

REGULAR MEETING OF THE BOARD OF EDUCATION

JANUARY 30, 2017

PRESENT:

Doris Fischer
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:

Everett E. Newman III

Christopher Clayton, Esq.

Approximately 65 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

Motion to approve the minutes of the Regular Board of Education Meeting of January 9, 2017.

Motion by Michael Greb, second by Doris Fischer.

Final Resolution: Motion Passed

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

Action: 2.2 Resignations - Teaching Assistant/Per Diem Substitute, Social Studies

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> |
|--------------------|---|---------------------------------------|----------------------------------|--------------------------------|
| Loren Christie | Teaching Assistant/ Per Diem Substitute Middle School | 9/27/17-1/20/17 | 1/20/17 | Personal |
| Robert Howells | Social Studies Teacher High School | 9/1/16-1/27/17 | 1/27/17 | Personal |

Motion by Laura Gavey, second by Michael Greb.

Final Resolution: Motion Passed

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

Action: 2.3 Request for Leave of Absence - Part Time Clerk Typist

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> |
|--------------------|---|---------------------------------------|-----------------------------------|--------------------------------|
| Nicole McGrath | Clerk Typist (part-time) Deauville Gardens East/West | 01/27/15-Present | 3/10/17* terminating 6/2/17 | Child Care |

***These dates will be adjusted if needed.**

Motion by Doris Fischer, second by Michael Greb.

Final Resolution: Motion Passed

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

Motion to approve for action items 2.4 to 2.15.

Motion by Laura Gavey, second by Michael Greb.

Final Resolution: Motion Passed

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

Action (Consent): 2.4 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</u> |
|-----------------------|--------------------------|-------------------------|
| Fegueroa, Sandra | Educational Bus | 1/31/17 |
| Frierson, Jesse | Educational Bus | 1/31/17 |
| Malone, Todd | Educational Bus | 1/31/17 |
| McCullough, Chardonay | Educational Bus | 1/31/17 |
| Rosales, Walter | Educational Bus | 1/31/17 |

Action (Consent): 2.5 Appointment: Probationary - Teaching - Social Studies

Candidate: Michael Smeja, Probationary Appointment – Social Studies Teacher - Walter G. O'Connell Copiague High School

Certification: NYS Initial Certificate – Social Studies 7-12 – effective 9/1/11, extended

Tenure Area: Social Studies 7-12

Effective: January 30, 2017

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

Probationary Period: January 30, 2017 terminating September 18, 2021*^

**This individual must receive three (3) annual APPR composite ratings of Effective or Highly Effective, in at least three (3) of the preceding four (4) years and cannot have an APPR composite rating of Ineffective in the last year of her probationary appointment to be granted or considered for tenure.*

^credit given for regular substitute service in Copiague

Action (Consent): 2.6 Appointments: Teaching: Regular Substitute Teachers - Science, Elementary

Candidate: Christina Carnovale, Regular Substitute Appointment – Science Teacher, Walter G. O'Connell Copiague High School

Certifications: NYS Initial Certificate – Biology 7-12 – effective 1/14/15

NYS Initial Certificate – Biology 5-6 Extension – effective 1/17/15

NYS Initial Certificate – General Science 7-12 Extension – effective 1/14/15

Service Area: Science 7-12

Effective January 28, 2017 and terminating on or about June 30, 2017, or upon the return of the classroom teacher.

Salary: Step 1 Column MA +9- \$56,627 (prorated) of the 2016-17 Teachers' Salary Schedule.

Candidate: Kaileen Spadaro, Regular Substitute Appointment – Elementary Teacher, Deauville Gardens East School

Certifications: 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: February 2, 2017 and terminating on or about February 28, 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: Jessica Monaco, Regular Substitute Appointment – Elementary Teacher, Susan E. Wiley

Certifications: 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: January 30, 2017 and terminating on or about April 3, 2017 or upon the return of the classroom teacher.

Salary: Step 1 Column BA +24- \$52,772 (prorated) of the 2016-17 Teachers' Salary Schedule.

