

**MINEOLA UNION FREE SCHOOL DISTRICT
MINEOLA, NY**

Business Meeting Minutes

The Mission of the Mineola Union Free School District is to inspire each student to be a life-long learner, pursue excellence, exhibit strength of character and contribute positively to a global society.

Board Goals - 2016-2017

Educational

- Develop a comprehensive series of activities that actively engage parents in the District Mission.
 - Seek to engage parents in answering the question "How can Mineola best prepare students for the rapidly evolving and changing world of work and study"
- Continue to actualize the District's Mission and Strategic Objectives and measure progress toward these goals
 - Emphasis on increasing student choice
 - Emphasis on student portfolios
- Continue to expand and develop Queensboro certificate program to enable students to graduate HS with a full year of college credit

Facilities

- Continue to plan and fund a 5 year Capital improvement plan that addresses the outstanding items in the Building Condition Survey. Plan should include multiple funding sources- Energy performance contracts, Capital reserve fund, and budget transfers

Finance

- Not to exceed the allowable tax levy cap while continuing to maintain and enhance all of our programs and facilities

DATE: December 1, 2016

LOCATION: Willis Avenue School

OPEN WORK SESSION 7:00 p.m. 2nd Floor Board Room

Board of Education

Christine Napolitano
Margaret Ballantyne
Nicole Matzer
Brian Widman
Cheryl Lampasona

Central Office

Dr. Michael Nagler, Superintendent of Schools
Jack Waters, Asst. Supt. for Finance Operations
Patricia Burns, Asst. Supt. Curr.,Instr.,&Assess.
Edward Escobar, Asst. Supt. Human Resources
Andrea Paggi, District Clerk

A. Call to Order - 7:00 pm

B. Pledge of Allegiance

C. Reading of Mission- Margaret Ballantyne

D. Moment of Silent Meditation

E. Dais & Visitor Introductions

Absent: Jack Waters

F. High School Student Organization Report

Before tonight's SO report, there was a Student Recognition presentation. Mr. Escobar stated that the students being recognized all exemplify excellence, passion and commitment. Four students were recognized for the acknowledgment as Young Scholars of Mathematics from the Institute of Creative Problem Solving Program at SUNY Old Westbury: Anushka Patel, Ankita Patel, Jeremiah Florestal and Alvin Tsai. These students are at the top 1/10 of 1% in math of all students on Long Island in his/her grade. They are 4 of approximately 50 students from across Long Island. Dr. Nagler stated that this is a very prestigious program and 4 out of 53 students from across Long Island are from Mineola. He expressed how proud he is of their accomplishment. Next, four students were recognized for their commitment to the District Mission to "contribute positively to a global society" through their participation in the eWaste Drive at the Middle School. These students are: Brendan Morrison, Aedan Amatulli, Deanna Polisino and Julia O'Connor. Dr. Nagler stated that we are proud that this event continues and congratulated these students for their participation. There was a brief pause in the meeting for photos.

Tonight's Student Organization report was by Danny Pires. He began by saying that he hoped everyone had a very Happy Thanksgiving. Danny discussed some of the various student services being done by students including: nursing home visits, computeers, Ronald McDonald House dinner, peer tutors, the INN, and letters and supplies for Veterans. Danny also reported on the amount of food collected for families for Thanksgiving. Danny encouraged everyone to check out "Mustang Media" for stories from throughout the school. On the Spot Interviews are currently taking place at the High School for the following colleges: Molloy, St. John's, Hofstra, NYIT, Mercy College, Farmingdale, LIU Post and Adelphi. Danny sent out his congratulations to the High School Drama Club for the production of the "Miracle Worker". Tomorrow, the Winter Pep Rally takes place at the High School. The Winter Concerts will take place December 13th and December 20th. The Board and Dr. Nagler thanked Danny for his report.

G. BOE Reports

a. Comments from Board Trustees

Cheryl Lampasona reported that she went to the play with her sons and they were mesmerized by it. She reported that the play and the actors were spectacular.

Brian Widman also attended the play with his family and his sons had many questions. The family did a lot of research on the individuals from the play and learned a great deal. He added that the play was truly well done.

