

**MINUTES OF THE BOARD OF EDUCATION**  
**Oyster Bay – East Norwich Central School District**

**Date:** September 1, 2020  
**Kind of Meeting:** Workshop Meeting  
**Location:** Oyster Bay High School, Town of Oyster Bay, Nassau County NY  
**Members Present:** Laurie Kowalsky-President  
Nancy Castrogiovanni-Vice President  
Todd Cronin  
Darren Gerbosi  
John McEvoy  
Maryann Santos

**Members Not Present:**

**Others Present:** Dr. Laura Seinfeld, Superintendent  
Michael Cipriani, Assistant Superintendent for Finance & Operations  
Dr. Lisa Mulhall, Assistant Superintendent for Curriculum, Instruction, & Assessment  
Margaret Nolan, District Clerk (Attended remotely took minutes)  
Mary Anne Sadowski, District Counsel

Laurie Kowalsky called the meeting to order at 7:00 P.M.

Motion by T. Cronin, second by J. McEvoy, to enter into executive session at 7:01 P.M.

Motion by T. Cronin, second by M. Santos, to claim of executive session at 7:31 P.M.

Laurie Kowalsky turned the meeting over to Dr. Seinfeld who thanked all members of the learning community for their hard work leading to the District opening which will be next week. Of the responses received from families 85% will be joining in person. She thanked the community for their willingness to transport their children which brings the density on busses down. She stated that 32% will take busses in morning and 40% in the afternoon. All aspects of this phase of the return will be monitored and modifications will be made if needed.

Darren Gerbosi stated that there was a bit of confusion regarding the first week back regarding A/B days. During the 1<sup>st</sup> 4 days of school every student will have two full days of instruction. There will not be school on those alternate days. Maryann Santos asked a question regarding the tents and their uses. She asked if children will be eating lunch in the tents. Dr. Seinfeld indicated that right now children will be eating lunch at their desks at least for the first couple of weeks. The tents will be used for alternate uses.

Maryann Santos asked a question regarding seniors. Will there be an area for them to have lunch in a separate area or under a tent? Laurie Kowalsky asked how band and chorus will take place. Dr. Seinfeld indicated they will take place based on the guidelines. Tents are not to be used for specific instruction.

Mrs. Santos thanked Mr. Cipriani for getting the desk guards and the right decision was made for students to not have to carry them home. She indicated that she thinks the District is ready for opening. Laurie Kowalsky asked a question regarding the bus passes and start times. Dr. Seinfeld stated that in speaking to the transportation coordinator today, there will be more information coming regarding the correct start time. Hopefully once the runs start there will be a better understanding of start and pick up times. Darren Gerbosi asked a question on the four entry points at each school and how this works once those students are entered. Dr. Seinfeld stated that once the students are in school, there will only be one entrance open.

Dr. Seinfeld spoke on the District Academic Committee Meeting and asked a representative from this committee to speak on this update. John McEvoy gave a brief overview of the Academic Committee's last meeting. Laurie Kowalsky, Nancy Castrogiovanni, Dr. Seinfeld, and Dr. Mulhall were in attendance. The committee is looking to improve academic curriculum and college admissions. She stated that the District has begun by adding Strings to music curriculum and Mandarin to the Language program. The committee does agree that maximum real time and synchronous learning is important. The committee is looking to get the message out to the community regarding state testing and what it means to the District's standings.

Dr. Seinfeld shared with The Board and that she and Dr. Mulhall have spoken with the community regarding diversity and equity. She spoke on NYSSB DIRE (Dismantling Racism in Education). This group provides a number of resources on social and cultural justices as well as reading lists and diversity in hiring. She stated that part of the Superintendents Conference day's training includes this area.

Laurie Kowalsky stated that the Board has asked for input on the Superintendent search through a survey which was sent out.

Dr. Seinfeld reminded the Board that Wednesday, September 9<sup>th</sup>, the Board will be meeting in the high school library for their retreat. A light dinner will be served and she asked them to please look at the upcoming Board letter for more details.

