BOARD OF EDUCATION MEETING

SEPTEMBER 2, 2020

PRESENT:

Paul Daubel Dr. Kathleen Bannon
Laura Gavey Superintendent of Schools

Rosemary Natoli Anthony Pepe

Peter Robinson Todd Andrews – Human Resources
Brian J. Sales Jeffrey White – Finance & Operations

Kenneth Urban

Christopher Clayton, Esq.

Assistant Superintendent:

Approximately 50 Residents & Staff members

The meeting was called to order at 5:15 p.m. by Mr. Brian J. Sales, President of the Board of Education in the Middle School Auditorium.

Mr. Sales: Before we begin the public portion of the meeting, I would like to take a moment to provide you with some facts.

Earlier this year the governor was hinting on potential cuts ranging from 5-50% depending on the state's finances, but we were told that he would give a clearer picture during the April and June measurement periods. With that in mind, during the construction of this year's budget we prepared for a number of pandemic-related contingencies, including a possible reduction to our state aid.

Historically, a reduction in state aid has only affected a district's Foundation Aid. We prepared for that reduction by cutting 2 million dollars from a 2019/2020 rollover budget to arrive at this year's budget and set aside limited reserves to assist in offsetting the expected reductions.

However, both the April and June measurement periods came and went with no information from the Governor. Then on August 20th we received a state aid payment related to the 2019/2020 school year that was 20% less than expected and which equated to \$916,094. Along with that payment was a link to a notice that all future state aid payments would also be reduced by 20%. Despite no prior indication from the Governor, we were also advised that the state is not limiting the reduction to just Foundation Aid but is subjecting the reduction to all "mandated payments." which includes all expenditure driven aids. Additionally, we have been advised that it will also impact our STAR payments, further reducing revenue.

While the state is currently defining these reductions as "withholdings" they make it clear that in the absence of federal action these reductions will become permanent.

In Copiague almost half of our revenue comes from state aid so a 20% cut equates to almost \$13 million, and any STAR reductions would be a further reduction of an additional 1.2 million

After being a part of our numerous successes over the years it was incredibly sad and upsetting to have been forced to make the cuts to staff and programs that were made last week. Excessing any staff member – no matter their years of service – is never easy. These individuals are not just a name on a piece of paper, they are part of our Copiague Family. These cuts, the lack of financial equity among school districts on Long Island, and the late notice from the state are beyond our control but deeply affect our children and our district.

In that regard I have made phone calls and sent emails to the following elected representatives to explain our current situation and ask for their help.

- The White House
- Congressman Peter King
- Congressman Lee Zeldin
- Senator Schumer
- Senator Gillibrand
- Senator Brooks
- Assemblywoman Jean-Pierre
- Babylon Town Supervisor Rich Schaffer

- Nassau Suffolk School Boards Association
- New York State School Boards Association

While many have said that they expect the next stimulus package to include aid for education, each of our monthly aid payments will continue to be reduced by 20% until that happens.

I would encourage everyone to help us in our fight for equity to let our elected officials know that we deserve our fair share of aid because our students should have the absolute best that this country can offer.

2. FOR ACTION

Action: 2.1 Resignations - Guard, Business Education Teachers

Motion to accept the following resignations:

NAME	ASSIGNMENT SCHOOL	SERVICE IN DISTRICT	EFFECTIVE DATE	REASON GIVEN
Michael Petriello	Guard High School	9/4/18-6/30/20	6/30/20	Personal
Louise Curci	Business Education Teacher High School	9/1/96-8/31/20	8/31/20	Retirement
Diana LaSpina	Business Education Teacher High School	9/1/96-8/31/20	9/2/20	Retirement

Motion by Kenneth Urban, second by Laura Gavey.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe

Action: 2.2 Declination of Appointment - Regular Substitute Science Teacher, Building Substitutes, Annual Per Diem Substitute

Motion to accept these declinations of appointments.

