

**MINUTES OF BABYLON SCHOOL BOARD REGULAR BUSINESS MEETING**

**DATE OF MEETING:**

June 13, 2022

**PLACE:**

Babylon Junior-Senior High School, 50 Railroad Avenue, Babylon, NY 11702

Members Present

Mrs. Carol Ann Dell'Erba, President

Mrs. Linda Jurs, Vice President

Mr. Ari McKenzie

Mr. Dominick Montalto

Mrs. Donna Noesi

Mrs. Theresa Patiri

Mr. David Sonkin

**APPROVED**

District Superintendent

Mrs. Linda J. Rozzi

Central Office Administration

Mr. Travis Davey, Assistant Superintendent for Curriculum and Instruction

Ms. Deirdre Lunetta, Assistant Superintendent for Business

District Clerk

Carol Feudi

**CALL TO ORDER**

The meeting was called to order at 6:00 p.m. by Mrs. Dell'Erba, President. A motion to enter executive session for the purpose of discussing the employment history of particular individuals and advice from counsel was made by D. Noesi, seconded by T. Patiri and approved. (7-0) Public session resumed at 7:30 p.m. at which time Mrs. Dell'Erba, President, led the assemblage in the Pledge of Allegiance.

**APPROVAL OF MINUTES**

The Minutes of the Regular Business Meeting of May 9, 2022, Board of Education Special Meeting of May 16, 2022, Board of Education Special Meeting of May 17, 2022, Special Board of Education Meeting of May 25, 2022 and Board of Education Special Meeting of May 31, 2022 were approved on motion by D. Noesi and seconded by D. Sonkin. (7-0)

**APPROVAL OF TREASURER'S AND BUSINESS OFFICE FINANCIAL REPORTS**

The Treasurer's Report and Business Office Financial Reports and Extra Curricular Fund Report for May 2022 were approved on motion by L. Jurs and seconded by N. Montalto (7-0)

**SUPERINTENDENT'S REPORT**

- The Board joined Mrs. Rozzi in recognizing the 2022 Babylon High School Valedictorian and Salutatorian – Kenneth Graham and Alexis Lewis respectively. Mrs. Rozzi reported that Alexis will be attending Baruch College and Kenneth will be attending Northeastern University.
- Mr. Mike DeJoseph recognized the 2022 Dellecave Award winners, Jayne Stark and Jack Dellafranca. Mr. Joseph stated that the Dellecave Award recognizes the top two senior student athletes from each district and these two students are outstanding athletes and students of great character and integrity.
- Mr. DeJoseph was joined by Coach Punzone and Coach Monteleone to recognize the varsity softball team, which advanced to represent Babylon, Suffolk County and Long Island in the NYSPHSAA Class B Southeast Regional Championship. The girls completed the season as the 2022 Long Island Class B Champions. Coach Punzone gave a history of the team and spoke about each individual student athlete on the team.
- Mrs. Rozzi recognized K.J. Graham, Maeve Graham, Alyssa Watral and Kate O'Brien (not present) student leaders on the High School Student Council who attend each Board meeting to give the Board and community updates on the students' activities and accomplishments.
- Mrs. Rozzi recognized Cindy Rogers for her twenty years of service as a crossing guard for the students of Babylon School District and wished her well on her retirement.
- Mrs. Rozzi and Mr. Al Cirone, JH/SH Principal recognized Jeanie Osias, School Resource Officer, for serving as advocate for the students and staff of the Babylon School District and wished her well on her retirement.
- Student Delegates Report – Students reported on the Spring Carnival's success, the Fine Arts Department, the World Language Department, which donated \$2,000 to Be Like Brit Foundation in Haiti, the Drama Club, The International Thesbian Society's Disney Tea Party and the English Language Arts classes final course assignment titled "Literary Analysis and Research to Deepen

Understanding.” They also reported that the AP US History Class recently visited the library to complete their family genealogy projects.

- Mrs. Rozzi thanked all residents who came out to vote for the 2022/2023 school budget and board trustee election. She thanked the Board of Education for helping to refine the budget and congratulated Donna Noesi on her reelection to the Board and Ari McKenzie for his election to the Board. Mrs. Rozzi reported that this week the UPK registration has concluded and the elementary school clerical staff assisted with that process. All 51 families whose children were chosen now have seats in all three respective programs. Mrs. Rozzi reported that these past weeks, the Board and Administration enjoyed attending the many year-end celebrations typical of the year, including Pre-Kindergarten graduation, JH/SH awards, senior recognition, and the senior walk. She added that there are still many events upcoming throughout the month and all are listed on the school calendar.