Dr. Seinfeld thanked everyone who joined the walk-throughs which included the turf field which is near completion. She spoke on the idea of a ribbon cutting ceremony as was held for the new music wing. Seeing that as of now there is a limit of 50 people to any event, she suggested waiting until after this executive order expires to see if there are any changes. The Board agreed to hold off on a ribbon cutting ceremony. Maryann Santos asked if there was any more information regarding starting of sports. The Board would like to send a letter to section VIII. Dr. Seinfeld stated that she was no longer on the Board of Section VIII, however, she has forwarded the District's concerns. Mrs. Nolan will draft a letter from the OBENCSD regarding this.

Dr. Seinfeld thanked Mr. Cipriani and Mrs. Ninesling for their work on the buildings in preparation for opening. There was some conversation regarding some future projects. She thanked the Board for their time at each of the buildings.

Dr. Seinfeld stated that currently there is no other Board member serving on the District wellness Committee. She asked the Board if someone would like to serve on this committee or would Mr. Gerbosi be the only representative for now? Maryann Santos agreed to serve on the Wellness Committee as well.

John McEvoy asked when the next Safety Committee would be held. It will be September 10<sup>th</sup> at 9:00 AM.

Michael Cipriani asked if the Board could look at a sample of the wording and logo for the turf to get a consensus of what the Board would like it to look like. The Board agreed that it should not say James H. Vernon as the field is used for high school sports. This section will be left blank. Top same logo in the middle and blank where it says James H. Vernon.

Mr. Cipriani spoke on the fact that Ms. Lasher had asked the town to divert traffic on McCouns Lane between 7:30 and 8:00 and again between 2:15 and 2:45 due to the fact that, for various reasons, the bus drop off is going to be a little slower. Traffic coming down McCouns towards Main St. would have to turn on Agnes Street. There would also be a security guard on main street and McCouns so cars would not go up McCouns at that time. After some discussion regarding this, Dr. Seinfeld asked if the Board

would like to see how it goes the first few weeks and then see if there needs to be a change. The Board agreed to wait and see how it goes.

Motion by J. McEvoy, second by M. Santos, to approve the following:

**V PERSONNEL ACTIONS**

Professional Personnel

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education of the Oyster Bay-East Norwich Central School District hereby approves the following *Professional Personnel and Civil Service Personnel* Resolutions as listed:

1. **RETIREMENT RESIGNATION**

1.1 DR. LAURA SEINFELD Position: Superintendent of Schools  
Effective: 12/31/2020

2. **RESIGNATIONS**

2.1 MICHAEL MONTELLO Position: Resident Substitute  
Effective: 08/11/2020  
Assigned to: James H. Vernon School

2.2 LEAH HEHN Position: Resident Substitute  
Effective: 08/12/2020  
Assigned to: Theodore Roosevelt School

2.3 STEVEN KERR Position: Teaching Assistant  
Effective: 08/21/2020  
Assigned to: High School

2.4 JOHN SANT'ANGELO Position: Teaching Assistant  
Effective: 08/23/2020  
Assigned to: High School

2.5 EMMA ARTZ Position: Teaching Assistant  
Effective: 08/24/2020  
Assigned to: Theodore Roosevelt School

2.6 VICTORIA SEGALL Position: Resident Substitute  
Effective: 08/27/2020  
Assigned to: James H. Vernon School

2.7 NICOLE SALAZAR Position: Teaching Assistant  
Effective: 08/30/2020  
Assigned to: High School

3. **LEAVES OF ABSENCE**

3.1 MARIA GIANFORCARO Position: Teaching Assistant  
Status: Unpaid Leave of Absence  
Effective: 09/01/2020  
Period Date: 09/01/2020 – 01/03/2021  
\*anticipated  
Return to Work: 01/04/2021  
Assigned to: James H. Vernon School

