

**MINUTES – REGULAR MEETING
APRIL 3, 2012**

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A Regular Meeting of the Board of Education, Seaford Union Free School District, was held on Tuesday, April 3, 2012, in the All Purpose Room of the Manor Elementary School, 1590 Washington Avenue, Seaford, New York.

PRESENT: Mr. Brian W. Fagan - President
Mr. Richard G. DiBlasio – Vice President
Mr. Bruce A. Kahn – Trustee
Ms. Annalisa Siracusa Antonette - Trustee
Ms. Jeanmarie Wink - Trustee

Mr. Brian L. Conboy
Mr. Kenney W. Aldrich
Mr. John Strifolino
Mr. Christopher Venator – Attorney

At 7:35 p.m., the President of the Board of Education opened the Regular Meeting. As the first order of business, Board President Brian Fagan led the audience in the Pledge of Allegiance.

OPEN MEETING

Superintendent Brian Conboy sadly advised those present that Ryan Bailey, Seaford High School Class of 2009, was struck and killed by a car early Saturday morning. He then asked for a moment of silence in memory of Ryan and in support of his family and friends.

OPENING REMARKS

Board President Brian Fagan announced that Mr. Conboy would be giving his Administrative Report, the Board would then be voting on the consent agenda items, old business and new business and then right into budget discussions.

None

**PRESENTATIONS
RECOGNITIONS**

Topics covered in Mr. Conboy's Administrative Report dated March 30, 2012 included:

ADMINISTRATIVE REPORT

Need to finalize budget this evening

- Areas needed to be considered and decided
- Maximum allowable increase for Seaford 2.93%
- Decision made at March 29th meeting – nothing greater than 2.5%
- Importance of communication to community
- Imperative to get a past budget this year
- New York State School Boards Association Q&A on tax cap
- Issues related to tax cap will be in budget brochure

Seaford American Legion Community Service Awards Honorees

- One Administrator – Patricia Gelling
- Four Teachers – Maureen Achatz (Harbor), Anne Sunshine (Manor), Erik Lichtwar (Middle School) and Lauren Thompson (High School)

American Cancer Society Relay for Life – June 16, 2012

- In/around track complex at Seaford High School

Motion by Mr. DiBlasio, second by Mr. Kahn, that the consent agenda be approved as a whole with action recorded as if it had been taken severally.

**CONSENT AGENDA ITEMS
6. A, B, C, D, E (detailed below)**

No Discussion
All Ayes
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve the Board of Education Minutes of the Regular Meeting of March 1, 2012, Workshop Meeting of March 8, 2012, Workshop Meeting of March 15, 2012, Workshop Meeting of March 22, 2012, Special Meeting of March 27, 2012 and Workshop Meeting of March 29, 2012, as amended.

MINUTES

Mr. Kahn advised that a typo needed to be fixed on page 7 of the March 29th, 2012 Workshop Minutes.

All Ayes
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to acknowledge acceptance for audit of the Treasurer's Report dated February 29, 2012.

TREASURER'S REPORT

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to acknowledge acceptance for audit of the Revenue Report dated February 29, 2012.

REVENUE REPORT

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to acknowledge acceptance for audit of the Extracurricular Fund Activity Report dated February 29, 2012.

**EXTRACURRICULAR FUND
ACTIVITY REPORT**

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to acknowledge acceptance for audit of the Appropriation Transfer Report dated February 29, 2012.

**APPROPRIATION TRANSFER
REPORT**

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to acknowledge acceptance for audit of the Expenditure Report dated February 29, 2012.

EXPENDITURE REPORT

No Discussion.
All Ayes
Motion Carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to acknowledge acceptance for audit of the Budget Transfers, as indicated in the Board's documentation.

BUDGET TRANSFERS

No Discussion
All Ayes
Motion carried.

