

**PUBLIC HEARING AND  
REGULAR MEETING OF THE BOARD OF EDUCATION**

**May 12, 2014**

**PRESENT:**

Doris Fischer	Charles A. Leunig
Laura Gavey	Superintendent of Schools
Michael L. Greb	
Henry Johnson	Dr. Kathleen Bannon
Rosemary Natoli	Associate Superintendent
Everett E. Newman III	
Brian J. Sales	Peter H. Michaelsen – Finance & Operations Assistant Superintendent
	Christopher Clayton, Esq.
	Approximately 6 Residents and Staff Members

Meeting was called to order at 7:30 p.m. by Mr. Michael L. Greb, President, in the West Cafeteria of the Middle School, with the opening exercises and a moment of silent meditation.

Roll Call of Board Members by the District Clerk.

The Public Hearing on the 2014-2015 Proposed School Budget was held.

**FOR ACTION**

**1. Minutes**

Motion by Mrs. Fischer, seconded by Mrs. Gavey to approve the minutes of the Regular Board of Education Meeting of April 24, 2014.

**Vote: 7 yes. Motion passed.**

**2. Resignations – Teaching Assistant, School Security Guard, Part-time Courier, Special Education, Custodial Worker**

Motion by Mr. Newman, seconded by Mrs. Gavey to approve the following resignations:

Name	Assignment & School	Service in District	Effective Date	Reason Given
Katherine Korwal	Teaching Assistant Susan E. Wiley	2/11/14-4/23/14	4/24/14	Personal

Ms. Korwal wishes to resign her Teaching Assistant appointment to accept a Regular Substitute position.

Edward Burns	School Security Guard High School	1/2/02-5/2/14	5/3/14	Personal
Thomas Varley	Courier (Part-time) District	7/11/13-Present	6/1/14	Personal
Deborah Balunas	Special Education Teacher Middle School	2/27/12-Present	6/30/14	Personal
Pedro Espinal	Custodial Worker High School	11/3/09-Present	6/28/14	Personal

**Vote: 7 yes. Motion passed.**

**3. Approval of an Agreement between the Copiague Union Free School District and a Staff Member**

Motion by Mrs. Fischer, seconded by Mrs. Gavey to approve the Agreement between the Copiague Union Free School District and a Staff Member.

**Vote: 7 yes. Motion passed.**

**4. Approval of Resolutions Regarding the Timelines to the Affordable Care Act: (a) Ongoing Employees; (b) New Variable Hour Employees; (c) New Part-time Employees; (d) New Seasonal Employees**

Motion by Mrs. Fischer, seconded by Mrs. Gavey to approve the resolutions regarding the timelines to the Affordable Care Act.

**RESOLUTION: (A) Ongoing Employees**

**WHEREAS**, the Patient Protection and Affordable Care Act requires the Copiague School District to determine full-time status of ongoing employees in order to establish eligibility for health insurance coverage; and

**WHEREAS**, eligibility must be determined prior to the start of the health plan year in 2015; and

**WHEREAS**, the regulations under the Patient Protection and Affordable Care Act allow for look-back measurement periods to be used for ongoing employees to determine whether an employee is a full-time employee; and

**WHEREAS**, the Copiague School District desires to establish a look-back standard measurement period, administrative period and stability period for its ongoing employees; and

**WHEREAS**, the Copiague School District provides a health plan and is a participating municipality under the New York State Health Insurance Program (NYSHIP) and;

**WHEREAS**, the Copiague School District's health plan year is a fiscal year which runs from January 1 to December 31; and

**NOW THEREFORE, BE IT RESOLVED**, that the standard measurement period for ongoing employees shall be a period of six (6) consecutive months to be measured from May 1, 2014 to October 31, 2014; and

**BE IT FURTHER RESOLVED**, that the administrative period for ongoing employees shall be a period of 61 days to be measured from November 1, 2014 to December 31, 2014; and

**BE IT FURTHER RESOLVED**, that the stability period for ongoing employees, determined to have averaged at least 30 hours of service per week (130 hours of service per calendar month) during the standard measurement period, shall be a period of twelve (12) consecutive calendar months to begin immediately after the administrative period on January 1, 2015 and to continue until December 31, 2015; and

**BE IT FURTHER RESOLVED**, that the stability period for ongoing employees, determined not to have averaged 30 hours of service or more per week (130 hours of service or more per calendar month) during the standard measurement period, shall be a period of twelve (12) consecutive calendar months to begin immediately after the administrative period on January 1, 2015 and continue until December 31, 2015; and

**BE IT FURTHER RESOLVED**, that notwithstanding the foregoing, the Copiague School District reserves the right to elect to provide insurance coverage to otherwise eligible employees who are not currently provided insurance coverage or to elect not to provide insurance coverage to otherwise eligible employees.