3.2	STEPHANIE ALVIZURES	Position: Status: Effective: Period Date:  Return to Work: Assigned to:	Teacher Unpaid FMLA 01/21/2021 01/21/2021 – 02/12/2021 *anticipated 02/22/2021 Theodore Roosevelt School
3.3	CARYNDIA REYNOSO	Position: Status: Effective: Period Date: Assigned to:	Teaching Assistant Unpaid Childcare Leave 09/01/2020 09/01/2020 – 09/01/2021 High School
4.	<u><b>APPOINTMENTS</b></u>		
4.1	VIRGINIA KEMP	Position: Status: Effective: Period Date: Certification:  Salary:  Assigned to: Replacing:	Elementary Teacher Leave Replacement 09/01/2020 09/01/2020 – 02/10/2021 Childhood Ed. (1-6), Initial Early Childhood Ed. (B-2), Initial BA, Step1 - \$309.95 per day + holidays James H. Vernon School Dubon (Leave of Absence)
4.2	SARAGINE FRANCOIS	Position: Status: Effective: Period Date: Certification:  Salary:  Assigned to: Replacing:	Teacher Leave Replacement 09/17/2020 09/17/2020 – 12/10/2020 French (7-12), Initial Literacy (5-12), Initial BA, Step1 - \$309.95 per day + holidays High School P. Heusner (FMLA)
4.3	JULIA KOLANOVIC	Position: Status: Effective: Period Date: Certification:  Salary: Assigned to: Replacing:	Teaching Assistant 6 hours per day 09/01/2020 2020-2021 School Year Mathematics 7-12, Initial Mathematics 5-6 Extension, Initial Extension Annotation \$26.58 per hour James H. Vernon School New

4.4	SUBSTITUTE TEACHERS	Effective: Status: Assigned to: Salary:	2020-2021 School year *See Attached On-Call – as needed \$150.00 per day
4.5	FRANCESCO QUINTALINO	Position: Status: Effective: Period Date: Certification:  Salary: Assigned to: Replacing:	Resident Substitute 6 hours per day 09/01/2020 2020-2021 School Year Social Studies 7-12, Initial Social Studies 5-6 Extension, Initial  \$150 per day James H. Vernon School New
4.6	AMANDA CERAMI	Position: Effective: Period Date: Certification:	Teaching Assistant 09/01/2020 2020-2021 School Year Teaching Assistant, Level 1
	Monday, Wednesday and Friday:	3.0 hours @	\$45.00 per hour
	Monday, Wednesday and Friday:	3.0 hours @	\$26.58 per hour
	Tuesday, and Thursday:	2.5 hours @	\$45.00 per hour
	Tuesday, Thursday:	3.5 hours @	\$26.58 per hour
4.7	LAUREN MILLER	Position:  Status: Period Date: Salary:	Teaching Assistant for translation services up to an additional 20 hours Summer 2020 \$26.58 per hour
4.8	DOMONICK COTRONE	Position: Status: Effective: Period Date: Certification:  Salary: Assigned to: Replacing:	Resident Substitute 6 hours per day 09/01/2020 2020-2021 School Year Physical Education, Emergency COVID-19  \$150 per day High School New
4.9	JANE PAGANO	Position: Status: Effective: Salary:	Systems Analyst 3 additional days Summer 2020 Per diem rate of pay
4.10	ERICA EISENBERG	Position: Status:	Teaching Assistant 6 hours per day