Motion by Mr. DiBlasio, second by Mr. Kahn, to accept the recommendation to approve the Personnel Action Report:

PERSONNEL ACTION REPORT

A. Instructional (dated April 3, 2012):

INSTRUCTIONAL

P-1: POSITION ABOLITION: No Recommended Actions
P-2: POSITION CREATION: No Recommended Actions

CONSENT AGENDA – PERSONNEL (cont'd)

P-3: RESIGNATIONS:

1. ANNE SUNSHINE
Position: Art Teacher
Assignment: Seaford Manor School
Effective Date: June 30, 2012
Reason: Retirement

P-4: LEAVES:

1. LISA FERRARI
Position: Social Studies Teacher
Assignment: Seaford High School
Effective Date: April 27, 2012
Sick Leave: April 27, 2012 – May 16, 2012
Leave without Pay: May 17, 2012 – June 8, 2012
Expiration Date: June 8, 2012
FMLA: April 27, 2012 – October 4, 2012
Reason: Child Care Leave of Absence

P-5: TERMINATIONS: No Recommended Actions

P-6: TENURE APPOINTMENTS: No Recommended Actions

P-7: APPOINTMENTS:

A) Instructional:

1. JARRAD RICHTER
Position: Social Studies Teacher
Type of Appointment: Regular Substitute
Assignment: Seaford High School
Certification: Social Studies 7-12 - Initial
Effective Date: April 27, 2012
Expiration Date: June 8, 2012
Tenure Eligibility: N/A
Tenure Area: N/A
Salary: As Per Leave Replacement Schedule
Reason: Leave Replacement for Lisa Ferrari

P-8: OTHER:

- a) Recommend the Board of Education amend the number of hours Maria Dudutis will use to write the 6th Grade Middle School Mathematics Curriculum Writing Project from 30 hours to 15 hours as approved at the March 1, 2012 Board of Education meeting.
- b) Recommend the Board of Education approve the following teacher for Middle School Mathematics Curriculum Writing Project for the 2011-2012 school year. Thirty hours of curriculum writing is budgeted at \$47.67 per hour.

Marion Ludwig 6th Grade Mathematics 15 Hours

B. Non-Instructional (dated March 26, 2012):

NON-INSTRUCTIONAL

P-1: POSITION ABOLITION: No Recommended Actions

P-2: POSITION CREATION: No Recommended Actions

CONSENT AGENDA – PERSONNEL (cont'd)

P-3: RESIGNATIONS:

1. KATHY McCOSKER

| | |
|----------------------|--------------------------|
| Position: | School Monitor |
| Civil Service Title: | School Monitor Part-time |
| Location: | Harbor Elementary School |
| Effective Date: | April 1, 2012 |

P-4: LEAVES: No Recommended Actions

P-5: TERMINATIONS: No Recommended Actions

P-6: APPOINTMENTS:

1. KATHY McCOSKER

| | |
|----------------------|-------------------------------------|
| Position: | Substitute School Monitor |
| Civil Service Title: | School Monitor Part-time Substitute |
| Type of Appointment: | Substitute |
| Location: | District where/when needed |
| Salary: | \$11.71 per hour |

P-7: APPOINTMENTS: No Recommended Actions

P-8: OTHER: No Recommended Actions
No Discussion.
All Ayes
Motion Carried.

None

CPSE/CSE

None

OLD BUSINESS

Motion by Mr. DiBlasio, second by Mr. Kahn, to adopt the following resolution:

RESOLUTION

BE IT RESOLVED that the Board of Education accept the findings of R. S. Abrams, the District's external auditor, covering the annual Federal Grant Audit that reviews our performance against the Federal 611 and 619 grants.

| | |
|-----------------------------|-----------------|
| | No Discussion |
| Brian Fagan - | Aye |
| Richard DiBlasio - | Aye |
| Bruce Kahn - | Aye |
| Annalisa Siracusa Antonette | Aye |
| Jeanmarie Wink - | Aye |
| | Motion Carried. |

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve the following:

CONTRACTS

1. Recommend the Board of Education enter into a Health Services Contract with the North Merrick Union Free School for one Seaford-residing student currently attending Sacred Heart School for the 2011-2012 school year. The cost is \$838 per student.

CONTRACTS (cont'd)

2. Recommend the Board of Education enter into a Health Services Contract with the Westbury Union Free School District for one Seaford-residing student currently attending Holy Child Academy in Westbury for the 2011-2012 school year. The cost is \$799.31 per student.