Nicole Matzer reported that unfortunately she was unable to attend the play. She had the chance to visit Hampton Street and was amazed by all that was going on. Ms. Matzer attended the Marching Band Esprit D'Corps dinner on November 29th. Ms. Matzer announced that the High School got permission and next year's play will be "The Hunger Games". She added that one of the coaches will be writing the show for the school.

Margaret Ballantyne attended the Jackson Avenue PTA Meeting and there was a very interesting presentation. On Saturday, 12/3 Septa is hosting a Holiday Party at Jackson Avenue. Tomorrow night is Gingerbread University at Hampton Street. Dr. Ballantyne reported that "The Miracle Worker" was amazing and the cast was phenomenal. Dr. Ballantyne noted that she wished that Danny was still here because she wanted to congratulate him on the job that he has done. She stated that he has really grown since the first time he presented.

b. Comments from Board President

Christine Napolitano stated that she too wanted to comment on the High School production of the Miracle Worker. She felt that Mr. DeLuca truly outdid himself and the cast was outstanding. Ms. Napolitano is looking forward to attending the Winter Concerts throughout the District.

c. Comments from Superintendent

Dr. Nagler commented on the production of "The Miracle Worker" and added that this is the first time he attended the matinee. He stated that this play was very well done. Dr. Nagler loves that the Drama Club does both a drama and a musical each year. He said hats off to all involved. Dr. Nagler attended the PTA Regional Dinner and thanked the District Council for inviting him. He gave a brief update on the projects that are in progress: the windows are almost done and the doors are started at Jackson Avenue; the painting is done and it is looking good; the Music Rooms and the FAB Lab are 90% done at this point. He gave kudos to staff for making these spaces "come to life". The grand opening will happen soon. Dr. Nagler stated that this evening there will be a walk-on item to approve the athletic field project at Hampton Street.

H. Old Business

There was no old business this evening.

I. New Business

Cold War Veteran's Tax Exemption

RESOLUTION # 29- WHEREAS, New York Real Property Tax Law section 458-a *(b) was amended to provide eligible Cold War veterans with a real property tax exemption from school taxes similar to exemptions offered under other provisions of the real property tax law so long as the School District in which the real property is located, after public hearing, adopts a resolution authorizing the exemption;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Mineola UFSD, hereby authorizes the application of the Cold War Veteran Tax Exemption as contained in New York Real Property Tax Law section 458-a *(b), as amended in the amount of 10%, and such exemption shall be applicable to school taxes; and

BE IT FURTHER RESOLVED, that the Board of Education of the Mineola UFSD hereby adopts the following alternative maximum exemption allowable in Real Property Tax Law, section 458-a(2) (a) and (b) as follows:

Basic Maximum 8,000

Motion: Brian Widman

Second: Nicole Matzer

Discussion: Christine Napolitano informed the Board that the resolution needed to be amended to correct a typographical error. It says 458-a but it should be 458-**b**.

A motion was made by Margaret Ballantyne to amend the resolution and was second by Nicole Matzer. The Board was polled and all were in agreement. Motion passed and the correction was made to reflect 458 b.

Dr. Nagler explained that this Cold War Veterans exemption would result in approximately \$1 per year for the other taxpayers.

Yes: Cheryl Lampasona
Brian Widman
Nicole Matzer
Margaret Ballantyne
Christine Napolitano

No: None

Passed: Yes

J. Consensus Agenda

RESOLUTION # 30- BE IT RESOLVED that the Board of Education approves the consensus agenda items J.1.a. through J.6.b., as presented.

Motion: Margaret Ballantyne

Second: Cheryl Lampasona

Discussion: Christine Napolitano stated that there was one item to be walked-on the Consensus Agenda:

2. Instruction

b. Appointments Instruction

7. That the Board of Education approves the appointment of Bryanna Kelly to the position of 45 day substitute teacher for Lisa Applewhite, effective December 1, 2016. Salary: Days 1- 10- \$100 per day; Days 11- 20- \$110 per day; Days 20- 30- \$120 per day; Days 31- 45- \$130 per day and Day 46- MA, Step 1, \$68,282.

A motion was made by Nicole Matzer to add item J.2.b.7 to the consensus agenda and was second by Margaret Ballantyne. The Board was polled and all were in agreement. The motion passed.