Action (Consent): 2.7 Appointment: Teaching: Part-time (.8) School Psychologist

Candidate: Jacquelyn Marinello, Part-Time (.8) Appointment

Service Area: School Psychologist, Deauville Gardens East School

Effective: January 30, 2017 and terminating on or about June 30, 2017

Certification: NYS Permanent Certificate – School Psychologist – effective 6/26/15

Salary: Step 4 Column MA +15 - \$62,012 @.8 + \$2,790.54 (prorated) School Psychologist differential of the 2016-17 Teachers' Salary Schedule

Action (Consent): 2.8 Appointment: Annual Per Diem Substitute

| NAME | ASSIGNMENT/ CERTIFICATION | SALARY/ EFFECTIVE DATE |
|--------------|--|--|
| Gina Fanizzi | Deauville Gardens East NYS Initial Certificates: Students with Disabilities (Grades 1-6) effective 9/1/12 Childhood Education (Grades 1-6) effective 9/1/12 Literacy (Birth-Grade 6) effective 9/1/12 | \$130 per day 1/30/17 to on or before 6/30/17 |

Action (Consent): 2.9 Appointments - Extended Day Program - 2016/17

| NAME | ASSIGNMENT | SALARY/ EFFECTIVE DATE |
|--|-------------------|-----------------------------------|
| The following extended day stipends should be paid out of the F2110.1200.00.7017 code: | | |

| | | |
|----------------|--|--------------------------|
| Kailee Hopkins | Extended Day Teacher Susan E. Wiley | \$35 per hour 1/31/17 |
|----------------|--|--------------------------|

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

| | | |
|---------------------|---------------------------------------|--------------------------|
| John Fernandez | Extended Day Teacher Middle School | \$35 per hour 1/31/17 |
| Kaitlin Schneekloth | Extended Day Teacher Middle School | \$35 per hour 1/31/17 |
| Stephen Temme | Extended Day Teacher Middle School | \$35 per hour 1/31/17 |

The following extended day stipends should be paid out of the A2110.1506.87 code:

| | | |
|-----------------------|-------------------------------------|--------------------------|
| Jennifer Pierre-Louis | Extended Day Teacher High School | \$35 per hour 1/31/17 |
| Heather Yaeger | Extended Day Teacher High School | \$35 per hour 1/31/17 |

Action (Consent): 2.10 Annual Appointment: Site Based Home Instruction Program

| <u>NAME</u> | <u>POSITION</u> | <u>2016/17 RATE OF COMPENSATION</u> |
|---------------|------------------------|-------------------------------------|
| Michael Smeja | Social Studies Teacher | \$35 per hour effective 1/30/17 |

Action (Consent): 2.11 Compensation for Additional Work

According to an MOA with the Copiague Teachers' Association approved by the Board of Education June 15, 2015 teachers can volunteer to teach a sixth period and be compensated \$10,500 for a full year course and for classes less than a full year or on an alternating day schedule compensation will be prorated at the equivalent ratio. Teachers must be appropriately certified for the additional assignments.

| <u>NAME/ ADDITIONAL CLASS</u> | <u>ASSIGNMENT/ SCHOOL</u> | <u>STIPEND/ EFFECTIVE DATE</u> |
|-----------------------------------|-------------------------------|------------------------------------|
| Jennifer Doran | Elementary Teacher | \$5,250 (prorated) |
| Introduction to STEM | Middle School | 1/30/17* |

On October 24, 2016 teachers were appointed to teach additional periods due to the absence of a staff member. For the second semester, which starts 1/30/17 Ms. Doran will be teaching an additional class and Ms. Lefkowitz will not.

