

**BOARD OF EDUCATION
SACHEM CENTRAL SCHOOL DISTRICT
REGULAR MEETING OF NOVEMBER 18, 2015**

APPROVED AS WRITTEN – 1/6/16 - OFFICIAL COPY

MEMBERS PRESENT: Anthony Falco, President
Michael J. Timo, Vice President
Teri Ahearn
Vic Canales
Bill Coggin
Dorothy Roberts (Arrived 7:45pm)
Robert Scavo
Laura Slattery
Shannon Christiano, Student Member
Alex Rosati, Student Member

MEMBERS ABSENT: Sal Tripi

ALSO PRESENT: James Nolan, Superintendent of Schools
Kristin Capel-Eden, Assistant Superintendent for Personnel
Paul Manzo, Deputy Superintendent
Jessica Schmettan, Assistant Superintendent for Curriculum and Instruction -
Elementary
Bruce Singer, Associate Superintendent
Chris Clayton, Esq.
Carol Adelberg, District Clerk

CALL TO ORDER: The regular meeting held at Samoset Middle School was called to order at 7:30pm by President Falco.

PLEDGE OF ALLEGIANCE: Mr. Falco opened the meeting with the Pledge of Allegiance and a Moment of Silent Meditation.

MINUTES: Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Scavo, seconded by Mr. Canales, and carried unanimously (7-0) to approve the following minutes:

October 7, 2015 Work Session Meeting
October 14, 2015 Special Meeting
October 21, 2015 Regular Meeting
October 28, 2015 – Special Meeting

RECOGNITIONS

1. Accomplished Music Students

COMMENTS FROM VISITORS: None.

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PRESENTATIONS

1. Anti-Bullying

Ms. Roberts arrived at 7:45pm.

2. Attendance Office – Out of District Investigations

BUSINESS ITEMS:

Bid Award

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Timo, seconded by Mr. Canales, and carried unanimously (8-0) to approve the following bids:

The bid/RFP awards presented for action are:

<u>RFP/Bid Number & Title</u>	<u>Action Required</u>
a. B 15-206 Diplomas, Diploma Covers & Seals	Approve
b. B 15-212 Chair Rental – June 2016 Graduations	Approve
c. B 15-558 Drainage Grates, Covers & Curb Inlets	Approve
d. B 15-515A Snow Sander Parts	Reject

PERSONNEL ITEMS:

Consent Agenda Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve a consent agenda for the personnel items.

Salary Changes for Teaching Personnel

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve the salary changes for teaching personnel as follows:

<u>Name</u>	<u>School</u>	<u>Date of Change</u>	<u>From Step</u>	<u>To Step</u>	<u>Salary Difference</u>
Moratti, Faye	Chippewa	8/31/15	8-6	8-7	2,698.00
Symancyk, Nicole	Sagamore	8/31/15	13-7	13-8	2,697.00

Approval of Substitute Teachers

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Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve the substitute teacher list as follows:

Name

Boccafola, Patricia
Harte, Ciara
Lawney, Erin
Layton, Susan
McBride, Debra
Spurrell, Deborah

Termination/Resignation of Substitute Teachers

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve the termination/resignation of substitute teachers as follows:

<u>Name</u>	<u>Date</u>
Agnello, Carissa	11/5/15
Barbaro, Corinne	11/5/15
Boltwood, Robert	11/5/15
Canning, Olivia	11/3/15
Carrano, Kristina	11/5/15
Chartrand, Jacqueline	11/5/15
Cherry, James	11/5/15
Chiarenza, Morgan	10/29/15
Donovan, Amanda	11/5/15
Elshazly, Julianne	11/5/15
Essig, Kimberly	11/5/15
Hall, Elizabeth	11/5/15
Hallaran, Marina	11/9/15
Kaiser, Nancy	11/5/15
Kovalevich, Samantha	11/5/15
Martin, Kathryn	11/5/15
McGuire, John	11/5/15
Murnane, Regina	11/7/15
O'Leary, Kellie	11/5/15
Sadusky, Emily	11/5/15
Schmidt, Kara	11/5/15
Scofield, Cassandra	11/5/15
Serra, Nicolette	11/5/15
Sinclair, Michael	11/5/15
Tellerman, Stacey	11/5/15
Turner, Christine	11/5/15
Ulrich, Brad	11/5/15
Umbria, Robert	11/5/15