After the amendment, Ms. Napolitano acknowledged item 2.d.1 the retirement of Patricia Burns, Assistant Superintendent for Curriculum, Instruction and Assessment. The Board was sad but happy for Ms. Burns. There was no further discussion.

Yes:	Cheryl Lampasona	No:	None
	Brian Widman		
	Nicole Matzer		
	Margaret Ballantyne		
	Christine Napolitano		

Passed: Yes

1. **Accepting of Minutes**

- a. That the Board of Education accepts the minutes of the November 10, 2016 Workshop Meeting as presented.

2. **Instruction**

a. **Resignation(s)**

1. That the Board of Education accepts the resignation of Lucila Guzman, Elementary Teacher, effective December 23, 2016.

b. **Appointments Instruction**

1. That the Board of Education approves the appointment of Karen Gutierrez, to the position of Probationary Mathematics Teacher, effective November 17, 2016. Salary: BA+15, Step 1, \$61,300. Probationary Period: November 17, 2016 to November 16, 2020.
2. That the Board of Education approves the appointment of Meagan Fabiitti, to the position of Probationary Elementary Teacher, effective January 30, 2017. Salary: MA, Step 1, \$68,282. Probationary Period: January 30, 2017 to January 29, 2020.

3. That the Board of Education approves the appointment of Nicole Oddo, to the position of Probationary Elementary Teacher, effective January 3, 2017. Salary: MA, Step 1, \$68,282. Probationary Period: January 3, 2017 to January 2, 2021.
4. That the Board of Education approves the appointment of Kristen Mixon, to the position of Probationary Speech Teacher, effective November 28, 2016. Salary: MA, Step 1, \$68,282. Probationary Period: November 28, 2016 to November 27, 2020.
5. That the Board of Education approves the appointment of Cailin Giard, to the position of Leave Replacement Elementary Teacher, for Nicole Bartone, effective January 30, 2017 to June 30, 2017. Salary: MA, Step 1, \$68,282.
6. That the Board of Education approves the appointment of Valerie Sunjka, to the position of Leave Replacement Teacher for Lisa Fiocco, effective January 3, 2017 to June 30, 2017, with a salary of MA+60, Step 8, \$100,093.

c. Appointment(s) Sub Teacher per diem

That the Board of Education approves the following individual(s) as Per Diem Substitute Teacher (s) for the current school year, at a daily rate of \$100 days 0-10, \$110 days 11-20, \$120 days 21-30, \$130 day 31+; and retirees at a daily rate of \$125.00 per day, \$130 per day after 30 days.:

<u>EMPLOYEE NAME</u>	<u>EMPLOYEE CERTIFICATION</u>
----------------------	-------------------------------

- | | | |
|----|---------------|-----------------------------|
| 1. | Emily Zwiebel | Childhood Ed(1-6), SWD(1-6) |
|----|---------------|-----------------------------|

d. Retirement(s) Instruction

1. That the Board of Education accepts, with regret, the resignation of Patricia Burns, Assistant Superintendent for Curriculum, Instruction and Assessment, for the purpose of retirement, effective December 31, 2016.

e. Appointment(s) Club/Stipends

That the Board of Education approves the following Club/stipend recommendations for the current school year:

<u>POSITION</u>	<u>EMPLOYEE NAME</u>	<u>STIPEND</u>
SADD advisor	Karin Weidlein (replacing Anne McAree starting 11/1/2016)	.8 of \$985
Pep Band Advisor	Christopher Toomey	\$985.00
8/9 Musical Stage Construction	Andrew Woolsey	1/2 of \$1,793
8/9 Musical Stage Construction	Paul Sommer	1/2 of \$1,793
10/11/12 Musical Vocal Coach	Barbara Brand Silverman	\$2,868.00
Winter Guard Director	Lindsay N. Beaumont	\$4,303.00
Winter Guard Assistant Dir	Jessica S. Sideleau	\$1,434.00
Winter Guard Coach	Jake L. Montanaro	\$985.00
Winter Guard Coach	John F. Citarella	\$985.00
Winter Guard Drill Writer	Lindsay N. Beaumont	1/2 of \$3,384.00
Winter Guard Drill Writer	Kenneth J. Kamping	1/2 of \$3,384.00
MS Musical Stage Construction	Andrew J. Woolsey	\$1,793.00

3. **Instruction: Committee on Special Education**

a. That the Board of Education approves the CSE/CPSE/SCSE recommendations for programs and services for students with IEPs for the time period from 9/1/16-10/31/16. Please be advised that all of the parents have received the student's IEP and a copy of their DUE process rights.

