

*APPROVED MINUTES of the Elmont Board of Education*

REGULAR MEETING  
SEPTEMBER 10, 2019

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ELMONT, NEW YORK

BOARD OF EDUCATION

REGULAR MEETING

Minutes of the Regular Meeting of the Board of Education of the Elmont Union Free School District, Town of Hempstead, Nassau County, New York, held at the Elmont Road School on Tuesday, September 10, 2019.

BOARD MEMBERS PRESENT: Michael A. Jaime, President  
Tameka Battle-Burkett, Vice President  
Michael Cantara  
Anthony S. Maffea, Sr.  
Sheldon Meikle  
Karen Taylor-Bass

ROLL CALL

BOARD MEMBER ABSENT: Patrick O. Emeagwali

ADMINISTRATIVE PERSONNEL PRESENT:

Mr. Albert Harper	Superintendent of Schools
Mr. Kenneth Rosner	Director of Curriculum & Instruction
Mrs. Stephanie Muller	Director of Pupil Personnel and Special Education
Mr. David Polizzi	Director of School Facilities & Operations
Mr. Fernando DeBartolo	Director of Technology
Colum P. Nugent	School Attorney
Diana Delahanty	District Clerk

ADMINISTRATIVE PERSONNEL ABSENT:

Mr. David Spinnato	Director of Curriculum-Technology
Ms. Kathy Safrey	Assistant to the Superintendent

CONSULTANT PRESENT: Mr. Thomas W. Galante

EXECUTIVE SESSION

EXECUTIVE  
SESSION

On a motion by Ms. Battle-Burkett, seconded by Mr. Maffea, the Board convened in Executive Session at 6:30 PM.

Yes – 6 No- 0 Abstain- 0  
Motion Carried Unanimously

PUBLIC SESSION

PUBLIC SESSION

On a motion by Mr. Maffea, seconded by Mr. Meikle, the Board reconvened in Public Session at 8:00 PM.

Yes – 6 No- 0 Abstain- 0  
Motion Carried Unanimously

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Mr. Jaime called the meeting to order followed by the pledge of allegiance and a moment of silence for the victims of the September 11<sup>th</sup> tragedy.

APPROVAL OF THE AGENDA

APPROVAL OF THE  
AGENDA

On a motion by Mr. Maffea, seconded by Mr. Cantara, the Board approved the agenda which was distributed to the audience, as follows:

Yes – 6 No- 0 Abstain- 0  
Motion Carried Unanimously

APPROVAL OF THE MINUTES

APPROVAL OF THE  
MINUTES

On a motion by Ms. Battle-Burkett, seconded by Mr. Meikle, the Board approved the minutes of the Regular Meeting of August 13, 2019 as follows:

Yes – 6 No- 0 Abstain- 0  
Motion Carried Unanimously

PRESIDENT'S REMARKS:

PRESIDENT'S  
REMARKS

Mr. Jaime welcomed everyone to the beginning of another fantastic school year. Mr. Jaime also welcomed the staff back and he welcomed all the new families to the District. On behalf of the Board, we look forward to interacting with you over the course of the next few months.

Mr. Jaime stated that on the eve of 9-11 we should stop to think about what we were doing 18 years ago, reflect on the tragedy that occurred. We continue to work to educate our children to be better citizens, better people.

Mr. Jaime reminded the audience as we begin a new school year we need to drive carefully, especially around the schools, don't block driveways when picking up or dropping off students, make sure to stop when we see buses stopped and slow down. We all want our precious students to make it to school safely. Over the past few years we have had tragedies that could have been avoided.

At our next meeting in October, Dr. Grossane, the new Superintendent of the Sewanhaka High School District will be introduced to the Elmont Community.

VICE PRESIDENT'S REMARKS:

VICE PRESIDENT'S  
REMARKS

Ms. Battle-Burkett echoed Mr. Jaime's sentiments. She welcomed the new families to the community and welcomed back the staff.

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Ms. Battle-Burkett stated that the Sewanhaka District opened their 91<sup>st</sup> school year with approximately 8,000 students and Ms. Battle-Burkett looks forward to working another year with both Districts.

