

**REGULAR MEETING OF THE BOARD OF EDUCATION**

**JANUARY 28, 2019**

**PRESENT:**

Doris Fischer  
Laura Gavey  
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:**

Brian J. Sales

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 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 of the Regular Meeting of the Board of Education of January 14, 2019

Motion to approve the minutes of the Regular Meeting of the Board of Education of January 14, 2019.

Motion by Christopher Madden, second by Doris Fischer.

Final Resolution: Motion Passed

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

Action: 2.2 Resignation - Per Diem Substitute

Motion to accept the following resignation:

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SERVICE IN DISTRICT</u>	<u>EFFECTIVE DATE</u>	<u>REASON GIVEN</u>
Diane Amiruddin	Per Diem Substitute Teacher High School	8/31/17-1/25/19	1/25/19	Personal

Motion by Christopher Madden, second by Peter Robinson.

Final Resolution: Motion Passed

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

Action: 2.3 Request for Leave of Absence - School Psychologist

Motion to approve the following request for leaves of absence:

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SERVICE IN DISTRICT</u>	<u>EFFECTIVE DATE</u>	<u>REASON GIVEN</u>
Kailee Hopkins	School Psychologist Deauville Gardens East	12/15/15-Present	3/26/19 terminating 4/12/19*	Child Care

\*These dates will be adjusted if needed.

Motion by Doris Fischer, second by Christopher Madden.

Final Resolution: Motion Passed

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

Motion to approve for action items 2.4-2.17.

Motion by Doris Fischer, second by Christopher Madden.

Final Resolution: Motion Passed

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

Action: 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>
Gonzalez, Alex	Maintenance Mechanic	1/29/19
Rosenstock, Elaine	Substitute Food Service Worker	1/29/19

Action (Consent): 2.5 Appointment: Probationary - Science

Candidate: Christine Gallagher, Science Teacher, Copiague Middle School

Certification(s): NYS Professional Certificate – Biology – Grades 7-12 Biology – effective 7/22/15

NYS Professional Certificate – Students with Disabilities Grade 7-12 Biology – effective 7/22/15

Tenure Area: Science 7-12

Effective: February 25, 2019

Salary: Step 8 Column MA - \$67,833 (prorated) of the 2018-19 Teachers' Salary Schedule

Probationary Period: February 25, 2019 terminating February 24, 2022\*^

*\*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 prior tenure with New York City Public Schools

Action (Consent): 2.6 Annual Appointment: Teaching: Part-Time - Special Education

Candidate: Kyle Simcik, Part-Time (.6) Appointment - Special Education, Deauville Gardens West School

Certification(s): NYS Initial Certificate – Childhood Education (Grades 1-6) – effective 6/5/15

NYS Initial Certificate – Students with Disabilities (Grades 1-6) – eff. 6/8/15

Effective: January 28, 2019

Salary: Step 2 Column MA - \$57,980 @ .6 (prorated) of the 2018-19 Teachers' Salary Schedule.

Action (Consent): 2.7 Appointments: Teaching: Regular Substitute Teachers - Social Studies, Science, Technology Education, English as a Second Language

Candidate: Stephen Birkmire, Regular Substitute Appointment - Social Studies Teacher, Copiague Middle School

Certification: NYS Initial Certificate – Social Studies 7-12 effective 7/22/15

Service Area: Social Studies 7-12

Effective: January 14, 2019

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

Candidate: Joseph Brown, Regular Substitute Appointment - Science Teacher, Walter G. O'Connell Copiague High School

Certification(s): NYS Initial Certificate – Social Studies 7-12 - effective 9/1/16

Service Area: Science 7-12

Effective: January 29, 2019

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

Candidate: John Louden, Regular Substitute Appointment - Technology Education Teacher, Copiague Middle School

Certification(s): NYS Professional Certificate – Childhood Education (Grades 1-6) - effective 9/1/09

Service Area: Technology Education

Effective: December 5, 2018

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

Candidate: Lauren Nagel, Regular Substitute Appointment - English As a Second Language, Walter G. O'Connell Copiague High School

Certification(s): NYS Initial Certificate – English Language Arts 7-12 - effective 1/17/19

NYS Initial Certificate – English to Speakers of Other Languages effective 1/18/19

Service Area: English as a Second Language

Effective: On or about February 20, 2019

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

Action (Consent): 2.8 Annual Per Diem Substitute Teacher

Candidate: Diana Gorman, Annual Per Diem Substitute Teacher, Deauville Gardens East School  
Certifications: NYS Professional Certificate - Students with Disabilities (Grades Birth- Grade 2) - effective 10/10/18

NYS Professional Certificate - Childhood Education (Grades 1-6) - effective 10/10/18

NYS Professional Certificate - Students with Disabilities (Grades 1-6) - effective 10/10/18

NYS Initial Certificate - Literacy (Birth-Grade 6), effective 1/24/17

NYS Initial Certificate - Early Childhood Education (Birth-Grade 2), effective 2/1/13, extended

Salary: \$130 per day

Effective: 1/29/19 to on or before 6/30/19

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

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.

