA"); and

WHEREAS, SCHOOL DISTRICT desires that CONSULTANT provide said services to it as set forth in this Agreement; and

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

1. **TERM OF AGREEMENT:** This Agreement shall be in effect for the period July 1, 2026 through June 30, 2027, unless terminated earlier, as set forth herein.

2. **SCOPE OF SERVICES:** CONSULTANT shall provide SCHOOL DISTRICT with Affordable Care Act Consulting Services, which include, but are not limited to:

   a. Provide comprehensive tracking of employee hours of service to determine "Full-Time" "Part-Time" status based on SCHOOL DISTRICT's adoption of the IRS Safe Harbors per IRS Notices 2012-58, 2012-17, 2011- 36, 2011-73. "Measurement Period Report."

   b. Provide to SCHOOL DISTRICT written Measurement Period Reports at least twice per fiscal year, not to exceed four (4) times per fiscal year.

   c. Prepare and provide SCHOOL DISTRICT with DRAFT IRS Forms 1095C and 1095B for individuals required to receive one based on §6056 and §6055, and per SCHOOL DISTRICT's adoption of the IRS Safe Harbors pursuant to IRS Notices 2012-58, 2012-17, 2011-36, 2011-73. "Measurement Period Report"

   d. Produce at least one (1) but not to exceed four (4) revisions to DRAFT IRS Form 1095C and 1095B.

   e. Provide final forms for the SCHOOL DISTRICT for SCHOOL DISTRICT's production, or if SCHOOL DISTRICT requests, in writing, that CONSULTANT distribute the final approved forms, the associated fees will be based on paragraph 3 of this Agreement, after SCHOOL DISTRICT has provided written approval of the draft IRS Forms 1059C and 1095B.

f. Prepare Draft IRS Forms 1094C and 1094B.

g. Efile forms IRS Forms 1094C, 1094B all forms 1095C and 1095B through the IRS Affordable Care Act Information Returns Program (AIR) using CONSULTANT's AIR Transmitter Control Code (TCC), after SCHOOL DISTRICT has provided written approval for the IRS Forms 1094C and 1094B.

3. **COMPENSATION:** In full consideration for the services to be rendered by CONSULTANT to SCHOOL DISTRICT for the term of this Agreement, SCHOOL DISTRICT agrees to pay CONSULTANT as follows:

§ 6065 Reporting (Employer Mandate)	$14,158.34
§ 6055 Reporting (Self-Funding Reporting)	INCLUDED
IRS Reporting – Forms (Printing, Mailing & Postage)	$.79 + postage per form
Correction of Errors	$275.00 per hour
Individual State Reporting	$650.00 per state

4. **INVOICE DUE:** CONSULTANT will submit an invoice for services rendered on a quarterly basis, and payment to CONSULTANT shall be made within sixty (60) days from receipt of invoice from CONSULTANT. SCHOOL DISTRICT shall give CONSULTANT notice of any invoice dispute within twenty (20) days of its receipt and reserves the right to withhold payment pending the resolution of this dispute. Failure to dispute any invoice shall not be deemed as an acceptance and does not act as a waiver of SCHOOL DISTRICT's rights or prevent SCHOOL DISTRICT from availing itself of any remedy or course of action it has at law or in equity at a later date.

5. **INDEPENDENT CONTRACTOR:** All employees of CONSULTANT shall be deemed employees of CONSULTANT for all purposes and CONSULTANT alone shall be responsible for their work, personal conduct, direction, and compensation. CONSULTANT acknowledges that it will not hold itself, its officers, employees and/or agents out as employees of SCHOOL DISTRICT. CONSULTANT 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. CONSULTANT 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, CONSULTANT, 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. CONSULTANT agrees that this Agreement does not confer benefits of any nature whatsoever upon it other than payment for services provided herein. CONSULTANT 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. CONSULTANT 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.

6. **EXPENSES OF CONSULTANT:** CONSULTANT shall be responsible for all costs and expenses incurred by CONSULTANT that are incident to the performance of services for SCHOOL DISTRICT, including, but not limited to, all tools, vehicles, or other equipment to be provided by CONSULTANT, all fees, fines, licenses, bonds or taxes required of or imposed against CONSULTANT and all other of CONSULTANT's costs of doing business. SCHOOL DISTRICT shall not be responsible for any expenses incurred by CONSULTANT in performing services for SCHOOL DISTRICT.

7. **SCHOOL DISTRICT'S RIGHT TO EXAMINE ACCOUNTING RECORDS:** SCHOOL DISTRICT shall have the right to examine any and all accounting records as they pertain to the services provided pursuant to this Agreement.

8. **ERRORS and REVIEW OF DATA:** All Services provided hereunder will be based upon information provided to CONSULTANT by SCHOOL DISTRICT or any person who is authorized by SCHOOL DISTRICT to use, access or receive the Services. SCHOOL DISTRICT will promptly review all documents and reports produced by CONSULTANT and provided or made available to SCHOOL DISTRICT in connection with the Services and promptly notify CONSULTANT of any error, omission, or discrepancy with SCHOOL DISTRICT's records. CONSULTANT will promptly correct such error, omission or discrepancy and such corrections will be done at no additional charge to SCHOOL DISTRICT.

9. **RECORDS:** CONSULTANT does not serve as SCHOOL DISTRICT's record keeper and SCHOOL DISTRICT will be responsible for retaining copies of all documentation received from or provided to CONSULTANT in connection with the Services to the extent required by SCHOOL DISTRICT or applicable law. CONSULTANT will maintain records during the term of its services to SCHOOL DISTRICT.

10. **COMPLIANCE WITH LAW:** CONSULTANT understands and agrees that it is responsible for complying with all applicable Federal, State, local statutes, rules, and ordinances.

11. **SCHOOL GROUNDS & RULES:** It is understood and agreed that while on school grounds, CONSULTANT, its employees and/or agents shall obey all SCHOOL DISTRICT rules and regulations and must follow all reasonable directives of SCHOOL DISTRICT's administrators and employees.

12. **PHOTO I.D.:** CONSULTANT shall furnish each individual providing services hereunder with a photo identification badge to be worn at all times while the individual is on-site providing services to SCHOOL DISTRICT.

13. **TERMINATION:**

a. This Agreement may be terminated by SCHOOL DISTRICT upon fifteen (15) days' written notice to CONSULTANT. In the event of such termination, the parties will adjust the accounts due and payable to CONSULTANT for services rendered.

CONSULTANT will not incur any additional expenses upon receipt of SCHOOL DISTRICT' notification that CONSULTANT's services have been terminated. Upon any such termination, the parties shall endeavor in an orderly manner to wind down activities hereunder. In the event of termination, all reports and services due to SCHOOL DISTRICT must be completed by CONSULTANT within thirty (30) days of the termination date.

b. This Agreement may be terminated by SCHOOL DISTRICT in the event of a material breach by CONSULTANT, upon three (3) days' written notice from SCHOOL DISTRICT to CONSULTANT.

14. **CONFIDENTIALITY AND DATA SECURITY AND PRIVACY STANDARDS:**

a. CONSULTANT, its employees, and/or agents agree that all information obtained in connection with the services provided for in this Agreement is deemed confidential information. CONSULTANT, 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. CONSULTANT further agrees that any information received by CONSULTANT, 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 CONSULTANT, its employees, and/or agents in full confidence and will not be revealed to any other persons, firms, or organizations.

b. CONSULTANT 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"). CONSULTANT 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 2.0.

c. CONSULTANT has no property or licensing rights or claims of ownership to PII, and CONSULTANT 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. CONSULTANT 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 CONSULTANT for all employees who will receive personally identifiable information from student records (hereinafter referred to as "student data").

e. CONSULTANT understands that as part of SCHOOL DISTRICT's obligations under New York Education Law § 2-d, CONSULTANT 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 CONSULTANT will ensure that subcontractors, persons or entities that CONSULTANT 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, CONSULTANT shall provide SCHOOL DISTRICT with copies of its policies and related procedures that pertain to the protection of PII and may be made available in a form that does not violate CONSULTANT's own information security policies, confidentiality obligations, and applicable laws. In addition, CONSULTANT 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 CONSULTANT, and alignment with the NIST Cybersecurity Framework performed by an independent third party at CONSULTANT's expense, and provide the audit report to SCHOOL DISTRICT. CONSULTANT may provide SCHOOL DISTRICT with a recent industry standard independent audit report on CONSULTANT's privacy and security practices as an alternative to undergoing an audit.