AUDIENCE ON AGENDA ITEMS: None

AUDIENCE ON  
AGENDA ITEMS

CORRESPONDENCE: None

CORRESPONDENCE

PRESENTATIONS:

PRESENTATIONS

Mr. Jaime asked Mr. Zucker, Ms. Bascetta and members of the Gotham Avenue Student Council to come forward. Ms. Bascetta presented a check for \$1,000.00 to *Well Aware*. *Well Aware* is a nonprofit organization that provides innovative and sustainable solutions to water scarcity and contamination in Africa. They fund and implement life-saving water systems to drive economic development and empower communities.

Mr. Jaime recognized Mr. Zucker and the Gotham Avenue School for receiving an award from the New York State Education Department as being one of sixty-seven schools on Long Island that had high academic achievement, growth and graduation rate; and made progress during the 2017-2018 school year. Mr. Jaime presented the certificate from the New York State Education Department.

REPORT OF THE ATTORNEY:

REPORT OF THE  
ATTORNEY

Mr. Nugent had the following items for Public Session.

Mr. Nugent asked for a motion to approve a contract between Milagros Alt and the Elmont Union Free School District. Ms. Alt will be responsible for bank reconciliations.

APPROVAL OF  
CONTRACT-  
MILAGROS ALT

On a motion by Mr. Maffea, seconded by Ms. Battle-Burkett, the Board approved a contract between Milagros Alt and the Elmont Union Free School District, as follows:

Motion Carried Unanimously

Mr. Nugent asked the Board to approve a contract between Thomas W. Galante, LLC and the Elmont Union Free School District, effective September 7, 2019- June 30, 2020.

APPROVAL OF  
CONTRACT-  
THOMAS W.  
GALANTE LLC

On a motion by Mr. Meikle, seconded by Mr. Maffea, the Board approved a contract between Thomas W. Galante, LLC and the Elmont Union Free School District, effective September 7, 2019- June 30, 2020, as follows:

Motion Carried Unanimously

Mr. Nugent asked the Board for motion to require a District Employee on tenure to present for a medical, drug and psychiatric evaluation pursuant to Education Law §913.

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On motion by Ms. Taylor-Bass, seconded by Mr. Maffea, the Board authorized the District to require a District employee on tenure to present for a medical, drug and psychiatric evaluation pursuant to Education Law §913, as follows:

EDUCATION LAW  
§913 FOR  
EMPLOYEE

Motion Carried Unanimously

This concluded the Report of the Attorney.

Mr. Jaime then turned the meeting over to Mr. Harper for the Report of the Superintendent.

REPORT OF THE SUPERINTENDENT

REPORT OF THE  
SUPERINTENDENT

Mr. Harper said good evening to the audience and welcomed everyone to the September Board of Education Meeting. We opened this school year last Thursday with approximately 3,600 smiling children. Mr. Harper thanked the Board, Administrators, Teachers and Staff for a smooth opening.

Mr. Harper then gave the Report of the Superintendent.

On a motion Mr. Maffea, seconded by Ms. Taylor-Bass, the Board approved the following Professional Leave of Absence:

PROFESSIONAL  
LEAVE OF  
ABSENCE

PERETZ, CORINNE- *Area of Employment:* Resource Room Teacher; *Building Assignment:* Gotham Avenue School; *Duration of Leave:* 9/3/19-6/30/20, unpaid\*; *Reason:* Family & Medical Leave/District Child Rearing Leave; *Service to District:* 9 years

\*Includes Family and Medical Leave from 9/3/19-11/26/19

The Board also approved the following Changes in Professional Family and Medical Leaves of Absences:

CHANGES IN  
PROFESSIONAL  
FAMILY AND  
MEDICAL LEAVE  
OF ABSENCES

O'LEARY, JENNA- *Area of Employment:* Elementary Teacher; *Building Assignment:* Stewart Manor School; *Duration of Leave:* From 9/9/19-12/2/19, unpaid\* To: 9/3/19-11/26/19, unpaid\*; *Reason:* District Child Rearing Leave; *Service to District:* 10 years

\*Includes Family and Medical Leave from 9/3/19-11/26/19

GOODING, MONA- *Area of Employment:* Kindergarten Teacher; *Building Assignment:* Dutch Broadway School; *Duration of Leave:* From 9/3/19-10/29/19, unpaid\* To: 9/3/19-11/12/19, unpaid\*; *Reason:* District Child Rearing Leave; *Service to District:* 14.7 years

\*Includes Family and Medical Leave from 9/3/19-11/12/19. Originally approved on 6/4/19.