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

<u>NAME /SCHOOL</u>	<u>ADDITIONAL CLASS</u>	<u>STIPEND</u>
Daniel Leccese Middle School	Living Environment Living Environment Lab (meets every other day)	\$11,250 (prorated) 1/28/19-2/24/19
Jennifer Rondon Middle School	Science 8	\$11,250 (prorated) 1/28/19-2/24/19

With the resignation of Ms. Jennifer Palazzo, it has become necessary for her classes to be covered until her replacement starts February 25, 2019.

Action (Consent): 2.10 Appointment - Co-Curricular - 2018/19 School Year

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>STIPEND</u>
John Williams	Science Olympiad Co-Advisor Middle School	\$675*

\*replaces Stephen Phillips who was appointed at the December 3, 2018 Board of Education Meeting.

Action (Consent): 2.11 Annual Appointment - Teacher Mentor

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>SCHOOL</u>
Sheri Droz	Kyle Simcik	Deauville Gardens West

\*\* Ms. Droz'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): 2.12 Appointment - Head Chaperone - Spring 2019

<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 Appointments - Chaperones - 2018-19 School Year

<u>NAME</u>	<u>POSITION</u>
Sabrina Davidson	Teacher
Linda Simone	Teaching Assistant/ Per Diem Substitute

Action (Consent): 2.14 Annual Appointments - Ancillary Positions - 2018-19

<u>NAME</u>	<u>EVENT</u>	<u>STIPEND</u>
Christopher Rispoli	HS Musical Pit Orchestra (Guitar)	\$375
Christopher Rossi	HS Musical Pit Orchestra (Trumpet I)	\$375

Action (Consent): 2.15 Appointment - Annual TNT (Think and Talk) Teacher 2018-19

<u>NAME</u>	<u>ASSIGNMENT/ CERTIFICATION</u>	<u>SALARY/ EFFECTIVE DATE</u>
Sarah Abbate	Susan E. Wiley NYS Provisional Certificate- School Counselor effective 4/5/18	\$29,999 (prorated) 1/29/19 to on or before 6/26/19

Action (Consent): 2.16 Appointments - Per Diem Substitute Teachers

Lauren Nagel, Per Diem Substitute Teacher, Walter G. O'Connell Copiague High School  
NYS Initial Certifications: English to Speakers of Other Languages, Effective 1/18/19, English Language Arts 7-12, Effective 1/17/19  
\$130/day, Effective 1/29/19 to on or before 6/30/19

Kristin Kerrigan, Per Diem Substitute Teacher, Copiague Middle School  
NYS Provisional Certificate: School Counselor, Effective 8/25/18  
\$130/day, Effective 1/29/19 to on or before 6/30/19

Action (Consent): 2.17 Appointment - Non Teaching - Substitute Food Service Worker

<u>NAME</u>	<u>ASSIGNMENT/ SCHOOL</u>	<u>SALARY/ EFFECTIVE DATE</u>
Elaine Rosenstock	Food Service Worker District	\$12.00/hr Eff: 1/29/19

Action: 2.18 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 December 21, 2018 and January 4, 2019.

Motion by Doris Fischer, second by Christopher Madden.

Final Resolution: Motion Passed

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

Action: 2.19 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: January 7, 2019, January 14, 2019, January 15, 2019 and January 17, 2019.

Motion by Doris Fischer, second by Christopher Madden.

Final Resolution: Motion Passed

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

Action: 2.20 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: 12/11/18, 12/13/18, 12/17/18, 12/19/18, 12/20/18, 12/21/18, 1/4/19, 1/8/19 and 1/9/19

Motion by Doris Fischer, second by Christopher Madden.

Final Resolution: Motion Passed

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

Action: 2.21 Approval of Board Policies

Motion to approve the following policy changes:

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

Motion by Doris Fischer, second by Kenneth Urban.