**RESOLUTION: (B) New Variable Hour Employees**

**WHEREAS**, the Patient Protection and Affordable Care Act requires the Copiague School District to determine full-time status of new variable hour employees in order to establish eligibility for health insurance coverage; and

**WHEREAS**, the regulations under the Patient Protection and Affordable Care Act allow for look-back measurement periods to be used for new variable hour employees to determine whether an employee is a full-time employee; and

**WHEREAS**, the Copiague School District desires to establish a look-back initial measurement period, administrative period and stability period for its new variable hour employees; and

**WHEREAS**, the Copiague School District provides a health plan and is a participating municipality under the New York State Health Insurance Program (NYSHIP) and

**WHEREAS**, the Copiague School District's health plan year is a fiscal year which runs from January 1 to December 31; and

**NOW THEREFORE, BE IT RESOLVED**, that the initial measurement period for new variable hour employees shall be a period of twelve (12) consecutive months which shall begin on the first day of the first calendar month following the employee's start date; and

**BE IT FURTHER RESOLVED**, that the administrative period for new variable hour employees shall be a period of 30 days to begin immediately after the end of the initial measurement period; and

**BE IT FURTHER RESOLVED**, that the stability period for new variable hour employees, determined to have averaged at least 30 hours of service per week (130 hours of service a calendar month) during the initial measurement period, shall be a period of twelve (12) consecutive calendar months to begin immediately after the administrative period; and

**BE IT FURTHER RESOLVED**, that the stability period for new variable hour employees, determined not to have averaged 30 hours of service or more per week (130 hours of service or more per calendar month) during the initial measurement period, shall be a period of twelve (12) consecutive calendar months to begin immediately after the administrative period; and

**BE IT FURTHER RESOLVED**, that notwithstanding the foregoing, the Copiague School District reserves the right to elect to provide insurance coverage to otherwise eligible employees who are not currently provided insurance coverage or to elect not to provide insurance coverage to otherwise eligible employees.

**RESOLUTION: (C) New Part-time Employees**

**WHEREAS**, the Patient Protection and Affordable Care Act requires the Copiague School District to determine full-time status of new part-time employees in order to establish eligibility for health insurance coverage; and

**WHEREAS**, the regulations under the Patient Protection and Affordable Care Act allow for look-back measurement periods to be used for new part-time employees to determine whether an employee is a full-time employee; and

**WHEREAS**, the Copiague School District desires to establish a look-back initial measurement period, administrative period and stability period for its new part-time employees; and

**WHEREAS**, the Copiague School District provides a health plan and is a participating municipality under the New York State Health Insurance Program (NYSHIP) and

**WHEREAS**, the Copiague School District's health plan year is a calendar year which runs from January 1 to December 31; and

**NOW THEREFORE, BE IT RESOLVED**, that the initial measurement period for new part-time employees shall be a period of twelve (12) consecutive months which shall begin on the first day of the first calendar month following the employee's start date; and

**BE IT FURTHER RESOLVED**, that the administrative period for new part-time employees shall be a period which shall begin at the end of the initial measurement period and shall continue through the end of the first full calendar month beginning on or after the end of the initial measurement period; and

**BE IT FURTHER RESOLVED**, that the stability period for new part-time employees, determined to have averaged at least 30 hours of service per week (130 hours of service a calendar month) during the initial measurement period, shall be a period of twelve (12) consecutive calendar months to begin immediately after the administrative period; and

**BE IT FURTHER RESOLVED**, that the stability period for new part-time employees, determined not to have averaged 30 hours of service or more per week (130 hours of service or more per calendar month) during the initial measurement period, shall be a period of twelve (12) consecutive calendar months to begin immediately after the administrative period; and

**BE IT FURTHER RESOLVED**, that notwithstanding the foregoing, the Copiague School District reserves the right to elect to provide insurance coverage to otherwise eligible employees who are not currently provided insurance coverage or to elect not to provide insurance coverage to otherwise eligible employees.

