

**BOARD OF EDUCATION MEETING  
Regular Meeting Agenda**

**Monday, January 9, 2023**

**1. OPENING EXERCISES**

Procedural: 1.1 Call to Order

**Meeting called to order at 7:30 PM by Kenneth Urban, President of the Board of Education in the Central Office Board of Education Room.**

Procedural: 1.2 Flag Salute & Silent Meditation

Procedural: 1.3 Roll Call by District Clerk

**Members present**

Rosemary Natoli, Brian J. Sales, Kenneth Urban, Paul Daubel, Anthony S. Pepe, Ledy Torres, Michael Higgins

**Superintendent**

Dr. Kathleen Bannon

**Deputy Superintendent**

Karla Cangelosi

Approximately 20 residents and staff members.

**2. FOR ACTION**

Action, Minutes: 2.1 Approval of Minutes December 19, 2022 Regular Board of Education Meeting

Motion to approve the minutes of the Regular Board of Education meeting of December 19, 2022

Motion by Paul Daubel, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

Action: 2.2 Resignation - Nurse and Part-Time Food Service Worker

Motion to accept the following resignations:

<u>NAME</u>	<u>ASSIGNMENT / SCHOOL</u>	<u>SERVICE IN DISTRICT</u>	<u>EFFECTIVE</u>	<u>REASON GIVEN</u>
Meaghan Harvey	Registered Nurse / Walter G. O'Connell Copiague High School	11/1/21-Present	1/13/23	Personal
Regina Vazquez	Part-Time Food Service Worker /Walter G. O'Connell Copiague High School	1/11/22-Present	1/13/23	Personal

Motion by Paul Daubel, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

Action: 2.3 Leaves of Absence - Elementary Teacher, Cafeteria Aide, PT Food Service Worker

Motion to accept the following requests for leaves of absence:

<u>NAME</u>	<u>ASSIGNMENT/SCHOOL</u>	<u>SERVICE IN DISTRICT</u>	<u>EFFECTIVE DATE</u>	<u>REASON GIVEN</u>
Marissa Krause	Elementary Teacher Deauville Gardens West	11/5/14-Present	12/22/22 terminating 1/27/23*	Childcare
Linda VanCura	Cafeteria Aide Deauville Gardens West	2/11/14-Present ((9/1/22-1/27/23)	1/28/23 terminating 3/31/23*	Medical
Thamily Batista	Part-Time Food Service Worker Copiague Middle School	1/11/22-Present	12/12/22-1/13/23*	Medical

**\*This date will be adjusted if needed.**

Motion by Michael Higgins, second by Ledy Torres.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

**Motion to approve action items 2.4 - 2.12**

Motion by Anthony S Pepe, second by Michael Higgins.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

Action (Consent): 2.4 Teaching: Regular Substitute Teacher - Social Studies Teacher

**Candidate: Christopher Moore**, Regular Substitute Appointment - Social Studies Teacher, Copiague Middle School

Certification: NYS Professional Certificate -Social Studies - effective 9/13/19

Service Area: Social Studies 7-12

Effective December 19, 2022

Salary: Step 6 Column MA - \$64,374 (prorated) of the 2022-23 Teachers' Salary Schedule

Action (Consent): 2.5 Appointments - Per Diem Substitute Non-Certified Teachers

**Sarah Amato, Per Diem Non-Certified Substitute Teacher Deauville Gardens West Elementary School**  
\$125/day, Effective 1/10/23 to on or before 6/30/23

**Alexandra Gaudioso, Per Diem Non-Certified Substitute Teacher Walter G. O'Connell Copiague School**

\$125/day, Effective 1/10/23 to on or before 6/30/23

Action (Consent): 2.6 Appointments - Extended Learning 2022-23

The following staff members are to be appointed to Extended Learning and will receive the appropriate Extended Learning Rate.

Deauville Gardens West Elementary School

Sarah Amato

Walter G. O'Connell Copiague High School

Alexandra Gaudio

Action (Consent): 2.7 Appointments - ARP Grant Funded Program - Saturday Program 2022-2023

Mrs. Karla Cangelosi, Deputy Superintendent, recommends the following staff members for the Saturday program.