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Walsh, Vincent	11/5/15
Wood, Cailey	11/5/15
Wooster, Laurie	11/5/15
Wylie, Jane	11/5/15
Zambrano, Milagros	11/5/15

Resignation of Teaching Assistants

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve the resignation of teacher assistants as follows:

<u>Name</u>	<u>Grade/Subject</u>	<u>School</u>	<u>Dates</u>
Russo, Justin	Special Education Teaching Assistant	Lynwood	11/6/15
Sowa, Stefanie	Special Education Teaching Assistant	Tecumseh	11/12/15

Appointment of Leave Replacement Teaching Assistants

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve the appointment of leave replacement teacher assistants as follows:

<u>Name</u>	<u>Tenure Area</u>	<u>School</u>	<u>Step</u>	<u>Dates</u>
Poretsky-Mueller,	Special Education	Waverly	1-3	11/9/15-6/30/16
Renee	Teacher Assistant			
Ratzsch, William	Special Education Teacher Assistant	Waverly	1-3	11/13/15-6/30/16

Resignation of Support Services Personnel (All Civil Service Classifications)

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve the resignation of support services personnel (all Civil Service classifications) as follows:

<u>Name</u>	<u>Position & Assignment</u>	<u>Service Ends</u>
Hernandez-Duran, Maribel	3 Hr. FSW/Tecumseh	11/25/15
Ogiejko, Judy	Special Ed Aide / Chippewa	11/8/15
Skoblicki, William	Custodian/North	11/28/15

Leave of Absence of Support Services Personnel (All Civil Service Classifications)

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve the leave of absence of support services personnel (all Civil Service classifications) as follows:

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<u>Name</u>	<u>Position & Assignment</u>	<u>Reason</u>	<u>Dates</u>
Canino, Michele	4 Hr. FSW/Seneca	Personal	10/23/15-4/23/16

Resignation/Termination of Substitute Support Services Personnel (Exempt, Labor and Non-Competitive)

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve the resignation/termination of substitute support services personnel (exempt, labor and non-competitive) as follows:

<u>Name</u>	<u>Service End</u>
<u>Custodian</u>	
Hoek, John	8/20/15
<u>Clerical</u>	
Weiss, Maureen	11/2/15
<u>Food Service Worker</u>	
Mayer, Sandra	10/30/15

Probationary Appointments of Support Services Personnel (Competitive)

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve the probationary appointments of support services personnel (competitive) as follows:

<u>Name</u>	<u>Position & Assignment</u>	<u>Base Salary</u>	<u>Service Begins</u>	<u>Probationary Appointment</u>
Wright, Donna	Provisional School Communications Aide/Seneca	\$18.14/hr.	11/18/15	None**

**As per Civil Service Law there is no probationary period for a provisional appointment

Appointment of Support Services Personnel (Exempt, Labor and Non-Competitive)

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve the probationary appointment of support services personnel (exempt, labor and non-competitive) as follows:

<u>Name</u>	<u>Position & Assignment</u>	<u>Base Salary</u>	<u>Service Begins</u>	<u>Probationary Appointment</u>
Bellino, Lisa	Hall Monitor / East	\$9.17/hr.	11/12/15	None

Appointment of Substitute Support Services Personnel (Exempt, Labor and Non-Competitive)

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Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve the substitute support services personnel (exempt, labor and non-competitive) as follows:

<u>Name</u>	<u>Service Begins</u>
<u>Custodian</u>	
Mac Murray Jr., Alan	11/4/15
<u>Food Service Worker</u>	
Snyder, Dana	11/4/15

ACTION ITEMS:

Mini Contracts:

Consent Agenda

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Mr. Scavo, and carried unanimously (8-0) to approve a consent agenda for mini contracts a –f.

a. Approval of Special Education Services Agreement with South Huntington UFSD 2015-16

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Mr. Scavo, and carried unanimously (8-0) to approve the agreement between Sachem Central School District and South Huntington Union Free School District to provide special education services to parentally-placed students with disabilities, when such students attend private schools in the South Huntington Union Free School District, but reside in the Sachem Central School District. South Huntington UFSD shall be entitled to bill Sachem CSD in accordance with Education Law Section 3602-c and the Regulations or Rules of the Commissioner of Education. The term of this agreement shall be from July 1, 2015 through June 30, 2016. This agreement has been reviewed and approved by the school district’s attorney.