NAME	ASSIGNMENT	REASON
Jessica Kelly	Regular Substitute Science Teacher Middle School Appointed at the August 11, 2020 Board of Education Meeting	Personal
Michael Randazzo	Building Substitute High School Appointed at the August 25, 2020 Board of Education Meeting	Personal
Samantha Davidson	Building Substitute Middle School Appointed at the August 25, 2020 Board of Education Meeting	Personal
Alyssa Wilhelm	Annual Per Diem Substitute Deauville Gardens East Appointed at the August 11, 2020 Board of Education Meeting	Personal

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Caroline Cavalone Building Substitute Personal

Deauville Gardens West School Appointed at the August 25, 2020 Board of Education Meeting

Motion by Anthony S Pepe, second by Laura Gavey.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

Action: 2.3 Approval of Memorandum of Agreement between the Copiague UFSD and the Copiague Association of Principals

Motion to approve the following Memorandum of Agreement between the Copiague UFSD and the Copiague Association of Principals.

Motion by Anthony S Pepe, second by Laura Gavey.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

Action: 2.4 Resolutions - Instructional Staffing 2020-2021 School year

Motion to approve the following resolutions:

RESOLUTION #1

- a. **Be it resolved,** that three full-time teaching positions in the tenure area of English 7-12 be abolished effective September 3, 2020.
- b. **Be it resolved,** that the following personnel in the tenure area of English 7-12 be terminated as a result of abolition of the above positions, effective September 3, 2020.

Ms. Cristina Aronowitz

Ms. Stephanie Patti

Ms. Faith Scrivano

RESOLUTION #2

- a. **Be it resolved,** that three full-time teaching positions in the tenure area of Business Education be abolished effective September 3, 2020.
- b. **Be it resolved,** that the following personnel in the tenure area of Business Education be terminated as a result of abolition of the above position, effective September 3, 2020.

Ms. Linda Aims

RESOLUTION #3

- a. **Be it resolved**, that five full-time teaching positions in the tenure area of Mathematics 7-12 be abolished effective September 3, 2020.
- b. **Be it resolved,** that the following personnel in the tenure area of Mathematics 7-12 be terminated as a result of abolition of the above positions, effective September 3, 2020.

Ms. Brianne Manez

Ms. Brittni Ricci

Ms. Vanessa Soto

Ms. Natalie Aviles

Dr. Natasha Murray

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RESOLUTION #4

- a. **Be it resolved,** that one full-time teaching position in the tenure area of Social Studies 7-12 be abolished effective September 3, 2020.
- b. **Be it resolved,** that the following personnel in the tenure area of Social Studies 7-12 be terminated as a result of abolition of the above positions, effective September 3, 2020.

Mr. Robert Russell

RESOLUTION #5

- a. **Be it resolved,** that one full-time teaching position in the tenure area of Science 7-12 be abolished effective September 3, 2020.
- b. **Be it resolved,** that the following personnel in the tenure area of Science 7-12 be terminated as a result of abolition of the above positions, effective September 3, 2020.

Ms. Christine Gallagher

RESOLUTION #6

- a. **Be it resolved,** that one full-time teaching position in the tenure area of Elementary be abolished effective September 3, 2020.
- b. **Be it resolved,** that the following personnel in the tenure area of Elementary be terminated as a result of abolition of the above positions, effective September 3, 2020.

Ms. Susana Gomez

RESOLUTION #7

- a. **Be it resolved,** that four full-time teaching positions in the tenure area of Foreign Language 7-12 be abolished effective September 3, 2020.
- b. **Be it resolved,** that the following personnel in the tenure area of Foreign Language 7-12 be terminated as a result of abolition of the above positions, effective September 3, 2020.

Mr. Michael Perna

Ms. Evelin Chavez

Ms. Jamie Greco

Ms. Michelle Turcios

RESOLUTION #8

- a. **Be it resolved,** that three full-time teaching positions in the tenure area of Music be abolished effective September 3, 2020.
- b. **Be it resolved,** that the following personnel in the tenure area of Music be terminated as a result of abolition of the above positions, effective September 3, 2020.

Mr. Brian Genua

Ms. Diana Cotrone

Mr. Kevin Miller

RESOLUTION #9

- a. **Be it resolved,** that one full-time teaching position in the tenure area of Technology Education be abolished effective September 3, 2020.
- b. **Be it resolved,** that the following personnel in the tenure area of Technology Education be terminated as a result of abolition of the above positions, effective September 3, 2020.

Ms. Melannie Ulloa

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RESOLUTION #10

- a. **Be it resolved,** that one full-time teaching position in the tenure area of School Media Specialist be abolished effective September 3, 2020.
- b. **Be it resolved,** that the following personnel in the tenure area of School Media Specialist be terminated as a result of abolition of the above position, effective September 3, 2020.