g. The following requirements apply if CONSULTANT will use subcontractors that have access to PII in the course of providing the services:

   i. CONSULTANT shall only disclose PII to CONSULTANT'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. CONSULTANT shall ensure that all such employees and subcontractors comply with the terms of this provision.

   ii. CONSULTANT 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. CONSULTANT 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, CONSULTANT 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, CONSULTANT shall follow the data breach reporting requirements set forth herein.

   iv. CONSULTANT shall take full responsibility for the acts and omissions of its employees and subcontractors.

   v. CONSULTANT must not disclose PII to any other party unless such disclosure is required by statute, court order, or subpoena, and CONSULTANT 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. CONSULTANT 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, CONSULTANT shall immediately notify SCHOOL DISTRICT and advise it as to the nature of the breach and steps CONSULTANT 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, (1) a description of the breach which includes the date of the incident and the date of discovery, (2) the types of PII affected and the number of records affected, (3) a description of CONSULTANT's investigation, and (4) the contact information for representatives who can assist SCHOOL DISTRICT. In the case of required notification to a parent or eligible student, CONSULTANT shall promptly reimburse SCHOOL DISTRICT for the full cost of such notification.

j. CONSULTANT 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 CONSULTANT or its authorized users, as related to such investigations, will be the sole responsibility of CONSULTANT if such breach is attributable to CONSULTANT or its subcontractors.

k. In the event that CONSULTANT 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 CONSULTANT 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. CONSULTANT 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. CONSULTANT 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, CONSULTANT 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, CONSULTANT agrees to return or destroy all PII when the purpose that necessitated its receipt by CONSULTANT 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 CONSULTANT in a secure data center and/or cloud-based facilities that remain in the possession of CONSULTANT or its subcontractors, CONSULTANT 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. CONSULTANT shall provide SCHOOL DISTRICT with a written certification of the secure deletion and/or destruction of PII held by CONSULTANT or its subcontractors.

iv. To the extent that CONSULTANT 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.

15. **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.

16. **INDEMNIFICATION AND HOLD HARMLESS:** To the fullest extent permitted by law, CONSULTANT 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 CONSULTANT, its officers, members of the Board of Education, 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.

17. **INSURANCE:**

a. Notwithstanding any terms, conditions, or provisions, in any other writing between the parties, CONSULTANT hereby agrees to effectuate the naming of SCHOOL DISTRICT as an additional insured on CONSULTANT'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 CONSULTANT'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 CONSULTANT that are covered by the liability policies.

e. At SCHOOL DISTRICT's request, CONSULTANT shall provide a copy of the declaration page of the liability and umbrella policies with a list of endorsements and forms. If so requested, CONSULTANT will provide a copy of the policy endorsements and forms.

f. CONSULTANT 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. There will be no coverage restrictions and/or exclusions involving Sexual Assault and Molestation related claims.

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

iii. **Cyber Liability:**
$2,000,000 per occurrence/$2,000,000 aggregate for the services of CONSULTANT performed under contract for SCHOOL DISTRICT. If the policy is written on a claims-made basis, the effective date must pre-date the inception of the contract or agreement. Coverage shall remain in effect for three (3) years following the completion of the work.

iv. **Fidelity and Cyber Crime Insurance:**
$1,000,000 per claim with no aggregate. For dishonest acts of CONSULTANT's employees including coverage for computer fraud and fund transfer fraud. Covered property must also include SCHOOL DISTRICT's property.

v. **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.

vi. **Professional Errors and Omissions Insurance:**
$2,000,000 per occurrence/$2,000,000 aggregate for the professional acts of CONSULTANT 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.

vii. **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. CONSULTANT acknowledges that failure to obtain such insurance on behalf of SCHOOL DISTRICT constitutes a material breach of contract and subjects it to liability for damages, indemnification and all legal remedies available to SCHOOL DISTRICT. CONSULTANT 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.

i. If CONSULTANT utilizes independent contractors, proof of coverage that extends to the independent contractors must be provided. If independent contractors are required to provide professional errors and omissions coverage of their own, then proof of this coverage must also be provided.

18. **NOTICES:** Any notices to be given under this Agreement by either party to the other may be effected by personal delivery in writing or by mail, registered or certified, postage prepaid with return receipt requested. Each party may change the address by written notice in accordance with this paragraph. Notices delivered personally will be deemed communicated as of actual receipt; mailed notices will be deemed communicated as of two (2) days after mailing. Notices shall be delivered or mailed to:

Quantas Advisors, LLC
27 Johnson Road
Clarks Summit, Pennsylvania 18411

Seaford Union Free School District
1600 Washington Avenue
Seaford, New York 11783
Attn: Superintendent of Schools

19. **ASSIGNMENT OF AGREEMENT:** CONSULTANT shall not assign, transfer or convey any of its respective rights or obligations under this Agreement without the prior written consent of SCHOOL DISTRICT.

20. **DISCRIMINATION PROHIBITED:** Neither SCHOOL DISTRICT nor CONSULTANT 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.

21. **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.

22. **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.

23. **NO PRIOR AGREEMENTS:** This Agreement constitutes the full and complete Agreement between SCHOOL DISTRICT and CONSULTANT, 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.

24. **AGREEMENT CONSTRUCTION:** This Agreement has been arrived at mutually and is not to be construed against any party hereto as being the drafter hereof or causing the same to be drafted.

25. **REPRESENTATIONS AND WARRANTIES:** CONSULTANT represents and warrants:

a. that CONSULTANT has no obligations, legal or otherwise, inconsistent with the terms of this Agreement;

b. that the performance of the services to be provided in this Agreement does not and will not violate any applicable law, rule or regulation or any proprietary or other right of any third party; and

c. that CONSULTANT has not entered into or will not enter into any Agreement (whether oral or written) in conflict with this Agreement.

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

27. **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.

28. **AUTHORIZATION TO ENTER AGREEMENT:** The undersigned representative of CONSULTANT hereby represents and warrants that the undersigned is an officer, director, or

agent of CONSULTANT with full legal rights, power and authority to enter into this Agreement on behalf of CONSULTANT and bind CONSULTANT with respect to the obligations enforceable against CONSULTANT in accordance with its terms.

29. **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.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year first above written.

SEAFORD UNION FREE SCHOOL DISTRICT

Date: _____ By: _____

QUANTAS ADVISORS, LLC

Date: 6/9/2026 By: Tim Scharle Digitally signed by Tim Scharle Date: 2026.06.09 13:41:50 -04'00'

Appendix A

- Identifying in writing SCHOOL DISTRICT's employees (both full-time and variable-hour employees) for whom SCHOOL DISTRICT may be liable for a Section 4980H penalty if affordable, minimum essential coverage providing minimum value is not offered;

- Identifying which type of minimum essential coverage would be deemed "affordable" under ACA for its full-time eligible employees (applying, for example, the "Form W-2" safe harbor);

- Offering strategies and helping SCHOOL DISTRICT apply the "Look-Back/Stability Period Safe Harbor" Measurement Method (a.k.a. "Look-Back Measurement Method") under the ACA to new and ongoing employees of SCHOOL DISTRICT;

- Identifying and accounting for any applicable employment break periods and/or periods of special unpaid leave for each SCHOOL DISTRICT employee who is evaluated using the Look-Back Measurement Method;

- Identifying in writing which SCHOOL DISTRICT employees must be treated as a new, ongoing, variable- hour, full-time, part-time and/or seasonal employees under ACA for purposes of applying the Look-Back Measurement Method and for determining those employees for whom the district may be liable for a Section 4980H penalty if affordable, minimum essential coverage providing minimum value is not offered;

- Reviewing collective bargaining agreements ("CBAs"), individual employment contracts, Board of Education resolutions, letters of understanding and any other documentation setting forth terms and conditions of employment and helping SCHOOL DISTRICT determine how each affects SCHOOL DISTRICT's obligations under ACA;

- Providing SCHOOL DISTRICT with a written penalty analysis for: (1) failing to offer minimum essential coverage as required by ACA; (2) offering minimum essential coverage that does not provide minimum value; (3) providing minimum essential coverage that is not "affordable" under ACA standards; and (4) providing coverage that does not satisfy the non-discrimination rule under ACA;

- Assisting and supporting SCHOOL DISTRICT with audits, inquiries and/or investigations conducted by the Federal oversight agencies including, but not limited to, a response to any notices of a potential Section 4980H penalty;

- Preparing and electronically filing/sending Internal Revenue Code Section 6056 reports as SCHOOL DISTRICT's authorized agent including, but not limited to:

    - Using a secure method of delivery to import applicable SCHOOL DISTRICT data furnished by SCHOOL DISTRICT;
    - Convert SCHOOL DISTRICT data to acceptable format(s);
    - Drafting IRS Forms 1094-C and 1095-C;

- On or before February 15, 2027 sending completed 1095-B and 1095-C forms to SCHOOL DISTRICT for SCHOOL DISTRICT's review and written approval (SCHOOL DISTRICT's written approval must be received by 5:00 p.m. on March 2, 2027);
- Upon receipt of SCHOOL DISTRICT's written approval, furnishing all full-time employees with a copy of IRS Form 1095-C on or before March 2, 2027;
- Upon receipt of SCHOOL DISTRICT's written approval, electronically filing 1094-C and 1095-C forms with IRS on or before March 31, 2027; and
- Providing SCHOOL DISTRICT with confirmation of IRS acceptance of the forms.

