

**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 - 2017-2018**

***Educational***

- Continue to actively engage parents in the District Mission.
- Continue to actualize the District's Mission and Strategic Objectives and measure progress toward these goals
  - o Emphasis on increasing student choice
  - o Emphasis on student portfolios
- Continue to expand and develop Queensborough certificate program to enable students to graduate HS with a full year of college credit
- Implement a districtwide initiative to introduce and develop a Growth Mindset for students, staff and parents

***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

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**DATE: September 14, 2017**

**LOCATION: Willis Avenue**

**OPEN WORK SESSION 7:00 p.m.**

**Board of Education**

Christine Napolitano, President  
Dr. Margaret Ballantyne, Ph.D., V.P.  
Brian Widman  
Cheryl Lampasona  
Patrick Talty

**Central Office**

Dr. Michael Nagler, Superintendent of Schools  
Jack Waters, Asst. Supt. Finance & Operations  
Edward Escobar, Asst. Supt. Human Resources  
Matthew Gaven, Asst. Supt. C.I.A. & Technology  
Linda Spagnola, District Clerk

**A. Call to Order - 7:05 p.m.****B. Pledge of Allegiance****C. Reading of Mission - Patrick Talty****D. Moment of Silent Meditation****E. Dais & Visitor Introductions****F. High School Student Organization Report - Edwin Melara & Molly Donelan**

Christine Napolitano introduced our two new High School Student Organization reporters Edwin Melara and Molly Donelan. Edwin started by thanking everyone for having them. He said the year is off to a great start. Molly spoke about the seniors getting together to see the sunrise. They gathered at 5:00 a.m in the parking lot on a Saturday, had breakfast together and watched the sunrise. Over 100 kids were there. She said it was a great time for our class to come together. She stated that in June they will gather to watch the sunset. Edwin stated most seniors have completed the college application process. It is an exciting time. He said the first day of school was the eight grade welcome BBQ. Molly stated that yesterday the picture was taken of the AP Scholars. This year there were 59 students. Edwin said he would like to congratulate Hymn Yiu, our first scholar artist and stated this weekend the boys' soccer team won. Molly stated this weekend is our first pep rally. Edwin spoke about all the renovations at Hampton Street and how nice the track is. He said everything is so colorful. Molly reported that they did their annual day of service on September 11th. About 600 students participated making sandwiches and then we had our ceremony. We all come together to help other people. Edwin stated Monday, September 18th is Financial Aid Information Night. On September 27th is our high school open house and PTSA plant sale. Molly reported they did a fundraiser yesterday and today and raised over \$1000 to help the people affected by both hurricanes. We would like to thank you again for having us here. It is an honor for us to be here tonight and look forward to reporting this year.

Christine Napolitano stated the high school student organization report is the highlight of our board meeting. She told them that was an outstanding report. She said she can't wait for the next report.

Dr. Nagler stated that time and time again our students are our best front people and spokesperson for our district. They are able to articulate all the things we talk about. When they speak it is powerful. They exemplify our school system. Dr. Nagler told Edwin and Molly he is super proud when they can get up and speak about all the wonderful things they do. He told them they should be very proud of themselves as well.

Dr. Nagler reported that our scholar artist will be invited to a future board meeting. He said we have never had a scholar artist. This is a super big deal for him personally. He has been trying to get this recognition since he was principal of the high school. He went on to say all-state singers will also be invited to a board meeting. He reported that all the buildings are participating in relief drives fundraising for the victims of both storms.

**G. BOE Reports****a. Comments from Board Trustees**

Dr. Margaret Ballantyne-Mannion said it looks like a great start to the year. She stated that checking in on twitter several times a day makes her heart sing when she sees all the wonderful things going in the schools. She likes to see the kids with the Growth Mind Set and all the success our sports teams have had. She attended the Hampton picnic which was a lot of fun. She attended the Hampton PTA meeting last night and hopes to get to all the buildings. She is looking forward to the middle school BBQ. She reported the dual language potluck is coming up and the SEPTA meeting. She stated that this year looks like it's going to be a great one.