**COMMITTEE REPORTS**

Audit Committee – Mrs. Patiri stated that there was no report this month; however, congratulated all those who were recognized this evening; Finance Committee – Mrs. Jurs stated that there was no report this month and thanked everyone for the budget vote turnout; Buildings & Grounds Committee – Mr. Montalto reported on the summer cleaning and maintenance plan for the district and possible projects to be done by contractors, such as replace gym wall padding and scoreboard at the high school, move wiring at the grade school and surface repair on the playground, install panic bar hardware and all gymnasium doors exiting to maid corridor at the elementary school, as well as playground surface repair. He also mentioned the possibility of a bond proposal for Curriculum Committee – Mrs. Noesi reported on the June 6 committee meeting where the committee worked on the professional learning plan and reported that the committee will work in small groups during the summer months; Policy Committee – Mrs. Dell’Erba reported that the committee met on June 6 to finalize the Fraternalization Policy, which is included on this evening’s agenda as a First Reading. She gave a brief summary of the changes made to the policy, which can be found on the district’s website.

**PUBLIC COMMENT/ QUESTIONS**

Questions and comments were received from K. Bender, C. Samon, D. Skarulis, C. Roberts, and A. Campagna. Discussions took place regarding school safety in response to recent national events, the fraternalization policy, the Interim Superintendent, CSE/CPSE turnaround time, the student/faculty questionnaire, summer school and the proposal of a bond.

**OMNIBUS MOTION**

On motion by L. Jurs, seconded by D. Noesi, a motion to omnibus Resolutions 1-40 were approved (7-0).

On omnibus motion by D. Sonkin, seconded by N. Montalto, an omnibus motion to approve Resolutions 1-40 were approved (7-0)

**TENURE APPOINTMENT:**

1. **TENURE APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education grants tenure to Travis Davey, as Assistant Superintendent for Curriculum & Instruction, effective July 1, 2022.

**TENURE APPOINTMENT:**

2. **TENURE APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education grants tenure to Kaitlin Loos, as Special Education Teacher, effective September 1, 2022.

**TENURE APPOINTMENT**

3. **TENURE APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education grants tenure to Elizabeth Losito, as Art Teacher, effective September 1, 2022.

**TENURE APPOINTMENT**

4. **TENURE APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education grants tenure to Karen Testa, as Teaching Assistant, effective September 1, 2022.

**RESIGNATION**

5. **RESIGNATION: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education accepts the resignation of Ian Walsh, Science Teacher, effective June 30, 2022, with best wishes on his future professional endeavors.

**MEMORANDUM OF AGREEMENT  
BABYLON  
TEACHERS  
ASSOCIATION**

**PROBATIONARY  
APPOINTMENT**

**PROBATIONARY  
APPOINTMENT**

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**PROBATIONARY  
APPOINTMENT**

6. **MEMORANDUM OF AGREEMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves a Memorandum of Agreement between the Board of Education and the Babylon Teachers' Association (BTA) covering the period July 1, 2022 through June 30, 2026, as more fully discussed in executive session, and hereby authorizes the President of the Board of Education to execute a contract setting forth such terms on behalf of the Board.
7. **PROBATIONARY APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Thomas Keogh as Probationary Principal effective July 1, 2022 to July 1, 2026. Compensation for this appointment to be an annual salary of \$160,000 for the 2022/2023 school year. Mr. Keogh will be assigned to Babylon Elementary School for the 2022/2023 school year.
8. **PROBATIONARY APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Jeffrey Haubrich as Probationary Principal effective July 1, 2022 to July 1, 2026. Compensation for this appointment to be an annual salary of \$160,000 for the 2022/2023 school year. Mr. Haubrich will be assigned to Babylon Memorial Grade School for the 2022/2023 school year.
9. **PROBATIONARY APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Gabrielle Cetta, as Probationary Special Education Teacher, effective September 1, 2022 to September 1, 2026.\* Compensation for this appointment to be Step 1/MA of the 2022/2023 Babylon Teachers' Association Contract (\$64,092).
10. **PROBATIONARY APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Cassidy Treanor as Probationary Math Teacher at the Babylon Jr/Sr High School effective September 1, 2022 to September 1, 2026\*. Compensation for this appointment to be Step 1/MA of the 2022/2023 Babylon Teachers' Association Contract (\$64,092).
11. **PROBATIONARY APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Kelsey Ferguson as Probationary Health and Physical Education Teacher effective September 1, 2022 to September 1, 2026.\* Compensation for this appointment to be Step 1/MA of the 2022/2023 Babylon Teachers' Association Contract (\$64,092).
12. **PROBATIONARY APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Phillip Inguanta as Probationary Science Teacher effective September 1, 2022 to September 1, 2026.\* Compensation for this appointment to be Step 3/MA of the 2022/2023 Babylon Teachers' Association Contract (\$68,427).
13. **PROBATIONARY APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Nicole Campanaro as Probationary Guidance Counselor effective September 1, 2022 to September 1, 2026.\* Compensation for this appointment to be Step 1/MA of the 2022/2023 Babylon Teachers' Association Contract (\$64,092).
14. **PROBATIONARY APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Gina LoCastro-Connelly as Probationary Elementary Teacher effective September 1, 2022 to September 1, 2025.\* Compensation for this appointment to be Step 5/MA of the 2022/2023 Babylon Teachers' Association Contract (\$73,695).
15. **PROBATIONARY APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Hannah McGarvey as Probationary Elementary Teacher effective September 1, 2022 to September 1, 2026.\* Compensation for this

appointment to be Step 1/BA of the 2022/2023 Babylon Teachers’ Association Contract (\$56,487).