The following hourly rate of pay will be paid out of the ARP grant:

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>SALARY</u>
Jeamoure Mercado	Saturday Program Clerical	\$19.95 per hour
Krystal Carenza	Saturday Program Substitute Clerical	\$19.95 per hour
Michele McCarthy	Saturday Program Nurse	\$45.00 per hour
Theresa Danna	Saturday Program Nurse	\$45.00 per hour
Sherri Levinter-Gerold	Saturday Program Cafeteria Aide	Contractual rate of pay
Stacy Smith	Saturday Program Cafeteria Aide	Contractual rate of pay
Lisa Firth	Saturday Program Cafeteria Aide	Contractual rate of pay
Diana Foell	Saturday Program Cafeteria Aide	Contractual rate of pay
Jodi Wolin	Saturday Program Cafeteria Aide	Contractual rate of pay
Karen Steigert	Saturday Program Cafeteria Aide	Contractual rate of pay
Carmela D'Amico	Saturday Program Cafeteria Aide	Contractual rate of pay
Michelle Iannotta	Saturday Program Cafeteria Aide	Contractual rate of pay
Maureen Cuva	Saturday Program Teaching Assistant	Contractual rate of pay
Gina Johnson	Saturday Program Teaching Assistant	Contractual rate of pay
Donna Frescott	Saturday Program Teaching Assistant	Contractual rate of pay
Saadia Lounici	Saturday Program Teaching Assistant	Contractual rate of pay
Beth Hamburg	Saturday Program Teaching Assistant	Contractual rate of pay

Action (Consent): 2.8 Appointments - Winter Coaching Staff - 2022-2023

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STIPEND</u>
Paul Kounadis	7th & 8th Grade Wrestling Head Coach First Aid pending	\$5,096
Connor Murphy	Middle School Wrestling Assistant Coach First Aid Expires 11/20/24	\$4,637

Action (Consent): 2.9 Permanent Appointment - Office Assistant

<u>NAME</u>	<u>ASSIGNMENT/SCHOOL</u>	<u>SALARY/EFFECTIVE DATE</u>
Jean Larson	Office Assistant Walter G. O'Connell Copiague High School Guidance Office	Step 3 - \$34,288 7 Hours/Day, 10 Months Effective 1/17/23

Action (Consent): 2.10 Appointment-Non-Teaching - Substitute Office Assistant

<u>NAME</u>	<u>ASSIGNMENT/SCHOOL</u>	<u>SALARY/EFFECTIVE DATE</u>
Regina Vazquez	Substitute Office Assistant District	\$17.00/hr. Effective 1/10/23

Action (Consent): 2.11 Appointment - Elementary Cafeteria Duty

Mr. Buccello recommends the following teacher for cafeteria and/or recess supervision during their lunch period for the 2022-2023 school year effective January 10, 2023.

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STIPEND</u>
Kevin Beach	Cafeteria Duty - Deauville Gardens East	\$4,125 (prorated)

Action (Consent): 2.12 Continuation of Appointments-Non-Teaching - Cafeteria Aide

<u>NAME</u>	<u>ASSIGNMENT/SCHOOL</u>	<u>SALARY/EFFECTIVE DATE</u>
Sherri Levinter-Gerold	Cafeteria Aide Deauville Gardens East Elementary School	Step 4-\$16.31/hour Effective 1/23/23

Action: 2.13 Recommendations of the Committee on Preschool Special Education for the identification and placement of preschool students with disabilities

Motion to approve recommendations of the Committee on Preschool Special Education for the identification and placement of preschool students with disabilities for the following date: 12/6/22 and 12/21/22

Motion by Paul Daubel, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

Action: 2.14 Recommendations of 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 elementary and secondary students with disabilities for the following dates:

12/13/22, 12/15/22, 12/15/22 CHS, 12/20/22

Motion by Ledy Torres, second by Michael Higgins.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

Action: 2.15 Recommendations of the Committee on Special Education for the identification and placement of elementary and secondary students with disabilities

Motion to approve Recommendations of the Committee on Special Education for the identification and placement of elementary and secondary students with disabilities for the following dates: 12/6/22, 12/7/22, 12/9/22, 12/12/22, 12/13/22, 12/14/22, 12/15/22, 12/16/22, 12/19/22, 12/20/22, 12/21/22, 12/22/22 and 12/23/22

Motion by Paul Daubel, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

Action: 2.16 Pre - Approval for Out of State and/or Overnight Trip

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

Group:	Event:	Date:	Location:
High School	Angelo Del Toro PR/HYLI Hispanic Youth Leadership Event	March 11-13, 2023	Albany, NY

Motion by Michael Higgins, second by Paul Daubel.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

Action: 2.17 School Budget Development Calendar for 2023/24

Motion to adopt the school budget development calendar for 2023/24.