No Discussion.

All Ayes

Motion Carried.

Board President Brian Fagan spoke about the 2012/2013 budget and the future:

Board goal is to move ahead

- Preserving program
- Preserving the District as it was in the past
- Students first and foremost and community in mind

Information heard at board meetings is the most current and accurate information at that point in time

Need to come out of contingency and move forward with a fiscally sound budget

- A budget that sets us up for 2012/2013 as well as 2013/2014 and beyond
- Tax levy limit not a cap
 - Important to get that information out to the community so they understand what it is
- Decisions to be made in the best interests of the students so they achieve their individual highest academic levels and any other levels they feel they can make

Also have to make sure our finances account for unexpected events

Reserves - need to plan properly

Thank you to the Budget Advisory Committee and the Advisory Committee for Technology for their time and all of their work

Brian Conboy's recap of 2012/2013 Budget discussions:

Previously shared numbers/scenarios which changed due to updated information received from the State

Effect of deferred building aid

Rolled up budget

- Same staffing levels as in 2011/2012 rolled into 2012/2013
- Does not include any restitution of cuts made in 2011/2012
- Includes one season of Middle School sports
- Some adjustments made in elementary grade levels
- Highest elementary class sizes in Nassau County
- Proposed 2012/2013 budget does include Full-Day Kindergarten

Contracts for 5 of the 6 bargaining units expire June 30, 2012

- 6th contract – teachers contract expires June 30, 2013
- Contractual obligations are rolled into 2012/2013 budget
- In negotiations with 5 other units

Program cuts made over the last two years:

- 2010/2011 School Year:
 - 10 Teaching positions
 - 12 Aides
 - 2 Clerical positions
 - 1 Administrator

MR. CONBOY (cont'd)

- 2011/2012 School Year:
 - 10 Teaching positions
 - 12 Chairperson positions
 - 3 Clerical/Custodial positions
 - Summer Math & Reading Instruction
 - All Test Preparation Academies
 - Academic Intervention Class HS – After School
 - 10 Secondary Clubs (MS – Mathletes, Computer Club, Sports Night, Science Club; HS – Computer Club, Literary Arts, Math Club, Science Club, Viking Voice Club, Web Design)
 - Middle School Athletics (Winter 1 & 2 and Spring Seasons)

Loss of revenue last year

- Seaford Avenue School
- 1.5 million in State Aid

Trying to maintain instructional integrity

- Not able to restore
- Have to look to preserve, restore and advance

Motion by Mr. DiBlasio, second by Mr. Kahn, to approve the first reading of Policy #5282 – Concussion Management.

No Discussion.
All Ayes
Motion Carried.

**FIRST READING - POLICY
#5282 – CONCUSSION
MANAGEMENT**

Discussion on the final budget numbers for the proposed 2012/2013 Budget included:

**2012/2013 BUDGET
PLANNING**

Steps taken to minimize cuts in efforts to move ahead

- Reached out to teachers who declined Board's request
- ACT Committee identifying areas for savings
- Areas where District could go green to save
- Efficiencies

General consensus to look for tax levy limit of 2.5%

Tax Cap is CPI whichever is lower plus allowable exceptions

Undesignated Reserves

- School Districts can have up to 4% of its operating budget designated in an account for unexpected events
- Seaford has less than 1% in its undesignated reserves

Models for necessary cuts to reach 2.5% tax levy:

Model A:

- Using as revenue \$550,000 of the \$991,965 received in deferred building aid
- Need to find \$410,822 in cuts from the "roll-up budget"
- Reductions in following areas:
 - Empire – Health Insurance
 - ERS
 - Cost of Natural Gas
 - Copier Solutions
 - Postage/Paper
 - Breakage from 1 teacher
 - One position (partial FTE's)
 - Reduction in Technology Proposal
 - Various reductions
 - Incidental items – Depts./Bldgs.
 - Curriculum Expenses
- Breakdown of method, reasoning and effect of reducing the equivalent of one teaching position
 - Staffing - Secondary and Elementary
 - Course offerings

2012/2013 BUDGET PLANNING DISCUSSION (cont'd)