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The Board also approved the following Professional Appointments:

PROFESSIONAL  
APPOINTMENTS

KUNZ, COLLEEN- *Area of Employment:* Leave Replacement (School Psychologist); *Salary:* \$65,050 MA Step 1; *Certification:* School Psychologist; *Effective Date:* 9/3/19-11/26/19  
*Initial Building Assignment:* Alden Terrace School; *Probationary Period:* No probation and no tenure involved

CONTRERAS, LISA- *Area of Employment:* TESOL; *Salary:* \$65,050 MA Step 1; *Certification:* TESOL; *Building Assignment:* Gotham Avenue School; *Probationary Period:* 9/3/19 – 9/2/23 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/3/19 to 9/2/23 except that to be granted tenure the teacher shall have received composite or overall annual professional performance review ratings pursuant to Education Law Sections 3012-c and or 3012-d of either effective or highly effective in the three (3) preceding years; if the teacher receives an ineffective composite or overall rating in the final year of the probationary period she shall not be eligible for tenure at that time. The term classroom teacher or teacher is used as such terms are defined in 8 NYCRR Sections 30-2.2 and 30-3.2.

The Board also approved the following Professional Salary Differentials for the 2019-2020 school year:

PROFESSIONAL  
SALARY  
DIFFERENTIALS

<u>Name</u>	<u>Stipend</u>	<u>Position</u>
Bennett, Debra	\$1,700	Physical Education Coordinator
Kolchin, Paulette	\$1,700	Library Media Coordinator
Rodriguez, Xavier	\$1,700	Music Coordinator
Savage, Tara	\$1,700	ESL Coordinator
Sanders, Zoe	\$1,700	Art Coordinator
Colleen Foley	\$7,000	Supervising Nurse

The Board approved the following Professional Change in Compensation:

PROFESSIONAL  
CHANGE IN  
COMPENSATION

DISTASI, DANIELLE- *Area of Employment:* Permanent Substitute Teacher (Special Education); *Building Assignment:* Clara Carlson School; *Annual Salary:* From \$65,050 MA Step 1 To: \$69,609 MA + 30 Step 1; *Effective Date:* 9/3/19-6/30/20; *Reason:* Receipt of official transcript for credits beyond master's degree

The Board also approved the following Professional Change in Status:

PROFESSIONAL  
CHANGE IN  
STATUS

BORCHERS, KRISTINA- *Area of Employment:* From: Building Substitute Teacher To: Leave Replacement (Special Education); *Certification:* Childhood Education 1-6/ SWD 1-6; *Building Assignment:* Covert Avenue School; *Annual Salary:* \$65,050 MA Step 1; *Effective Date:* 9/3/19-1/31/20; *Probation Period:* No probation and no tenure involved

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Lastly, the Board approved the following Professional Resignations:

PROFESSIONAL  
RESIGNATIONS

HEALEY, LAURA- *Area of Employment:* Building Substitute Teacher; *Building Assignment:* Gotham Avenue School; *Effective Date:* 8/19/19; *Service to District:* 2 years; *Reason:* Personal

CIANCIULLI, NICOLE- *Area of Employment:* Literacy Specialist; *Building Assignment:* Gotham Avenue School; *Effective Date:* 8/27/19; *Service to District:* 1 year; *Reason:* Personal

SAFONTE, RYAN- *Area of Employment:* Leave Replacement (Special Education); *Building Assignment:* Covert Avenue School; *Effective Date:* 9/3/19; *Service to District:* None; *Reason:* Personal

O'DONNELL, JOHN- *Area of Employment:* Elementary Teacher; *Building Assignment:* Gotham Avenue School; *Effective Date:* 9/6/19; *Service to District:* 19 years; *Reason:* Personal

The foregoing motion was put to a roll call with the following results:

Motion Carried Unanimously

On a motion by Ms. Taylor-Bass, seconded by Mr. Cantara, the Board approved the following Civil Service Leaves of Absence:

CIVIL SERVICE  
LEAVES OF  
ABSENCE

ARAYA, JEAN- *Area of Employment:* Bus Driver; *Building Assignment:* Transportation; *Effective Date:* 9/6/19; *Duration of Leave:* To be determined; *Reason:* Medical

DORANE, ANITA- *Area of Employment:* Teacher Aide; *Building Assignment:* Clara H. Carlson School; *Effective Date:* 9/5/19; *Duration of Leave:* 3-6 months; *Reason:* Medical