Ms. Lisa Miller

RESOLUTION #11

- a. **Be it resolved,** that one part-time (.6) teaching position in the area of School Counseling & Guidance be abolished effective September 3, 2020.
- b. **Be it resolved,** that the following personnel in the area of School Counseling & Guidance be terminated as a result of abolition of the above position, effective September 3, 2020.

Ms. Lori Macarrone

RESOLUTION # 12

- a. **Be it resolved,** that one full-time Secondary Assistant Principal position in the tenure area of Secondary Assistant Principal be abolished effective September 3, 2020
- b. **Be it resolved** that the following personnel in the tenure area of Secondary Assistant Principal be terminated as a result of abolition of the above position, effective September 3, 2020.

Mr. Francis Salazar

c. Be it further resolved that Francis Salazar is hereby reinstated, with tenure, as a teacher in the tenure area of Special Education effective September 3, 2020. Upon his reinstatement, he will be placed on Step 25 MA+36 - \$116,137 of the 2020-21 Teachers' Salary Schedule.

RESOLUTION #13

- a. **Be it resolved,** that one full-time Coordinator of Secondary Special Education position in the tenure area of Coordinator of Secondary Special Education be abolished effective September 11, 2020
- b. **Be it resolved** that the following personnel in the tenure area of Coordinator of Secondary Special Education be terminated as a result of abolition of the above position, effective September 11, 2020.

Ms. Bethany Pokorny

RESOLUTION # 14

- a. **Be it resolved,** that one full-time Director of Data & Assessments position in the tenure area of Director of Data & Assessments be abolished effective September 3, 2020
- b. **Be it resolved**, that one part-time (.5) Director of Data & Assessments position in the area of Director of Data & Assessments be created effective September 3, 2020.
- c. **Be it further resolved,** that Dr. Bonnie Burton is hereby appointed to the position of part-time (.5) Director of Data & Assessments effective September 3, 2020.

RESOLUTION # 15

- a. **Be it resolved,** that the High School English Chairperson position and contractual supervisor entitlements be abolished effective September 3, 2020.
- b. **Be it resolved** that the following personnel in the position of High School English Chairperson be removed and continue as a tenured English 7-12 teacher as a result of abolition of the above position, effective September 3, 2020.

Ms. Meredith Wanzer

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Motion by Anthony S Pepe, second by Peter Robinson.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

Action: 2.5 Rescinding of Appointments - Regular Substitutes, Foreign Language, Social Studies,

English

Motion to rescind the following appointments:

NAME	ASSIGNMENT	REASON/ EFFECTIVE DATE
Nerilyn Lopez	Regular Substitute Foreign Language Teacher Middle School Appointed at the August 25, 2020 Board of Education Meeting	Abolishment of position September 3, 2020
Sarah Espinal	Regular Substitute Social Studies Teacher Middle School Appointed at the August 11, 2020 Board of Education Meeting	Abolishment of position September 3, 2020
Erin Murphy	Regular Substitute English 7-12 Teacher Middle School Appointed at the August 25, 2020 Board of Education Meeting	Abolishment of position September 3, 2020

Motion by Kenneth Urban, second by Laura Gavey.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe

Action: 2.6 Resolutions - Non-Instructional Staffing 2020-2021 School year

Motion to approve the following Resolutions regarding the non-instructional staffing for the 2020-2021 school year.

RESOLUTION #1

- a. **Be it resolved,** that the following one (1) full-time custodial position be abolished effective September 3, 2020.
- b. **Be it resolved,** that the following personnel be terminated as a result of abolition of the above position, effective September 3, 2020.

Mr. Roberto Hernandez

RESOLUTION #2

- a. **Be it resolved**, that four (4) part-time custodial positions be abolished effective September 3, 2020.
- b. **Be it resolved** that the following personnel be terminated as a result of abolition of the above positions, effective September 3, 2020.