Model B:

- Using as revenue \$600,000 of the \$991,965 received in deferred building aid

Areas covered in the discussion concerning the two proposed models and possible cuts:

Review of dollar amounts for each of the proposed reductions to achieve dollar amount of cuts needed

Comfort with accuracy of numbers

Need for moving forward with technology plan

- Possible reductions in contracts
- \$40,000 technology grant from Senator Fuschillo for student use
- Replacement of all computers at High School and Middle School
- Utilization of services of Nassau BOCES to gain aid following school year

Areas for possible savings/cuts:

- Empire - Health Benefits
- Technology
- Copiers
- Postage/Paper
- Breakage for one teacher
- One FTE
- ERS Payment
 - Amortization Plan
 - Accrued Payment
 - Effect on cuts
- Transportation – possible areas for cuts
- Natural Gas reduction
- Budget Advisory Committee Recommendations for cuts
- One season of Middle School sports budgeted
- Athletic Department Budget
 - Areas for additional cuts
 - Uniforms
 - Need for Assistant Coaches
 - Cost of Awards dinners
 - Cut Athletic Department by additional \$10,000; budget lines to be cut to be determined by Administration
- Difficult to cut additionally from budgets already cut
- Perhaps more needed from the accrual
- Believe District will see more breakage
- Energy savings from new technology not included in current numbers
- Any Electives not as productive as others; low enrollment
 - Replace with other classes such as PowerPoint, Xcel, Microsoft Word

If additional breakage received would like to see used to enhance curriculum

- If we have approved budget
 - Board would determine how additional breakage would be used
 - As long as you do not go over the dollar amount (expenditure number) voters voted on and approved you could use funds to add program
- If breakage brings you above voter approved number, funds over the approved number would go into fund balance

2012/2013 BUDGET PLANNING DISCUSSION (cont'd)

At 9:42 p.m., Board President Brian Fagan announced that there would be a five minute recess.

RECESS MEETING

The meeting resumed at 10:02 p.m.

RESUME MEETING

Mr. Conboy reviewed the proposed cuts agreed upon by the Board:

| | | |
|---|---|-----------|
| Empire - Health Insurance costs | - | \$50,000 |
| Natural Gas reduction | - | \$20,000 |
| Copiers/ Postage/Paper | - | \$25,000 |
| Breakage from one retired teacher | - | \$46,969 |
| Total of one less FTE in teaching staff | - | \$107,000 |
| - ½ Social Worker, .2 FTE Math, .1 FTE Science, .2 FTE Foreign Language | | |
| Technology | - | \$35,000 |
| Department Head Provided Reductions | - | \$15,000 |
| - Administrative analysis of budget lines | | |
| Curriculum expenses identified by Mr. Strifolino | - | \$7,500 |
| Transportation – Clerical position | - | \$14,200 |
| Transportation – Bulk stops for High School bussing | - | \$5,000 |
| Athletic Department - additional budget reductions | - | \$10,000 |

Maintaining one season of Middle School Sports
- Spring 2013 Season

Comments, Questions and/or Concerns Raised by the Public included:

PUBLIC COMMENTS

- Have you looked at changing electives to clubs
Save money and teacher costs by changing High School electives to clubs (such as Viking Voice, Marching Band) like top Districts on Long Island
Make band members pay for Band Camp and Band Uniforms
Cut High School day to 8 periods rather than current 9 periods and expand core curriculum class time
Make ACT/SAT classes part of class curriculum
- Concern over cutting Social Worker
Discussion of cutting or the creation of positions should be done in public session
- Would like school district to pass a resolution that if any High School team cannot be fielded that team is not a team anymore; do not move up kids from one school to another just so you can have a team
- Concerns over elementary class sizes for next year; any expected changes for future years
- How is the information going to get out to the community to make them feel confident that they are making their decisions based on facts
Board should get out in the public (at the fields) such as when running for office to get the information out
- Could Shout Point system be used to let community know about the budget information on the website
Could information include what would happen if budget didn't pass
- Hope that there would be good faith about breakage from retirements
What is District wish list if we would get additional money
Update on BOCES EBLAR
- Did any of the other bargaining units whose contracts are up this year give any concessions

