

**REGULAR MEETING OF THE BOARD OF EDUCATION**

**JANUARY 14, 2019**

**PRESENT:**

Doris Fischer  
Laura Gavey  
Christopher Madden  
Rosemary Natoli  
Peter Robinson  
Brian J. Sales  
Kenneth Urban

Dr. Kathleen Bannon  
Superintendent of Schools

Assistant Superintendents:  
Karen Sheridan – Student Services  
Peter Michaelsen – Finance & Operations

Christopher Clayton, Esq.

Approximately 18 Residents & Staff Members

The meeting was called to order at 7:30 p.m. by Mrs. Laura Gavey, President, in the West Cafeteria in the Middle School, with the opening exercises and a moment of silent meditation.

**2. FOR ACTION**

Action, Minutes: 2.1 Approval of Minutes of the Regular Meeting of the Board of Education of December 17, 2018

Motion to approve the minutes of the of the Regular Meeting of the Board of Education of December 17, 2018.

Motion by Doris Fischer, second by Christopher Madden.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

At this time Supervisor Schaffer, Deputy Supervisor Martinez and Mr. Groh from the Town of Babylon recognized Mr. Mannix and Ms. Marino and their students who helped with the Santapogue Creek cleanup in October.

Action: 2.2 Resignations - Science/Health Teacher, Security Aides (part-time), Teaching Assistant, Custodial Worker (part-time)

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>
Jennifer Palazzo	Science Teacher/ Health Teacher Middle School	9/1/05-Present	1/25/19	Personal
Alfred Ferriso	Security Aide (part-time) High School/ Deauville Gardens East/Deauville Gardens West	5/22/12-Present	1/25/19	Personal
Latarsha Phillips	Security Aide (part-time) High School	9/4/18-1/14/18	1/14/19	Personal; to remain as a substitute security aid
Zachary Wilson	Teaching Assistant High School	9/4/18-12/21/18	12/21/18	Personal



Action (Consent): 2.5 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>
Gonzalez, Alex	Maintenance Mechanic	1/15/19

Action (Consent): 2.6 Appointment: Probationary - Health Education

Candidate: Heather Clare, Health Education Teacher, Walter G. O'Connell Copiague High School /Copiague Middle School

Certification: NYS Professional Certificate – Health Education – effective 6/5/14

Effective: January 28, 2019

Salary: Step 3 Column MA - \$59,516 (prorated) of the 2018-19 Teachers' Salary Schedule.

Probationary Period: January 28, 2019 terminating January 27, 2023\*

*\*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.*

Action (Consent): 2.7 Appointments: Teaching: Regular Substitute Teachers - Elementary

Candidate: Ameer Feldman, Regular Substitute Appointment - Elementary, Deauville Gardens East School

Certification(s): NYS Initial Certificate – Childhood Education (Grades 1-6) – eff. 9/1/13 ext.

NYS Initial Certificate – Students with Disabilities (Gr. 1-6) – eff. 9/1/13 ext.

NYS Initial Certificate – Early Childhood Ed. (Birth-Grade 6) – eff. 2/1/13 ext.

NYS Initial Certificate – Students with Disabilities (B – Gr. 2) – eff. 2/1/13 ext.

Service Area: Elementary

Effective: January 28, 2019 to on or about June 30, 2019

Salary: Step 2 Column MA - \$57,980 (prorated) of the 2018-19 Teachers' Salary Schedule

Candidate: Kristina Loria, Regular Substitute Appointment - Elementary, Great Neck Road School

Certification(s): NYS Initial Certificate – Childhood Education (Grades 1-6) – eff. 3/27/18

NYS Initial Certificate – Early Childhood Ed. (Birth-Grade 6) – eff. 3/27/18

Service Area: Elementary

Effective: On or about January 7, 2019 and terminating on or about April 7, 2019

Salary: Step 2 Column BA - \$48,167 (prorated) of the 2018-19 Teachers' Salary Schedule

Action (Consent): 2.8 Appointment: Copiague Leadership Academy

Accepted into the Copiague Leadership Academy, Andrea Pozzi.

Action (Consent): 2.9 Compensation for Additional Work - 6th period class

According to Copiague Teachers' Association contract teachers can volunteer to teach a sixth period and be compensated \$11,250 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.

The following classes will meet every day for the 2018-19 school year:

<u>NAME /SCHOOL</u>	<u>ADDITIONAL CLASS</u>	<u>STIPEND</u>
Stephen DiGiorgio Middle School	Adventures in Technology	\$11,250 (prorated) 1/28/19-6/30/19

Action (Consent): 2.10 Annual Appointment - Teacher Mentor

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>SCHOOL</u>
Jamie Alpi	Janine Egan	Deauville Gardens West

\*\* Ms. Alpi's stipend will be prorated

Mentors are assigned to new teachers holding New York State Initial Certificates to provide a one-year mentoring experience during their first year of employment. Mentors receive a \$2,700 annual stipend in addition to 120 hours of professional development credit.

Action (Consent): 2.11 Appointments - Per Diem Substitute Teachers

Christine A. Bonadonna, Per Diem Substitute Teacher, Deauville Gardens West Elementary School  
NYS Initial Certificates: Early Childhood Education (B-2), Effective 6/2/15  
Childhood Education (1-6), Students w/disabilities 1-6, Time Extension, Effective 6/20/17  
\$130/day, Effective 1/15/19 to on or before 6/30/19

Elizabeth Baird, Per Diem Substitute Teacher, Susan E. Wiley Elementary School  
NYS Initial Certificates: Childhood Education (1-6), Students w/disabilities 1-6, Effective 2/24/17  
\$130/day, Effective 1/28/19 to on or before 6/30/19

Samantha Davidson, Per Diem Substitute Teacher, Copiague Middle School  
NYS Initial Certificate: Students w/disabilities 1-6, Effective 12/15/16  
NYS Permanent Certificate: Pre-K, K, & Grades 1-6, Effective 2/1/99  
\$130/day, Effective 1/28/19 to on or before 6/30/19

Action (Consent): 2.12 Appointments – Elementary: Arrival /Dismissal Duty

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STIPEND</u>
Katie Zecha	First Arrival – Susan E. Wiley	\$956.25
Mary Alice Dunn	Second Arrival – Susan E. Wiley	\$956.25
Jeannine Chalkin	First Dismissal – Susan E. Wiley	\$956.25
Kelly O'Connor	Second Dismissal – Susan E. Wiley	\$956.25
Wendy Hrzich	Arrival – Deauville Gardens West	\$956.25
William Jaacks	Dismissal – Deauville Gardens West	\$956.25
Lisa Key	Arrival – Deauville Gardens East	\$956.25
Nancy Csorny	Dismissal – Deauville Gardens East	\$956.25
Kaileen Spadaro	Arrival – Great Neck Road	\$956.25
MaryBeth Loeber	Dismissal – Great Neck Road	\$956.25

Action (Consent): 2.13 Appointments - Annual - Teaching Assistants

<u>NAME</u>	<u>SCHOOL/ ASSIGNMENT</u>	<u>SALARY/ EFFECTIVE DATE</u>
Thalia Sansspree	Deauville Gardens East Special Education	Step 1-\$15.73 /hr, 3.5 hrs/day Effective 1/22/19 to on or before 6/26/19
David Ventura	Susan E. Wiley Special Education	Step 1-\$22.67/hr, 3.5 hrs/day Effective 1/15/19 to on or before 6/26/19
Kristin Kerrigan	Copiague Middle School Special Education	Step 1-\$22.67/hr, 3.5 hrs/day Effective 1/15/19 to on or before 6/26/19

Action (Consent): 2.14 Continuation of Appointments - Non-Teaching - Security Aides, Food Service Worker

<b><u>NAME</u></b>	<b><u>ASSIGNMENT/ SCHOOL</u></b>	<b><u>SALARY/ EFFECTIVE DATE</u></b>
Minelba Cepeda	Food Service Worker Middle School	Step 8 - \$19,241.50, 6 hrs/day Effective 1/15/19
Joel Edwards	Security Aide (part-time) High School	Step 1 - \$19.13/hr., 17.5 hrs/week Effective 1/31/19
Edward Spadaro	Security Aide (part-time) Central Office	Step 1 - \$19.13/hr., 17.5 hrs/week Effective 1/31/19

Action (Consent): 2.15 Probationary Appointment - Non-Teaching: Office Assistant (part-time)

<b><u>NAME</u></b>	<b><u>ASSIGNMENT/ SCHOOL</u></b>	<b><u>SALARY/ EFFECTIVE DATE</u></b>
Christine Donnelly	Office Assistant (part-time) (10 month) Deauville Gardens East	\$19.30/hr., 3.5 hrs/day Effective 1/22/19 Probationary period to end 9/24/19

Action (Consent): 2.16 Probationary Appointments - Non-Teaching: Part Time Custodial Workers, Courier

<b><u>NAME</u></b>	<b><u>ASSIGNMENT/ SCHOOL</u></b>	<b><u>SALARY EFFECTIVE DATE</u></b>
William Butler	PT Custodial Worker Deauville Gardens	\$16.58/hr., 4 hrs/day Effective 1/15/19 Probationary period to end 9/17/19
Connor Bergin	PT Custodial Worker Deauville Gardens	\$16.58/hr., 4 hrs/day Effective 1/15/19 Probationary period to end 9/17/19
Dangely Mota	PT Custodial Worker Great Neck Road	\$16.58/hr., 4 hrs./day Effective 1/15/19 Probationary period to end 9/17/19
Michael Greb	PT Courier District	\$17.52/hr., 5 hrs/day Effective 1/15/19 Probationary period to end 7/16/19

Action (Consent): 2.17 Probationary Appointment - Non-Teaching: Cafeteria Aide

<b><u>NAME</u></b>	<b><u>ASSIGNMENT/ SCHOOL</u></b>	<b><u>SALARY/ EFFECTIVE DATE</u></b>
Gina Marie Francis	Cafeteria Aide Susan E. Wiley	Step 1 - \$13.68/hr., 2.75 hrs/day Effective 1/15/19 Probationary period to end 9/17/19

Action (Consent): 2.18 Appointments - Non Teaching - Substitute Food Service Worker, Security Aide

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SALARY/ EFFECTIVE DATE</u>
Jesus McCatty	Food Service Worker District	\$12.00/hr. Effective 1/15/19
Latarsha Phillips	Security Aide District	\$17.50/hr. Effective 1/15/19

Action: 2.19 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 October 26, November 9, November 30, December 7, December 21, 2018.

Motion by Doris Fischer, second by Christopher Madden.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

Action: 2.20 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: October 30, 2018, November 8, 2018, November 13, 2018, November 16, 2018, December 4, 2018, December 6, 2018, December 10, 2018, December 11, 2018, December 12, 2018, December 13, 2018, December 18, 2018, December 20, 2018, January 3, 2019 and January 8, 2019.

Motion by Doris Fischer, second by Christopher Madden.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

Action: 2.21 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: 11/28/18, 12/4/18, 12/5/18, 12/11/18, 12/12/18 and 12/18/18

Motion by Doris Fischer, second by Christopher Madden.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

Action: 2.22 Approval of Board Policies

Motion to approve the following policy changes:

1. 8417, Student Transportation in Private Vehicles
2. 8500, Food Service Management
3. 8505, Meal Charge Policy and Prohibition Against Shaming
4. 8505-R, Meal Charge Regulation
5. 8505-E.1, Meal Charge Letter
6. 8505-E.2, Student Meal Charge Waiver
7. 8520, Free and Reduced Price Food Services
8. 8613, Telephone Service
9. 8635, Information Security Breach and Notification
10. 8635-R, Information Security Breach and Notification Regulation
11. 8650, School District Compliance With Copyright Law

12. 8650-R, School District Compliance With Copyright Law
13. 8700, Insurance

Motion by Kenneth Urban, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

Action: 2.23 Updated List of Impartial Hearing Officers

Motion to approve the updated list of Impartial Hearing Officers.

Motion by Kenneth Urban, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

Action: 2.24 Proposed Budget Goals for 2019-20

Motion to accept proposed budget goals for 2019-20.

Motion by Kenneth Urban, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

Action: 2.25 School Budget Development Calendar for 2019-20

Motion to adopt the school budget development calendar for 2019-20.

Motion by Kenneth Urban, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

Action: 2.26 Approval of Revision to the 2018/19 School Calendar

Motion to approve the following revisions to the 2018/19 school calendar:

The fourth Superintendent's Conference Day will be split over two days as follows:

For the purpose of scoring the New York State ELA test for grades 3-8, it is recommended that we have a Superintendent's Conference Day for students in grades K-8 on Monday, April 15, 2019.

It is recommended that the High School Superintendent's Conference Day be held on Friday, May 24, 2019.

This supersedes the action taken on December 3, 2018.

Motion by Kenneth Urban, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

Action: 2.27 Acceptance of Donation of Lacrosse Apparel

Motion to accept donation of lacrosse apparel.

Motion by Kenneth Urban, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

Action: 2.28 Acceptance of Donation of Chess Sets

Motion to accept donation of chess sets.

Motion by Kenneth Urban, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

Action: 2.29 Acceptance of Donation from Dick's Sporting Goods

Motion to accept a donation of \$1,000 from Dick's Sporting Goods.

Motion by Kenneth Urban, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

Action: 2.30 Proposal to Join the General Services Administration (GSA)

Motion to join General Services Administration (GSA) cooperative purchasing.

Motion by Kenneth Urban, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

### **3. REPORTS**

3.1 Capital Project Change Order Report

3.2 Enrollment Report for the Period Ending December 21, 2018

3.3 Superintendent's Report

Dr. Bannon reported that the Electronic Music Program was highlighted on Spotlight on Long Island Schools radio show. Additionally, this week Jackson Bright was named Channel 12 Scholar Athlete.

Finally, Dr. Bannon showed a thank you card from Great Neck Road music students, reported on the BOCES Advocacy Workshop and announced that she will be presenting at the WSBOCES Legislative Program.

3.4 Presentation - Breakfast After the Bell

Mrs. Metzak, Food Service Director, gave a presentation on Breakfast After the Bell.

3.5 Second Policy Review

#### **Second Policy Review**

1. 9000, Personnel Policies Goals
2. 9010, Equal Employment Opportunity
3. 9010.1, Affirmative Action Plan
4. 9020, Board-Staff Communications
5. 9100, Staff Code of Ethics
6. 9120, Staff Conduct
7. 9125, Drug-Free Workplace
8. 9125-R, Drug-Free Workplace Regulation
9. 9125.1, Staff Substance Abuse
10. 9125.1-R, Staff Substance Abuse Regulation
11. 9125.1-E, Staff Substance Abuse Exhibit
12. 9130, Staff-Student Relations
13. 9135, Child Abuse in an Educational Setting
14. 9135-E.1, Child Abuse in an Educational Setting Exhibit - Confidential Report of Allegation
15. 9135-E.2, Child Abuse in an Educational Setting Exhibit - Notice/Reporting Requirements



### 3.6 First Policy Review

#### **First Policy Review**

1. 1400, Public Complaints
2. 8122-E.1, Employee Accident Report
3. 8122-E.2, Student Accident Report
4. 8122-E.3, Visitor Accident Report
5. 8415, Field Trips and Extracurricular Trips
6. 8415-R, Field Trips and Extracurricular Trips Regulation
7. 8415-E.1, Local Field Trip Approval Form
8. 8415-E.2, Request for Out of State and/or Overnight Trip
9. 9110.2, Sexual Harassment
10. 9110.2-R, Sexual Harassment Regulation
11. 9110.2-E.1, Sexual Harassment Formal Complaint Form
12. 9110.2-E.2, Sexual Harassment Complaint - Appeal Form
13. 9110.2-E, Sexual Harassment Complaint Directions and Form - New
14. 9211, Professional Staff Qualification
15. 9211.2, Incidental Teaching
16. 9230, Professional Staff Recruiting and Hiring
17. 9230-R, Professional Staff Recruiting and Hiring Regulations
18. 9240, Part-time and Substitute Professional Staff Employment
19. 9250, Professional Staff Employment Status and Job Security
20. 9253.2, Resignation of Professional Staff Members
21. 9260, Professional Staff Assignments and Transfers
22. 9270, Professional Staff Time Schedules
23. 9272, Professional Staff Meetings

#### **4. CORRESPONDENCE**

There was no correspondence.

#### **5. COMMUNICATIONS AND ANNOUNCEMENTS**

The next Regular Meeting of the Board of Education is scheduled for Monday, January 28, 2019, at 7:30 p.m. in the Board of Education Conference Room at the Middle School. This meeting will be preceded by Board Recognition of Students at 7:00 p.m. in the Middle School Auditorium.

All schools and offices will be closed on Monday, January 21, 2019, in commemoration of the birthday of Dr. Martin Luther King Jr.

“Coffee and Cake with the Board – Come down and meet the members of the Board of Education in a more informal atmosphere.

Hear from the Board about some of the things going on in the district this year, while learning more about what the Board does and what it’s like to be a Board member.

All residents are invited to meet with the Board of Education on January 22, 2019 at 7:00 pm in the Middle School west cafeteria.”

#### **6. UNFINISHED BUSINESS**

There was no unfinished business.

#### **7. NEW BUSINESS**

Mrs. Ruppert discussed some of the details for Coffee and Cake with the Board.

#### **8. VOICE OF THE BOARD**

Mr. Sales reported on the Legislative Meetings he attended.

#### **9. VOICE OF THE PEOPLE**

There was no voice of the people.

**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, student matters and other Executive Session Topics.

Motion by Doris Fischer, second by Brian J Sales.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

The Board entered into Executive Session at 8:11 PM.

Action: 10.6 Return to Open Session

Motion to return to Open Session.

Motion by Doris Fischer, second by Christopher Madden.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

The meeting was reconvened at 9:10 PM.

**11. ADJOURNMENT**

Action: 11.1 Adjourn the Meeting

Motion to adjourn the meeting.

Motion by Doris Fischer, second by Christopher Madden.

Final Resolution: Motion Passed

Yes: Doris Fischer, Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Christopher Madden, Kenneth Urban

The meeting was adjourned at 9:11 PM.

---

Mary Ellen Ruppert  
District Clerk