*unable to give end date at this time

| <u>NAME/ ADDITIONAL CLASS</u> | <u>ASSIGNMENT/ SCHOOL</u> | <u>STIPEND/ EFFECTIVE DATE</u> |
|-----------------------------------|-------------------------------|--|
| Kimberly Ruggiero | Foreign Language Teacher | \$10,500 (prorated) |
| Spanish Language Arts 2 | High School | On or about 2/14/17 to on or about 4/7/17 |
| Monica Santaly | Foreign Language Teacher | \$10,500 (prorated) |
| Spanish Language Arts 2 | High School | On or about 2/14/17 to on or about 4/7/17 |
| Flor Hernandez | Foreign Language Teacher | \$10,000 (prorated) |
| Spanish Language Arts Adv. 1 | High School | On or about 2/14/17 to on or about 4/7/17 |
| Aglaed Marcedo | Foreign Language Teacher | \$10,000 (prorated) |
| Spanish Language Arts Adv. 1 | High School | On or about 2/14/17 to on or about 4/7/17 |
| Yvan Garcia | Social Studies Teacher | \$10,000 (prorated) |
| World Affairs in Foreign Films | High School | On or about 2/14/17 to on about 4/7/17 |

Ms. Ruggiero, Ms. Hernandez and Mr. Garcia will be teaching a 6th period and Ms. Santaly and Ms. Marcedo will be teaching a 7th period due to a staff member on child care leave.

Action (Consent): 2.12 Appointment: Head Chaperone - Spring - 2016/17

| <u>NAME</u> | <u>ASSIGNMENT/SCHOOL</u> | <u>STIPEND</u> |
|-------------|--|--|
| Yvan Garcia | Head Chaperone Spring Season High School | \$2,000 plus \$60 per athletic event attended |

Action (Consent): 2.13 Annual Appointment - Mentor - Teacher

| <u>NAME</u> | <u>ASSIGNMENT</u> | <u>SCHOOL</u> |
|-----------------|-------------------|---------------|
| Colleen Gurtner | Michael Smeja | High School |

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): 2.14 Appointments: Ancillary Staff - 2016/17 School Year

| <u>NAME</u> | <u>EVENT</u> | <u>STIPEND</u> | <u>ASSIGNMENT</u> |
|-------------------|--------------|----------------|---|
| Michael Alexander | Pops Concert | \$250 | Musician - Saxophone |
| Steven Bologna | Pops Concert | \$250 | Musician - Bass |
| Donald Catrone | Pops Concert | \$250 | Musician - Guitar |
| Bob Dziemian | Pops Concert | \$250 | Sound Engineer |
| Douglas Rowand | Pops Concert | \$250 | Musician – Percussionist/ Sound Engineer |
| Larry Wurtzel | Pops Concert | \$250 | Musician – Trumpet |

Ms. Pierre Louis recommends the following ancillary appointment:

| | | | |
|-----------------|---------------------------|---------|--------------|
| Sherrick Harris | Winter Visual Designer | \$2,000 | Drill Writer |
|-----------------|---------------------------|---------|--------------|

Action (Consent): 2.15 Increase in Hours - Non-Teaching - Clerk Typist

| <u>NAME</u> | <u>ASSIGNMENT/ SCHOOL</u> | <u>SALARY/ EFFECTIVE DATE</u> |
|--------------------------|--|---|
| Andrea Bustos de Romagna | Clerk Typist 10 month / year High School | Step 1 – \$29,847 7 hours / day effective 1/31/17 |

Action: 2.16 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 January 4, 2017 and January 11, 2017.

Motion by Doris Fischer, second by Michael Greb.

Final Resolution: Motion Passed

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

Action: 2.17 Recommendations of the Committee on Special Education for the identification and placement of Elementary students with disabilities

Motion to approve the Recommendations of the Committee on Special Education for the identification and placement of Elementary students with disabilities for the following dates: January 5, 2017, January 10, 2017, January 11, 2017 and January 12, 2017.

Motion by Doris Fischer, second by Michael Greb.

Final Resolution: Motion Passed

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

Action: 2.18 Recommendations for the Committee on Special Education for the identification and placement of students with disabilities

Motion to approve the Recommendations of the Committee on Special Education for the identification and placement of students with disabilities for January 5, January 6 and January 12, 2017.

Motion by Doris Fischer, second by Michael Greb.

Final Resolution: Motion Passed

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

Action: 2.19 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: 12/19/16, 12/21/16, 12/23/16, 1/3/17 and 1/4/17.