b. Approval of Agreement with Long Island Developmental Consulting 2015-16

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Mr. Scavo, and carried unanimously (8-0) to approve the agreement between Sachem Central School District and Long Island Developmental Consulting to provide Applied Behavior Analysis services to designated special education students pursuant to the Individualized Education Program(s) (“IEP”) developed for the student(s) by the CSE. The following services, consisting of, but not limited to the following shall be provided:

- Consultation Services
- Home Program Services
- Supervision of Home Staff
- Parent Training

The school district shall pay the rates detailed in the attached Schedule “A”. This agreement shall be in effect for the period July 1, 2015 to June 30, 2016. This contract has been reviewed and approved by the school district’s attorney.

c. Approval of Agreement with Long Island Gay and Lesbian Youth (LIGALY) 2015

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Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Mr. Scavo, and carried unanimously (8-0) to approve the agreement between Sachem Central School District and Long Island Gay and Lesbian Youth (LIGALY) to provide one (1) on-site staff development workshop on November 18, 2015 from 3:30-5:00 p.m. which shall consist of “Creating Safer Schools for LGBT Young People” for various staff members. The fee for these services will be paid through a Federal Grant. This agreement shall be in effect for the period of November 18, 2015. This contract has been reviewed and approved by the school district’s attorney.

d. **Approval of Agreement with Frontline Technologies, Inc. 2015-16**

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Mr. Scavo, and carried unanimously (8-0) to approve the agreement between Sachem Central School District and Frontline Technologies, Inc. for the purchase of a subscription for 24/7 access to Frontline’s computer system, called “Aesop”, for teachers requiring a substitute. The estimated annual fee is \$24,606.30 for the 2015-16 school year. This contract has been reviewed and approved by the school district’s attorney.

e. **Approval of Agreement with AFLAC**

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Mr. Scavo, and carried unanimously (8-0) to approve the following resolution:

BE IT RESOLVED, that the Board of Education authorizes the School District to continue to offer the AFLAC critical illness plan, and to newly offer the AFLAC short term disability and accident coverage plans, to those employees currently eligible for AFLAC; and

BE IT FURTHER RESOLVED, the Board of Education authorizes the School District to enter into an agreement with AFLAC to offer the critical illness, short term disability and accident coverage plans to eligible employees, at no cost to the School District and subject to preparation of a written agreement approved by counsel; and

BE IT FURTHER RESOLVED: that the Board of Education authorizes the Board President to execute such agreement with AFLAC on behalf of the Board of Education; and

BE IT FURTHER RESOLVED, that any offering of the AFLAC critical illness, short term disability and accident coverage plans shall be made in accordance with any applicable laws on collective bargaining; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Superintendent to execute any Memorandums of Agreement necessary to effectuate the offering of the AFLAC critical illness, short term disability and accident coverage plans to the aforementioned employees.

f. **Approval of Agreement with Wage Works**

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Mr. Scavo, and carried unanimously (8-0) to approve the following resolution:

BE IT RESOLVED, that the Board of Education authorizes the School District to continue to offer the Flexible Benefits Plan to those employees currently eligible for the Flexible Benefits Plan; and

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BE IT FURTHER RESOLVED, the Board of Education authorizes the School District to enter into an agreement with WageWorks to administer the Flexible Benefits Plan, at a cost of \$3.50 per participant, per month, and subject to preparation of a written agreement approved by counsel; and

BE IT FURTHER RESOLVED: that the Board of Education authorizes the Board President to execute such agreement with WageWorks on behalf of the Board of Education; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Superintendent to execute any Memorandums of Agreement or other documents necessary to effectuate the offering of the Flexible Benefits Plan to the aforementioned employees.

ESBOCES Special Election

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Ms. Ahearn, seconded by Mr. Coggin, and carried unanimously (8-0) to cast one vote to fill one (1) vacancy on the Board of Cooperative Education Services. The vacancy is for a term commencing upon election and ending on June 30, 2018. There is one candidate for the position:

Arlene Barresi (Middle Country CSD)

Approval of Healthplex/Dentcare Renewal Rates with J. J. Stanis and Company, Inc.