**CENTRAL OFFICE ADMINISTRATION**

16. **CENTRAL OFFICE ADMINISTRATION: RESOLVED**, that the Board of Education hereby approves the 2022/2023 employment agreements for Travis Davey, Assistant Superintendent for Curriculum & Instruction; Deirdre Lunetta, Assistant Superintendent for Business; and Linda Rozzi, Superintendent of Schools (prorated) as approved in the 2022-2023 school budget.

**NON-UNION PERSONNEL**

17. **NON-UNION PERSONNEL: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the annual salaries and fringe benefit agreements for Robert Lorefice, Assistant Director of Facilities, Charles Dwyer, Network & Systems Administrator, Samantha Clancy, District Treasurer, as approved in the 2022-2023 school budget covering the period July 1, 2022- June 30, 2023.

**NON-UNION PERSONNEL**

18. **NON-UNION PERSONNEL: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the appointment of Linda McGarvey as District Clerk/Secretary to the Superintendent/Assistant Superintendent effective July 1, 2022 to June 30, 2023 and hereby approves the salary and fringe benefit agreement as more fully discussed in executive session.

**CASUAL APPOINTMENT**

19. **CASUAL APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Chris Morra as Driver Education Instructor for the spring semester of the 2021/2022 school year. Compensation for this appointment to be \$3,200. Mr. Morra holds a Driver Education Teacher Certificate.

**CASUAL APPOINTMENTS**

20. **CASUAL APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following casual appointments for the Extended School Year Program from July 7, 2022 to August 17, 2022. Compensation for these positions to be in accordance with the 2021-2022 aids and monitors agreement at the hourly rates of Step 1 - \$18.26 Step 2-\$18.56, Step 3-\$18.92:  
Special Education Aides: Karen Altieri, Ellen Altieri, Marie Gangone, Jeanie Flaughter, Claire Joseph, Meeghan Weidenmueller, Heather Tenety, Amanda Guerra, Diane Szuchy.  
Substitute Aides: Eileen Martin; Erica Byrnes

**STUDENT TEACHER APPOINTMENT**

21. **STUDENT TEACHER APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following student teacher effective September 2022:

<u>Name</u>	<u>Area</u>	<u>School</u>	<u>Cooperating Teacher</u>
Emily Reilly	English	Stony Brook	Michael Birnbaum

**CASUAL APPOINTMENT**

22. **CASUAL APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Patrick Roche as Summer Instrumental Music Teacher for the Summer Music Program effective July 5, 2022 to August 4, 2022. Compensation for this appointment to be \$46.50 per hour.

**PART-TIME CUSTODIAL APPOINTMENTS**

23. **PART-TIME CUSTODIAL APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following part-time custodial appointments effective July 1, 2022 to June 30, 2023. Compensation for these positions to be at the part-time custodial rate of pay of \$15.00/hour.
- |                   |                  |                           |
|-------------------|------------------|---------------------------|
| Richard Heuwetter | Charles Jacob    | George JaVurek            |
| Brian Ryan        | William Sadousky | Jose Luis Abreu Fernandez |
| Andy Vita         | Sean Loudon      |                           |

**PART-TIME DISTRICT COURIER**

24. **PART-TIME DISTRICT COURIER APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves Lonell Rogers as a part-time District Courier from July 1, 2022 to June 30, 2023. Compensation for this position to be \$18.00/hour.

**PART-TIME SECURITY GUARD APPOINTMENTS**

25. **PART-TIME SECURITY GUARD APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following part-time guard appointments effective July 1, 2022 to June 30, 2023. Compensation for these appointments to be \$19.00 per hour:  
 Ryan Bellitteri, Timothy Bivona, Robert Carlock, Thomas Coll, Santo Crocco, David Cronemeyer, Robert Cropsey, Christina Dahling, Kenneth Demarest, Christopher Elwood, James Evans, Daniel Gargan, Michael Koubek, Robert Krollage, Scott Lyster, Daniel Malo, Anne Marshall, Thomas McGrane, John McSweeney, Maria McSweeney, Michael ertz, Kenneth Meyerback, Justin Muller, Melissa Pabon, Edwin Perez, Midhael Petriello, Yvetter Puentes, Jason Schwartz, Giacomo Sciuto, Leeanne Strollo, Michael Tenety, Erica Vaghan, Patrick Walker, William Walsh, Vincent Weiss, James Wood.

**LEAD SECURITY GUARD**

26. **LEAD SECURITY GUARD: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Tom Parson as District Head of Security, effective July 1, 2022 to June 30, 2023. Compensation for this appointment to be \$23.00 per hour.