Brian Widman said he hoped that everyone had a good summer. He would like to thank the high school PTSA, administrators and teachers for hosting a successful 8th grade BBQ. He stated he attended the first high school PTSA meeting and the first music parents meeting. He reported the marching band has their first competition this Sunday in Brentwood. He attended the first booster club meeting. He congratulated the soccer team for winning the Mustang Cup. He wishes all the other sports teams good luck. He stated he will be attending the middle school welcome back BBQ tomorrow night and attended the Meet Your Teacher Night. Mr. Widman thanked all the teachers and staff. He said they were great and were really informative. He said everyone was talking about the Growth Mind Set posters and all the work teachers have been doing and all the work the students have done so far. Mr. Widman said he got a good look at all the work that was done to the middle school and it looks great. He thanked Dr. Nagler and Ms. Maravel for sending him the emails from the Hampton street parents commenting on the new bus loop which has improved safety and how great it is. He congratulated Dr. Nagler for being chosen as one of the top 30 technologists, transformers and trailblazers for 2017 by the Center for Digital Education.

Cheryl started by saying, "Happy 8th day of school." She reported she went to the Hampton Welcome Back Picnic which was so well-attended by parents and teachers with their families on a Saturday afternoon. It was so nice to see. She reported she went to the Hampton PTA meeting where there was standing room only. She loved the new Hampton field sign. She said it is beautiful.

Patrick stated the school year is in full swing. He said things are running very smoothly. He attended the 9/11 ceremony at the high school. It was the first time he attended. To see the students, administrators and teachers working side by side was very heart-warming for him. He stated he would like to participate in this in the future. The ceremony was impressive. There was music, singing and poetry and the watering of the survivors' tree. He went to the welcome back picnic which reminded him of how important they are. Not only for the kids to have fun but it gives parents a chance to meet the parents of their child's classmates. He said it gave him a warm feeling. He also attended the Hampton PTA meeting. He looks forward to going to the PTA meetings at the other buildings. He said he was blown away by Edwin and Molly's report.

#### **b. Comments from Board President**

Christine Napolitano stated she was glad Patrick brought up 9/11 and how we recognize that day. She said her husband is a fireman and she always spends this day in Queens in various fire houses and cemeteries that day. She stated she is deeply touched that we do such a good job here in Mineola. She feels it is so powerful that our students take the time to recognize the tragedy of the day and to do something of service is fantastic. She was glad Patrick was at the ceremony. Patrick Talty wanted to thank Mayor Strauss for coming to the ceremony. Ms. Napolitano took a tour of Hampton and the middle school on the second day of school and she

saw that school was running as if we were a month into the school year. She stated that Ms. Maravel was so proud to give her a tour of her building. She enjoyed it immensely. It was such a happy place. She thanked Ms. Maravel. She also enjoying touring the middle school and thanked Mr. Casale. She also went to the Hampton picnic and was so excited to have received her #MineolaProud tee shirt.

### **c. Comments from Superintendent**

Dr. Nagler reported that MineolaProud, the twitter feed and the hashtag have really taken off. He loves that we now have the scroll on the main webpage. He said our teachers are into it. They are tweeting great lessons and activities that are happening in their classrooms. He loves that the PTA embraced the hashtag and made tee shirts. Dr. Nagler stated this speaks to the momentum the district is trying to build about that school is so more than just a grade, it's so much more than the content we teach, it's all of these life lessons and habits of mind, and empathy and perseverance the whole Growth Mind Set piece. He is super excited for what the year will bring. He thinks it is evident in what you have seen in the first few days. He thanked everyone for their applause for winning an award. He said the award is not just him. The award a reflection of the district. He said he is deeply proud of the work we do. He said he is happy to represent Mineola for receiving this award but he certainly does not see it as his award. He said that any award we may get we are winning it together. He thanked Mr. Gaven for nominating him for this award. Dr. Nagler stated when he attends that ceremony he will do it with great Mineola Pride MineolaProud.

### **H. Old Business - no old business**

**I. New Business**

**Walk-On Agenda Items**

**RESOLUTION #12 - Be it resolved:** that the Board of Education hereby approves the terms of a stipulation of settlement resolving a disciplinary matter with a certified employee whose identity has been made known to the Board of Education in Executive Session, **and be it further**

**Resolved:** That he Board of education authorizes the Board President and Superintendent of Schools to execute said agreement on behalf of the District.

**Motion:** Patrick Talty

**Second:** Dr. Margaret Ballantyne-Mannion

**Yes:**

**No:**

Christine Napolitano

Dr. Margaret Ballantyne-Mannion

Brian Widman

Cheryl Lampasona

Patrick Talty

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**Passed:** Yes

**RESOLUTION #13 - Be it resolved:** that the Board of Education hereby approves the terms of a stipulation of settlement resolving a disciplinary matter with a certified employee whose identity has been made known to the Board of Education in Executive Session, **and be it further**

**Resolved:** That he Board of education authorizes the Board President and Superintendent of Schools to execute said agreement on behalf of the District.