Motion by Brian J Sales, second by Ledy Torres.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

Action: 2.18 Approval of Board Policies

Motion to approve the following policy changes.

- 0115.1-E.1, Harassment and/or Bullying Complaint Form
- 0115.1-E.2, Harassment and/or Bullying Complaint Form - Elementary
- 0115.1-R, Student Harassment and Bullying Prevention and Intervention Regulation
- 5225, Student Personal Expression
- 6830, Board of Education Expense Reimbursement
- 6830-E, Board of Education Conference Reimbursement Form

Motion by Anthony S Pepe, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

Action: 2.19 Renewal of Intermunicipal Cooperation Agreement with the Town of Babylon for Salt/Sand Mix

Motion to approve the Renewal of Intermunicipal Cooperation Agreement with the Town of Babylon for Salt/Sand Mix.

Motion by Brian J Sales, second by Michael Higgins.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

Action: 2.20 2022/23 Budget Transfers in Excess of \$10,000

Motion to approve 2022/23 budget transfers in excess of \$10,000.

Motion by Paul Daubel, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

Action: 2.21 Approval of Resolution to Amend the Copiague Public Schools 403(b) Retirement Plan

Motion to approve the Resolution to Amend the Copiague Public Schools 403(b) Retirement Plan

**RESOLUTION TO AMEND  
THE Copiague Public Schools 403(b) RETIREMENT PLAN**

WHEREAS, the Copiague Public Schools ("District") maintains the Copiague Public Schools 403(b) Retirement Plan ("Plan"); and

WHEREAS, the Plan was duly adopted on the 1<sup>st</sup> day of January, 2009 by the District's Board of Education ("Board"); and

WHEREAS, the Board desires to restate and amend the Plan as regards section 5.5 Hardship Withdrawals;

NOW, THEREFORE, BE IT RESOLVED that section 5.5 of the Plan is hereby restated and amended to read as follows:

**5.5 Hardship Withdrawals**

- a. Hardship withdrawals shall be permitted under the Plan to the extent permitted by the Individual Agreements controlling the Account assets to be withdrawn to satisfy the hardship.
- b. The Individual Agreements shall provide for the exchange of information among the Employer or Employer's agent and the Service Provider(s) to the extent necessary to implement the Individual Agreements, including, in the case of a hardship withdrawal that is automatically deemed to be necessary to satisfy the Participant's financial need (pursuant to Section 1.401(k)-1(d)(3)(iv)(E) of the Income Tax Regulations). In addition, in the case of a hardship withdrawal that is not automatically deemed to be necessary to satisfy the financial need (pursuant to Section 1.401(k)-1(d)(3)(iii)(B) of the Income Tax Regulations), the Service Provider shall obtain information from the Employer or other Service Provider(s) to determine the amount of any plan loans and rollover accounts that are available to the Participant under the Plan to satisfy the financial need.

- c. Safe Harbor Contributions/QNECs/QMACs. Effective 1/1/2020, hardship distributions are permitted from Qualified Non-Elective Contributions, Qualified Matching Contributions or contributions used to satisfy the safe harbor requirements of Code sections 401(k)(12) or 401(k)(13), or 401(m)(11) or 401(m)(12), if available under the Plan and not held in a Custodial Account.
- d. Amount Necessary to Satisfy Need Requirement. Effective 1/1/2020, a distribution will be determined to satisfy an immediate and heavy financial need only if the three criteria listed below are met:
  - i. The distribution is not in excess of the amount required to satisfy the financial need (including any amounts necessary to pay any federal, state or local income taxes or penalties reasonably anticipated to result from the distribution);
  - ii. The Participant has obtained all other currently available distributions, other than hardship distributions, under any deferred compensation plan, whether qualified or nonqualified, maintained by the Employer; and
  - iii. The Participant has represented (in writing or by an electronic medium) that he has insufficient cash or other liquid assets to satisfy the financial need.
- e. Six-Month Suspension. Effective 1/1/2020, the Plan will not initiate a six-month suspension period on Elective Deferrals (and after-tax contributions) following a hardship distribution.
- f. Loan Requirement. Effective 1/1/2020, Participants are not required to take all available nontaxable loans before applying for a hardship distribution.
- g. Modification of Repair Expense. Between 1/1/18 and 2/17/19, the plan modified the safe harbor immediate and heavy financial need expense relating to damage to a principal residence (i.e., §1.401(k)-1(d)(3)(iii)(B)(6) and Basic Plan Document 5.5(g)) to include expenses for the repair of damage to the Employee's principal residence that would qualify for the casualty deduction under Code section 165. Effective 2/19/19, the plan modified the safe harbor immediate and heavy financial need expense relating to damage to a principal residence (i.e., §1.401(k)-1(d)(3)(iii)(B)(6)) to include expenses for the repair of damage to the Employee's principal residence that would qualify for the casualty deduction under Code section 165 (determined without regard to section 165(h)(5) and whether the loss exceeds 10% of adjusted gross income).
- h. New Safe Harbor Financial Need Provision. Effective 1/1/2020, the following immediate and heavy financial need will be considered as a safe harbor criteria for hardship distributions in addition to the safe harbor financial need provisions outlined in 5.5(g) of the Basic Plan Document and §1.401(k) - 1(d)(3)(iii)(B):
  - i. Expenses and losses (including loss of income) incurred by the Employee on account of a disaster declared by the Federal Emergency Management Agency (FEMA) under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, provided that the Employee's principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster.