**PART-TIME MONITOR APPOINTMENT**

27. **PART-TIME MONITOR APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves Donna Russo as part-time monitor effective July 1, 2022 to August 31, 2022. Compensation for this appointment to be at the 2022/2023 contractual rate of the Non-Instructional Aides and Monitors Association (Step 1: \$17.32/hour; Step 2: \$17.63/hour; Step 3: \$18.00/hour).

**FOOD SERVICE WORKER STIPEND**

28. **FOOD SERVICE WORKER STIPEND: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves a stipend for Maggie Kelland, Food Service Worker, of \$500 bi-weekly effective March 2, 2022 to June 30, 2022 for the performance of additional duties in the extended absence of the Food Service Director.

**SUBSTITUTE CUSTODIAL APPOINTMENTS**

29. **SUBSTITUTE CUSTODIAL APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints the following substitute custodians effective July 1, 2022 to June 30, 2023. Compensation for these positions to be \$15.00 per hour:  
 Justine Alaggio; Sonia Blanco; Priscilla Cruz; Karen Jarvis; Gayle McGuickian; Madeline Rivas, Jose Escobar Melgar

**REORGANIZATION MEETING - REGULAR MEETING**

30. **REORGANIZATION MEETING/REGULAR MEETING: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Reorganization Meeting of the Board of Education of the Babylon Union Free School District be scheduled for 7:00 p.m. on Thursday, July 7, 2022, and **BE IT FURTHER RESOLVED**, that the Regular Meeting of the Board of Education of the Babylon UFSD be held immediately following the Reorganization Meeting on July 7, 2022.

**APPROPRIATION CHANGES**

31. **APPROPRIATION CHANGES: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following appropriation changes:

Account Code	Description	From
A1320.4420-00-000	Auditing-Auditors	20,000.00
A1420.4410-00-000	Legal-Attorneys	
<b>Transfer is necessary for current and anticipated legal costs.</b>		
A1480.4900-00-000	Public Info-BOCES Serv	18,328.00
A2070.4900-00-000	Inserv Train-BOCES	6,000.00
A2280.4900-00-000	Occupational Education-BOCES	181,410.00
A5510.4900-00-000	Transportation-BOCES	20,821.00
A5582.4900-00-000	BOCES Trans-Handicapped	161,354.00
A1430.4900-05-000	Personnel-BOCES Serv	

A1620.4900-00-000 Operation-BOCES Service  
 A1680.4900-00-000 Central Data Process-BOCES Service  
 A1981.4900-00-000 Special Items-BOCES  
 A2110.4900-00-000 Tch/Reg Sch-BOCES  
 A2630.4900-00-000 Computer Instr-BOCES

**Transfer is necessary to realign codes with BOCES costs.**

A1621.1620-00-000 Maintenance-Non-Instr O/T 6,000.00  
 A1621.1600-00-000 Maintenance-Non-Instr Sal 1,800.00  
 A1621.1610-00-000 Maintenance-Non-Instr P/T

**Transfer is necessary to realign budget codes with salary costs.**

A2110.1307-01-000 Tch/Reg Sch-Chaper/Duty 9,250.00  
 A2110.1282-03-000 Tch/Reg Sch-Instr Long

**Transfer is necessary to realign budget codes with salary costs.**

Account Code	Description	From
A2110.1610-01-000	Tch/Reg Sch-Non Instr P/T	20,500.00
A2110.4900-00-000	Tch/Reg Sch-BOCES	

**Transfer is necessary to realign codes with BOCES costs.**

A2110.1400-02-000 Tch/Reg Sch-Substitutes 11,000.00  
 A2110.1400-03-000 Tch/Reg Sch-Substitutes

**Transfer is necessary to realign budget codes with salary costs.**

A2251.4700-00-000 Spec Ed-Tuition 180,000.00  
 A2251.4102-00-000 Spec Ed-Professional/Technical Serv 50,000.00  
 A2251.1611-01-000 Spec Ed-Non Instr Sal P/T 25,000.00  
 A2251.4900-00-000 Spec Ed-BOCES

**Transfer is necessary to realign codes with BOCES costs due to unanticipated additional placements**

A9050.8006-00-000 Employ Bene/Unemploy Ins 64,500.00  
 A2810.1600-01-000 Guidance-Non-Instr Sal 35,000.00  
 A2320.1517-00-000 Summer School 500.00  
 A2110.1300-01-000 Tch/Reg Sch-Inst 7-12

**Transfer is necessary to realign budget codes with salary costs.**

A9010.8001-00-000 Employ Bene/ERS 22,000.00  
 A9020.8002-00-000 Employ Bene/TRS

**Transfer is necessary for current and anticipated retirement contributions.**

A9010.8001-00-000 Employ Bene/ERS 105,700.00  
 A1622.1610-01-000 Security-Non-Instr Sal  
 A1622.1610-03-000 Security-Non-Instr Sal  
 A2805.1600-00-000 Attendance-Non-Instr Sal  
 A2612.1610-02-000 Library Non-Instr Sal P/T  
 A2612.1610-03-000 Library Non-Instr Sal P/T

