

REGULAR MEETING OF THE BOARD OF EDUCATION

March 6, 2017

PRESENT:

Laura Gavey
Michael Greb
Rosemary Natoli
Peter Robinson
Brian Sales

Dr. Kathleen Bannon
Superintendent of Schools

Assistant Superintendents:
Peter H. Michaelsen – Finance & Operations
Karen Sheridan – Student Services
Todd Andrews – Human Resources
Jeanette Altruda – Curriculum & Instruction

ABSENT:

Doris Fischer
Everett E. Newman III

Christopher Clayton, Esq.

Approximately 8 Residents and Staff Members

The meeting was called to order at 7:30 p.m. by Mr. Brian J. Sales, President, with the opening exercises and a moment of silent meditation.

Roll Call of Board Members by the District Clerk.

2. FOR ACTION

Action, Minutes: 2.1 Approval of Minutes - Regular Board of Education Meeting of February 13, 2017

Motion to approve the minutes of the Regular Board of Education Meeting of February 13, 2017.

Motion by Michael Greb, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action: 2.2 Resignations - Teaching Assistant/Per Diem Substitute, School Nurse, Maintenance Mechanic

Motion to accept the following resignations:

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SERVICE IN DISTRICT</u>	<u>EFFECTIVE DATE</u>	<u>REASON GIVEN</u>
Jacqueline Wiswall	Teaching Assistant/ Per Diem Substitute Special Education Middle School	11/5/14-2/18/17	2/18/17	Personal
Ann Marie Pisarello	School Nurse Great Neck Road	2/3/93-Present	3/17/17	Retirement
Steven Bolanda	Maintenance Mechanic	6/22/09-Present	6/30/17	Retirement

Motion by Rosemary Natoli, second by Michael Greb.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action: 2.3 Request for Leave of Absence - School Psychologist

Motion to approve the following request for leave of absence:

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SERVICE IN DISTRICT</u>	<u>EFFECTIVE DATE</u>	<u>REASON GIVEN</u>
Laura Macchio	School Psychologist Deauville Gardens East/West/ Susan E. Wiley	2010-Present (Leave of Absence 2/17/17-4/2/17)	4/3/17 terminating 6/30/17	Child Care

Motion by Michael Greb, second by Laura Gavey.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action: 2.4 Declinations of Appointment - Student Worker, Coach

Motion to accept the following declinations of appointment:

<u>NAME</u>	<u>ASSIGNMENT/SCHOOL</u>	<u>REASON GIVEN</u>
Brianna Lindsay	Student Worker Susan E. Wiley Library Appointed at the Board of Education Meeting of 1/9/17	Personal
Daniel Martel	Varsity Boys Lacrosse Assistant Coach Appointed at the Board of Education Meeting of 2/13/17	Personal

Motion by Michael Greb, second by Laura Gavey.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action: 2.5 Resolution - Memorandum of Agreement Between the Copiague UFSD and the Copiague Teachers Association

Motion to approve the memorandum of agreement between the Copiague UFSD and the Copiague Teachers Association.

Motion by Michael Greb, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action: 2.6 Resolution - Affordable Care Act - New and Ongoing Employees

Motion to approve the following Resolution regarding the Affordable Care Act:

**AFFORDABLE CARE ACT COMPLIANCE & IMPLEMENTATION
ADOPTION OF 4980H MEASUREMENT & STABILITY PERIODS**

WHEREAS, on March 23, 2010, the Patient Protection and Affordable Care Act (“ACA”) was enacted into federal law; and

WHEREAS, the ACA added a new Section 4980H to the Internal Revenue Code requiring districts with more than fifty (50) full-time employees to offer affordable minimum essential coverage which provides minimum value, as those terms are defined within the ACA and its implementing regulations, to its full-time employees, as that term is defined within the ACA and its implementing regulations, or pay a penalty tax; and

WHEREAS, the Copiague Union Free School District is a large district subject to the provisions of Section 4980H; and

WHEREAS, Section 4980H is currently scheduled to become effective beginning January 1, 2015; and

WHEREAS, on February 12, 2014, the Internal Revenue Service and the U.S. Treasury Department published final federal regulations further outlining districts’ obligations under the new Section 4980H of the Internal Revenue Code; and