- Calculating the hours of service performed by each employee on a weekly and monthly basis including, but not limited to, regular workday, overtime, paid leave time, special unpaid leave time and stipends {each calculation will accurately reflect the hours of service for a particular week or month, even if the time is not entered into SCHOOL DISTRICT's payroll system until after that week or month has concluded);

- Calculating the average hours of service performed by each employee during the initial or standard measurement period;

- Helping SCHOOL DISTRICT:

  - Determine the relevant "plan years"
  - Identify, establish, and apply the most beneficial measurement periods (*e.g.*, 3-12 months, etc.) including, if recommended, different measurement periods for different categories of employees, for:
    - Initial Measurement Periods;
    - Standard Measurement Periods;
    - Stability Periods; and
    - Administrative Periods;

- Analyzing and advising in writing whether SCHOOL DISTRICT's currently offered health insurance plans are "affordable" based on ACA requirements and offering options for alternate health insurance plans that comply with ACA;

- Analyzing and advising in writing which is the best "safe harbor" option under ACA for calculating the affordability of health insurance coverage in accordance with each eligible SCHOOL DISTRICT employees' income;

- Providing written assurances that current SCHOOL DISTRICT health insurance offerings meet the ACA standards for "minimum essential coverage";

- Analyzing and advising SCHOOL DISTRICT in writing to determine what, when and how many notices required by ACA must be provided to its employees and providing the required notices to the employees;

- Providing SCHOOL DISTRICT with a clear understanding of the New York State Health Insurance Exchange and its implications for SCHOOL DISTRICT and SCHOOL DISTRICT employees, if any;

- Ensuring that new and existing employees of SCHOOL DISTRICT are treated correctly and consistently with respect to ACA requirements;

- Developing strategies for timely enrolling in a SCHOOL DISTRICT health insurance plan those employees who meet the applicable legal threshold for average hours worked during the relevant period of time and, as a result, for whom SCHOOL DISTRICT may be liable for a Section 4980H penalty if affordable, minimum essential coverage providing minimum value is not offered; and

- Revising compliance procedures as the Federal Government makes ongoing changes and adjustments to the ACA.

CERTIFICATE OF LIABILITY INSURANCE

2/28/2027

DATE (MM/DD/YYYY): 7/17/2026

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 Lockton Companies, LLC DBA Lockton Insurance Brokers, LLC in CA CA license #0F15767 1185 Avenue of the Americas, Ste. 2010 New York NY 10036 (646) 572-7300	**CONTACT NAME:** **PHONE (A/C, No, Ext):** **FAX (A/C, No):** **E-MAIL ADDRESS:**
INSURED 1577915 Quantas Advisors, LLC 270 Madison Ave, Ste 300 New York, NY 10016	**INSURER(S) AFFORDING COVERAGE** — **NAIC #** INSURER A : Great Northern Insurance Company — 20303 INSURER B : Federal Insurance Company — 20281 INSURER C : Chubb National Insurance Company — 10052 INSURER D : AXIS Surplus Insurance Company — 26620 INSURER E : Arch Specialty Insurance Company — 21199 INSURER F :

COVERAGES **CERTIFICATE NUMBER:** 23590191 **REVISION NUMBER:** XXXXXXX

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	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE / X OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: X POLICY / PRO-JECT / LOC OTHER:	Y	N	36095361	12/18/2025	3/10/2027	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG	$ 1,000,000 $ 1,000,000 $ 10,000 $ 1,000,000 $ 2,000,000 $ 2,000,000
A	AUTOMOBILE LIABILITY ANY AUTO OWNED AUTOS ONLY / SCHEDULED AUTOS X HIRED AUTOS ONLY / X NON-OWNED AUTOS ONLY	N	N	73658929	12/18/2025	3/10/2027	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ 1,000,000 $ XXXXXXX $ XXXXXXX $ XXXXXXX
B	X UMBRELLA LIAB / X OCCUR EXCESS LIAB / CLAIMS-MADE DED / RETENTION $	N	N	56733174	12/18/2025	3/10/2027	EACH OCCURRENCE AGGREGATE	$ 10,000,000 $ 10,000,000 $ XXXXXXX
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? Y/N: N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N/A	N	71845659	3/10/2026	3/10/2027	X PER STATUTE / OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	$ 1,000,000 $ 1,000,000 $ 1,000,000
D	Crime	N	N	P-001-001891433-01	1/16/2026	3/10/2027	Limit: $2,000,000 Ret: $25,000	
E	Cyber/E&O/Prof			C-4LRK-051952-CYBER-2025-A	8/29/2025	2/28/2027	Limit: 5,000,000 Ret: $25,000	

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

THIS CERTIFICATE SUPERSEDES ALL PREVIOUSLY ISSUED CERTIFICATES FOR THIS HOLDER, APPLICABLE TO THE CARRIERS LISTED AND THE POLICY TERM(S) REFERENCED.

Seaford Union Free School District and Quantas Advisors, LLC, 27 Johnson Road, Clarks Summit, Pennsylvania 18411 are included as Additional Insured on the General Liability as required by written contract.

Abuse or Molestation Liability included in General Liability policy: $1,000,000 limit.

CERTIFICATE HOLDER

23590191
Seaford Union Free School District
1600 Washington Ave
Seaford, NY 11783

CANCELLATION

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

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Tom Grady

Tom Grady, Chief Information Security Officer, Quantas Advisors LLC

Date: 06-01-2026

Contact: Tom Grady, CISO, tgrady@quantasadvisors.com

Scott Carter, CEO, Quantas Advisors LLC

Date: 6/1/2026

Contact: Scott Carter, CEO, scarter@quantasadvisors.com

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:	Quantas Advisors, LLC
Description of the purpose(s) for which Provider will receive/access PII:	Affordable Care Act Compliance under Sections 4980H(a)(b) and IRS reporting requirements under Sections 6055 and 6056
Type of PII that Provider will receive/access:	Check all that apply: ☐ Student PII ☐ APPR Data
Contract Term:	Contract Start Date: 7/1/2026 Contract End Date: 6/30/2027
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: • 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:	Please describe where PII will be stored and the protections taken to ensure PII will be protected: (check all that apply) ■ Using a cloud or infrastructure owned and hosted by a third party. ☐ Using Contractor owned and hosted solution. ☐ Other: Please describe how data security and privacy risks will be mitigated in a manner that does not compromise the security of the data: See attached Data Security Plan.
Encryption:	Data will be encrypted while in motion and at rest.

PROVIDER	
[Signature]	Tim Scharle Digitally signed by Tim Scharle Date: 2026.05.15 05:07:19 -04'00'
[Printed Name]	Tim Scharle
[Title]	Director of Operations
Date:	5/15/2026

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 or marketing purposes. A student's data cannot be shared with an unauthorized person.

2. Parents have the right to inspect and review the contents of their child's education record from their school. Parents' have the right to see the records within forty-five (45) days and dispute any inaccuracies.