GLOE, MARIA- *Area of Employment:* Teacher Aide; *Building Assignment:* Clara H. Carlson School; *Effective Date:* 9/5/19; *Duration of Leave:* 4-6 weeks; *Reason:* Medical

The Board also approved the following Civil Service Substitute Appointment:

CIVIL SERVICE  
SUBSTITUTE  
APPOINTMENT

LYNCH, FRANKIE- *Area of Employment:* Cleaner Aide Part-time Substitute; *Building Assignment:* District-wide; *Salary:* \$14.06 hourly; *Effective Date:* 9/11/19 pending Civil Service and medical approval

The Board approved the following Civil Service Changes in Status:

CIVIL SERVICE  
CHANGES IN  
STATUS

BRUCELLA, FILOMENA- *Area of Employment:* From: Teacher Aide To: Teacher Aide Special Education; *Salary:* \$21.50 hourly; *Probation:* N/A; *Building Assignment:* Stewart Manor School; *Effective Date:* 9/5/19 pending Civil Service approval

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DAYLUSAN, ZOREN- *Area of Employment:* From: Seasonal Cleaner To: Cleaner Part-time Substitute; *Salary:* \$14.06 hourly; *Probation:* N/A; *Building Assignment:* District-wide; *Effective Date:* 9/11/19 pending Civil Service approval

CIVIL SERVICE  
CHANGE IN STATUS

GIOIA, ANDRA- *Area of Employment:* From: Teacher Aide Part-time Substitute To: Teacher Aide; *Salary:* \$18.90 hourly; *Probation:* 26 weeks; *Building Assignment:* Stewart Manor School; *Effective Date:* 9/11/19 pending Civil Service approval

IACONA, VALERIE- *Area of Employment:* From: Teacher Aide To: Teacher Aide-Library; *Salary:* \$19.35 hourly; *Probation:* 26 weeks; *Building Assignment:* Gotham Avenue School; *Effective Date:* 9/11/19 pending Civil Service approval

JEAN, FANELA- *Area of Employment:* From: Teacher Aide Part-time Substitute To: Teacher Aide; *Salary:* \$18.90 hourly; *Probation:* 26 weeks; *Building Assignment:* Clara H. Carlson School; *Effective Date:* 9/11/19 pending Civil Service approval

KONZ, JOHN- *Area of Employment:* From: Seasonal Cleaner To: Cleaner Part-time Substitute; *Salary:* \$14.06 hourly; *Probation:* N/A; *Building Assignment:* District-wide; *Effective Date:* 9/11/19 pending Civil Service approval

LOSQUADRO, JONATHAN- *Area of Employment:* From: Seasonal Cleaner To: Cleaner Part-time Substitute; *Salary:* \$14.06 hourly; *Probation:* N/A; *Building Assignment:* District-wide; *Effective Date:* 9/11/19 pending Civil Service approval

RAZZAK, SAMINA- *Area of Employment:* From: Teacher Aide Part-time Substitute To: Teacher Aide; *Salary:* \$18.90 hourly; *Probation:* 26 weeks; *Building Assignment:* District-wide; *Effective Date:* 9/11/19 pending Civil Service approval

TOSCANO, STEVEN- *Area of Employment:* From: Seasonal Cleaner To: Cleaner Part-time Substitute; *Salary:* \$14.06 hourly; *Probation:* N/A; *Building Assignment:* District-wide; *Effective Date:* 9/11/19 pending Civil Service approval

The Board also approved the following Civil Service Terminations:

CIVIL SERVICE  
TERMINATIONS

GEORGES, WANDA- *Area of Employment:* Registered Professional Nurse Part-time Substitute; *Building Assignment:* District-wide; *Effective Date:* 9/11/19; *Service to District:* 2 years, 8 months; *Reason:* No recent service

JACKSON, SHIRLEY- *Area of Employment:* Teacher Aide Part-time Substitute; *Building Assignment:* District-wide; *Effective Date:* 5/8/19; *Reason:* No recent service

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The Board further approved the following Civil Service Resignations:

CIVIL SERVICE  
RESIGNATIONS

COLLETTE, LORRAINE - *Area of Employment: Teacher Aide; Building Assignment: Clara H. Carlson School; Effective Date: 8/12/19; Service to District: 8 years, 6 months; Reason: Personal*