Motion by Doris Fischer, second by Michael Greb.

Final Resolution: Motion Passed

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

Action: 2.20 Approval of Board Policies

Motion to approve the following policy changes:

1. 2150 Unexpired Term Fulfillment
2. 2160 School Board Member Ethics
3. 2160-R School Board Member Ethics Regulations
4. 2170 Board Member Conflict of Interest
5. 2210 Board Reorganizational Meeting
6. 2220 Board Officers
7. 2230 Appointed Board Officials
8. 2240 Board-Superintendent Relationship
9. 2250 Board Committees
10. 2260 Ad-Hoc Advisory Committees to the Board
11. 2270.1 Litigation Procedures
12. 2270.1-E Legal Document Transmittal Form
13. 2310 Regular Meetings
14. 2320 Special Meetings
15. 2330 Executive Sessions

Motion by Michael Greb, second by Doris Fischer.

Final Resolution: Motion Passed

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

Action: 2.21 Approval of the request for an Out of State and/or Overnight Trip

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

| <u>GROUP</u> | <u>EVENT DATE(S)</u> | <u>EVENT NAME</u> | <u>LOCATION</u> |
|-----------------|----------------------|---|-----------------|
| Select Students | 3/25-3/27/17 | Angelo Del Toro Leadership Institute | Albany, NY |

Motion by Michael Greb, second by Laura Gavey.

Final Resolution: Motion Passed

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

Action: 2.22 Budget Transfers in Excess of \$10,000

Motion to approve budget transfers over \$10,000.

Motion by Michael Greb, second by Doris Fischer.

Final Resolution: Motion Passed

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

Action: 2.23 Resolution to Provide Legal Representation and Indemnification

Motion to approve a resolution to provide legal representation and indemnification.

Motion by Doris Fischer, second by Michael Greb.

Final Resolution: Motion Passed

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

3. REPORTS

3.1 Reports of the Claims Auditor - December 2016

3.2 Treasurer's Report - December 2016

3.3 Expenditure, Revenue and Investment Reports - December 2016

3.4 Cafeteria Operating Report - December 2016

3.5 Budget Transfers Under \$10,000 - December 2016

3.6 Extra Classroom (student club) Account Reports for the Quarter Ending December 31, 2016

3.7 Semi-annual Report on Disposed District Property

3.8 Confidential Report on Pending Lawsuits Against Copiague UFSD

3.9 Superintendent's Report

Dr. Bannon reported that 27 of our student musicians were going to SCMEA All-County Music Festival this year. Additionally, our two Siemans Semi-Finalists were interviewed on a local radio show. The show will air on March 11.

All the District Administrators took part in a workshop sponsored by Stony Brook, "Stop the Bleed."

Finally, the State Education Department approved all the paperwork submitted regarding the Capital Project. We can now move forward with the bid process.

3.10 Second Policy Review

SECOND POLICY REVIEW

1. 2340 Notice of Meetings
2. 2342 Agenda Preparation and Dissemination
3. 2350 Board Meeting Procedures

4. 2351 Quorum
5. 2352 Rules of Order
6. 2360 Minutes
7. 2360-R Minutes Regulation
8. 2390 Board Hearings
9. 2410 Formulation, Adoption and Amendment of Policies
10. 2440 Administration in Policy Absence
11. 2450 Policy Dissemination
12. 2460 Policy Review and Evaluation
13. 2510 New Board Member Orientation
14. 2520 New Board Member Training
15. 2521 School Board Conferences, Conventions, Workshops
16. 2530 Membership in School Boards Associations
17. 2531 Board Attendance at School Related Functions
18. 2700 Board-Staff Communications

3.11 First Policy Review

FIRST POLICY REVIEW

1. 3000 Administrative Goals
2. 3100 Superintendent of Schools
3. 3110 Qualifications of Superintendent
4. 3120 Duties of the Superintendent
5. 3120-R Duties of the Superintendent Regulation

4. CORRESPONDENCE

There was no correspondence.