4. **Instruction: Contracted**

a. That the Board of Education approves the Special Education Services Agreement for parentally placed students (payable) between the Mineola UFSD and Jericho UFSD for the 2016- 2017 school year.

b. That the Board of Education approves the Special Education Services Agreement for parentally placed students (payable) between the Mineola UFSD and Hempstead UFSD for the 2016- 2017 school year.

c. That the Board of Education approves the Special Education Services Agreement for parentally placed students (receivable) between the Mineola UFSD and Wantagh UFSD for the 2016- 2017 school year.

d. That the Board of Education approves the Special Education Services Agreement for parentally placed students (payable) between the Mineola UFSD and South Huntington UFSD for the 2016- 2017 school year.

e. That the Board of Education approves the Special Education Services Agreement for parentally placed students (payable) between the Mineola UFSD and Garden City UFSD for the 2016- 2017 school year.

f. That the Board of Education approves the Special Education Services Agreement for parentally placed students (receivable) between the Mineola UFSD and Westbury UFSD for the 2016- 2017 school year.

g. That the Board of Education approves the Special Education Extended School Year Services Agreement (receivable) between the Mineola UFSD and Rockville Centre UFSD for the 2016- 2017 school year.

h. That the Board of Education approves the Special Education Services Agreement for parentally placed students (Receivable) between the Mineola UFSD and the following school districts for the 2016- 2017 school year:

1. Bellmore-Merrick Central School District
2. East Meadow School District
3. East Williston UFSD
4. Great Neck Public Schools
5. New York City Department of Education
6. North Shore Central School District
7. Plainview-Old Bethpage Central School District
8. Roslyn UFSD
9. South Huntington UFSD
10. Syosset Central School District

i. That the Board of Education approves the Special Education Services Agreement for parentally placed students (payable) between the Mineola UFSD and Manhasset UFSD for the 2016- 2017 school year.

j. That the Board of Education approves the Evaluation Services Agreement between the Achieve Beyond and Mineola UFSD for the 2016- 2017 school year.

5. **Civil Service**

a. **Appointments**

1. That the Board of Education approve the appointment of Melissa DaSilva, to the position of part time Bus Attendant for Transportation, effective November 21, 2016. Salary is \$10.91 per hour on Step 1.
2. That the Board of Education approve the appointment of Lorena Lucha, to the position of Clerical Substitute, effective December 5, 2016. Salary is \$15.00 per hour.
3. That the Board of Education approve the appointment of LaShonda Krokan, to the position of part time Greeter, to replace Esmirna Pena who resigned, effective December 5, 2016. Salary is \$10.15 per hour on Step 1.
4. That the Board of Education approve the appointment of Sean Gonzalez, to the position of Cleaner, to replace William Lutkins who retired, effective November 29, 2016. Salary is \$43,947 on Step 1 which includes a 6% night differential.
5. That the Board of Education approve the appointment of Margaret Farrell, to the position of Teacher Aid Substitute, effective December 5, 2016. Salary is \$13.95 per hour.

b. **Leave(s) of Absence**

1. That the Board of Education approve a paid Medical Leave of Absence to Lauren Tuomey, 12 month Bus Driver, due to an auto accident, effective November 11, 2016 until further notice.

c. **Creation of New Position**

1. That the Board of Education approves two new part time, Lunch Aide positions for the Hampton Street School, effective December 1, 2016. Salary will be \$13.95 per hour.