WHEREAS, Section 4980H-3 of the final regulations (26 C.F.R. § 4980H-3) allows for the use of a look-back measurement method for determining employees’ hours of service and full-time status for purposes of Section 4980H; and

WHEREAS, Section 4980H-3 of the final regulations (26 C.F.R. § 4980H-3) defines the following employee definitions:

Ongoing Employee: An “ongoing employee” is generally an employee who has been employed by the district for at least one complete standard measurement period. As stated in Notice 2011-36

New Employee: A “New Employee” is generally an employee who has NOT been employed by the district for at least one complete standard measurement period

Variable Hour Employee: A “variable hour employee” if, based on the facts and circumstances at the start date, it cannot be determined that the employee is reasonably expected to work on average at least 30 hours per week. A new employee who is expected to work initially at least 30 hours per week may be a variable hour employee if, based on the facts and circumstances at the start date, the period of employment at more than 30 hours per week is reasonably expected to be of limited duration and it cannot be determined that the employee is reasonably expected to work on average at least 30 hours per week over the initial measurement period

WHEREAS, pursuant to Section 4980H-3 of the final regulations, in order to avail itself of the look-back measurement method, a district must determine the initial measurement period, standard measurement period, administrative period, and corresponding stability periods the district will use; **NOW, THEREFORE, BE IT RESOLVED**, that the Board of Education, upon the recommendation of the Superintendent of Schools, hereby adopts the look-back measurement method for measuring hours of service and calculating full-time status of all District employees;

AND BE IT FURTHER RESOLVED, that the Board of Education, upon the recommendation of the Superintendent of Schools, hereby designates the following measurement period(s), administrative period(s), and corresponding stability period(s):

Employee Type	Measurement Period	Administrative Period	Stability Period
All new, variable-hour employees	<i>Initial Measurement Period:</i> Twelve (12) calendar months, which shall begin on the first day of the first month following the employee’s start date.	One (1) month period beginning immediately at the end of the initial measurement period and which shall continue through the end of the first full calendar month beginning on or after the end of the initial measurement period.	Twelve (12) calendar months, to begin immediately after the administrative period
All ongoing employees	Standard Measurement Period: Twelve (12) Months, measured from November 1 through October 31	Two (2) months period from November 1 through December 31	Twelve (12) calendar months beginning immediately after the administrative period on January 1 and continuing until December 31

AND BE IT FURTHER RESOLVED, that the Superintendent of Schools, is hereby authorized and directed to take such action as is necessary to apply said measurement periods, administrative periods, and stability periods, in accordance with District policy, Federal and State law and regulations, and the applicable provisions of pertinent collective bargaining agreements.

Motion by Michael Greb, second by Laura Gavey.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Motion to approve for action items 2.7-2.20.

Motion by Laura Gavey, second by Michael Greb.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action (Consent): 2.7 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 individual on an emergency conditional basis pursuant to applicable provisions of the New York State Education Law:

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Canales, Linda	Educational Bus	3/7/17
Fegueroa, Sandra	Educational Bus	3/7/17
Frierson, Jesse	Educational Bus	3/7/17
Malone, Todd	Educational Bus	3/17/17
McCullough, Chardonay	Educational Bus	3/17/17

Action (Consent): 2.8 Appointments: Teaching: Regular Substitute Teachers - Business Education, Elementary, English, School Psychologist

Candidate: **Ellen Parker-Galluccio**, Regular Substitute Appointment - Business Education, Walter G. O'Connell Copiague High School

Certification(s): NYS Permanent Certificate - Business & Distributive Education - effective 9/1/03

NYS Permanent Certificate - Pre K, K and Grades 1-6 - effective 9/1/03

Service Area: Business Education

Effective: March 8, 2017 and terminating on May 30, 2017 or upon the return of the classroom teacher

Salary: Step 1 Column MA+45 - \$60,412 (prorated) of the 2016-17 Teachers' Salary Schedule

Candidate: **Kaileen Spadaro**, Regular Substitute Appointment - Elementary, Deauville Gardens East School

Certification(s): NYS Initial Certificate - Childhood Education (Grades 1-6) - effective 9/1/13