DAYLUSAN, ZOREN - *Area of Employment: Food Service Helper; Building Assignment: Clara H. Carlson School; Effective Date: 9/1/19 pending Civil Service approval; Reason: Personal- to accept appointment as Cleaner Part-time Substitute*

EVANGELISTA, JESSICA - *Area of Employment: Teacher Aide Special Education; Building Assignment: Stewart Manor School; Effective Date: 9/5/19; Service to District: 7 years, 6 months; Reason: Personal*

JEAN-PHILIPPE, FARRAH - *Area of Employment: Teacher Aide; Building Assignment: Gotham Avenue School; Effective Date: 9/3/19; Service to District: 11 years, 8 months; Reason: Personal*

SPELLER, JOAN - *Area of Employment: Teacher Aide; Building Assignment: Covert Avenue School; Effective Date: 9/5/19; Service to District: 5 years, 11 months; Reason: Personal*

The foregoing motion was put to a roll call with the following results:

Motion Carried Unanimously

**COMMITTEE ON SPECIAL EDUCATION**

COMMITTEE ON  
SPECIAL  
EDUCATION, PRE-  
SCHOOL  
EDUCATION,  
MODIFICATIONS  
FOR STUDENTS

On a motion by Ms. Battle-Burkett, seconded by Mr. Maffea, the Board received the Committee on Special Education and Preschool Special Education designations and program placements for the Evaluation Placements, Reviews of Program and I.E.P. Modifications of students.

Motion Carried Unanimously

On a motion by Mr. Meikle, seconded by Ms. Taylor-Bass, the Board approved the following:

**CPR/AED TRAINING**

CPR/AED  
TRAINING

The Board approved Helen Fries and Jean Duroseau to provide CPR/AED training to district staff at the rate of \$150.00 per session. There will not be more than 25 training sessions.



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**COMPENSATORY TIME**

COMPENSATORY  
TIME

The Board also approved compensatory time for Dorit Brander, Taiisha Foster and Rhonda Lebit to conduct evening ABA parent training sessions. The compensation will not exceed 15 hours for the school year.

**TRANSLATION SERVICES**

TRANSLATION  
SERVICES

The Board further approved Maria Valenzuela, ABA teacher Aide, to translate for evening ABA parent training. Compensation will be at the hourly rate, as per the teacher aide contract. The hours will not exceed 10 hours for the school year.

**STUDENT INTERNS**

STUDENT INTERNS

The Board approved the following psychologist student interns for the 2019-2020 school year:

Courtney Owens	Psychologist Intern assigned to Stewart Manor School
Barbara Peluso	Psychologist Intern assigned to Alden Terrace School

The foregoing motion was put to a roll call with the following results:

Motion Carried Unanimously

**ITEMS NOTED FOR THE MINUTES**

ITEMS NOTED FOR  
THE MINUTES

**USE OF FACILITIES**

USE OF FACILITIES

Request for Use of Facilities that have been approved by the Superintendent of Schools since the last Board Meeting are enclosed in the backup pages of the Board Book of September 10, 2019.

**WORKERS' COMPENSATION**

WORKERS'  
COMPENSATION

Employees who are on a leave of absence due to Workers' Compensation cases still pending are enclosed in the back-up pages of the Board Book of September 10, 2019.

**BUDGETARY TRANSFERS UNDER \$5,000**

BUDGETARY  
TRANSFERS UNDER  
\$5,000

The Board authorized budgetary transfers under \$5,000, as per backup pages in the Board Book of September 10, 2019.

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On a motion by Mr. Meikle, seconded by Mr. Maffea, the Board approved the following:

BUDGETARY TRANSFERS OVER \$5,000

BUDGETARY  
TRANSFERS OVER  
\$5,000

The Board authorized budgetary transfers over \$5,000, as per backup pages in the Board Book of September 10, 2019.

The foregoing motion was put to a roll call with the following results:

Motion Carried Unanimously

SCHEDULE OF DISBURSEMENTS AND WARRANTS

SCHEDULE OF  
DISBURSEMENTS  
AND WARRANTS

On a motion by Mr. Meikle, seconded by Mr. Maffea, the Board approved the backup booklet entitled “Schedule of Disbursements and Warrants # 1-5; 1-2; 1-2; 1; and 1-4” which is filed in the “bulky” document file.