**Transfer is necessary to realign budget codes with salary costs.**

A5543.4000-00-000	Contract Trans-District Buses	44,000.00
A5542.4000-01-000	Contract Trans-Field Trips	13,000.00
A5542.4000-03-000	Contract Trans-Field Trips	3,000.00
A5541.4000-01-000	Contract Trans-Athletics	

**Transfer is necessary for current and anticipated expenses for athletics.**

Account Code	Description	From
A9061.1000-00-000	Employ Bene/Health Waiver	105,000.00
A2020.1503-01-000	Supv-Principals Sal Jr/Sr	
A2020.1600-03-000	Supv-Non-Instr Sal	
A2805.1507-00-000	Attendance-Instr Sal	
A2855.1539-01-000	Interch Activ-Supv	

**Transfer is necessary to realign budget codes with salary costs.**

A1620.4192-01-000	Operation-Fuel	3,150.00
A1620.4192-02-000	Operation-Fuel	2,750.00
A1620.4192-03-000	Operation-Fuel	3,900.00
A9010.8001-00-000	Employ Bene/ERS	54,900.00
A1620.4170-01-000	Operation-Elect & Gas	
A1620.4170-02-000	Operation-Elect & Gas	
A1620.4170-03-000	Operation-Elect & Gas	

**MAXIMUM RESERVE FUND TRANSFERS**

32. **MAXIMUM RESERVE FUND TRANSFERS: RESOLVED**, that upon the recommendation of the Superintendent of Schools the Board of Education hereby authorizes a transfer up to a maximum amount from the unassigned fund balance from the 2021-2022 fiscal year budget as follows:

<b>Employee Benefit Accrued Liability Reserve Fund</b>	<b>\$900,000</b>
<b>Retirement Contribution Reserve Fund</b>	<b>\$600,000</b>
<b>Retirement Contribution Reserve Fund TRS Sub fund</b>	<b>\$500,000</b>
<b>Capital Reserve</b>	<b>\$600,000</b>

**APPROVAL OF INTERNAL AUDIT ANNUAL RISK ASSESSMENT UPDATE, GRANTS CYCLE REPORT AND RELATED CORRECTIVE ACTION PLANS (CAP)**

33. **APPROVAL OF INTERNAL AUDIT ANNUAL RISK ASSESSMENT UPDATE, GRANTS CYCLE REPORT AND RELATED CORRECTIVE ACTION PLANS (CAP): RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education acknowledges receipt and hereby accepts the Annual Risk Assessment Update, Grants cycle report and Corrective Action Plans for the Annual Risk Assessment Update Pertaining to the Internal Controls of District Operations June 2021 and the Grants Cycle Review issued by Nawrocki Smith, LLP.

**APPROVAL OF FEDERAL SINGLE AUDIT**

34. **APPROVAL OF FEDERAL SINGLE AUDIT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education accepts and approves the Federal Single Audit of the Babylon Union Free School District as prepared by the external auditing firm of Cullen & Danowski, LLP for the 2020-2021 fiscal year.

**EXTERNAL AUDIT AWARD**

35. **EXTERNAL AUDIT AWARD: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education awards the contract for the financial statement audit for the fiscal year ended June 30, 2022, to Cullen & Danowski, LLP as the lowest responsible proposer at a total fee of \$45,000 which includes the single audit and the audit of the extra classroom activity funds. The proposal contains the option to renew these services

for the fiscal years ending June 30, 2023, though, and including, June 30, 2026 at a fee of \$45,900, \$46,800, \$47,700 and \$48,000 respectively. Should the district not meet the threshold for a single audit for any of the years indicated, the total fees will be reduced by \$5,100, \$5,200, \$5,300, and \$5,400 respectively.

**UNIVERSAL PRE-KINDERGARTEN (UPK) SERVICES CONTRACTS**

36. **UNIVERSAL PRE-KINDERGARTEN (UPK) SERVICES CONTRACTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the service contracts with South Shore Children’s Center and Cross of Christ Lutheran Church Preschool as UPK providers for the 2022/2023 school year.

**CLINICAL STAFFING AGREEMENT**

37. **CLINICAL STAFFING AGREEMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves Clinical Staffing Agreement between the Babylon Union Free School District and Home Care Therapies LLC dba Horizon Healthcare Staffing and Horizon Staffing Solutions effective July 1, 2022 to June 20, 2023.

**FIRST READING OF POLICY 9150 – SCHOOL DISTRICT ADULT-STUDENT RELATIONS (FRATERNIZATION)**

38. **FIRST READING OF POLICY 9150 – SCHOOL DISTRICT ADULT-STUDENT RELATIONS (FRATERNIZATION): RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves a first reading of Policy 9150, School District Adult-Student Relations (Fraternization).