Motion by Anthony S Pepe, second by Michael Higgins.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

### **3. REPORTS**

Superintendent's Report:

The District is continuing with the holiday concerts this month. The Middle School Play is being held this week. The students are very excited to perform. We are gearing up for the elementary Enrichment Programs which will be on Saturdays. The classes will consist of academics embedded in enrichment. It will be fun while they learn. The budget process has begun and enrollment projections are being worked on.

Presentation - iReady

Second Policy Review:

#### **Second Policy Review**

0115.1, Student Harassment And Bullying Prevention Intervention  
 6240, Investments  
 6240-R, Investments Regulation  
 6700, Purchasing  
 6700-E.1, Purchasing Exhibit  
 6700-E.2, Explanation of "Other" Methods of Competition to Be Used For Non-Bid Procurements  
 6700-E.3, Vendor Recommendation  
 6700-R, Purchasing Regulation  
 6710, Purchasing Authority  
 6720, Bidding Requirements  
 6720-R, Competitive Bidding Procedures Regulation  
 6730, Cooperative Purchasing  
 6731, State/County Contracts  
 6740, Purchasing Procedures  
 6750, Vendor Relations  
 6760, Payment Procedures

### **4. CORRESPONDENCE**

There is a letter from WSBOCES thanking the Board for attending an event.

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

The next Regular Meeting of the Board of Education is scheduled for Monday, January 23, 2023, at 7:30 p.m. in the Central Office Board Room. Student Recognition will precede the Board of Education Meeting at 7:00 pm in the Middle School Auditorium.

### **6. UNFINISHED BUSINESS**

There was no unfinished business.

### **7. NEW BUSINESS**

There was no new business.

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

Mr. Urban spoke to Bob Vecchio at N-SSBA regarding the Radio Program. The subjects that will be spoken about are the Electrical Program and Esports Program. Mr. Sales stated that he attended the LI Regional Breakfast held the other day.

There were many people there as it was very well attended. A lot of political figures were also there including Senator Chuck Schumer. Many important topics were covered. He mentioned that we need to meet with the two Senators that represent the Copiague district.

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

One of the community members was concerned about Governor Hochul's potential mandate regarding students having the Covid vaccine. She said that some school districts were writing letters to the Governor against this mandate. She wanted to know if our district will be writing letters. The Board said they attended a conference that discussed this issue. It is not a mandate at this time, so it is not necessary to send letters to the Governor.

#### **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 Anthony S Pepe, second by Michael Higgins.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

The Board entered into Executive Session at 8:05 p.m.

Return to Open Session

Motion to return to Open Session.

Motion by Anthony S Pepe, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

The meeting was reconvened at 8:33 p.m.

#### **11. ADJOURNMENT**

Adjourn the Meeting

Motion to adjourn the meeting.

Motion by Anthony S Pepe, second by Rosemary Natoli.

Final Resolution: Motion Passed

Yes: Rosemary Natoli, Brian J Sales, Kenneth Urban, Paul Daubel, Anthony S Pepe, Ledy Torres, Michael Higgins

The meeting was adjourned at 8:34 p.m.



Deborah Van Florcke  
District Clerk