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 Office of Information & Reporting Services, New York State Education Department, 89 Washington Avenue, Room 863 EBA, 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 Adele Pecora, Superintendent of Schools, 1600 Washington Avenue, Seaford, New York 11783. 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, Room 152 EB, 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: Tim Scharle Digitally signed by Tim Scharle Date: 2026.06.09 13:41:02 -04'00' Quantas Advisors 6/9/2026

Organization Date

SEAFORD UFSD – Obsolete Equipment Excess Form

School:

Requesting Staff Member:		
Carly Schultz	Carly M Schultz	6/24/24
Print Name:	**Signature:**	**Date:**

Approved by:		
X	Raphi Horey	6/25/24
Principal	**Signature**	**Date**
Rhonda L Meserole	Rhonda L Meserole	6/26/24
Assistant Superintendent	**Signature**	**Date**

Equipment Type	Model	Serial No.	Inventory #	Reason for Obsoletion
TV	CT-27SF12T	MC62540688	07154	old (Panasonic)
VCR	XBV713	7071NBS296741	?	old (zenith)
Cart	none	none	07156	don't need Broken wheel

BOE Approval Date: _____ 3-7-2022

CC: Treasurer

SEAFORD UFSD – Obsolete Equipment Excess Form

School: MS

Requesting Staff Member:		
Jennifer Spoagis	Jennifer Spoagis	6/25/26
Print Name:	Signature:	Date:

Approved by:		
[signature]	[signature]	6/25/26
Principal	Signature	Date
[signature]	[signature]	6/30/26
Assistant Superintendent	Signature	Date

Equipment Type	Model	Serial No.	Inventory #	Reason for Obsoletion
textbooks	Earth's Water Science Explorer	0-13-434484-7		Not needed - old textbook
textbooks	Eastern Hemisphere	0-02-146008-6		Not needed - old textbook.
workbook	Buckle Down	978-0-7836-7988-4		Not needed - old
workbook	Discovery Works	0-382-33436-1		Not needed - old
workbook	Spelling Connections	0-7367-0042-0		Not needed - old
textbook	Applications & Concepts	0-07-869354-3		Not needed - old
textbook	Medieval Times to Today	0-13-050231-6		Not needed - old

BOE Approval Date: _____ 3-7-2022

CC: Treasurer

SEAFORD UFSD – Obsolete Equipment Excess Form

School:

Requesting Staff Member:		
Jennifer Spoagis	Jennifer Spoagis	
Print Name:	**Signature:**	**Date:**

Approved by:		
Paula Flores		6/25/24
Principal	**Signature**	**Date**
John Stauffenberg	John Stauffenberg	6/30/26
Assistant Superintendent	**Signature**	**Date**

Equipment Type	Model	Serial No.	Inventory #	Reason for Obsoletion
Workbook.	Field Journal Why Study Hist	978-1-3059-5294-4		Not Needed - not used
Workbook.	Spelling Connections	0-7367-8042-0		
Novel	Wait Till Helen Comes	0-380-70442-0		Not Needed-old - (currently use hard cover)
Workbook	Go Math	978-1-328-7608-8		old math program
Workbook	Go Math Practice & Skills	978-0-544-81745-6		
Speaker		E202369		dd

BOE Approval Date: _____ 3-7-2022

CC: Treasurer

SEAFORD UFSD – Obsolete Equipment Excess Form

School:

Requesting Staff Member:		
Donna DiTomasso	Donna DiTomasso	7/15/2026
Print Name:	**Signature:**	**Date:**

Approved by:		
Principal	**Signature**	**Date**
Rhonda L Meserole	Rhonda L Meserole	7/14/26
Assistant Superintendent	**Signature**	**Date**

Equipment Type	Model	Serial No.	Inventory #	Reason for Obsoletion
Folding Machine	DF 200	3312683	020607	Does not work
scale	A570	18809	020597	outdated equipment

BOE Approval Date: _____ 3-7-2022

CC: Treasurer

Box 1

SEAFORD UNION FREE SCHOOL DISTRICT

OBSOLETE BOOKS EXCESS FORM

School: Manor Elementary School

Requesting Staff Member:

Joann Krudis	J. Krudis	7/14/2026
Print Name	Signature	Date

Approved by:

Joann Krudis	J. Krudis	7/14/26
Principal	Signature	Date
John Striffolino		7/22/26
Assistant Superintendent	Signature	Date

Publisher/Author	Book Title	Quantity	Date Adopted by BOE (5+ years)	
Heinemann Publisher by Lucy Calkins	A GUIDE to the Common Core Writing	7	2015	Primary Grades
"	A Guide to the Writing Workshop	4	2015	Intermediate Grades
	A Guide to the Reading Workshop	7	2015	"
	A Guide to the Reading WORKSHOP	5	2015	Primary Grades
	Reading Pathways Grades 3-5	8	2015	—
	IF... THEN... Curriculm Assesment	6	2015	Grades 3-5
	Writing Pathways Assessments	11	2013	K-5

BOE Approval Date: _____

Cc: Treasurer

Location
Faculty Room

Box 2

SEAFORD UNION FREE SCHOOL DISTRICT

OBSOLETE BOOKS EXCESS FORM

School: Manor Elementary School

Requesting Staff Member:

Print Name	Signature	Date
JoannKrudis	J.Krudis	7/14/2026

Approved by:

Principal	Signature	Date
JoannKrudis	J.Krudis	7/14/26

Assistant Superintendent	Signature	Date
John Striffolino		7/22/26

Publisher/Author	Book Title	Quantity	Date Adopted by BOE (5+ years)	
Heinemann Group By Lucy Calkins	IF...THEN... Curriculum	6	2015	Grades 3-5
"	IF... THEN... Curriculum Assess Based Instruction Book Letts	9	2015	K-2
"		1	2015	Gr. 1
"		2	2015	K
"		3	2015	3
"		1	2015	5
Heinemann Group By Lucy Calkins		2	2015	2

BOE Approval Date: _____

Cc: Treasurer

Location: Faculty Lounge

Box 3

SEAFORD UNION FREE SCHOOL DISTRICT

OBSOLETE BOOKS EXCESS FORM

School: Manor Elementary School

Requesting Staff Member:

JoAnn Krudis	J Krudis	7/14/2026
Print Name	Signature	Date

Approved by:

JoAnn Krudis	J Krudis	7/14/26
Principal	Signature	Date
John Sciriffilio		7/22/26
Assistant Superintendent	Signature	Date

Publisher/Author	Book Title	Quantity	Date Adopted by BOE (5+ years)	
Heinemann Group By Lucy Calkins	Units of Study for Teaching Reading	6	2015	Grade K
"	Units of Study for Teaching Reading	10	2010	3-5
"	Units of Study for Teaching Writing	7	2006/2010	3-5
"	Units of Study	5		
Scholastic, Inc. Usborne Publishing Inc.	Scholastic Children's Dictionary	1	2007	—
Bantam Doubleday Dell by Kathleen Krull	Wish You were Here	1	1997	all
Heinemann by Linda Hoyt	Interactive Read-Alouds	1	2007	2-3

BOE Approval Date: _____

Cc: Treasurer

Location: Faculty Lounge

SEAFORD UFSD – Obsolete Equipment Excess Form

School:

Requesting Staff Member:		
Joan Vitelli	Joan Vitelli	7/22/26
Print Name:	**Signature:**	**Date:**

Approved by:		
Jennifer Bisulca		7/22/26
Principal	**Signature**	**Date**
Assistant Superintendent	**Signature**	**Date**

Equipment Type	Model	Serial No.	Inventory #	Reason for Obsoletion
Microwave	P70B20AP-GSB	G5B0610A0159-7	N/A	Broken No longer working

BOE Approval Date: _____ 3-7-2022

CC: Treasurer

SEAFORD UFSD – Obsolete Equipment Excess Form

School:

Requesting Staff Member:		
Russell Costa	R. Co	7/29/2026
Print Name:	**Signature:**	**Date:**

Approved by:		
Principal	**Signature**	**Date**
Rhonda Meserole	Rhonda L meserole	7/29/24
Assistant Superintendent	**Signature**	**Date**

Equipment Type	Model	Serial No.	Inventory #	Reason for Obsoletion
Commercial Stand Mixer Hobart	H600	1228363	03117	Broken, un-repairable

BOE Approval Date: _____ 3-7-2022

CC: Treasurer

SEAFORD UNION FREE SCHOOL DISTRICT

FORM TO REQUEST BOARD OF EDUCATION ACCEPTANCE OF GIFT OR DONATION

Donor Name: Manor Elementary P.T.A.

Address:

Listing of item(s) to be donated and value(s). (Cost of replacement new, if possible.)

Seaford Manor Elementary School Wooden Sign
$2495.00

TOTAL Value: $2495.00

Method of Appraisal:
(Where Applicable)

Proposed Date for Delivery at School: Prior to 9/1/26

Are there any installation costs? Yes: No: ✓
(If "yes" please attach statement from Assistant Superintendent of Business.)