Motion Carried Unanimously

TREASURER’S REPORT

TREASURER’S  
REPORT

On a motion by Ms. Taylor-Bass, seconded by Mr. Cantara, the Board also received the Report of the Treasurer for the General Fund, Capital Fund, the Lunch Fund, the Trust and Agency Fund, Payroll, Special Aid Fund and Capital Bond Fund as of July 31, 2019.

Motion Carried Unanimously

ITEMS NOTED FOR THE MINUTES:

ITEMS NOTED FOR  
THE MINUTES

Monthly Revenue Status Report – for the period ending July 31, 2019, appears in the backup pages of the Board Book of September 10, 2019.

MONTHLY  
REVENUE STATUS  
REPORT

Schedule(s) of Receivables – as of July 31, 2019, appears in the backup pages of the Board Book of September 10, 2019.

SCHEDULE OF  
RECEIVABLES

Monthly Appropriation Status Report- General, Capital and Special Aid Appropriation Status Reports for the period ending July 31, 2019 appears in the backup pages of the Board Book of September 10, 2019.

MONTHLY  
APPROPRIATION  
STATUS REPORT

Various Fund Trial Balances- Trial Balance Reports, General, Capital, Trust & Agency, Expendable Trust, Special Aid, and Non-Expendable Trust for the period ending July 31, 2019 appears in the backup pages of the Board Book of September 10, 2019.

VARIOUS FUND  
TRIAL BALANCES

Cash Flow Statements- General Fund and Special Aid Fund Cash Flow statements as of July 31, 2019 and Cash Flow Projections as of August 31, 2019 for the fiscal year appears in the backup pages of the Board Book of September 10, 2019.

CASH FLOW  
STATEMENTS

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General Fund – Fund Balance Estimate- General Fund Balance for the period ending June 30, 2019, audited, appears in the backup pages of the Board Book of September 10, 2019.

GENERAL FUND -  
FUND BALANCE  
ESTIMATE

Collateral Analysis- Bank collateral balances for period ending July 2019 appears in the backup pages of the Board Book of September 10, 2019.

COLLATERAL  
ANALYSIS

School Meals Profit and Loss Statement- School Lunch Profit and Loss Statement for the period ending July 31, 2019 appears in the backup pages of the Board Book of September 10, 2019.

SCHOOL MEALS  
PROFIT AND LOSS  
STATEMENT

CUSTODIAL/TRANSPORTATION OVERTIME

CUSTODIAL/  
TRANSPORTATION  
OVERTIME

Cust./Trans. Overtime – <b>August 2019</b>	\$ 6,304.92
Overtime paid Year to Date	\$ 12,766.76
Cust./Trans. Overtime – July, 2018 - June, 2019	\$ 85,138.50

VANDALISM TALLIES FOR AUGUST 2019

VANDALISM TALLIES  
FOR AUGUST 2019

Alden Terrace	\$ 0
Clara H. Carlson	\$ 0
Covert Avenue	\$ 0
Dutch Broadway	\$ 0
Gotham Avenue	\$ 0
Stewart Manor	\$ 0
PPS	\$ 0
Elmont Road	\$ 0
Year-to-Date	\$ 0
Previous Year-to-Date	\$ 0

Mr. Harper congratulated Mr. Zucker and his staff for their accomplishment. These wonderful things happen in all six buildings. You all deserve a big round of applause.

Mr. Harper completed the report of the Superintendent.

COMMITTEE REPORTS AND INFORMATIONAL ITEMS: None

COMMITTEE  
REPORTS AND  
INFORMATION ITEMS

OLD BUSINESS: None

OLD BUSINESS

NEW BUSINESS: None

NEW BUSINESS

LEGISLATIVE ITEMS: None

LEGISLATIVE ITEMS

ITEMS FOR FUTURE CONSIDERATION: None

ITEMS FOR FUTURE  
CONSIDERATION

ATTORNEY REQUEST:

ATTORNEY REQUEST

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Mr. Nugent asked for a motion to reconvene in executive session following the public portion of this meeting.

On a motion by Mr. Maffea, seconded by Ms. Battle-Burkett, the Board approved an additional executive session at the conclusion of the public meeting to discuss particular personnel matters and matters within the attorney-client relationship. If the need arises the Board may reconvene in public session.