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Timo, seconded by Mr. Scavo, and carried unanimously (8-0) to approve the Healthplex/Dentcare renewal rates from J.J. Stanis and Company, Inc. The rates will remain the same. The current rates are \$17.74 for individual coverage and \$43.49 for family coverage. These rates are effective January 1, 2016 through December 31, 2016.

Citizens' Advisory Audit Committee

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Ms. Ahearn, seconded by Ms. Roberts, and carried unanimously (8-0) to remove Vic. C. Rodriguez as an active member of the Citizens' Advisory Audit Committee.

Approval of Field Trips for the 2015-16 School Year

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Scavo, seconded by Ms. Ahearn, and carried unanimously (8-0) to approve the following field trips for the 2015-16 school year:

Group	Date(s)	Location
Sachem North & East Business Students	January 15, 2016	Long Island Trade Show Farmingdale State College, Roosevelt Hall 2350 Broadhollow Road Farmingdale, NY 11735
Sachem North & East Business	April 19, 2016	New York City Trade Show

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Students

69th Regiment Armory
68 Lexington Avenue
New York, NY 10010

Sachem North & East Senior May 4, 2016
Cosmetology Students

Symbiotic Salon Systems
60 Seaview Blvd.
Port Washington, NY 11050

Approval of Extracurricular Clubs/Activities for the 2015-16 School Year

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Scavo, seconded by Ms. Roberts, and carried unanimously (8-0) to approve the following extracurricular clubs/activities for the 2015-16 school year:

<u>School</u>	<u>Club/Activity</u>	<u>Advisor</u>
North	Model UN Choreographer	Georgia Afxendiou <i>Rescind:</i> Deanna Mato

Approval of Special Education Resolution

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Canales, seconded by Mr. Coggin, and carried unanimously (8-0) to approve the following resolution:

BE IT RESOLVED, that the president of the Board of Education is authorized to enter into an agreement resolving the due process impartial hearing request filed on behalf of a student classified with a disability.

Approval of Resolution to offer HIP/HMO in Compliance with ACA

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Coggin, seconded by Mr. Canales, and carried unanimously (8-0) to approve the following resolution:

WHEREAS, certain individuals employed by the School District currently are not eligible for health insurance coverage offered by the School District; and

WHEREAS, the Sachem Central School District recognizes that certain employees may be first eligible for health insurance under the Patient Protection and Affordable Care Act; and

WHEREAS, the Board of Education wishes to offer the Emblem Health HIP Prime HMO plan to certain employees first eligible for health insurance under the Patient Protection and Affordable Care Act and to other designated employees not currently offered health insurance whom the District deems necessary ; and

NOW THEREFORE, BE IT RESOLVED, that the Board of Education authorizes the School District to offer the Emblem Health HIP Prime HMO plan to those certain employees first eligible for health insurance under the Patient Protection and Affordable Care Act and to other designated employees not currently offered health insurance whom the District deems necessary.

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All such employees shall be responsible for and shall contribute 100% of the cost of the premium for the Emblem Health HIP Prime HMO; and

BE IT FURTHER RESOLVED, that any offering of the Emblem Health HIP Prime HMO plan to certain employees first eligible for health insurance under the Patient Protection and Affordable Care Act and other designated employees not currently offered health insurance whom the District deems necessary shall be made in accordance with any applicable laws on collective bargaining; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the School District to execute any documents necessary to effectuate the offering of the Emblem Health HIP Prime HMO to the aforementioned employees; and

BE IT FURTHER RESOLVED, the Board of Education authorizes the School District to enter into an agreement with Chernoff Diamond to assist the School District with the offering of the Emblem Health HIP Prime HMO plan to eligible employees, at no cost to the School District and subject to preparation of a written agreement approved by counsel; and

BE IT FURTHER RESOLVED: that the Board of Education authorizes the Board President to execute such agreement with Chernoff Diamond on behalf of the Board of Education.