Is there any expenditure for maintenance contemplated? Yes: No: ✓

If "yes" estimated Annual Cost: $ Ø

Where will donated item be used? Front of Manor Elementary building

What grade level will use item to be donated? All grades

Principal's Signature: Joan Knudis

Date: 7/26/26 Linda Lmeserole 7/31/26

Those considering making gifts to the school district should note that the district can assume no responsibility for the accuracy of estimated values assigned to the donated item(s). Donors should also note that while the district will attempt to comply with any stated preferences of the donor(s) relative to the use of the item(s) by a particular program/grade/school, etc., it must nevertheless reserve the right to reassign and/or reallocate such gifts as it deems appropriate so as to best serve the interests of the district.

This form is to be filed with the Superintendent of School by the first of the month at which time the Board of Education, at the next regular meeting, will act upon the donation. No item may be accepted as a donation or gift, nor may any item be installed on school premises, prior to the Board of Education accepting the gift or donation.

MADE WITH Scanner App

SEAFORD UNION FREE SCHOOL DISTRICT
SEAFORD, NEW YORK *Needs B.O.E. approval

REQUEST FOR APPROVAL OF FIELD TRIP

BUILDING	FUNDING
X High School, 1575 Seamans Neck Road __ Middle School, 3940 Sunset Avenue __ Manor Elementary, 1590 Washington Ave. __ Harbor Elementary, 3500 Bayview Street Date: Monday, June 22, 2026	Student Activity/Trust & Agency: _____ Budget: _____ Other: _____ Requestor Name: _____

NOTE: THIS FORM SHOULD BE SUBMITTED TO MS. SCHNABEL'S OFFICE 90 DAYS IN ADVANCE OF REQUESTED TRIP. ALL TRIPS OUTSIDE OF NASSAU/SUFFOLK COUNTIES NEED BOARD OF EDUCATION APPROVAL. AFTER ALL BUILDING-LEVEL APPROVALS HAVE BEEN GIVEN, THIS FORM WILL BE SUBMITTED TO THE TRANSPORTATION COORDINATOR BY MS. COACCI.

Date of Trip: Wed, Oct 21 Date of BOE Approval:
Destination: Jets Sports Business Day
Address: 1 Jets Drive, Florham Park, NJ 07932
Purpose Of Trip: Careers in Sports Franchises
Teacher: Ms. Heller Class/Group: Business Classes
Estimated Cost To Students (Itemize): $100
Of Students: 50 # of Chaperones: ~~3~~ 5 # of Security (if leaving Long Island): 1
Time of Departure from School: 7:00AM
Pick-Up Location: **Main Parking Lot (Students/staff must exit through Renaissance)**
Means Of Transportation: Yellow Bus Railroad (Coach Bus) Other
Time Of Departure from Destination: 12:45pm Time of Return To School: 2:15pm
No. Of Buses: 1 Cost Per Bus: Total Cost For Buses:

APPROVALS

Department Lead/Liaison/Director	Building Principal	Assistant Superintendent for Business
Date: 6/23/26	Date: 6/23/26	Date: 7/8/24

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

Requestor Building Principal Superintendent Bus Company Security (when needed)

Revised September 2023-original must be printed on YELLOW paper

Confirmation Details

COACHMAN Luxury Transport
1907 Broadhollow Rd.
Farmingdale, NY 11735
Phone: 631-390-9003
Fax: 631-396-0621
Web: www.coachmanluxury.com

Booked By: Frank Ambrosio
Ext. 801

Client ID	SeafordMC
Client	Margaret Cervini
Company	Seaford Union Free School District
Address	1600 Washington Avenue Seaford, NY
Telephone	516-592-4016
Terms	7 days prior to contracted bus move
Client Ref 1	
Client Ref 2	

Status	**Firm**
Contract ID	**P 11494/14803**

Description	Jets Sports Business Day
Passengers	

First Pick-up	Seaford High School-Seaford, NY
Destination	Atlantic Health Jets Training Center

Seats	Vehicle Description	Vehicle No	Price	Tax %	Tax	Total
55	Coach Bus	1	$2,077.00	0	$0.00	$2,077.00
Movement Totals			$2,077.00		$0.00	$2,077.00

Date	Time	Type	Location
Wed 10/21/2026	06:30	Pick-up	Seaford High School-Seaford, NY 1575 Seamans Neck Rd, Seaford, NY 11783 Inspection @ 6:30 AM Depart @ 7:00 AM Call/Text Upon Arrival
	09:15	Arrival	Atlantic Health Jets Training Center 1 Jets Dr, Florham Park, NJ 07932
	12:45	Leave	Atlantic Health Jets Training Center
	15:00	Back	Seaford High School-Seaford, NY

Included Items	Included	Included Items	Included
Driver Gratuity Not Included	No		

Vehicle Facilities

Bluetooth	Charging outlets	DVD	Lavatory
Seatbelts	WIFI		

I have checked all the details above and agree that they are correct. I confirm that I would like to make a firm booking and I accept the above price, payment terms and I have reviewed and agree with the terms and conditions detailed in this email.

Signature		Print Name		Date	

Terms of Service – Coachman Luxury Transport

- This quote acceptance must be signed, returned and executed by Coachman Luxury Transport or we cannot guarantee your reservation. If no deposit has been received within 7 days Coachman reserves the right at Coachmans option to cancel the charter. Customer understands vehicle is subject to availability at time of receipt of this acceptance.
- Price quotes are guaranteed 15 days from the original date quoted. Prices are based off of availability and can increase as availability becomes limited.
- If not pre-approved for billing or purchase order then Deposits must be received within 3 business days from time of receipt of the quote acceptance. Vehicles can be cancelled if no deposit is received at Coachman's discretion.
- A signed quote acceptance is a binding contract. If no deposit is received, the contract amount is still due.
- Balances paid by credit card will lose the 4% discount offered in your quote acceptance. You are also welcome to pay by certified check, made out to Coachman Luxury Transport.
- Corrections must be phoned in to our office and documented on this contract. Cost specifics in this contract are based on the information provided when booking and are subject to change based on actual services performed. The charge is $6.50 per mile for any itinerary changes/movements above and in addition to the contracted charter. This can be auto billed to your credit card or billed to you at the discretion of Coachman Luxury Transport.
- Coachman complies with USDOT Hours of Service. A driver can't drive more than 10 hours in a 15-hour day without 8 hours off duty. Please advise us in writing if you will require a 2nd driver. Our drivers will not exceed USDOT Hours of Service and will stop driving until legally allowed to resume. There will be additional charges if a 2nd driver is needed. Overtime will also be charged if your driver is out of hours and can't continue.
- Smoking in vehicles is not permitted. A $250 minimum fee will apply if smoking in any vehicle happens.
- Vehicles are subject to availability and we reserve the right to provide a vehicle of equal or greater value based on our discretion
- We are not responsible for lost or damaged personal property or for late arrivals due to weather or traffic conditions.
- Liability is limited to the cost of transportation only. We reserve the right to sub out/farmout your transportation to another company when needed.
- Group is responsible for cost of parking, ferry/boat transportation and tolls. Coachman also reserves the right to subcontract out your charter.
- In the unlikely event of a mechanical failure, time will resume after the repair has been made to complete your entire job.
- Overnight stay groups must pay for driver hotel with coach bus parking available and 1 meal per day. If a driver hotel and coach bus parking is not provided, a minimum $1,000 fee will be assessed. In addition, overtime rates will accrue.
- Overtime will begin 15 minutes after departure/leave by time or end/back time at the below overtime rates. The charge will be a full hour and will be charged to your credit card or billed at the discretion of Coachman Luxury Transport.
- Overtime Rates for a 1-way charter begins 15 minutes after scheduled pickup or departure time and is billed at an hourly rate.
- Overtime Rates are as follows: Coach bus: $300 per hour, Executive shuttles $275 per hour, 35 passenger or smaller party bus $300 per hour, 40 passenger or larger party bus $450 per hour, Trolley $400 per hour, 9 -14 pass limo $200 per hour, 15-22 pass limo $300 per hour, 8 pass limo $125 per hour, sedan $150 per hour.
- Alcohol is prohibited by law from being supplied, but may be obtained by any customer over 21 years of age. Smoking, the use of drugs and underage drinking is prohibited.
- When reserving an antique vehicle, Coachman Luxury Transport will not be held liable due to any unforeseen breakdowns. We will do everything in our power to find a replacement for said vehicle. Payments for antique vehicles are no- refundable due to the nature and age of these vehicles. Additionally, antiques will not be sent out in inclement weather such as snow. A replacement vehicle such as a limousine will be sent in its place during inclement weather conditions.
- Customer is responsible for all damages to interior/exterior of the vehicle and such charged can be charged to the customers credit card or billed at the discretion of Coachman Luxury Transport. A $250 minimum fee will be charged to the customer if vehicle is left in an unkempt or disheveled state. If trash/food is left in the vehicle or if anyone becomes sick in the vehicle this fee will also apply.
- We have the right to terminate transportation due to unruly behavior or police being called to assist the driver. No refunds will be given.
- When renting a vehicle with a purchase order CLT has the option to make this quote acceptance null and void if the purchase order is not received.
- Coachman Luxury Transport has taken enhanced safety measures for you, our other passengers and our employees. In any public place where people are present represents an inherent risk of exposure to Covid-19. Covid-19 is an extremely contagious disease that can lead to severe illness and even death. According to the CDC, senior citizens and those with underlying medical conditions are especially vulnerable. By traveling with us you assume all risks related to exposure to Covid-19. Join us by keeping each other healthy and safe by practicing good hygiene.
- The signer acknowledges that all passengers are required by law to wear seatbelts when provided and that it is their personal responsibility to do so. By signing this agreement, the signer agrees to wear their seatbelt at all times while aboard the chartered vehicle and to instruct all passengers in their group to do the same.
- CLT, its drivers, agents, and affiliates shall not be held liable for any injuries, damages, or losses that result from the failure of the signer or any passenger in their group for not wearing a seatbelt. The signer assumes full responsibility for any such consequences arising from non-compliance with seatbelt usage.
- I authorize Coachman Luxury Transport to charge any open invoice amount on my credit card for the services provided in the quotation acceptance/contract. In the event of overtime, damage or clean up fees, I authorize Coachman Luxury Transport to charge my credit card for the appropriate fees as so stated in my contract. By signing the quote acceptance/contract I also authorize Coachman to charge any balance not paid in full by the date of service and add an additional 4% charge.