EXECUTIVE SESSION

Motion Carried Unanimously

AUDIENCE ITEM:

AUDIENCE ITEM

Ms. Deborah Buchanan, President of EETA- Good evening everyone. It's nice to be back. Quite some time ago I spoke to the Board regarding this particular incident I am going to speak about this evening, and I find myself in this unenviable spot again, regarding a dispute concerning the collective bargaining agreement between EETA and the District. EETA and the District signed an MOA for the current contract back in October of 2017. The District and the Union agreed to an increase of 1.25% for each of the four years of the contract, running from July 1, 2016- June 30, 2020. Since the 2016/2017 school year had already passed, the 1.25% increase was to be retroactive to that school year and would apply to all EETA members who were active during that school year. There were 8 EETA members who retired at the end of the 2016/2017 school year and one member who retired in October 2017, just prior to the settlement of the contract. Shortly after, the retroactive payments to our in-service EETA members were disbursed. And then inquiries were made by our retired members wondering when they would receive their retroactive payments. Initially they were told that their payments would be forthcoming soon. However, shortly thereafter they were informed that they would not be receiving those retroactive payments since they were no longer active employees of the District. These 9 teachers spent the better part of their professional careers serving the children of this District. Combined they have over 200 years of service. EETA filed a grievance with the District. Now, this grievance ended in arbitration. After carefully interviewing witnesses and examining evidence, the arbitrator, who was mutually agreed upon between both the District and the Union, found in favor of EETA. However, to this point the District has still chosen to ignore the decision of the arbitrator, and still refuses to make these retirees whole, paying them money that's rightfully owed to them. It's really unfortunate that this matter has not been resolved and continues to be an issue, that has a clear and unmistakable solution. As a result, EETA has had to initiate legal action. I really need to share this feeling, that to deny these retirees their retroactive pay and other benefits, as we talk about the warm feelings that we have of the teachers towards the children and the families in the District, is a slap in the face to these retirees and when we hurt 9 of us, we hurt all of us. As active employees during the 2016/2017 school year, these 9 retirees are entitled to the retroactive benefits that were contained in the negotiated MOA. It's unfortunate that the District has chosen not to reconcile this matter to these fair and dedicated teachers. We know this is going to be another fantastic school year without any shadow of a doubt and we wish that we would have had a resolution to this already.

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It is often said, and I know I share that sentiment in my heart with all the people who are standing behind me, that in Elmont we really are like a family, that is undeniable and unfortunately, we all know that a family doesn't treat each other like this and we hope that we can resolve this issue. Thank you. AUDIENCE ITEM

Mr. Nugent responded: Let me just say that by way of response, that we have a Board and administration that cares a great deal for all the employees within the District. The Board has dealt with a tax cap since the year 2012. It imposes a huge burden on the Board to meet all of the costs to deliver educational services to the District. This Board chose to retain all programs and all staff. It was unfortunate that at the arbitration referenced the Union chose to allege that the District had plenty of money. That the District had been criticized by the comptroller for the amount of money that we had in reserve. That is true, the comptroller did criticize us for that. We have money in reserve because we plan out five years in advance, and with that we were able to retain all our staff. Look at other Districts where they closed in some cases multiple buildings and they let teachers go who had tenure for multiple years. We didn't do that. We kept our programs and we retained the class size we had before the tax cap and we have continued to do that. And that is a battle every year. And when you came to the arbitrator and said it's only a few thousand dollars and the budget is over 90 million, you're right. Rest assured that when we look at that few thousand dollars there's a whole lot of other few thousands of dollars that we look at... that we chose not to spend, and that we chose to keep for program and staff. It is part of budgeting, we make decisions related to budgeting. When we made our case to the arbitrator, we made a case that under the Supreme Court decision in 1947, once a person retires, the day they retire, they are no longer an employee. In the District's view, we paid employees retroactive pay, not people who were no longer employees. It wasn't a lot of money per person, that's the point you made to us... that's the point we make to you. We have people who are comfortable with good pensions having worked in this District and they are not in penury because of this Board's decision. But we have a difficult, difficult task every year including this year. We hope to reach the end of each year with a future budget, which we are now working on by the way, the 2020-2021 budget. We hope to reach the end of this year with the same number of staff that we have now. That's our effort, that's the direction from this Board and that's what we are doing. Where we can save money, we will.