**COMMITTEE ON SPECIAL EDUCATION & PRE-SCHOOL SPECIAL EDUCATION**

39. **COMMITTEE ON SPECIAL EDUCATION AND COMMITTEE ON PRE-SCHOOL SPECIAL EDUCATION: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education accepts the recommendations from the Committee on Special Education and the Committee on Preschool Special Education for cases dated March 8, 2022 to June 6, 2022.

**OBSOLETE ITEM**

40. **OBSOLETE ITEM: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the disposal of a 7 Level Communicator, which is no longer needed or in use.

**OTHER BUSINESS**

- Mrs. Rozzi spoke about the SCOPE Before and After School Program and finding staff to run the program to accommodate the thirty students on the waiting list. Discussion was held regarding options for the program.
- Mr. Davey reported on the SCOPE Summer Enrichment Program. The enrollment period will be extended as the numbers for the current grade school students is low. He reported that options are being discussed to condense courses or combine courses and more information should be out to families by the week’s end.
- Mr. Steffanetta, District’s Counsel, gave an overview of the Babylon Teachers’ contract, which was approved this evening and will be attached to the Board minutes on the district’s website. Mrs. Dell’Erba thanked Mr. Steffanetta for all his help and years of service to the district and wished him well on his retirement.

**REPRESENTATIVES OF ORGANIZATIONS**

Mrs. Campagna thanked everyone for a great year. She reported that Spirit Wear ended with \$1,600 raised and the Adventure Land event was a huge success in raising \$13,000. She reported on Silly Pints, Argyle Theater Polka Dots and membership for the 2022/2023 school year. She also reported that Desiree Hawkins, PTSA, has sent out information for nominations for the secondary schools PTSA in order to get that organizations up and running.

**FUTURE BOARD MEETINGS**

Mrs. Dell’Erba announced the following future Board of Education meetings:  
Annual Reorganization Meeting, Thursday, July 7, 2022, 7:00 p.m.  
BOE Regular Business Meeting, Thursday, July 7, 2022 immediately following Reorganization Meeting



**ADJOURNMENT**

On motion by L. Jurs; seconded by D. Noesi, the Board adjourned to executive session at 9:10 p.m.  
Approved (7-0)

\*In order to be eligible for tenure, an individual receiving a probationary appointment as a classroom teacher or building principal shall have received composite or overall annual professional performance review ratings pursuant to Education Law section 3012-c and/or 3012-d of either effective or highly effective in at least three of the four preceding years and if the classroom teacher or building principal receives an ineffective composite or overall rating in the final year of the probationary period he or she shall not be eligible for tenure at that time. Classroom teacher and building principal means a classroom teacher or building principal as such terms are defined in sections 30-2.2 and 30-3.2 of the regulations of the Commissioner of Education.



**RESPECTFULLY SUBMITTED,  
CAROL FEUDI  
DISTRICT CLERK**

MEMORANDUM OF AGREEMENT  
between the  
BABYLON UNION FREE SCHOOL DISTRICT  
and the  
BABYLON TEACHERS' ASSOCIATION

This MEMORANDUM OF AGREEMENT is made and entered into this 18th day of October, 2021, by and between the negotiating committees for the Babylon UFSD (the "District") and the Babylon Teachers' Association (the "Association").

WHEREAS, the parties have engaged in good faith discussions related specifically to the instruction of students on mandatory quarantine, and;

WHEREAS, the parties have arrived at a tentative agreement regarding how instruction, specifically, of students on mandatory quarantine is to be delivered;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereby stipulate and agree as follows:

1. A copy of this document has been furnished to representatives of the District and Association.
2. All provisions of the original CBA remain in effect, except for those temporary modifications noted herein.
3. The temporary modifications noted herein are for the 2021-2022 school year only.
4. Specifically, during the 2021/2022 school year, the parties acknowledge that when a K-12 student has been officially assigned to quarantine due to being EITHER an identified close contact OR due to having a confirmed case of COVID, remote instruction will be offered to the student.
5. Temporary modifications pertain to the following:

**ARTICLE X - Section 1.N – Special Teaching Duties**

Grades K-6:

- At the K-6 level, remote instruction will take place during a mutually agreeable time and delivered preferably by the student's own grade level/classroom teacher, a grade level colleague or any other available teacher and/or building substitute (in such order).
- Pay for K-6 remote instruction will be according to the hourly "Home Instruction" fee noted in the current CBA for the 2021/0222 school year.

- Additionally, it is agreed that the K-6 teacher will be paid only one hourly fee, for an hour's time of remote instruction on a given day, whether he or she is teaching one student or multiple students from the same class who are on quarantine.