Cancellation/refund policy is as follows:

Cancellation requests must be in writing. Deposits are NOT REFUNDABLE. If cancelled 30 days or less prior to service date, customer is responsible for 100% of total contract amount. If cancelled 31-60 days customer is responsible for 50% of contract amount. Customer has the right to reschedule a charter based off of Coachman's availability. Customer understands the price can be increased based off of the new date at Coachman's discretion. We reserve the right to charge your credit card or bill at our discretion for any balance that is due in accordance with the guidelines stated in the cancellation policy. I have read, understand and agree to this contract.

NawrockiSmith

Seaford Union Free School District

Annual Risk Assessment Update Pertaining to the Internal Controls of District Operations

April 2026



Nawrocki Smith LLP, Accountants & Advisors

INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING AGREED-UPON PROCEDURES

The Board of Education
Seaford Union Free School District

We have performed the procedures enumerated below, which were agreed to by the Seaford Union Free School District (the "District"), solely to assist the District. This agreed upon procedures engagement was performed in accordance with standards established by the American Institute of Certified Public Accountants. The sufficiency of these procedures is solely the responsibility of the specified users of the report. Consequently, we make no representation regarding the sufficiency of the procedures described below, either for the purpose for which this report has been requested or for any other purpose.

We have updated our April 2025 Risk Assessment by performing certain internal audit procedures pertaining to the time period starting April 1, 2025 through March 31, 2026. The updated Risk Assessment and related internal audit plan concentrate on the following key internal control areas:

- Governance and Planning
- Budget Development
- Accounting and Reporting
- Revenue and Cash Management
- Grants
- Payroll
- Human Resources
- Benefits
- Purchasing and Related Expenditures
- Facilities Maintenance
- Capital Projects
- Fixed Assets
- Food Service
- Extraclassroom Activity Fund
- Information Systems
- Cybersecurity
- Student Data Management
- Pupil Personnel Services
- Transportation
- Security and Safety
- Insurance / Risk Management

Our engagement is limited in scope and will be confined to our agreed-upon procedures. We will not be conducting an audit or review of the District's financial statements, and therefore, we will not express an opinion or any other form of assurance on them.

At the end of our engagement, we will present the results of applying the agreed-upon procedures in the form of our findings in a report. Our accountants' report should be used only for the intent of the original users of this report and will include a statement indicating that had we performed additional procedures, other matters might have come to our attention that would have been reported to you. As such, using this report for anything other than the original intent of the agreed-upon procedures could mislead the readers. You must notify us immediately if the original users of the report change.

Very truly yours,

Nawrocki Smith LLP
May 14, 2026

Seaford Union Free School District

Annual Risk Assessment Update Pertaining to the Internal Controls of District Operations

April 2026

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RISK ASSESSMENT OVERVIEW

This Risk Assessment report provides a presentation of our view of the school district's risk pertaining to its financial operations. It gives the District's Administration the information necessary to help optimize its overall performance. The report identifies, expresses, and prioritizes the key program risks so that the District's Administration can focus on those areas most critical to its success. This analysis is used to define the District's risk profile. It will provide an overview of the risks facing the District's operations.

In accordance with the laws of New York, 2005, Chapter 263, all school districts and BOCES were required to establish an internal audit function no later than July 1, 2006 and be in operation no later than December 31, 2006. This function should include, at a minimum, the development of a risk assessment of district operations, including but not limited to the following:

- A review of financial policies, procedures, and practices.
- An annual review and update of such risk assessment.
- Annual testing and evaluation of one or more areas of the District's internal controls.
- Preparation of reports that analyze significant risk assessment findings.
- Recommended changes for strengthening controls, reducing identified risk, and specifying time frames for implementing such recommendations.

Pursuant to Section 170.12 – Regulations of the Commissioner of Education – School District Financial Accountability, each school district must prepare a corrective action plan, approved by the Board of Education, in response to findings to final reports issued by the internal auditor. This plan should include expected dates of implementation and should be filed with the New York State Education Department.

INTERNAL AUDIT OBJECTIVES

The objectives of our engagement are as follows:

- Develop an understanding of the critical business processes of the District within each functional area.
- Identify and qualify risks based on the understanding of the business processes and stated business rules.
- Identify stated controls that are currently in place to address those risks and ascertain if they are operating effectively.
- Recommend improvements in internal controls.

SCOPE AND METHODOLOGY

The Board of Education has engaged Nawrocki Smith as the District's internal auditor. In compliance with New York State Laws, we have performed an annual update to the District risk assessment with respect to policies, procedures, and internal controls pertaining to District operations. The procedures applicable to the annual update of the District's risk assessment were performed during the twelve months ending March 2026 and were carried out in order to determine an internal audit plan for the fiscal year 2026/2027 and thereafter. This risk assessment will be updated annually to reflect any changes in the current control environment and the existing internal audit plan.

Our risk assessment consisted of the following methodology:

- Perform interviews with the Administration and other appropriate personnel.
- Document procedures within key Functional Areas.
- Identify key controls and perform audit tests of those controls.
- Assess the effectiveness of the key controls.
- Identification and review of organizational structure.
- Analysis of risks that are a threat to the achievement of objectives.
- Create a risk profile and internal audit plan.

In addition to the above procedures, we have also evaluated and considered the following within our overall risk assessment:

- District policies and procedures.
- Recent focus of State Comptroller Audits.
- Board of Education/Audit Committee Meetings.
- Materiality to Financial Statements.
- Changes in management or key personnel.
- Financial reports provided to the Board.
- External auditor management letters.
- District corrective action plans.
- Organizational chart and job descriptions.

INTERNAL AUDIT RISK ASSESSMENT UPDATE SUMMARY

We have analyzed twenty-one (21) Business Process areas within the District and have developed an internal audit plan based on our assessment of each area. Each of the twenty-one (21) Business Processes contains multiple categories for which an extensive cycle analysis will be performed during the proposed time period noted within the risk rating and internal audit plan. The plan, as presented, will be revised each year based on the annual risk assessment update and events/requests that occur during the year, which impact the priority of future internal audit services.

The results of our initial risk assessment are summarized below and presented in the tables on pages 5 through 7. We have utilized a "Low," "Moderate," and "High" control risk rating assessment scale of the organization.