6. **Business /Finance**

a. **Treasurer's Report**

1. That the Board of Education accepts the Treasurer's report for the period ending September 30, 2016 and directs that it be placed on file.

b. **Approval of Invoices and Payroll**

1. That the Board of Education accepts the Invoices and Payroll for the period ending October 31, 2016

A/P Warrant # 7	October 11, 2016	\$ 303,430.95
A/P Warrant # 8	October 26, 2016	\$ 2,828,234.89

TOTAL EXPENSES \$ 3,131,665.84

PAYROLL # 7 & # 8

General	\$ 4,181,015.14
F Fund	\$ 41,785.00

TOTAL PAYROLL \$ 4,222,800.14

Walk-On Agenda Items:

Stipulation of Settlement

RESOLUTION # 31 - BE IT RESOLVED that the Board of Education hereby authorizes the Superintendent of Schools to execute a Stipulation of Settlement with an employee whose identity has been made known to the Board of Education in Executive Session and the UPSEU, the contents of which have been reviewed by the Board in Executive Session.

Motion: Brian Widman
Second: Cheryl Lampasona

Yes: Cheryl Lampasona
Brian Widman
Nicole Matzer
Margaret Ballantyne
Christine Napolitano

No: None

Passed: Yes

Awarding of Project

RESOLUTION # 32- BE IT RESOLVED that the Board of Education of the Mineola Union Free School District approves the awarding of the Hampton Street Athletic Facility Improvements to the Landtek Group, Inc., based on the Nassau County General Requirements Contract # H66302U. The amount of the award is \$1,952,254.10.

Motion: Nicole Matzer
Second: Margaret Ballantyne

Discussion: Dr. Nagler explained that the District still does not have approval on the Hampton project yet, but wants to get a head start on the field, with the hope to get it ready for lacrosse season. The estimate for the field, concession and storage project has come in higher than the original estimate, which is now two years old due to the wait time. This award does not include an alternate project for the lights (\$400,000) and that will be done at a future time. He would like to get this project underway due to the fact that it is dependent on the weather.

Yes: Cheryl Lampasona
Brian Widman
Nicole Matzer
Margaret Ballantyne
Christine Napolitano

No: None

Passed: Yes

K. Superintendent's Report

Superintendent of Schools' Reports for 12/1/16

Presentations:

1. Central Office Reorganization
2. Mineola Attorney- Discussion of Fact Finder Report
3. Survey Results- College and Career Readiness Survey and Engagement Survey

Tonight's first presentation by the Superintendent is the "Central Office Reorganization". Dr. Nagler discussed the District Organizational chart. He explained that with the retirement of Patricia Burns, decisions need to be made regarding her position. Dr. Nagler is recommending tonight that rather than interview to fill that position, Matthew Gavens' position of Director of Technology be eliminated and Mr. Gaven would become Assistant Superintendent of Curriculum, Instruction, Assessment and Technology. This would mean that technology would no longer be a separate entity. Also, Edward Escobar's position would be changed to Assistant Superintendent for Human Resources and Information Accountability. Mr. Waters' position would remain unchanged. This means that one position will be eliminated from Central Office. Dr. Nagler stated that if the Board is in agreement, then it will be recommended at the next meeting. The Board was in agreement.

Next, Dr. Nagler talked briefly about the survey results for "College and Career Readiness". This survey talked to seniors and juniors in the high school. He reported that a few of the key highlights include that 84% of those students that responded feel prepared for the future. However, many students do not feel like they understand the financial aspect of paying for college and do not know what the different careers will pay. This has started a discussion of a need for some sort of career class for students. The Superintendent stated that a building survey would be coming soon. He also added when looking at response rates to the surveys, students have the best response rates while parents have the worst. Dr. Nagler would like to see more parents participating in these surveys. All survey results can be found on the District website.