Grades 7-12:

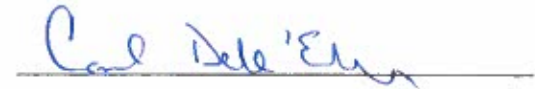
- At the 7-12 level, students required to quarantine will be given the opportunity to “live stream” into their daily period-by-period classes.
  - Teachers will get official notification from the HS administration as to the student's name, as well as the start/end dates to begin and end live streaming.
  - Teachers must confirm with the student, in advance of the live streaming start date, the start and end dates for live streaming.
  - Teachers are to prepare all necessary materials in digitized format and provide the student with those materials in advance of any live streamed class.
  - If there are any materials that cannot be digitized (for instance, a necessary physical textbook, a specialized calculator or physical lab materials a student needs, etc...), the teacher will arrange for a parent to pick up these materials prior to any livestreamed class.
  - On days when a 7-12 student is streaming into class, teachers are to ensure the students' engagement by acknowledging them from the onset, posing questions and engaging them in discussion with other members of the physical class.
  - Regarding exams: Any work and/or exams are to be made up within two weeks of return, if necessary and appropriate. Students should not be penalized for not being physically present in school.
  - Pay for 7-12 live streamed instruction will \$20 per period, whether the teacher is teaching one student or multiple students from the same class who are on quarantine.
6. It is understood that these modifications shall not set a practice or precedent.
7. All modifications herein shall sunset at the conclusion of the 2021-2022 school year and shall not be subject to Section 209-a-1(e) of the Taylor Law.

FOR THE ASSOCIATION



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FOR THE DISTRICT



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**DRAFT 9150**

**BABYLON UNION FREE SCHOOL DISTRICT**

**SCHOOL DISTRICT ADULT-STUDENT RELATIONS  
(FRATERNIZATION)**

## **POLICY INTENT**

The Board of Education requires that all Babylon Union Free School District (herein referred to as the "District"), employees, service providers, and District vendors (herein referred to as "School District Adults") maintain a professional and ethical relationship with students that is conducive to an effective and safe learning environment, and that School District Adults shall act as role models for students at all times, whether on or off school property and both during and outside of school hours. School District Adults shall establish appropriate professional boundaries with students and not engage in any behavior that is unprofessional or could lead to even the appearance of impropriety.

School District Adults are prohibited under any circumstances from engaging in any unacceptable or inappropriate conduct with students, as defined in Sexual Harassment Policy 0110 and Sexual Harassment Policy Regulation 0110-R, regardless of a student's age and/or whether or not the student welcomes the behavior and/or reciprocates the attention. Any unprofessional relationship is considered highly unethical, in violation of District policy, and may result in the notification to law enforcement officials and the filing of criminal charges and/or disciplinary action by the District, up to and including termination of employment and/or services. Any inappropriate behavior, criminal or not, reported may result in the permanent loss of responsibilities not protected by tenure should the District find the complaint credible after an investigation.

## **COMMUNICATION WITH STUDENTS**

All communication with a student must only occur through official District-approved platforms (e.g.: District-assigned email, as well as other approved District communication platforms). Communication with students via text messages, social media, or any platform that is NOT approved by the District is strictly prohibited.

## **PROHIBITED CONDUCT**

All School District Adults, as defined in this policy, are prohibited under any circumstances to engage in any of the following types of prohibited conduct, regardless of whether the conduct occurs on or off school property or whether the conduct occurs during or outside of school hours. The following list of prohibited conduct is not intended to constitute the entire list of conduct for which discipline may be imposed:

- (a) Engaging in any unacceptable conduct with students, as defined in Sexual Harassment Policy 0110 and Sexual Harassment Policy Regulation 0110-R; [[082321 0000BAB.pdf \(babylon.k12.ny.us\)](#)]
- (b) Engaging in any sexual conduct or sexual contact with students, including but not limited to inappropriate physical displays of affection or sexually suggestive comments between staff and students, regardless of whether staff or student initiates the behavior, whether the relationship is consensual, or whether the student has parental permission, on or off school property;

- (c) Grooming<sup>1</sup>.
- (d) Fostering, encouraging, or participating in inappropriate emotionally or socially intimate relationships with students in which the relationship is outside the bounds of the reasonable, professional adult-student relationship and in which the relationship could reasonably cause a student to view the School District Adult as more than a teacher, administrator, or advisor;
- (e) Initiating or continuing communications with students for reasons unrelated to any appropriate purpose, including oral or written communication; telephone calls; electronic communication such as texting, instant messaging, email, chat rooms, or other social networking sites; webcams; or photographs. Electronic and online communications with students must only occur through official District-approved platforms (e.g.: District-assigned email, as well as other approved District communication platforms). Communication with students via text messages, social media, or any platform that is NOT approved by the District is strictly prohibited;
- (f) Socializing with students outside of class time for reasons unrelated to any appropriate purpose in such a manner as to create the perception to other District staff, other students, parents or the public that an unprofessional relationship or inappropriate favoritism exists;
- (g) Providing alcohol or drugs to students (regardless of age) and associating with students who are under the influence of drugs or alcohol off school property; and
- (h) Engaging in any criminal sexual contact and/or sexual relations, as defined by the New York State Penal Law, with a student.