CURRENT YEAR RATINGS

Rating	2025/2026	
High	-	*0.00%*
Moderate	3	*3.26%*
Low	89	*96.74%*
Total	**92**	***100.00%***

CHANGE FROM PRIOR YEAR

Category (*)	Count	
"High" to "Low"	-	*0.00%*
"High" to "Moderate"	-	*0.00%*
"Moderate" to "Low"	2	*66.67%*
"Low" to "Moderate"	1	*33.33%*
"Moderate" to "High"	-	*0.00%*
Total	**3**	***100.00%***

Our April 2026 risk assessment update contains five (5) recommendations, as follows:

Business Process	Recommendation(s)
Payroll	1
Benefits	1
Transportation	3
Total	**5**

The status of the prior year cycle and risk assessment recommendations is summarized below:

	Complete	In-Process	Not Started	Total
Recommendations	**5**	**-**	**-**	**5**

Based on discussions with the District, we have summarized below the internal audit plan for the fiscal year 2026/2027:

2026/2027 Cycle Review:

- Pupil Personnel Services

Other 2026/2027 Planned Internal Audit Services:

- Prior Year Internal Audit Recommendations Follow-Up
- Annual Risk Assessment Update as of April 2027
- External Audit Corrective Action Plan Monitoring
- Other Internal Audit Services at the Request of the District/BOE

Risk Rating and Internal Audit Plan

✓ = Internal Audit Services Provided
★= Business Cycle Review Complete
X = Proposed Business Cycle Review
T = Proposed Key Control Testing

	Business Process		Business Process Categories	RISK			YEAR OF SERVICE		
				Inherent	Control		Prior	26-27	Subsequent
					24-25	25-26			
1	Governance and Planning	1	Governance Environment	H	L	L			X
		2	Control Environment / Policies & Proc.	H	L	L			X
2	Budget Development	3	Budget Development	H	L	L			X
		4	Budget Monitoring & Reporting	H	L	L	✓		X
3	Accounting & Reporting	5	Financial Accounting and Reporting	H	L	L	✓		X
		6	External/Internal/Claims Auditing	H	L	L			X
		7	Fund Balance Management	H	L	L	★		
4	Revenue and Cash Management	8	Real Property Tax	M	L	L			X
		9	State Aid	H	L	L			X
		10	Out of District Tuition/Reimb. Exp.	M	L	L			X
		11	Use of Facilities	L	L	L			X
		12	Donations	M	L	L			X
		13	Vending Machines	H	L	L			X
		14	Cash Receipts	H	L	L	✓		X
		15	Cash & Investment Management	H	L	L			X
		16	Petty Cash	L	L	L			X
		17	Bank Reconciliations	H	L	L	✓		X
		18	Online Banking	H	L	L			X
		19	Accounts Receivable	H	L	L			X
5	Grants	20	General Processing	H	L	L			X
		21	Grant Application	M	L	L			X
		22	Allowable Costs & Expenditures	H	L	L			X
		23	Monitoring	M	L	L			X
		24	Reporting	H	L	L	✓		X
6	Payroll	25	Payroll Disbursements	H	L	L	★		
		26	Overtime Reporting	H	L	L	★		
		27	Payroll Accounting & Reporting	H	M	L	★		
		28	Payroll Tax Filings	H	L	L	★		
		29	Payroll Reconciliation	H	L	L	★		
7	Human Resources	30	Employment Requisition/Hiring	H	L	L			X
		31	Personnel Evaluation	H	L	L	✓		X
		32	Termination	H	L	L			X
		33	Employee Attendance	H	L	L	★		

Risk Rating and Internal Audit Plan (Continued)

✓ = Internal Audit Services Provided
★= Business Cycle Review Complete
X = Proposed Business Cycle Review
T = Proposed Key Control Testing

	Business Process		Business Process Categories	RISK			YEAR OF SERVICE		
				Inherent	Control		Prior	26-27	Subsequent
					24-25	25-26			
8	Benefits	34	Eligibility	H	L	L			X
		35	Benefit Calculations	H	L	M			X
		36	Patient Protection & Affordable Care Act	H	L	L			X
		37	Retiree Benefits	H	L	L			X
		38	ERS/TRS	H	L	L			X
9	Purchasing and Related Expenditures	39	PO System & Vendor Database	H	L	L			X
		40	Purchasing Process	H	L	L			X
		41	Payment Processing	H	L	L	✓		X
		42	Employee Reimbursements	H	L	L			X
		43	Credit Cards	H	L	L			X
10	Facilities Maintenance	44	Facilities Maintenance/Work Orders	H	L	L			X
		45	Staff Supervision	M	L	L			X
		46	Preventive Maintenance	M	L	L			X
		47	Coordination with Outside Vendors	M	L	L			X
11	Capital Projects	48	Construction Planning & Monitoring	H	L	L	★		
		49	Capital Project Funding & Payments	M	L	L	★		
		50	Recordkeeping & Reporting	M	L	L	★		
12	Fixed Assets	51	Inventory/ Capitalization Policy	H	L	L			X
		52	Acquisition and Disposal	H	L	L			X
		53	Inventory Process & Recordkeeping	H	L	L			X
13	Food Service	54	Sales Cycle and System	M	L	L			X
		55	Inventory and Purchasing	M	L	L			X
		56	Free & Reduced Meals	M	L	L			X
		57	Federal and State Reimbursement	H	L	L			X
		58	Financial Reporting & Monitoring	H	L	L			X
14	Extraclassroom Activity Fund	59	General Controls	H	L	L			X
		60	Revenue	H	L	L			X
		61	Expenditures	M	L	L			X
		62	Reporting	M	L	L			X

Risk Rating and Internal Audit Plan (Continued)

✓ = Internal Audit Services Provided
★= Business Cycle Review Complete
X = Proposed Business Cycle Review
T = Proposed Key Control Testing

	Business Process		Business Process Categories	RISK			YEAR OF SERVICE		
				Inherent	Control		Prior	26-27	Subsequent
					24-25	25-26			
15	Information System	63	Governance	H	L	L			X
		64	Inventory	H	L	L			X
		65	Network Security	H	L	L			X
		66	Application Security	H	L	L			X
		67	Physical Security	H	L	L			X
		68	Disaster Recovery	H	M	M			X
16	Cybersecurity	69	General Controls	H	L	L	★		
		70	Information & Asset Security	H	M	M	★		
		71	Vulnerability Assessment	H	L	L	★		
		72	Incident Response & Recovery	H	M	L	★		
17	Student Data Management	73	Registration & Enrollment	H	L	L			X
		74	Student Attendance	H	L	L			X
		75	Student Performance	H	L	L			X
		76	Student Eligibility	H	L	L			X
18	Pupil Personnel Services	77	Budgeting and Planning	H	L	L		X	
		78	STAC Reimbursement	H	L	L		X	
		79	Medicaid Reimbursement	H	L	L		X	
		80	RFP and Contracts	H	L	L		X	
19	Transportation	81	Fleet Inventory and Maintenance	H	L	L	★		
		82	Bus Routing and Planning	H	L	L	★		
		83	Labor and Supervision	H	L	L	★		
		84	Contract Management	H	L	L	★		
		85	Federal and State Reimbursement	H	L	L	★		
20	Safety & Security	86	Plan Development & Strategy	H	L	L			X
		87	Building Access & Security System	H	L	L			X
		88	Compliance and Incident Reporting	H	L	L			X
		89	Safety & Security Monitoring	H	L	L			X
21	Insurance / Risk Management	90	General	H	L	L			X
		91	Policy Management	H	L	L			X
		92	Claims Reporting	H	L	L			X

Inherent Risk - Inherent risk pertains to the overall school district industry. Inherent risk is the risk of a material misstatement that may occur assuming the absence of internal controls.
Control Risk - Control risk pertains specifically to the Seaford Union Free School District. Control risk is the risk that a material misstatement will not be detected and corrected by Management's internal controls on a timely basis.

RISK ASSESSMENT OBSERVATIONS AND RECOMMENDATIONS

Current Year Observations and Recommendations

Payroll

1. The District has not conducted a full or partial payroll payout audit to verify all employees within the past 3 years. It should be noted that payroll certifications are signed by the Assistant Superintendent for Business and Operations and the Assistant Superintendent for Human Resources and Instructional Support. In addition, building and department heads review and approve their applicable check registers. Approved check registers are maintained within the Payroll Office.

   - ***The District should consider conducting a physical employee payroll audit for all buildings. The verification of employees, direct deposits, and related payroll checks should be performed on a periodic basis. A periodic physical payroll audit will assist in verifying the legitimacy of direct deposits and payroll checks. It may also confirm the completeness of the District's employee offboarding procedures. The District may accomplish this recommendation internally once a year when distributing the annual Form W2-Wage and Tax Statements or by conducting the physical payout audit.***

Benefits

2. The Payroll Supervisor is responsible for entering benefit deductions into WinCap. However, there is no documented or periodic review of the benefit deduction calculations prior to or after entry into the system.