**RESOLUTION: (D) New Seasonal Employees**

**WHEREAS**, the Patient Protection and Affordable Care Act requires the Copiague School District to determine full-time status of new seasonal employees in order to establish eligibility for health insurance coverage; and

**WHEREAS**, the regulations under the Patient Protection and Affordable Care Act allow for look-back measurement periods to be used for new seasonal employees to determine whether an employee is a full-time employee; and

**WHEREAS**, the Copiague School District desires to establish a look-back initial measurement period, administrative period and stability period for its new seasonal employees; and

**WHEREAS**, the Copiague School District provides a health plan and is a participating municipality under the New York State Health Insurance Program (NYSHIP) and

**WHEREAS**, the Copiague School District's health plan year is a calendar year which runs from January 1 to December 31; and

**NOW THEREFORE, BE IT RESOLVED**, that the initial measurement period for new seasonal employees shall be a period of twelve (12) consecutive months which shall begin on the first day of the first calendar month following the employee's start date; and

**BE IT FURTHER RESOLVED**, that the administrative period for new seasonal employees shall be a period which shall begin at the end of the initial measurement period and shall continue through the end of the first full calendar month beginning on or after the end of the initial measurement period; and

**BE IT FURTHER RESOLVED**, that the stability period for new seasonal employees, determined to have averaged at least 30 hours of service per week (130 hours of service a calendar month) during the initial measurement period, shall be a period of twelve (12) consecutive calendar months to begin immediately after the administrative period; and

**BE IT FURTHER RESOLVED**, that the stability period for new seasonal employees, determined not to have averaged 30 hours of service or more per week (130 hours of service or more per calendar month) during the initial measurement period, shall be a period of twelve (12) consecutive calendar months to begin immediately after the administrative period; and

**BE IT FURTHER RESOLVED**, that notwithstanding the foregoing, the Copiague School District reserves the right to elect to provide insurance coverage to otherwise eligible employees who are not currently provided insurance coverage or to elect not to provide insurance coverage to otherwise eligible employees.

**Vote: 7 yes. Motion passed.**

5. Motion by Mr. Sales, seconded by Mr. Newman to approve the following staff appointments:

a. **Approval - Resolution - Emergency Conditional Appointments**

**RESOLUTION**

**BE IT RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education of the Copiague Union Free School District hereby appoints the following individuals on an emergency conditional basis pursuant to applicable provisions of the New York State Education Law:

NAME	ASSIGNMENT	EFF. DATE
Capitelli, Joanna	Middle School Choreographer	5/13/14
Gogolinski, Maryanne	Substitute Clerical	5/13/14

b. **Appointment – Teaching: Regular Substitute – Special Education**

Name	Certification	Service Area & Assignment	Effective Date & Salary
Katherine Korwal	NYS Initial Certificates Students with Disabilities Grades 1-6 Childhood Education Grades 1-6 Students with Disabilities Birth-Grade 2 Early Childhood Education Birth – Grade 2 eff. 2/1/14	Special Education Susan E. Wiley	4/24/14 and terminating on or before 6/30/14 Salary: Step 1 Column BA \$45,567 (prorated) of the 2013/14 Teachers' Salary Schedule

c. **Appointments – Annual – Summer School 2014**

Name	Assignment	Stipend
Jonathan Cutolo	Secondary Summer School Principal	\$8,250
Sarah Rowan	Elementary Summer School Principal	\$4,500

d. **Appointment – Annual – Mentor Coordinator – 2014/15 School Year**

Name	Assignment & School	Stipend
Allison Weller	Mentor Coordinator District	\$5,000

e. **Appointment – Annual – Transition Coordinator – 2014/15 School Year**

Name	Assignment & School	Stipend
Cheryl Feldman	Transition Coordinator District	\$3,500

f. **Appointment – Ancillary Staff – 2013/14 School Year**

Name	Event	Stipend	Assignment
Joanna Capitelli	Middle School Musical	\$250	Choreographer