**Motion:** Cheryl Lampasona

**Second:** Brian Widman

**Yes:**

**No:**

Christine Napolitano

Dr. Margaret Ballantyne-Mannion

Brian Widman

Cheryl Lampasona

Patrick Talty

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**Passed:** Yes

**RESOLUTION #14 - BE IT RESOLVED** that the Board of Education of the Mineola Union Free School District hereby ratifies and approves a certain Agreement dated August 30, 2017 between the School District and the Mineola Teachers Association and authorizes the Superintendent of Schools to execute the new collective bargaining agreement incorporating the terms of the Agreement.

**Motion:** Dr. Margaret Ballantyne-Mannion  
**Second:** Brian Widman

Dr. Nagler stated he wanted to give some particulars before the board votes on this resolution. He said the last time we spoke about this in public was the Fact-Finder's Report where our attorney came and gave us the results of an independent fact-finder looking at all the details on both sides. The fact-finder report was focused on three areas that the district was focused on in terms of reaching a settlement. Obviously it was money, an increase in health insurance, and dealing with teacher absence in days. This has been our focus throughout this whole process. All of these things needed to be addressed somehow in a settlement. The interesting thing about negotiations is that it doesn't matter what the fact-finder finds. A contract isn't settled until the teachers union and the board agrees. We were without a contract for two years which is a long time to be in labor unrest. It's not healthy for anyone to be in labor unrest. This summer Ms. Hafner and I were determined to be no longer to be in unrest. We spent a good part of the month of August coming to terms with all of these things. I was very happy to do this before the beginning of school. I believe it is a very fair package for both parties. I think it insures that we are treating our teachers as professionals, we are recognizing the job they do and the work that they do. I am very proud of the work they do and I know the board is as well and most importantly it will insure that we can continue the programs we have, to afford the programs we have, moving into future budgets and it is well within our tax cap parameter. All those things being considered, I recommend you ratify this contract.

Christine Napolitano stated that she and the board are very pleased that a fair settlement has been reached. The board would like to thank Dr. Nagler and Ms. Hafner for their grit and perseverance in getting it done. She stated no one appreciates our teachers more than this board does.

<b><u>Yes:</u></b>	<b><u>No:</u></b>
Christine Napolitano	_____
Dr. Margaret Ballantyne-Mannion	_____
Brian Widman	_____
Cheryl Lampasona	_____
Patrick Talty	_____

**Passed:** Yes

**J. Consensus Agenda**

**RESOLUTION #11 - BE IT RESOLVED** that the Board of Education approves the consensus agenda items J.1.a. through J.4., as presented.

**Motion:** Dr. Margaret Ballantyne-Mannion

**Second:** Patrick Talty

**Yes:**

**No:**

Christine Napolitano

Dr. Margaret Ballantyne-Mannion

Brian Widman

Cheryl Lampasona

Patrick Talty

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**Passed:** Yes

1. **INSTRUCTION**

a. **Appointment(s) - Instruction**

1. That the Board of Education approves to amend Aislinn Oliveri's Part Time (.6) Theatre Teacher position salary to .6 of MA, Step 1, \$68,282 equaling \$40,969, effective September 1, 2017 to June 30, 2018.
2. That the Board of Education approves the appointment of Daniel Bailey, to the position of part time (.2) Physical Education Teacher, effective September 1, 2017 to June 30, 2018. Salary: .2 of MA, Step 1, \$68,282 equaling \$13,656.
3. That the Board of Education approves the appointment of Tobie Pomann, to the position of part time - paid hourly teacher, effective September 1, 2017 to June 30, 2018. Salary: \$55.32 per hour.

b. **Appointment(s) - Per Diem Subs**

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 for days 0-10, \$110 after 11-20 consecutive days, \$120 after 21-30 consecutive days, \$130 after 31+ consecutive days; and retirees at a daily rate of \$125.00 per day, \$130 per day after 30 days.:

**Employee Name**

**Certification**

1. Melissa A. Strauser PreK - Grade 6

c. **Instruction Appointment(s) - Permanent Subs**

That the Board of Education approves the following individual(s) as Permanent Substitute Teacher(s) for the current school year, at a daily rate of \$100 for days 0-10, \$110 after 11-20 consecutive days, \$120 after 21-30 consecutive days, \$130 after 31+ consecutive days.