Open to new ideas but reducing High School day to 8th periods reduces students ability to take electives

- Have looked at cutting electives and over the course of the last two years have cut teachers and courses
- If any Nassau or Suffolk school district is successfully using an 8-period day and sending competitive graduates to careers and college, would be curious to see what that program looked like

Not in the position to replace teaching positions and change class sizes for next year

Will be preparing budget brochure over the next several days

- PowerPoint will be placed on the District website so community will have plain language information related to the things settled on this evening
- Presentations will be given to organizations within the community; Administration/Board will go to any group who wants us to come (Chamber of Commerce, Lions Club, etc)
- Important to get larger numbers of people out to the Budget Hearing
 - May 3rd Budget Hearing at the High School is time where everyone can have their say

Board and Administration may not tell people how to vote

- Can answer questions, let you know what's in the budget and when presentations will be held

There are rules governing what the District can and cannot say concerning the impact of a failed budget; fine line must be followed

- An additional 1.1 million dollars would need to be cut to get to contingency

A Board member, speaking as an individual community member, can talk about their personal opinion on the budget

Only using actuals for breakage for retirements we have received in writing

- Only first eligible teachers need to give two months notice for retirement; others could wait until August 31st
- Reasonable thing to collectively bargain in contracts going forward that if you are thinking of retiring notification must be made by January 30th or February 1st

EBLAR not part of the Governor's budget

- BOCES advised EBLAR is continuing to be contemplated in Albany
- Believe BOCES will probably be able to hang on to it

Still in negotiations with all bargaining units

**ADMINISTRATION/BOARD/
COUNSEL**

Motion by Mr. DiBlasio, second by Mr. Kahn, to adopt the following resolution:

RESOLUTION

BE IT RESOLVED, based upon a recommendation from the Superintendent of Schools, that the Seaford School District budget for the 2012/2013 school year be approved by this Board and presented to the community for voting purposes under Proposition #1 on May 15, 2012 in the amount of \$57,791,120 with a budget-to-budget increase of 5.41% and a tax levy of 2.5%.

| | |
|-------------------------------|-----------------|
| | No Discussion |
| Brian Fagan - | Aye |
| Richard DiBlasio - | Aye |
| Bruce Kahn - | Aye |
| Annalisa Siracusa Antonette - | Aye |
| Jeanmarie Wink - | Aye |
| | Motion Carried. |

Closing remarks by the Administration and Board

CLOSING REMARKS

- ♦ Thank you to all the residents who have come out to each of the meetings
Information you have heard here is the accurate information
Board will be going out to different organizations to get information out
Board will be preparing information to get out to the public and for posting on the District website
It is imperative that we identify and understand that not all children have the same achievement level, that not every student wants to do the same things and that we offer programs that are broad-based enough for every student in this District
- ♦ Hope that everyone sees that we don't want to cut programs for students and are trying to do the best with the little we do have
- ♦ Trying to add money back into reserves so in the future we won't have to make cuts and will be able to add back
Adding to technology is a large step in making up for the past
- ♦ Thank you to Administration, the BAC, the ACT and Department Heads for their input and dedication to our students
- ♦ Hope that better days are ahead
- ♦ Two seats are open for the Board of Education this year
One seat is for a one-year term; one seat is for a three-year term
The candidate receiving the most votes will get the three-year term

At 10:38 p.m., a motion was made by Mr. DiBlasio, second by Mr. Kahn, to adjourn the Regular Meeting and enter into Executive Session for the purpose of discussing the contract with the Burman Group for the sale of the Seaford Avenue School and to discuss an offer for the purchase of the Seaford Avenue building from another potential purchaser.

ADJOURN REGULAR
MEETING

No Discussion.
All Ayes
Motion Carried.

There being no further business, a motion was made by Mr. Kahn, second by Mr. DiBlasio, to adjourn Executive Session at 11:31 p.m.

ADJOURN EXECUTIVE
SESSION

No Discussion.
All Ayes
Motion Carried.

Respectfully submitted,

Carmen T. Ouellette
District Clerk

Bruce A. Kahn
Vice District Clerk