Final Resolution: Motion Passed

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

Action: 2.22 Approval of School Calendar for the 2019/2020 School Year

Motion to approve the school calendar for the 2019/2020 School Year.

Motion by Peter Robinson, second by Kenneth Urban.

Final Resolution: Motion Passed

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

Action: 2.23 2018-2019 Expenditure Budget Revision of \$14,274.37

Motion to approve 2018-2019 Expenditure Budget revision of \$14,274.37 from \$129,480,299.12 to \$129,494,573.49 to be funded from our Restricted Fund Balance (EBALR).

Motion by Kenneth Urban, second by Peter Robinson.

Final Resolution: Motion Passed

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

Action: 2.24 Breakfast Equipment Grant Award

Motion to accept the Breakfast Equipment Grant Award valued at approximately \$12,000.

Motion by Kenneth Urban, second by Peter Robinson.

Final Resolution: Motion Passed

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

Action: 2.25 Budget Adjustment to Accept Amounts Donated to the District from July 1, 2018 to December 31, 2018 in the Amount of \$11,710.25

Motion to accept budget adjustment in the amount of \$11,710.25 from donations received from July 1, 2018 through December 31, 2018.

Motion by Kenneth Urban, second by Peter Robinson.

Final Resolution: Motion Passed

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

### **3. REPORTS**

3.1 Claims Audit Reports for the Month of December 2018

3.2 Treasurer's Report for the Month of December 2018

3.3 Expenditure, Revenue and Investment Reports - December 2018

3.4 Cafeteria Operating Report for December 2018

3.5 Student Club (Extra Classroom Activity) Reporting July 1, 2018 through December 31, 2018

3.6 Budget Transfers for December 2018

3.7 Capital Project Spending Summary Report through January 18, 2019

3.8 Confidential Report on Pending Lawsuits Against Copiague UFSD

3.9 Semi-annual Report of Disposed District Property

### 3.10 Superintendent's Report

Dr. Bannon said that the Middle School Musical was astounding. She thanked Mrs. Folan, staff members and the students involved for their hard work. Dr. Bannon attended the day time performance as she had been invited by PTA Council to the Presidents'/Principals' Dinner the same evening. Dr. Bannon also reported that the Western Suffolk BOCES Legislative Program was a success. At the program she presented on the shift in demographics.

Additionally, she reported that Mary Cascone, Town of Babylon Historian and Danielle Campbell, News 12 reporter, were at Great Neck Road on January 22. Danielle Campbell did a story about the Fall Out Shelter at Great Neck Road School as part of her "Long Island's Hidden Past Series." The story will air on February 7th.

Finally, Dr. Bannon mentioned she went to the Top 20 Luncheon at the High School.

### 3.11 Second Policy Review

#### **Second 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
11. 9110.2-E.1, Sexual Harassment Formal Complaint Form - Delete
12. 9110.2-E.2, Sexual Harassment Complaint - Appeal Form - Delete
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

### 3.12 First Policy Review

#### **First Policy Review**

1. 4311.1-R, Display of the Flag Regulation
2. 9282, Professional Staff Visitations and Conferences
3. 9282-R, Professional Staff Visitations and Conferences Regulation
4. 9282-E.1, Professional Staff Visitations and Conferences - Request Form
5. 9282-E.2, Request for Reimbursement - Expense Voucher
6. 9282-E.3, Tax Exempt Letter
7. 9290, Miscellaneous Professional Staff Policies
8. 9291, Nonschool Employment by Professional Staff Members

#### **4. CORRESPONDENCE**

There was no correspondence.

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

The next Regular Meeting of the Board of Education is scheduled for Monday, February 11, 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**

Mrs. Gavey thanked PTA Council for inviting her to the Presidents'/Principals' Dinner.

**9. VOICE OF THE PEOPLE**

A resident asked if something has changed with the school lunch program as she has heard many complaints about the food at the High School and Susan E. Wiley. This was the first time the Superintendent had heard that there were complaints and told the resident to contact the building principals, so they could look into it.

**10. POSSIBLE EXECUTIVE SESSION**

Enter into Executive Session (if Needed)

Motion to enter into Executive Session to discuss employment of a particular person and litigation.

Motion by Doris Fischer, second by Christopher Madden.

Final Resolution: Motion Passed

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

The Board entered into Executive Session at 7:53 PM.

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, Christopher Madden, Kenneth Urban

The meeting was reconvened at 8:21 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, Christopher Madden, Kenneth Urban

The meeting was adjourned at 8:22 PM.

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Mary Ellen Ruppert  
District Clerk