NYS Initial Certificate - Students with Disabilities (Grades 1-6) - effective 9/1/13

Service Area: Elementary

Effective: March 1, 2017 and terminating on or before June 30, 2017 or upon the return of the classroom teacher

Salary: Step 1 Column BA - \$46,459 (prorated) of the 2016-17 Teachers' Salary Schedule

Candidate: **Taylor Barbarino**, Regular Substitute Appointment - English, Middle School

Certification(s): NYS Initial Certificate - English Language Arts 7-12 - effective 1/22/16

Service Area: English 7-12

Effective: March 7, 2017 and terminating on or before March 27, 2017 or upon the return of the classroom teacher

Salary: Step 1 Column MA - \$55,924 (prorated) of the 2016-17 Teachers' Salary Schedule

Candidate: **Kailee Hopkins**, Regular Substitute Appointment - School Psychologist, Susan E. Wiley School, Deauville Gardens East, Deauville Gardens West

Certification(s): NYS Provisional Certificate - School Psychologist - effective 11/10/15

Service Area: School Psychologist

Effective: April 3, 2017 and terminating on or about June 30, 2017 or upon the return of the School Psychologist

Salary: Step 1 Column MA - \$55,924 + \$2,516.58 (prorated) School Psychologist differential of the 2016-17 Teachers' Salary Schedule

Action (Consent): 2.9 Appointments: Summer School Principals

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STIPEND</u>
Jonathan Krawchuk	Secondary Summer School Principal	\$10,500

Mr. Krawchuk's stipend will be paid out of Budget Code A2330.1300.87

Kristina Biamonte Elementary School Summer School \$4,500
Principal
Ms. Biamonte's stipend will be paid out of Budget Code F2330.1200.00.7017

Action (Consent): 2.10 Appointment - Extended Day Program - 2016/17

The following extended day stipends should be paid out of the A2110.1505.87 code:

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>SALARY/EFFECTIVE DATE</u>
Melissa Landro	Extended Day Teacher Middle School	\$35 per hour 3/7/17

Action (Consent): 2.11 Annual Appointment: Site Based Home Instruction

<u>NAME</u>	<u>POSITION</u>	<u>2016/17 RATE OF COMPENSATION</u>
Deborah Delaney	Substitute Teacher	\$35 per hour effective 3/7/17
Kerri Hall	Substitute Teacher	\$35 per hour effective 3/7/17

Action (Consent): 2.12 Annual Appointment - Mentor - Teacher

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>SCHOOL</u>
Kate Castellano	Danielle DellaPorta	Deauville Gardens West

Mentors are assigned to new teachers holding New York State Initial Certificates in order to provide a one-year mentoring experience during their first year of employment. Mentors receive a \$2,432 annual stipend in addition to 120 hours of professional development credit.

Action (Consent): 2.13 Appointments: Translators

<u>NAME</u>	<u>LANGUAGE</u>	<u>STIPEND</u>
Andrea Bustos De Romagna	Spanish	Oral - \$40 per hour Written - \$50 per hour
Cecilia Fernandez	Spanish	Oral - \$40 per hour Written - \$50 per hour
Maria Pena	Spanish	Oral - \$40 per hour Written - \$50 per hour
Alicia Morera Tirado	Spanish	Oral - \$40 per hour Written - \$50 per hour
Wendy Muy	Spanish	Oral - \$40 per hour Written - \$50 per hour

Action (Consent): 2.14 Annual Appointment - Chaperone - 2016-17 School Year

<u>NAME</u>	<u>POSITION</u>
Monica Santaly	Teacher

Action (Consent): 2.15 Appointment - Per Diem Substitute Teacher

Susan DeGioia, Per Diem Substitute, Middle School
NYS Initial Certs: Students w/disabilities B-Gr 2, Effective 9/1/16
Students w/disabilities, Gr 1-6, Effective 9/1/15
Early Childhood Education, B-Gr 2, Effective 9/1/16
Childhood Education, Gr 1-6, Effective 9/1/15
\$125/day, 3/20/17 on or before 6/30/17

Action (Consent): 2.16 Increase in hours/Decrease in Work Year - Non-Teaching - Clerk Typist