Mr. Tye Ricciardella

Mr. Peter Scimone

Ms. Yury Leonardo Rodriguez

Mr. Juana Fajardo

RESOLUTION #3

- a. **Be it resolved**, that seven (7) part-time security aide positions be abolished effective September 3, 2020.
- b. **Be it resolved** that the following personnel be terminated as a result of abolition of the above positions, effective September 3, 2020.
 - Mr. Rodney Williams
 - Mr. Joel Edwards
 - Mr. Edward Spadaro
 - Mr. Everett E. Newman IV
 - Ms. Valerie Williams
 - Mr. Jeremiah Winter
 - Ms. Diane Buffa

RESOLUTION #4

- a. **Be it resolved**, that thirteen (13) Teaching Assistant positions be abolished effective September 3, 2020.
- b. **Be it resolved** that the following personnel be terminated as a result of abolition of the above positions, effective September 3, 2020.
 - Ms. Thalia Sansspree
 - Ms. Kuwana Moore-Stevens
 - Ms. Michelle Wentz
 - Ms. Amanda Luciano
 - Ms. Anna Gutama
 - Mr. Steven Sciame
 - Ms. Teresa Pace
 - Ms. Theresa Currie
 - Ms. Ellen Reich
 - Ms. Dimitria McGinn
 - Ms. Katherine Cleary
 - Mr. Alec Adeclat
 - Ms. LeAnne Doughty

RESOLUTION #5

- a. **Be it resolved**, that one (1) Teacher Aide position be abolished effective September 3, 2020.
- b. **Be it resolved** that the following personnel be terminated as a result of abolition of the above position, effective September 3,

Mr. Justin Boone

RESOLUTION #6

- a. **Be it resolved**, that three (3) School Security Guard positions be abolished effective September 3, 2020.
- b. **Be it resolved** that the following personnel be terminated as a result of abolition of the above position, effective September 3, 2020.
 - Ms. Veda Daughtry Hinkson
 - Mr. Pablo Ruiz
 - Mr. Devone Simmons

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RESOLUTION #7

- Be it resolved, that three (3) part-time security aide positions be created effective September a.
- Be it further resolved that Veda Daughtry Hinkson, Pablo Ruiz and Devone Simmons be b. appointed to the position of part-time security aide effective September 3, 2020.

Motion by Anthony S Pepe, second by Laura Gavey.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

Action: 2.7 Appointments: Teaching: Regular Substitute Teachers - ESL

Motion to approve the following regular substitute teaching appointments:

Candidate: Gicella Vidarte, Regular Substitute Appointment - English as a Second Language, Walter

G. O'Connell Copiague High School

Certification(s): NYS Initial Certificate – English to Speakers of Other Languages- eff. 7/3/18

Service Area: English as a Second Language

Effective: 9/1/20

Salary: Step 4 Column MA - \$61,094 (prorated) of the 2020-21 Teachers' Salary Schedule.

Candidate: Christina Aronowitz, Regular Substitute Appointment - English as a Second Language,

Great Neck Road School

Certification(s): NYS Professional Certificate – English Language Arts 7-12 – effective 12/5/13

NYS Professional Certificate – ESL – effective 11/9/16

NYS Professional Certificate – Literacy (Grades 5-12) – effective 11/10/17

Service Area: English as a Second Language

Effective: 9/1/20

Salary: Step 4 Column MA - \$61,094 (prorated) of the 2020-21 Teachers' Salary Schedule.

Motion by Anthony S Pepe, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

Action: 2.8 Annual Appointments - Additional Chaperones - 2020-21 School Year

Motion to approve the following additional chaperone appointments:

POSITION NAME

Adelina DeJesus Senior Office Assistant

Courtney Folan Teacher

Teaching Assistant Donna Frescott Larry House Security Aide Laura Johnson Teacher

Carmen Lodestro Office Assistant (Spanish Speaking)

Kristin Marcial Teacher Cafeteria Aide Dorothy McNulty Susan Natoli Office Assistant Paul Polito School Security Guard

Andrea Pozzi Teacher Francis Sommers Teacher

Motion by Anthony S Pepe, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

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Action: 2.9 Appointments - Per Diem Substitute Teachers

Motion to approve the following per diem substitute teaching appointments:

William Sullivan, Per Diem Substitute Teacher, SEW

NYS Professional Certificates: Childhood Ed., Grades 1-6, Effective 8/6/19, Students w/disabilities,

Grades 1-6, Effective 8/5/17

\$140/day, Effective 9/8/20 to on or before 6/30/21

Erin Murphy, Per Diem Substitute Teacher, MS

NYS Initial Certificate: ELA Grades 7-12, Effective 8/10/18

\$140/Day, Effective 9/8/20 to on or before 6/30/21

Motion by Anthony S Pepe, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

Action: 2.10 Additional Compensation - Lead Cook Manager, Cook Manager - 2020-21 School Year