**g. Appointment – Per Diem Substitute Teacher**

<u>Name</u>	<u>Assignment &amp; Certification</u>	<u>Salary &amp; Effective Date</u>
Thomas Reeve	Per Diem Substitute NYS Permanent Certificates Mathematics 7-12 eff. 2/1/79 School Administrator Supervisor eff. 9/1/05 School District Administrator eff. 9/1/95	\$115 per day 5/13/14

**h. Appointment – Adult and Continuing Education Teacher – Fall 2014**

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>
George Masone	Tai Chi Instructor	\$16.51 per hour

**i. Appointments – Non-Teaching: Permanent – School Security Guards**

<u>Name</u>	<u>Assignment &amp; School</u>	<u>Salary &amp; Effective Date</u>
Brenda Bryant	School Security Guard Middle School	\$22.94 per hour* 35 hours per week eff. 5/19/14
Robert Pasqualone	School Security Guard High School	\$22.94 per hour* 35 hours per week eff. 5/19/14

\*Based on 2012-13 Salary Chart

**j. Appointment – Non-Teaching: Substitute Staff**

<u>Name</u>	<u>Assignment &amp; School</u>	<u>Salary &amp; Effective Date</u>
Maryanne Gogolinski	Clerk Typist District	\$12.25 per hour 5/13/14

**Vote: 7 yes. Motion passed.**

6. Motion by Mrs. Fischer, seconded by Mrs. Gavey to approve the Recommendations of the Committee on Preschool Special Education for the identification and placement of students with disabilities as listed below:

Case #010059618	Case #010059641	Case #010059718	Case #010059715
Case #010058742	Case #010059618	Case #010058760	Case #01005037
Case #010059547	Case #010058742		

**Vote: 7 yes. Motion passed.**

7. Motion by Mrs. Fischer, seconded by Mrs. Gavey to approve the Recommendations of the Committee on Special Education for the identification and placement of students with disabilities as listed below:

Case #72674	Case #000074436	Case #000074491	Case #010058258
Case #000073449	Case #000072512	Case #010056485	Case #010057023
Case #010057205	Case #010056485	Case #000074416	Case #000071702
Case #000071444	Case #000072254	Case #000071719	Case #000059872
Case #000060936	Case #000069352	Case #010056785	Case #71328
Case #71321	Case #000070870	Case #010057757	Case #67428
Case #010059720	Case #000073008	Case #000071166	Case #000067063
Case #010056596			

**Vote: 7 yes. Motion passed.**

**8. Approval of Memorandum of Agreement between the Copiague Union Free School District and the Copiague Association of Principals**

Motion by Mr. Newman, seconded by Mrs. Gavey to approve the Memorandum of Agreement between the Copiague Union Free School District and the Copiague Association of Principals.

**Vote: 7 yes. Motion passed.**

**9. Approval of Memorandum of Agreement between the Copiague Union Free School District and the Copiague Supervisory Association**

Motion by Mr. Newman, seconded by Mrs. Gavey to approve the Memorandum of Agreement between the Copiague Union Free School District and the Copiague Supervisory Association.

**Vote: 7 yes. Motion passed.**

Mr. Greb thanked the Association of Principals and the Copiague Supervisory Association on behalf of the children of Copiague.

**FOR CONSIDERATION**

1. Motion by Mr. Newman, seconded by Mrs. Gavey to approve the revision to the 2014/2015 School Calendar scheduling the first day of school, Tuesday, September 2, 2014 and scheduling a Superintendent's Conference Day for Wednesday, November 26, 2014.

**Vote: 7 yes. Motion passed.**

2. Motion by Mr. Newman, seconded by Mrs. Gavey to approve the following resolution regarding the scheduling of the Copiague Board of Education Reorganizational Meeting:

**RESOLUTION**

**BE IT RESOLVED**, that the Annual Reorganizational Meeting of the Copiague Board of Education be scheduled for Tuesday, July 8, 2014, at 7:30 p.m. in the Board of Education Conference Room at the Middle School.

**Vote: 7 yes. Motion passed.**

3. Motion by Mrs. Gavey, seconded by Mr. Newman to approve the following designated Board Member to attend a function as a representative of the governing body of the Copiague School District: Michael L. Greb – Suffolk County School Superintendents' Association's Luncheon Honoring Suffolk Valedictorians, June 5, 2014.