   - ***The District should assign an individual independent of the benefit deduction process to review benefit deduction calculations prior to entry into WinCap. Implementing this control can assist the District in reducing the risk of potential inaccurate benefit deductions being processed.***

Transportation

3. The District follows the procedures documented in the transportation narratives provided as part of our cycle audit. The Transportation Department maintains handwritten notes as its departmental procedural manual.

   - ***The Transportation Department should consider converting the handwritten notes to a formal departmental procedural manual and enhancing it by including the narratives attached to the transportation cycle audit report regarding the District's transportation organizational structure, policies, planning, budgeting, contract management, accounts payable, bus routing, student eligibility, and bus driver monitoring procedures.***

     Subsequent to our review, the District took immediate corrective action and implemented this recommendation.

4. The District has established mileage thresholds to determine student eligibility for bus transportation, documented on the annual school calendar. However, these mileage thresholds are not reflected in District Policy 8410 - Student Transportation.

- ***The District should update Policy 8410 - Student Transportation to include the current bus transportation eligibility distances for students.***

  Subsequent to our review, the District took immediate corrective action and implemented this recommendation.

5. We conducted testing in the area of transportation expenditures and noted multiple instances in which purchase orders were created after the services were provided and the invoice was received by the District, resulting in confirming purchase orders.

   - ***All transportation related purchase orders should be entered prior to services being performed as per the District's Purchasing Policy annually at the beginning of each fiscal year. Confirming purchase orders are only acceptable during emergencies. If a requestor issues a confirming purchase order, they should communicate in writing to the Assistant Superintendent for Business and Operations the reason for the confirming purchase order for review and corrective action.***

Status of Prior Year Recommendations

We have performed follow-up internal audit services applicable to our previously issued cycle report dated January 2025 and risk assessment update report dated April 2025. The services we performed included observing and evaluating the implementation status of the District's action plan regarding our prior internal audit recommendations. The prior year internal audit reports identified five (5) recommendations within three (3) distinct areas. The status of the prior year cycle and risk assessment recommendations is summarized below:

Business Process	Complete	In-Process	Not Started	Total
Revenue & Cash Management	1	-	-	**1**
Payroll	3	-	-	**3**
Transportation	1	-	-	**1**
Total	**5**	**-**	**-**	**5**

Revenue & Cash Management

- Accountability over cash receipts at the Business Office is enhanced when cash is recorded in a safe deposit log as soon as practicable from the date cash is received. The safe deposit log should be reconciled to the amount of cash on hand submitted to the Business Office. This will assist in discovering discrepancies between actual cash collected and recorded amounts in a timely manner.

  Status as of April 2026: Complete

Payroll

- The District should consider updating its departmental procedural manual pertaining to payroll processing and reconciliation, accounting and reporting, employee attendance, and disbursement procedures. We recommend the District include within its manual the narratives attached to the internal audit report as supplemental enclosures. Such a process manual will allow for an annual internal review of processes and serve as a training document for the department.

  Status as of April 2026: Complete

- The District should develop and implement a standardized payroll action form for the Human Resources Department to utilize when communicating new hires and salary adjustments to the Payroll Department. This form should capture essential data such as employee details, position, effective date, and salary changes, allowing consistent and accurate communication between the two departments.

  Status as of April 2026: Complete

- The District should consider the cost-benefit of implementing an employee attendance software and process whereby all employee leave requests and approvals are documented and processed through an existing application. All employees should obtain pre-approval from their building-level/department supervisors for their vacation, personal business, maternity, military, jury duty, extended sick, and conference leave day requests. These controls will assist the District in detecting unapproved leave requests, ensuring the accuracy of attendance reporting, and providing effective operating planning.

  Status as of April 2026: Complete

Transportation

- The District should develop a formal process whereby the Assistant Supervisor for Transportation documents their request for a bus route change, including the reason a bus route needs to be added/edited/ deleted, anticipated additional expenses for the District, effective date, and forwards it to the Assistant Superintendent for Business for approval. This will assist the Transportation Department in enhancing its oversight controls in bus routing, planning, and payment processing.

  Status as of April 2026: Complete

EXHIBITS

Exhibit I History of Internal Audit Services

Seaford Union Free School District
History of Internal Audit Services

◈ = Risk Assessment Complete ★ = Business Cycle Review Complete
✓ = Key Control Testing Complete ◆ = Special Request Services Provided

	Business Process	Business Process Categories	19/20	20/21	21/22	22/23	23/24	24/25	25/26
	Risk Assessment	Risk Assessment	◈	◈	◈	◈	◈	◈	◈
1	**Governance and Planning**	Governance Environment							
		Control Environment / Policies & Proc.							
2	**Budget Development**	Budget Development							
		Transfer				✓			
		Budget Monitoring & Reporting	✓						
3	**Accounting & Reporting**	Financial Accounting and Reporting	✓	✓		✓			
		External/Internal/Claims Auditing							
		Fund Balance Management	★						
4	**Revenue and Cash Management**	Real Property Tax							
		State Aid							
		Out of District Tuition/Reimb. Exp.							
		Use of Facilities							
		Donations							
		Vending Machines							
		Cash Receipts		✓	✓		✓		
		Cash & Investment Management							
		Petty Cash							
		Bank Reconciliations	✓		✓		✓		
		Online Banking							
		Accounts Receivable							
5	**Grants**	General Processing							
		Grant Application							
		Allowable Costs & Expenditures							
		Monitoring							
		Reporting						✓	
6	**Payroll**	Payroll Disbursements	✓					★	
		Overtime Reporting						★	
		Payroll Accounting & Reporting						★	
		Payroll Tax Filings						★	
		Payroll Reconciliation						★	
7	**Human Resources**	Employment Requisition/Hiring							
		Personnel Evaluation	✓						
		Termination							
		Employee Attendance		★		★			

NawrockiSmith

Seaford Union Free School District
History of Internal Audit Services

◈ = Risk Assessment Complete ★ = Business Cycle Review Complete
✓ = Key Control Testing Complete ◆ = Special Request Services Provided

	Business Process	Business Process Categories	19/20	20/21	21/22	22/23	23/24	24/25	25/26
8	**Benefits**	Eligibility Benefit Calculations Patient Protection & Affordable Care Act Retiree Benefits ERS/TRS							
9	**Purchasing and Related Expenditures**	PO System & Vendor Database Purchasing Process Payment Processing Employee Reimbursements Credit Cards			✓				
10	**Facilities Maintenance**	Facilities Maint. & Work Order Proc. Custodial Overtime & Training Preventive Maintenance Coordination with Outside Vendors							
11	**Capital Projects**	Construction Planning & Monitoring Capital Project Funding & Payments Recordkeeping & Reporting					★ ★ ★		
12	**Fixed Assets**	Inventory/ Capitalization Policy Acquisition and Disposal Inventory Process & Recordkeeping							
13	**Food Service**	Sales Cycle and System Inventory and Purchasing Free & Reduced Meals Federal and State Reimbursement Financial Reporting & Monitoring							
14	**Extraclassroom Activity Fund**	General Controls Revenue Expenditures Reporting							
15	**Information System**	Governance Inventory Network Security Application Security Physical Security Disaster Recovery							

Seaford Union Free School District
History of Internal Audit Services

◈ = Risk Assessment Complete ★ = Business Cycle Review Complete
✓ = Key Control Testing Complete ◆ = Special Request Services Provided

	Business Process	Business Process Categories	19/20	20/21	21/22	22/23	23/24	24/25	25/26
16	**Cybersecurity**	General Controls			★				
		Information & Asset Security			★				
		Vulnerability Assessment			★				
		Incident Response & Recovery			★				
17	**Student Data Management**	Registration & Enrolment							
		Student Attendance							
		Student Performance							
		Student Eligibility							
18	**Pupil Personnel Services**	Budgeting and Planning							
		STAC Reimbursement							
		Medicaid Reimbursement							
		RFP and Contracts							
19	**Transportation**	Fleet Inventory and Maintenance							★
		Bus Routing and Planning							★
		Labor and Supervision							★
		Contract Management							★
		Federal and State Reimbursement							★
20	**Safety & Security**	Plan Development & Strategy							
		Building Access & Security System							
		Compliance and Incident Reporting							
		Safety & Security Monitoring							
21	**Insurance / Risk Management**	Actuary & Underwriting							
		Policy Management							
		Claims Reporting							