Motion to approve the following additional compensation appointments:

	ASSIGNMENT/		
NAME	SCHOOL	STIPEND	
Julie Frazzitta	Lead Cook Manager District	\$6,000	
Nickie Fradelos	Cook Manager, CACFP (afterschool meal program) High School	\$4,500	

Motion by Anthony S Pepe, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

Action: 2.11 Probationary Appointment - Non-Teaching: PT Courier (Driver Messenger)

Motion to approve the following probationary part time courier appointment:

NAME	ASSIGNMENT/SCHOOL	SALARY/EFFECTIVE DATE
Beatrice Jackson	PT Courier, A.M.	Step 1 - \$18.23hr., 5 hrs./day
	(Driver Messenger)	Effective 9/3/20
	District	Probationary period to end 3/4/20

Motion by Anthony S Pepe, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

Action (Consent): 2.12 Probationary Appointment - Non-Teaching: PT Food Service Worker

Motion to approve the following regular probationary part time food service worker appointment:

<u>NAME</u>	ASSIGNMENT/SCHOOL	SALARY/EFFECTIVE DATE
Carmen Ramirez	Food Service Worker	Step 1 - \$14.18/hr., 4hrs. / day
	(part-time)	Effective 9/8/20
	Deauville Gardens East/	Probationary period to end 3/9/21
	Deauville Gardens West	

Motion by Anthony S Pepe, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

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Action (Consent): 2.13 Appointments - Committee on Special Education for the 2020-2021 School Year

Motion to approve the following Appointments - Committee on Special Education for the 2020-2021 School Year.

Ms. Jamilah Lindo - Alternate Chairperson, School Psychologist

Ms. Jacqueline Marinello - Alternate Chairperson, School Psychologist

Motion by Anthony S Pepe, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

Action (Consent): 2.14 Appointment - Non Teaching - Substitute Food Service Worker

Motion to approve the following non-teaching substitute appointment:

NAME ASSIGNMENT/SCHOOL SALARY/EFFECTIVE DATE

Elaine Rosenstock Food Service Worker / District \$13.00/hr /Effective 9/3/20

Motion by Anthony S Pepe, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

Action: 2.15 Fiscal Advisors Agreement 2020-2021

Motion to approve fiscal advisors agreement for 2020-2021.

Motion by Anthony S Pepe, second by Paul Daubel.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

Action: 2.16 2019/20 Budget Transfers in Excess of \$10,000

Motion to accept 2019/20 budget transfers in excess of \$10,000.

Motion by Paul Daubel, second by Kenneth Urban.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel,

Anthony S Pepe

3. REPORTS

Claims Audit Reports for the Month of June 2020

Treasurer's Report for the Month of June 2020

Expenditure, Revenue and Investment Reports - June 2020

Cafeteria Operating Report Summary - June 2020

Extra Classroom Activity Reports for High School and Middle School Clubs April 1, 2020 through June 20, 2020

Budget Transfers for June 2020

4. **VOICE OF THE BOARD**

Mr. Sales announced that last night he and the rest of the Board visited several of the schools to inspect before the opening of school. The custodial staff has done a great job, we thank them for all their hard work.

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Mr. Sales also explained that this meeting was scheduled at 5:15 pm because it is typically a short meeting finishing up business before the opening of school.

5. **VOICE OF THE PEOPLE**

There were 50 residents that came to the meeting to voice their concerns. Some of the concerns were:

Cuts from the State

High School students going back to school totally remote - feels that they are at a disadvantage Will there be after school activities

Many parents felt there is a lack of communication - late getting information so parents can plan Will there be support for depressed children

Outdoor activities

Too much time on computers

What about children with IEP's

Dr. Bannon and Mr. Sales answered everyone's questions.

Finally, a resident asked Mr. Sales if the District could formulate a letter so that the residents of Copiague could advocate for financial relief for Copiague Schools and also provide the representatives names and mailing information and/or email addresses. Mr. Sales and Dr. Bannon assured the resident that this will be done.

6. ADJOURNMENT

Action: 6.1 Adjourn the Meeting

Motion to adjourn the meeting.

Motion by Anthony S Pepe, second by Laura Gavey.

Final Resolution: Motion Passed

Yes: Laura Gavey, Rosemary Natoli, Peter Robinson, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe

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The meeting was adjourned at 7:32 PM

Mary Ellen Ruppert	
District Clerk	