5. COMMUNICATIONS AND ANNOUNCEMENTS

The next Regular Meeting of the Board of Education is scheduled for Monday, February 13, 2017, at 7:30 p.m. in the West Cafeteria in the Middle School. The agenda will include a work session for the development of the 2017/18 school budget.

This meeting will be preceded by Board Recognition of Students at 7:00 p.m. in the Middle School Auditorium.

6. UNFINISHED BUSINESS

There was no unfinished business.

7. NEW BUSINESS

7.1 Cold War Veterans Tax Exemption

Mr. Sales reported that the Board received a letter from a resident regarding the Cold War Tax Exemption. Mr. Sales reviewed the information received from the Town of Babylon. The next step would be to hold a Public Hearing regarding the Cold War Tax Exemption.

8. VOICE OF THE BOARD

8.1 Board Member Comments

Mr. Sales reported on January 17th the Board met with 25-30 high school students at a "Pizza and Conversation" forum. They discussed several topics and received some great feedback.

On January 18th Mr. Sales went to Nassau BOCES' 50th Anniversary Dinner. On January 19th, he attended the Suffolk County PTA's Annual Presidents'/Principals Dinner along with Dr. Bannon. Great Neck Road Elementary School received an award for membership. On January 20th, Mr. Sales, Mr. Greb and Dr. Bannon attended the WSBOCES Legislative Program. Mr. Sales also mentioned that he had attended the taping of the radio show that highlighted the District's two

students that were Siemens Semi-Finalists. Finally, Mr. Sales reported that he attended the Advocacy Workshop along with several Board members and Dr. Bannon on January 21.

9. VOICE OF THE PEOPLE

Information: 9.1 Community Members May Address the Board

At this time, Mr. Sales read a statement that had previously been posted on the District Website and Facebook regarding the report and investigation of an incident that occurred early Friday, January 20, 2017 involving allegations that two high school staff members interrupted the educational process of a first period class in Walter G. O'Connell Copiague High School by engaging in a form of personal protest.

There were approximately 65 community members and interested parties in attendance at the meeting. Representatives from News 12, Newsday and the L. I. Press were also in attendance.

Approximately 23 people spoke and / or addressed the Board regarding the incident referred to in the District's statement. Several of the 23 speakers were high school students. Statements made by the speakers included but were not limited to:

A resident who voiced his disappointment about what the two staff members did. There were some other residents that made statements agreeing with him.

A majority of the speakers made statements of support for the staff members. Many of those speakers stated a belief that the alleged conduct was protected by the First Amendment.

Many speakers also made general statements of support for the staff members and their abilities, without identifying them by name.

A resident expressed her belief that there was not enough diversity on the Board of Education or teachers they hire. Another speaker asked if the Board ever thought about Diversity Training.

At some point in that discussion, a resident who ran for the Board said the Board was very supportive of her. However, she did express that she would like to have seen the Board at the annual Martin Luther King Celebration.

Many of the speakers made inquiries about the Board's intent as it pertained to the employment of the staff members who were the subject of their inquiry.

Mr. Sales, Dr. Bannon and Mr. Clayton, District's Counsel, responded to certain inquiries that were made by individuals who spoke. Mr. Clayton provided an overview of applicable laws relating to privacy and the rights of the individuals involved that limited the amount of information that could be shared in a public forum. Mr. Sales did assure everyone that these two staff members were not going to be fired.

10. POSSIBLE EXECUTIVE SESSION

Action: 10.1 Enter into Executive Session (if Needed)

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

Motion by Michael Greb, second by Doris Fischer.

Final Resolution: Motion Passed

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

The Board went into Executive Session at 9:25 pm.

Action: 10.6 Return to Open Session

Motion to return to Open Session.

Motion by Michael Greb, second by Doris Fischer.

Final Resolution: Motion Passed

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

The meeting was reconvened at 10:24 pm.

11. ADJOURNMENT

Action: 11.1 Adjourn the Meeting

Motion to adjourn the meeting.

Motion by Michael Greb, second by Doris Fischer.

Final Resolution: Motion Passed

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

The meeting was adjourned at 10:25 pm.

Mary Ellen Ruppert
District Clerk