The last presentation is a discussion of the Fact Finder's Report by John Gross, Esq, Ingerman Smith L.L.P. *This report can be found on the district website on the Board of Education page, under presentations. Mr. Gross explained the chain of events that lead to the need to go into fact finding. He explained in fact finding a neutral party, Rosemary Townley, Esq. (whom both parties agree upon), hears both sides and reviews materials submitted by each party. The Fact Finder will then issue a report and make recommendations. Mr. Gross reported that the District read the report and formally accepted the results. Mr. Gross explained that he is here tonight to briefly go over the findings. Two factors which were looked at were: 1. the ability to pay and 2. comparability (what other Districts pay their teachers). Mr. Gross stated that the District has three issues effecting the negotiations: salary, insurance costs and non-attendance days. Mr. Gross reviewed some of the documentation that the district presented to the fact finder to consider: revenue depletion, significant expenditure increases and obligations, Property tax cap (which is not actually 2%), and ability to pay (per capita income). He also explained that the district must continue to pay and follow the contract requirements even if they expire. Mr. Gross discussed the district proposal: Insurance- New employees would pay 25% and employees hired before 7/1/15 would contribute a phased in increase from 17% up to 20%. Salary schedule-step increases are paid no matter what happens. Mr. Gross presented various charts and graph of teacher salaries at Mineola and comparison to other districts. It was found that Mineola, with the exception of the highest steps (step 20 and above), was in the 90th and 75th percentile compared to other districts. When examining the settlements of other districts, with few exceptions, no settlement was over 1%. The final issue is non-attendance days- the district is not against teachers taking sick or family illness days when necessary, at issue is the use of "free days". These days (5 per teacher) are more likely to be used because of the "use it or lose it" mentality. Mr. Gross reported that the district has made 7 proposals and counter-proposals-in

writing. The MTA has only modified their original proposal only once. This occurred during the fact finder presentation prior to that the MTA never backed off the 3% raise + step every year. Since the report the district made two more proposals in writing, both of which were more money than the fact finder recommended. MTA President Teresa Perrotta Hafner was given the opportunity to respond. Ms. Hafner stated that the 300 members of the MTA have helped to transform the education system at Mineola. She reported that the contract expired June 2015. It is felt that the small increase offered by the District is inadequate and the reduction of non-attendance days is unacceptable. Ms. Hafner raised the issue that the District has increased the number of administrators. Also, she stated that excellent teachers define education and the offers made by the district show a lack of respect for them. Ms. Hafner also suggested that the district should bond their projects rather than use the capital reserve, like other districts. Dr. Nagler responded when Ms. Hafner was finished speaking. He discussed issues that the district faces: Common Core Standard, Standardized tests and APPR. Dr. Nagler commented that no teacher has ever been affected by the APPR. The Board has empowered him not to enforce it. He stated that currently, the APPR is substantially completed through negotiations. The plan must be submitted to NYSED by December 14th. If the MTA does not sign off by 12/14, the district will lose \$1.2 million. If this occurs, none of the proposals made thus far can be funded due to this loss of revenue. Dr. Nagler stated that Mineola is a great place to work and the kids are fantastic. Dr. Nagler discussed his issue with the attendance as well as health insurance cost. The Board had the opportunity to respond at this point. Dr. Ballantyne stated that the Board is not trying to hurt teachers, but they must balance being fair to teachers and the community. She stated that the building improvements that are being made are good for students and teachers. She said it is the Board's responsibility to look at the broad picture and no decisions are ever made lightly. Christine Napolitano stated that she was hurt by the statement that the Board does not respect the teachers. The Board respects all that the teachers do and never fail to comment on the good work that is taking place. However, the fact finder did find that the union is out of touch with the community. The Board is responsible to the community. At this point in the meeting, Ms. Hafner and the teachers in attendance walked out of the meeting.

Superintendent Comments

Dr. Nagler stated that he just wanted to briefly discuss the 2017-2018 School Calendar. He said in looking at next year's calendar, it does appear that students could start school after Labor Day. However, that would leave no extra days available in case of snow. If students begin prior to Labor Day, it would be possible to build snow days into the calendar. September 1st would be the first day of classes for students. Dr. Nagler stated that the school calendar for 2017/18 will be discussed at upcoming Board Meetings.

L. Public Comments

Ms. Napolitano opened the floor to public comments, however there were none this evening.

M. Executive Session Time: 9:45 p.m.

At 9:45 pm, a motion was made for the Board to go into Executive Session to discuss negotiations and the fact finder's report.

Motion: Margaret Ballantyne

Second: Nicole Matzer

Yes: Cheryl Lampasona
 Brian Widman
 Nicole Matzer
 Margaret Ballantyne
 Christine Napolitano

No: None

Passed: Yes

N. Adjournment Time: _____ p.m.

Motion: _____

Second: _____

Yes: _____

No: _____

Passed: _____

Respectfully Submitted,

Andrea M. Paggi