Ms. Buchanan responded: I would like to say, first of all, to not only you Mr. Nugent, but to the Board, to Mr. Harper we have been very thankful throughout the years with the fact that we haven't had layoffs and we've had a continuation of excellent programs here in Elmont, that is undeniable. But we also know about the fact that the tax cap is not new. The tax cap was in place well before this negotiation, well before. We negotiated with you in good faith. The talk of negotiating the increments were never, ever mentioned with leaving people out and you've often praised and rightly so, how you, Mr. Galante and your team was able to work a budget and keep things in place. I find it difficult to swallow that that amount of money, and I don't want you to think I am flippant about that amount of money, because I think everyone now a days counts every dollar.

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But when we negotiated that contract with you, we negotiated it for everyone, and it was never mentioned or a part of a conversation that those people who were not in service when the District carefully budgets their money. AUDIENCE ITEM

They saw how much laid out in the 2016/2017 school year it is EETA's position that that money was already accounted for and as I said, our retirees were initially told that they would be receiving that money only to be told that they weren't and that's where I think our dispute lies. I don't think that we are saying that the District is putting money away.

I don't think that we are unappreciative of the fact that we haven't had layoffs or cutting of programs. What we are saying is that we simply feel that those 9 retirees are entitled to that money. The fact that we feel that the retirees are entitled to that money does not take away from the fact that we are appreciative of all that you do here in Elmont with the budgeting to make sure that we are able to keep not only class sizes small, to keep excellent programs to provide the children in Elmont with what they need. I don't want the two to be confused. When we negotiated that contract, and when we signed that MOA, we signed it and the money was in place to pay everybody who was in employ in the 2016/2017 school year. That's what retroactive is.

Mr., Nugent responded: That's an assumption you cannot make. You are assuming that the money was in place and as a matter of fact, the arbitrator said that in his decision. He said we must have put the money aside, no we didn't. We worked that money after we made the deal. We made the deal knowing that we had funds but we... we are getting into... We allocated enough for the teachers that we had. Now you can believe or disbelieve but that was misapprehension on your part. But in any event, this back and forth...

Ms. Buchanan stated: I know, I understand but this is something that we also hope that the retirees have very long, and fruitful retirements and it not only effects the money they are owed, it effects their pension and perpetuity. That's another reason why we feel that we need to pursue this further. You are right, this is a conversation that will definitely take place at another venue. Thank you.

NEXT MEETING:

NEXT MEETING

Mr. Jaime announced that the next Board of Education Meeting will be Monday, October 7, 2019, at Dutch Broadway School @ 8:00 PM.

ADJOURNMENT:

ADJOURNMENT

On a motion by Mr. Maffea, seconded by Mr. Cantara, the Board adjourned the public portion of the meeting at 8:30 PM and went into executive session.

Motion Carried Unanimously

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EXECUTIVE SESSION:

EXECUTIVE SESSION

On a motion by Ms. Battle-Burkett, seconded by Mr. Maffea, the Board convened in Executive Session at 8:45 PM to discuss particular personnel matters and matters within the attorney-client relationship.

Motion Carried Unanimously

Mr. Jaime asked for a motion for the ECG Group to perform a free District-wide Energy Performance Audit.

ECG GROUP- ENERGY  
PERFORMANCE AUDIT

On a motion by Mr. Maffea, seconded by Ms. Taylor-Bass, the Board approved the ECG Group to perform a District-wide Energy Performance Audit, as follows:

Motion Carried Unanimously

Mr. Jaime asked for a motion to promote Celestine Lloyd from Cook Manager to School Lunch Manager, effective September 30, 2019 @ a salary of \$102,000.00 yearly, (pending Civil Service approval).

PROMOTION TO  
SCHOOL LUNCH  
MANAGER

On a motion by Mr. Maffea, seconded by Mr. Cantara, the Board approved Celestine Lloyd's promotion from Cook Manager to School Lunch Manager, effective September 30, 2019 @ a salary of \$102,000.00 yearly, (pending Civil Service approval), as follows:

Motion Carried Unanimously

ADJOURNMENT OF EXECUTIVE SESSION:

ADJOURNMENT OF  
EXECUTIVE SESSION

On a motion by Mr. Maffea, seconded by Mr. Cantara, the Board adjourned executive session at 9:30 PM.

Motion Carried Unanimously

Submitted by,



October 7, 2019  
Date Approved

Diana Delahanty  
District Clerk