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SALARY/ EFFECTIVE DATE</u>
Lisette Caraciolo	Clerk Typist (part time) 10 month / year Great Neck Road	Step 4 – \$19.94/hr. 5 hours / day Effective 3/7/17

Action (Consent): 2.17 Continuation of Appointments - Non-Teaching - Part Time Clerk Typist

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SALARY/ EFFECTIVE DATE</u>
Rosa Rivas	Clerk Typist PT (10 month) Deauville Gardens E/W	Step 1 - \$18.73/hr 3.5 hrs/day Effective 3/6/17
Sandra Donovan	Clerk Typist PT (10 month) Middle School	Step 1 - \$18.73/hr 3.5 hrs/day Effective 3/6/17
Marissa L. Fiore	Clerk Typist PT (10 month) Middle School	Step 1 - \$18.73/hr 3.5 hrs/day Effective 3/6/17

Action (Consent): 2.18 Continuation of Appointment - Non-Teaching - Part Time Custodial Worker

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SALARY/ EFFECTIVE DATE</u>
Luis Ocasio	Custodial Worker PT Middle School	Step 1 - \$16.25/hr 4 hrs/day Effective 3/6/17

Action (Consent): 2.19 Annual Appointment: Student Library Worker

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SALARY</u>
Giovanni Medrano	Library Susan E. Wiley Great Neck Road Deauville Gardens East Deauville Gardens West	\$10,000 per hour 3/7/17

Action (Consent): 2.20 Appointment: Non-teaching: Substitute Appointment - Custodial Worker

<u>NAME</u>	<u>SCHOOL / ASSIGNMENT</u>	<u>SALARY / EFFECTIVE DATE</u>
Michael McPadden	Custodial Worker District	\$10.50/hour 3/7/17

Action: 2.21 Recommendations of the Committee on Preschool Special Education for the identification and placement of students with disabilities

Motion to approve the Recommendations of the Committee on Preschool Special Education for the identification and placement of students with disabilities for February 15, 2017.

Motion by Laura Gavey, second by Michael Greb.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action: 2.22 Recommendations of the Committee on Special Education for the identification and placement of secondary students with disabilities

Motion to approve the Recommendations of the Committee on Special Education for the identification and placement of secondary students with disabilities for the following dates: 1/31/17, 2/1/17, 2/2/17, 2/7/17 and 2/8/17

Motion by Laura Gavey, second by Michael Greb.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action: 2.23 Recommendations of the Committee on Special Education for the identification and placement of Elementary/ Secondary students with disabilities

Motion to approve the Recommendations of the Committee on Special Education for the identification and placement of Elementary/ Secondary students with disabilities for the following dates: February 7, 2017, February 8, 2017 and February 16, 2017.

Motion by Michael Greb, second by Michael Greb.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action: 2.24 Approval of Board Policies

Motion to approve the following policy changes:

1. 1230 Public Participation at Board Meetings
2. 2121 Board Member Qualifications
3. 3000 Administrative Goals
4. 3100 Superintendent of Schools
5. 3110 Qualifications of Superintendent
6. 3120 Duties of the Superintendent
7. 3120-R Duties of the Superintendent Regulation

Motion by Michael Greb, second by Laura Gavey.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action: 2.25 Nomination of Members to Serve on the Western Suffolk Board of Cooperative Education Services

Motion to nominate Mrs. Jeannette Santos and Mr. Peter Wunsch to run for reelection to the Western Suffolk Board of Cooperative Educational Services for one three year term.

Motion by Michael Greb, second by Laura Gavey.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action: 2.26 Approval of request for Out of State and/or Overnight Trips

Motion to approve the following out of state and/or overnight field trips:

<u>Group</u>	<u>Event Date(s)</u>	<u>Event Name</u>	<u>Location</u>
Key Club	3/31 – 4/2/2017	Key Club 2017 Leadership Training Conf.	Albany, NY

Due to the late notification of this event, we were unable to obtain pre-approval for this trip:

Select Students	3/9-10/17	Poetry Out Loud State Competition	Syracuse, NY
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Motion by Michael Greb, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action: 2.27 Approval of Smart Schools Bond Act Final Investment Plan

Motion to approve the Smart Schools Bond Act Final Investment Plan.