#### **REPORTING AND INVESTIGATING PROCEDURES:**

- (a) Any person with knowledge or reasonable suspicion<sup>2</sup> of a School District Adult engaging in prohibited conduct, as enumerated in this policy, but not limited to, with student(s), shall report the incident to any staff member who in turn must follow the official reporting process noted in Step #2 below within 48 hours.
- (b) As mandated reporters, all school District employees, service providers, and /or District vendors who have knowledge or a reasonable suspicion of other School District Adults engaging in prohibited conduct with student(s), shall report the incident through state-

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<sup>1</sup> *Grooming* consists of, but is not limited to, building trust with a student in an effort to gain access to and have alone time, with the ultimate goal of engaging in intimate or sexual conduct and/or contact with students. Specifically, it is the systematic "physical and psychological desensitization of a child through engagement in a behavior or set of behaviors used to develop trust, gain access to build rapport, create opportunity, establish compliance, and ensure secrecy of a target victim." Taken from *Grooming Hurts Too: The Effects of Types of Perpetrator Grooming on Trauma Symptoms in Adult Survivors of Child Sexual Abuse*. Wolf and Pruitt. *Journal of Child Sexual Abuse* (2019).

<sup>2</sup> For purposes of this policy, *Reasonable Suspicion*, is defined as a particularized and objective basis, supported by specific and articulable facts, for suspecting a person of prohibited conduct. (Black's Law Dictionary: 11th ed 2019).

mandated reporting procedures. They must also report to the District's Title IX Officer and through the official District reporting process as outlined in the Sexual Harassment Policy 0110 – R section titled "Reporting Complaints." For purposes of clarity, state mandated reporting includes notifying law enforcement of cases that define "Child Abuse in the Educational Setting", notifying the New York State Education Department Part 83 Office, and/or notifying Child Protective Services (CPS), if applicable, when child abuse occurs in the home setting.

- (c) All complaints (including, but not limited to, complaints from current students and/or alumni) of prohibited conduct with student(s) shall also be investigated by the District pursuant to the Sexual Harassment Policy 0110 and 0110-R, regardless of when they allegedly occurred.
- (d) If a student initiates prohibited behavior toward a School District Adult, that adult shall document the incident and report it to his or her building principal/supervisor, the District Title IX Officer and through the official District reporting process.
- (e) In all cases, the District committee, consisting of those appointed annually by the Babylon Board of Education, shall promptly investigate all complaints of prohibited School District Adult-student conduct, and shall take prompt corrective action to stop such conduct immediately, if founded.
- (f) Reports of prohibited School District Adult-student conduct will be treated as confidential and private to the extent possible within legal constraints.
- (g) The willing violation of a mandated reporter's duty to report, based on one's knowledge or reasonable suspicion of prohibited School District Adult-student conduct, may result in the notification of law enforcement officials, the filing of criminal charges and/or disciplinary action by the District, including suspension and/or revocation of extracurricular duties and/or termination of employment/services.

#### **PROHIBITION OF RETALIATION**

The Board of Education prohibits any retaliatory behavior directed against complainants, victims, witnesses and/or any other individuals who participate in the investigation of allegations of inappropriate School District Adult-Student conduct. Follow-up inquiries and continuous monitoring shall be made to ensure that the alleged prohibited conduct has not resumed and that all those involved in the investigation have not suffered retaliation. Any act of retaliation is subject to appropriate disciplinary action by the District.

#### **RESPONSIBILITY OF TRAINING**

The principal of each school and/or program supervisor shall be responsible for providing an annual, age-appropriate training in the first trimester (grades K-6) or first quarter (grades 7-12) of each new school year to students, that informs students of the requirements of this policy, including the duty to report and the procedures established for investigation and resolution of complaints. A parent training will also be scheduled annually by the District. Newly hired District employees will receive a copy of this policy within 30 days of their official start date. Further, annual training shall be provided by the District to all School District Adults to facilitate their understanding and compliance with this policy. Documentation of training provided to School District Adults will be collected annually by the District, requiring employee signature upon completion of training; documentation of student trainings will be collected by each school principal and turned into the District Title IX Officer annually.

The District's policy shall be disseminated as appropriate to students, parents, and School District Adults. Further, this topic shall be addressed in the District Code of Conduct. [013120 Code of Conduct Policy 5300 Revised 1-13-2020.pdf (babylon.k12.ny.us)]

## **DISCIPLINARY SANCTIONS**

Any School District Adult who violates this policy shall be subject to appropriate disciplinary measures up to and including termination of employment and/or services in accordance with legal guidelines, District policy and regulation, and the applicable collective bargaining agreements. A violation of this policy may also subject the School District Adult to criminal and/or civil sanctions as well as disciplinary action by the State Education Department.

Ref: Title IX of the Education Amendments of 1972, 20 United State Code (USC)  
Section  
1681 et seq.  
Education Law Article 23-B  
Social Service Law Sections 411-428  
9 New York Code of Rules and Regulations (NYCRR) Part 83

Adoption Date: January 11, 2016  
Amendment Date: