

REGULAR MEETING OF THE BOARD OF EDUCATION

APRIL 2, 2019

PRESENT:

Doris Fischer
Christopher Madden
Rosemary Natoli
Peter Robinson
Kenneth Urban

Dr. Kathleen Bannon
Superintendent of Schools

Assistant Superintendents:
Karen Sheridan – Student Services
Peter Michaelsen – Finance & Operations
Todd Andrews – Human Resources

ABSENT:

Laura Gavey
Brian J. Sales

Christopher Clayton, Esq.

The meeting was called to order at 7:30 p.m. by Mrs. Doris Fischer, President, in the Board of Education Conference Room in the Middle School, with the opening exercises and a moment of silent meditation.

2. FOR ACTION

Action, Minutes: 2.1 Approval of Minutes - Audit Committee Meeting of March 18, 2019

Motion to approve the minutes of the Audit Committee Meeting of March 18, 2019.

Motion by Christopher Madden, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action, Minutes: 2.2 Approval of Minutes - Regular Meeting and Budget Work Session of March 18, 2019

Motion to approve the minutes of the Regular Board Meeting and Work Session of March 18, 2019.

Motion by Christopher Madden, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.3 Resignation - Senior Office Assistant

Motion to accept the following Senior Office Assistant resignation:

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SERVICE IN DISTRICT</u>	<u>EFFECTIVE DATE</u>	<u>REASON GIVEN</u>
Denise Kjellman	Senior Office Assistant Central Office	08/17/09 – Present	08/19/19	Retirement

Motion by Christopher Madden, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.4 Resolution: Memorandum of Agreement between the Copiague Union Free School District and the Copiague Association of Principals

Motion to approve the attached Memorandum of Agreement between the Copiague Union Free School District and the Copiague Association of Principals.

BE IT RESOLVED, that the Copiague Board of Education approve the Memorandum of Agreement (July 1, 2019 through June 30, 2024) between the negotiating representatives of the Board of Education of the Copiague Union Free School District and the Copiague Association of Principals entered into on March 18, 2019 and ratified on March 18, 2019.

BE IT FURTHER RESOLVED, that the Board President and the Superintendent of Schools are authorized to execute the formal Agreement.

Motion by Christopher Madden, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.5 Resolution: Memorandum of Agreement between the Copiague Union Free School District and the Copiague Supervisory Association

Motion to approve the attached Memorandum of Agreement between the Copiague Union Free School District and the Copiague Supervisory Association.

BE IT RESOLVED, that the Copiague Board of Education approve the Memorandum of Agreement (July 1, 2019 through June 30, 2024) between the negotiating representatives of the Board of Education of the Copiague Union Free School District and the Copiague Supervisory Association entered into on March 21, 2019 and ratified on March 25, 2019.

BE IT FURTHER RESOLVED, that the Board President and the Superintendent of Schools are authorized to execute the formal Agreement.

Motion by Kenneth Urban, second by Christopher Madden.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.6 Tenure Recommendations – Professional Staff Members

Motion to approve the tenure recommendation of the following professional staff members:

NAME	ASSIGNMENT	TENURE AREA	END OF PROBATIONARY PERIOD	EFFECTIVE TENURE DATE
Brittni Ferlazzo	Mathematics Teacher Middle School	Mathematics 7-12	8/31/19	9/1/19
Courtney Folan	Music Teacher Middle School	Music	8/31/19	9/1/19
Susan Graber	Special Education Teacher High School	Special Education	8/31/19	9/1/19
Brittany Jones	Special Education Teacher Middle School	Special Education	8/31/19	9/1/19
Melissa Maggio	Elementary Teacher Great Neck Road School	Elementary	8/31/19	9/1/19

Motion by Christopher Madden, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Motion to approve action items 2.7-2.21.

Motion by Kenneth Urban, second by Christopher Madden.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action (Consent): 2.7 Appointment: Probationary: Elementary

Candidate: Susana Gómez, Elementary Teacher, Susan E. Wiley School
Certification(s): NYS Initial Certificate - Childhood Education (Grades 1-6), effective 11/7/17
Tenure Area: Elementary
Effective: September 1, 2019
Salary: Step 3 Column BA+9 - \$52,804 of the 2019-20 Teachers' Salary Schedule
Probationary Period: September 1, 2019 terminating August 31, 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): 2.8 Appointments: Teaching: Regular Substitute Teachers - Special Education, Elementary

Candidate: Samantha Davidson, Regular Substitute Appointment - Special Education, Copiague Middle School
Certification(s): NYS Initial Certificate – Students with Disabilities (Grades 1-6) – effective 12/15/16
NYS Permanent Certificate – Pre-K, K, & Grades 1-6 – effective 2/1/99
Service Area: Special Education
Effective: March 15, 2019
Salary: Step 6 Column MA +15- \$65,995 (prorated) of the 2018-19 Teachers' Salary Schedule.

Candidate: Kayla Silva, Regular Substitute Appointment - Elementary, Great Neck Road School
Certification(s): NYS Initial Certificate – Childhood Education (Grades 1-6) – effective 7/14/16
Service Area: Elementary
Effective: March 20, 2019
Salary: Step 2 Column MA - \$57,980 (prorated) of the 2018-19 Teachers' Salary Schedule

Action (Consent): 2.9 Annual Appointments – Summer School Principals 2019

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

Mr. Salazar's stipend will be paid out of budget code A2330.1300.87

Janine Proulx	Elementary Summer School Principal 7/8/19-7/18/19	\$2,750
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Ms. Proulx's stipend will be paid out of budget code F2330.1200.00.7019

Action (Consent): 2.10 Appointments – Extended Day – 2018-19 School Year

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STIPEND</u>
Melanie Sweeney	Teacher Great Neck Road School	\$47/hour
Alyssa Strumpf	Teacher Great Neck Road School	\$47/hour

Action (Consent): 2.11 Appointment - Head Chaperone - Fall

<u>NAME</u>	<u>SCHOOL</u>	<u>STIPEND</u>
Yvan Garcia	Head Chaperone Spring Fall High School	\$2,000 plus \$50 per athletic event attended

Action (Consent): 2.12 Appointment - Co-Curricular - 2018/19 School Year

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>STIPEND</u>
Katie Zecha	Student Council Advisor Susan E. Wiley	\$1,900 (prorated)

Jennifer Rosario was appointed to this position at the August 30, 2018 Board of Education meeting and is out on a family medical leave. Ms. Zecha is replacing Ms. Rosario effective March 11, 2019.

Action (Consent): 2.13 Appointment - Translator

<u>NAME</u>	<u>LANGUAGE</u>	<u>STIPEND</u>
Alison Subia	Spanish	\$40.00/hr.- Oral \$50.00/hr.- Written

Action (Consent): 2.14 Appointment: Per Diem Substitute Teacher

Candidate: Susana Gómez, Per Diem Substitute Teacher, Susan E. Wiley School
Certifications: NYS Initial Certificate - Childhood Education (Grades 1-6), effective 11/7/17
Salary: \$130 per day
Effective: 4/3/19 to on or before 6/30/19

Action (Consent): 2.15 Continuation of Appointments - Non-Teaching - Day Custodian in Charge, Assistant Cook, Cafeteria Aides

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SALARY/ EFFECTIVE DATE</u>
Alfred Catania	Day Custodian in Charge Deauville Gardens West	Step 20 - \$70,441. + \$650 Elementary DCIC differential (pro-rated) Effective 04/02/19
Tatiana Cipriani	Assistant Cook High School	Step 1 - \$23,330.78 + \$700 Assistant Cook stipend (pro-rated) Effective 04/02/19
Mary Schnaars	Cafeteria Aide Deauville Gardens West	Step 1 - \$13.68/hr., 2.75 hrs./day Effective 04/02/19
Stacy Scozzari	Cafeteria Aide Deauville Gardens West	Step 1 - \$13.68/hr., 2.5 hrs./day Effective 04/02/19

Action (Consent): 2.16 Probationary Appointment - Non-Teaching: School Maintenance Crew Leader

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SALARY/ EFFECTIVE DATE</u>
Jason T. Barone	School Maintenance Crew Leader District	Step 21 - \$77,316 (pro-rated) Effective 4/22/19 Probationary period to end 10/21/19

Action (Consent): 2.17 Probationary Appointments - Non-Teaching: Cafeteria Aides

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SALARY/ EFFECTIVE DATE</u>
Lourdes Ciatto	Cafeteria Aide Susan E. Wiley	Step 15 - \$20.20/hr., 3.5 hrs./day Effective 04/03/19 Probationary period to end 12/04/19

Michelle Iannotta Cafeteria Aide Step 1 - \$13.68/hr., 2.75 hrs./day
Susan E. Wiley Effective 04/03/19
Probationary period to end 12/04/19

Action (Consent): 2.18 Probationary Appointment - Non-Teaching: Food Service Worker

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SALARY/ EFFECTIVE DATE</u>
Jesus McCatty	Food Service Worker Deauville Gardens East/ Deauville Gardens West	\$13.65/hr., 3hrs./day Effective 04/03/19

Action (Consent): 2.19 Appointment - Election Worker - Copiague Public Schools Trustee/Budget Vote 2019

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>SALARY</u>
Carole Montie	Assistant Clerk/Inspector of Election	\$12.00 per hour

Action (Consent): 2.20 Appointment - Volunteer

<u>NAM</u>	<u>CERTIFICATION</u>
Matthew Guillet	NYS Permanent Certification English 7-12 Effective 9/1/01

Mr. Guillet will be volunteering with our JV and Varsity Baseball teams at the Walter G. O'Connell Copiague High School.

Action (Consent): 2.21 Appointment - Non Teaching - Substitute

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SALARY/ EFFECTIVE DATE</u>
Christine Rosati	Office Assistant District	\$14.00/hr. Effective 04/03/19

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

Recommendations of the Committee on Preschool Special Education for the identification and placement of students with disabilities for March 8, March 12 and March 14, 2019.

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

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 27, 2019, February 28, 2019, March 4, 2019, March 6, 2019, March 19, 2019, March 20, 2019 and March. 21, 2019.

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.24 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: 2/13/19, 2/26/19, 2/27/19, 2/28/19, 3/1/19, 3/4/19 and 3/5/19.

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.25 Approval of Board Policies

Motion to approve the following policy changes:

1. 5415-R, School Wellness Policy Regulation
2. 9411, Board Negotiating Agents
3. 9500, Miscellaneous Personnel Policies
4. 9501, Conditional Appointment & Emergency Conditional Appointment of Staff Members Subject to Such Appointments
5. 9510, Personnel Records
6. 9511, Staff Health
7. 9520, Staff Complaints and Grievances
8. 9520.2, Family and Medical Leave
9. 9520.2-R, Family and Medical Leave Regulation
10. 9530, Smoking on School Premises by Staff
11. 9540, Employees with HIV-Related Illness
12. 9540-R, Employees with HIV-Related Illness Regulation
13. 9580, Military Leaves

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.26 Approval of Designated Board Member to Attend a Function as a Representative of the Governing Body of the Copiague School District

Motion to approve a designated Board Member to attend a function as a representative of the governing body of the Copiague School District.

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.27 Approval of Revision to the 2018/2019 School Calendar

Motion to approve a revision to the 2018-2019 School Calendar – If it is not necessary to close school for any reason prior to April 18, school will not be in session on Thursday, April 18 and Friday, May 24, 2019 for instructional staff, administrative staff and non-instructional staff. If we are closed on May 24, 2019, Superintendent's Conference Day scheduled that day for Grades 9-12 will be moved to May 23, 2019.

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.28 Approval for Out of State and/or Overnight Field Trip

Motion to approve the following Out of State and/or Overnight Trip:

<u>GROUP</u>	<u>EVENT DATE</u>	<u>EVENT NAME</u>	<u>LOCATION</u>
Senior Class Trip	May 31, 2019	Great Adventure	Jackson Township, New Jersey

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.29 Pre-Approval for Out of State and/or Overnight Trip

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

<u>GROUP</u>	<u>DATE</u>	<u>EVENT</u>	<u>LOCATION</u>
Copiague Futbol Club	5/4/19	NY Red Bulls vs LA Galaxy Game	Red Bull Arena Harrison, NJ

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.30 Joint Municipal Cooperative Bidding Program Resolution (A)

Motion to approve the joint municipal cooperative bidding program resolution (A).

RESOLUTION (A)

JOINT MUNICIPAL COOPERATIVE BIDDING PROGRAM

WHEREAS, various educational and municipal corporations located within the State of New York desire to bid jointly for generally needed services and standardized supply and equipment items; and

WHEREAS, the Copiague UFSD, an educational/municipal corporation (hereinafter the "Participant") is desirous of selectively participating with other educational and/or municipal corporations in the State of New York in joint bidding in the areas mentioned above pursuant to General Municipal Law § 119-o and Education Law Section 1950; and

WHEREAS, the Participant is a municipality within the meaning of General Municipal Law § 119-n and is eligible to participate in the Board of Cooperative Educational Services, First Supervisory District of Suffolk County (hereinafter Eastern Suffolk BOCES) Joint Municipal Cooperative Bidding Program (hereinafter the "Program") in the areas mentioned above; and

WHEREAS, the Participant acknowledges receipt of the Program description inclusive of Eastern Suffolk BOCES' standard bid packet and the general conditions relating to said Program; and

WHEREAS, with respect to all activities conducted by the Program, the Participant wishes to delegate to Eastern Suffolk BOCES the responsibility for drafting of bid specifications, advertising for bids, accepting and opening bids, tabulating bids, awarding the bids, and reporting the results to the Participant.

BE IT RESOLVED that the Participant hereby appoints Eastern Suffolk BOCES to represent it and to act as the lead agent in all matters related to the Program as described above; and

BE IT FURTHER RESOLVED that the Participant hereby authorizes Eastern Suffolk BOCES to place all legal advertisements for any required cooperative bidding in Newsday, which is designated as the official newspaper for the Program; and

BE IT FURTHER RESOLVED that a Participant Meeting shall be held annually consisting of a representative from each Program Participant. Notice of the meeting shall be given to each representative at least five (5) days prior to such meeting; and

BE IT FURTHER RESOLVED that an Advisory Committee will be formed consisting of five to ten representatives of Program Participants for a term of three (3) years as authorized by General Municipal Law §119-o.2.j. BE IT FURTHER RESOLVED that this Agreement with the Participant shall be for a term of one (1) year as authorized by General Municipal Law §119-o.2.j.

BE IT FURTHER RESOLVED that the Participant agrees to pay Eastern Suffolk BOCES an annual fee as determined annually by Eastern Suffolk BOCES to act as the lead agent for the Program.

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.31 Acceptance of Internal Audit Reports

Motion to accept the Internal Audit Reports prepared by R. S. Abrams.

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.32 Corrective Action Plan Response to Internal Audit Reports

Motion to accept correct action plan response to Internal Audit Reports.

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.33 2018/19 Budget Transfers in Excess of \$10,000

Motion to accept 2018/19 Budget Transfers in Excess of \$10,000.

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

Action: 2.34 Resolution to Transfer Restricted Funds between Reserves for Other Purposes

Motion to accept resolution to transfer restricted funds between reserves for other purposes.

WHEREAS, the Board of Education of the Copiague Union Free School District ("Board") has determined that the moneys presently held in the District's Unemployment Insurance Payment Reserve Fund exceed the amount required to pay all claims and pending claims as of June 30, 2018; now, therefore,

BE IT RESOLVED, that the Board hereby directs the District's Assistant Superintendent of Finance and Operations to take the necessary action to transfer \$202,367 from the District's Unemployment Insurance Payment Reserve Fund into the District's Reserve for Retirement System Contribution (ERS) April 15, 2019.

Motion by Christopher Madden, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

3. REPORTS

3.1 Capital Project Spending Summary Report through March 27, 2019

3.2 Superintendent's Report

Dr. Bannon mentioned that there was no Budget Work Session this evening as Mr. Michaelsen had just received the state aid numbers.

Dr. Bannon did report on the National School Board Association Conference that she, Mr. Sales and Mrs. Gavey attended. She said the workshops were very good.

4. CORRESPONDENCE

The next regular Board of Education Meeting is scheduled for Monday, April 15, 2019, 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 2019/20 school budget.

6. UNFINISHED BUSINESS

There was no unfinished business.

7. NEW BUSINESS

There was no new business.

8. VOICE OF THE BOARD

There was no voice of the Board.

9. VOICE OF THE PEOPLE

There was no voice of the people.

10. POSSIBLE EXECUTIVE SESSION

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 Christopher Madden, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

The Board entered into Executive Session at 7:45 PM.

Return to Open Session

Motion to return to Open Session.

Motion by Christopher Madden, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

The meeting was reconvened at 8:05 PM.

11. ADJOURNMENT

Action: 11.1 Adjourn the Meeting

Motion to adjourn the meeting.

Motion by Christopher Madden, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Doris Fischer, Rosemary Natoli, Peter Robinson, Christopher Madden, Kenneth Urban

The meeting was adjourned at 8:06 PM.

Kathleen Bannon
Clerk Pro Tem