Motion by Laura Gavey, second by Michael Greb.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

Action: 2.28 Disposition of Bids: Capital Project - Athletic Fields & Site Work Project

Motion to award the disposition of bids for the athletic fields and site work project to the following companies:

- Contract No. 201 - Athletic Fields Prime Contract - Landtec in the amount of \$1,807,360
- Contract No. 202 - General Construction - no bids received, will be re-bid in the near future
- Contract No. 203 - Electrical Prime Contract - Eldor Contracting in the amount of \$167,800
- Contract No. 204 - Site Prime Contract (paving/asphalt) - Laser Industries in the amount of \$854,000

Motion by Michael Greb, second by Laura Gavey.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

3. REPORTS

3.1 Reports of the Claims Auditor - January 2017

3.2 Treasurer's Report - January 2017

3.3 Cafeteria Report - January 2017

3.4 Expenditure, Revenue and Investment Reports - January 2017

3.5 Budget Transfers - January 2017

3.6 Enrollment Report for the Period Ending February 17, 2017

3.7 Superintendent's Report

Dr. Bannon gave an update on the Capital Project.

3.8 Presentation

Ms. Altruda gave a presentation on Makerspace.

3.9 School Budget 2017/2018 - Work Session

Mr. Michaelsen gave an update on the Cost Centers.

3.10 Second Policy Review

SECOND POLICY REVIEW

1. 3200 Administrative Organization
2. 3210 Management Team
3. 3230 Organization Chart
4. 3230-E Organization Chart Exhibit
5. 3240 Line Staff Relations
6. 3250 School Building Administration
7. 3300 Policy Implementation
8. 3310 Regulations

4. CORRESPONDENCE

There was no correspondence.

5. COMMUNICATIONS AND ANNOUNCEMENTS

5.1 Communications and Announcements

The Public Hearing for the Cold War Veterans Tax Exemption is scheduled for Monday, March 20, 2017, at 7:30 p.m. in the Board of Education Conference Room in the Middle School. The Regular Meeting of the Board of Education will immediately follow. It will be preceded by an Audit Committee Meeting at 6:30 p.m.

6. UNFINISHED BUSINESS

There was no unfinished business.

7. NEW BUSINESS

There was no new business.

8. VOICE OF THE BOARD

Mr. Sales gave an update from Nassau-Suffolk School Boards Association. He also mentioned that he, several Board members and Dr. Bannon attended the Black History Celebration where Renee Locker was one of the people honored.

9. VOICE OF THE PEOPLE

A resident asked if the District had a policy for handling school fights. Mr. Clayton, the District's attorney, explained to her about the Code of Conduct. As a follow-up question the resident inquired about the force the police had used involving an incident that took place earlier that week. Mr. Sales explained the police situation was never a District incident it was an incident that started off school grounds and the person the police were chasing ran onto school grounds.

Another resident gave the administration and Board an open invitation to the Martin Luther King Celebration that takes place every year at Bethel A.M.E. Church. He was very disappointed that no one had gone to this year's Martin Luther King celebration. A few of the Board members did say that they have to work on that day. This resident also would like to see more diverse teachers in the schools.

A resident who had sent a letter via email to the Board and administrators asked why the Board's email bounced back. This person assumed that the Board's email address was the same as everyone else who works in the District. Mr. Sales replied that any correspondence to the Board should be sent to the District Clerk, who immediately forwards all correspondence or messages to the Board or you can call him directly if it is extremely important. The same resident accused Dr. Bannon of misleading the audience regarding a poster that was in a Social Studies classroom.

9.2 Enter into Executive Session (if Needed)

Motion to enter into Executive Session to discuss legal matters, personnel matters and student matters.

Motion by Laura Gavey, second by Michael Greb.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

The Board entered into Executive Session at 8:46 pm.

10. POSSIBLE EXECUTIVE SESSION

Return to Open Session

Motion to return to Open Session.

Motion by Laura Gavey, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

The meeting was reconvened at 10:18 pm.

11. ADJOURNMENT

Motion to adjourn the meeting.

Motion by Laura Gavey, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Laura Gavey, Michael Greb, Rosemary Natoli, Peter Robinson, Brian J Sales

The meeting was adjourned at 10:19 pm.

Mary Ellen Ruppert
District Clerk