**Employee Name**

**Employee Certification**

1. Michael J. King SWD (Grades 1-6), Childhood Ed (1-6)

d. **Instruction: Contracted**

1. That the Board of Education approves the agreement between the Mineola UFSD and Patricia Burns, Consultant, to mentor teachers for the 2017-2018 school year.
2. That the Board of Education approves the agreement between the Mineola UFSD and Dr. Robert Katulak, Consultant, to work with principals and teachers for the 2017-2018 school year.
3. That the Board of Education approves the agreement between the Mineola UFSD and South Oaks Hospital for the 2017-2018 school year.
4. That the Board of Education approves the agreement between the Mineola UFSD and MKSA, LLC for the 2017-2018 school year.
5. That the Board of Education approves the agreement between the Mineola UFSD and Mill Neck Manor School for the Deaf for the 2017-2018 school year.

e. **Instruction: Student Actions**

1. That the Board of Education approves the following overnight Field Trips:
  - All State Conference, Rochester, NY, November 30, 2017 to December 3, 2017
  - High School Marching Band, Syracuse, NY, October 27, 2017 to October 30, 2017

2. **CIVIL SERVICE**

a. **Leave of Absence - Paid Medical**

1. That the Board of Education approve a paid Medical Leave of Absence to Gladys Cuzco, Teacher Aide at Meadow Drive School, due to a broken wrist, effective August 31, 2017 through September 22, 2017.

b. **Leave of Absence - Unpaid Medical**

1. That the Board of Education grant a request to Niloofar Lahijani, part time Teacher Aide at the High School, for an unpaid Family Medical Leave of Absence, effective September 5, 2017 for approximately one month, due to a family health issue.

3. **BUSINESS / FINANCE**

a. **Business/Finance - Contract Approvals**

1. That the Board of Education approves the following 2 Inter-Municipal Agreements ( IMA's) between Mineola UFSD and Garden City UFSD:

One agreement will be that Mineola transports a Garden City student to Meadow Drive School. Mineola will receive revenue for providing the transportation. Estimated monthly revenue is \$2,750.

The second agreement is that Garden City will provide transportation to a Mineola resident student to attend the Gersh Academy in West Hempstead. Mineola will pay for that transportation. Estimated monthly expense is \$2,156.

b. **Business/Finance - Bids**

That the Board of Education approves the awarding of a transportation bid to Dell Transportation, the lowest bidder, for the 2017-2018 school year for the transporting of one student to DDI-Huntington, NY. Bids were opened on 8/24/2017.



**K. Superintendent's Report**

Dr. Nagler stated that tonight's topic is differentiation and how it is done in Mineola. Our presenters this evening are part of a larger team our instructional leader team that I believe is a very unique group of people. They are six administrators that deliver the Professional Development for all teachers so they need to be experts on all things. We have a collective group with different strengths and talents. I have been incredibly impressed with this group since they started last year. You are going to hear from two of the six this evening and by year's end you will hear from all six.

Dr. Nagler introduced Sara Ortiz and Catherine Shanahan who presented their report on Differentiated Instruction.

Differentiation: Responsive Teaching in Action Overview:

- Research & Definitions
- Connecting to the Mineola mission
- Mineola's methods of differentiation
- 2017-2018 district goals around differentiation

Differentiated Instruction is a teacher's response to the learner's needs guided by:

- Appropriate & respectful tasks
- Flexible grouping
- Ongoing assessment, adjustment & feedback

Teachers can differentiate:

- Content
- Process
- Product

According to a student's readiness, learning profile and interests through a range of instructional and management techniques.

Examples of Differentiated Instructional and Management Techniques:

School 4 One, Actively Learn, RazKids, NewsELA, eSpark, Frontier, Light Sail, StMath, FootSteps to Brilliance, Spelling City, CheckIt, MathSpace, Khan Academy, Coding/KidOyo, MobyMax, Peardeck, edpuzzle

**L. Public Comments - no public comments this evening**

**M. Executive Session Time: 8:14 p.m.**

**Motion:** Dr. Margaret Ballantyne-Mannion

**Second:** Patrick Talty

**Yes:**

**No:**

Christine Napolitano

Dr. Margaret Ballantyne-Mannion

Brian Widman

Cheryl Lampasona

Patrick Talty

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**Passed: Yes**

**N. Adjournment Time: \_\_\_\_\_ p.m.**

**Yes:**

**No:**

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**Passed:** \_\_\_\_\_

**Respectfully Submitted,**

**Linda M. Spagnola  
District Clerk**