Appointment of Alternate Evening High School Staff for the 2015-16 School Year

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Canales, seconded by Mr. Scavo, and carried unanimously (8-0) to approve the appointment of the following for the Alternate Evening High School staff for the 2015-16 school year:

Jason Mauro Special Education

Appointment of Chairperson for the 2015-16 School Year

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Scavo, seconded by Mr. Timo, and carried unanimously (8-0) to approve the appointment of Chairperson for the 2015-16 school year:

Speech Cheryl Haughie

Approval of Coaching Assignments for the 2015-16 School Year

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Ms. Ahearn, seconded by Mr. Scavo, and carried unanimously (8-0) to approve the following Winter coaching assignments for the 2015-16 school year:

WINTER

GIRLS BASKETBALL

North Varsity Assistant - Melissa Danchalski (Lynwood)

BOYS MIDDLE SCHOOL BASKETBALL

Samoset - Warren Meahan (East)

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GIRLS WINTER TRACK

North Varsity Assistant - Cailey Wood (Sub)

North Varsity Assistant - Danielle Lasher (North)

BOYS WINTER TRACK

East Varsity Assistant - Jamilee Jones (East)

Approval of Budget Transfers \$50,000 or Greater

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Scavo, seconded by Mr. Timo, and carried unanimously (8-0) to approve one budget transfer of \$50,000 or greater:

- One transfer for \$2,201,600.00 is to balance the special education teacher codes to ensure staff is being paid out of the correct budget code.

Recommendations from the Committee on Special Education

Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Scavo, seconded by Ms. Ahearn, and carried unanimously (8-0) to accept the recommendation of the Committee on Special Education for the following meetings:

11/5, 11/6, 11/10, 11/12, 11/13, 11/16, 11/17, 11/18

MONTHLY REPORTS:

Damage & Loss Summary

The summary report reflects damage and loss for the period ending September 2015 and October 2015.

Determinations from the Committee on Preschool Special Education

The determinations from the Committee on Preschool Special Education for the following dates:

11/5, 11/9, 11/10, 11/12, 11/17, 11/18

Board of Education Sub Committees

1. Sachem Legislative Committee
2. Sachem Citizens' Advisory Audit Committee
3. Sachem Budget Advisory Committee

2015-16 Updates to the Board

2015-16 Board Goals

Goal #1 - Provide Safe and Secure Schools

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The Board is dedicated to maintaining a safe, secure and orderly environment where anti-bullying and character education programs will be utilized K-12 to promote positive peer relationships, and successful student learning environments.

Goal #2 - Enhance Student Achievement, Quality of Instruction and Leadership Skills

The Board is committed to implementing a curriculum which incorporates critical thinking, collaboration, creativity and civic responsibility. The curriculum is supported by a K-12 Curriculum Council of educators and administrators. Graduates will be college ready and be prepared for 21st century careers.

Goal #3 - Improve Parent, Community and Staff Communication

Continue to enhance communication through a variety of print media and technology resources in an effort to be environmentally responsible.

Goal #4 - Improve Fiscal Responsibility and Accountability throughout the District

Continue to focus on balancing the needs of students with taxpayer sensitivity.

Goal #5 - Technology Integration

Curriculum will require students to exhibit a range of functional and critical thinking skills related to information media and technology.

Goal #6 - Committed to Providing the Staff With the Necessary Tools and Support to Provide the Students With the Highest Quality Education

Creating an environment conducive to personal and career growth. Encouraging employees to reach their full potential and positively impact the sachem students. Encouraging and empowering employees to think outside of the box, make recommendations for improvement in order to help students reach new levels of success. Encouraging participation in district activities/events aimed at improved employee and student moral and increased community involvement. Making Sachem a great place to work, live and learn.

Goal #7 - We Are Sachem

The Board is dedicated to promoting one Sachem family and collaboration amongst our 18 schools. This will support consistent academic programs and activities.

COMMENTS FROM VISITORS None.

FUTURE AGENDA ITEMS:

1. Budget Advisory Committee and Budget Task Force

NEXT MEETING:

The next Work Session Board of Education meeting will be held on December 2, 2015 at 7:30 PM in the Board Room at Samoset Middle School.

EXECUTIVE

SESSION: Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Ms. Ahearn, seconded by Mr. Timo, and carried unanimously (8-0) to convene into Executive Session at 9:18pm to discuss collective negotiations and discipline of a particular employee.

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ADJOURN: Upon the recommendation of the Superintendent of Schools, a **Motion** was made by Mr. Scavo, seconded by Ms. Ahearn, and carried unanimously (8-0) to adjourn at 10:10pm

Respectfully submitted,

Carol Adelberg
District Clerk