**Vote: 7 yes. Motion passed.**

4. Motion by Mr. Newman, seconded by Mrs. Gavey to adopt the resolution from bond attorneys Hawkins, Delafield & Wood LLP, authorizing the President of the Board of Education to accept the most favorable quotation on Tax Anticipation Notes not to exceed a total of \$20,000,000 for the 2014/15 school year.

**Vote: 7 yes. Motion passed.**

5. Motion by Mr. Newman, seconded by Mrs. Fischer to approve the budget transfers that exceed \$10,000.

**Vote: 7 yes. Motion passed.**

6. Motion by Mr. Newman, seconded by Mrs. Gavey to award the Request for Proposal for Universal Pre-Kindergarten to Marks of Excellence Child Care Center and Stanford Child Care Center for their low proposals meeting general conditions and specifications.

**Vote: 7 yes. Motion passed.**

7. Motion by Mr. Newman, seconded by Mrs. Gavey to approve the following resolution regarding the Multi-Year Service Agreement with Western Suffolk BOCES:

**RESOLUTION**

**BE IT RESOLVED**, that the Board of Education accept the Multi-Year Service Agreement with Western Suffolk BOCES for technology services, and

**BE IT FURTHER RESOLVED**, that the President of the Board of Education and Superintendent of Schools be authorized and directed to execute said Agreement.

**Vote: 7 yes. Motion passed.**

**REPORTS**

1. Dropout Summary and Enrollment Report for the Period Ending April 25, 2014
2. Superintendent's Report:

Mr. Leunig announced that at the Nassau-Suffolk School Board Dinner scheduled for May 29<sup>th</sup>, two of our Board members will be honored for their service. Mr. Newman is the recipient of the Silver Bullet Award and Mrs. Natoli is the recipient of the Distinguished Service Award.

**CORRESPONDENCE**

The Board received a thank you from Dr. Mensch, Chief Operating Officer, Western Suffolk BOCES, for the Copiague Board's support in the recent election of trustees and the administrative budget. Additionally, the Board received an invitation to the Spring Sports Awards scheduled for June 4.

**COMMUNICATIONS AND ANNOUNCEMENTS**

Voting on the School Budget and Trustees will take place on Tuesday, May 20, 2014, from 10:00 a.m. to 10:00 p.m. at the Great Neck Road Elementary School.

Voter Registration: Any qualified person who wishes to register to vote in the School Budget and Trustee Election may do so at the office of the District Clerk, Central Office Administration, located in the Middle School on Taylor Avenue. Hours are Monday through Friday from 9:00 a.m. to 3:00 p.m. The last day to register for the May 20<sup>th</sup> Vote will be Tuesday, May 13, 2014.

The next Regular Meeting of the Board of Education is scheduled for Monday, June 2, 2014 at 7:30 p.m. in the West Cafeteria of the Middle School. It will be preceded by an Audit Committee Meeting at 6:30 p.m. in the Board of Education Conference Room and a reception honoring this year's retirees and newly tenured staff at 7:00 p.m. in the West Cafeteria of the Middle School.

School will be closed for Superintendent's Conference Day on May 23, 2014 for grades 9-12.

Memorial Day will be celebrated on Monday, May 26, 2014. All schools and offices will be closed.

**UNFINISHED BUSINESS**

There was no unfinished business.

**NEW BUSINESS**

There was no new business.

**VOICE OF THE BOARD**

There was no voice of the Board.



**VOICE OF THE PEOPLE**

A resident had a concern regarding the girls' lacrosse game that took place last week. He said there was only 1 coach and no chaperones. He also mentioned that there have been instances for other girls sporting games that the fields were not ready.

The Superintendent addressed the resident's concerns.

**EXECUTIVE SESSION**

Motion by Mrs. Fischer, seconded by Mrs. Gavey to go into Executive Session to discuss particular persons.

**Vote: 7 yes. Motion passed.**

The Board went into Executive Session at 8:15 p.m.

Motion by Mrs. Fischer, seconded by Mrs. Gavey to reconvene the meeting.

**Vote: 7 yes. Motion passed.**

The meeting was reconvened at 10:09 p.m.

**ADJOURNMENT**

Motion by Mr. Newman, seconded by Mrs. Natoli to adjourn the meeting.

**Vote: 7 yes. Motion passed.**

The meeting was adjourned at 10:10 p.m.

---

Mary Ellen Ruppert  
District Clerk