		Effective:	09/01/2020
		Period Date:	2020-2021 School Year
		Certification:	Social Studies 7-12, Initial Social Studies 5-9, Initial
		Salary:	\$26.58 per hour
		Assigned to:	James H. Vernon School
		Replacing:	Elizabeth McGee
4.11	ADDITIONAL ASSIGNMENTS	Effective:	09/08/2020 - 06/25/2020
		Salary:	\$6,000 per year
			Melanie Hoops overage for 3 times per week, 40 minutes per day as per IEP mandate for Student # 363622755
4.12	DEVICE DISTRIBUTION	Effective:	Summer 2020
		Salary:	At the employees' current rate of pay. *see attached
4.13	HOLLY ROSELLE	Position:	Resident Substitute
		Effective:	09/01/2020
		Period Date:	09/01/2020 – 09/23/2020
		Certification:	Childhood Ed. (1-6), Initial
		Salary:	\$150.00 per day
		Assigned to:	Theodore Roosevelt School
4.14	MICHAEL DAVID TRECO	Position:	Teacher
		Status:	Leave Replacement
		Effective:	09/08/2020
		Period Date:	09/08/2020 – 11/24/2020
		Certification:	Earth Science (7-12), Initial Biology (7-12), Pending
		Salary:	MA, Step1 - \$366.13 per day + holidays
		Assigned to:	High School
		Replacing:	Powell (Unpaid Leave)
4.15	JILLIAN McFADZEN	Position:	Teaching Assistant
		Status:	6 hours per day
		Effective:	09/08/2020
		Period Date:	2020-2021 School Year
		Certification:	Social Studies 7-12, Initial Social Studies 5-6 Extension, Initial Extension Annotation
		Salary:	\$26.58 per hour
		Assigned to:	High School
		Replacing:	John Sant' Angelo

5. **REAPPOINTMENTS**

5.1 **TEACHING ASSISTANTS – EFFECTIVE SEPTEMBER 1, 2020 – \$26.58 PER HOUR  
2020-2021 SCHOOL YEAR**

**ROOSEVELT SCHOOL**

**5.5 HOURS PER DAY**

ELIZABETH BERGSTEN  
ROSAJEAN MANAS  
GEORGIANA MEYER

**VERNON SCHOOL**

**6.0 HOURS PER DAY**

ANDREA BERGAGLIO  
ANN CUTAJAR  
ERICA EISENBERG  
JEANMARIE FURMAN  
LORI HANSON  
LIZ KAUFMAN  
CARLA PAOLICELLI  
BRIAN HENSELDER  
ELIZABETH McGEE  
JOSHUA TEPPER  
NICKI STANCO  
PATRICIA SIXSMITH  
RAKIYA FRANCE  
ROBERT VENEGAS  
SLOANE COGLIATI  
TAMIKA GRUBB

**6.5 HOURS PER DAY**

BRITTANY BARKIN

**HIGH SCHOOL**

**6 HOURS PER DAY**

PATRICIA MITTLEMAN  
KATHLEEN BROWN  
PAULA NORTON  
FRAN SOTIRIOU  
KAREN WHELAN

**7.0 HOURS PER DAY**

ATHANSIA ATSIDIS

**7.5 HOURS PER DAY**

MARGARET MASTROGIACOMO

\*In order to be granted tenure, a classroom teacher or building principal must have received composite or overall annual professional performance review ("APPR") ratings pursuant to Education Law §3012-c and/or 3012-d of either "effective" or "highly effective" in at least three ("3") of the four ("4") preceding years and, if the classroom teacher or building principal receives an "ineffective" composite or overall APPR rating in the final year of the probationary period, he or she shall not be eligible for tenure at that time.

**B) Non-Teaching**

1.     **RESIGNATION**
  - 1.1     JACQUELINE NADLER                             Position:                     Monitor  
Effective Date:                 09/01/2020  
Assigned to:                     James H. Vernon School
  - 1.2     LINDA PRUSSEN                             Position:                     Monitor  
Effective Date:                 09/01/2020  
Assigned to:                     James H. Vernon School
2.     **LEAVE OF ABSENCE**
  - 2.1     JOSE GUZMAN                             Position:                     Cleaner  
Status:                         Leave of Absence  
Effective:                       08/20/2020  
Period Date:                   08/20/2020 – 09/03/2020  
Return to Work:               09/04/2020  
Assigned to:                   High School
3.     **APPOINTMENTS**
  - 3.1     AIDE FIGUEORA                             Position:                     Monitor  
Effective:                       07/20/2020  
Period Date:                   07/20/2020 – 08/14/2020  
Status:                         6 hours per day \*revised
  - 3.2     Summer Monitors' Extra Hours             Position:                     Monitor  
Status:                         \*see below  
  
Tuesday, 08/25/2020   (3 hours)         Melissa Benick, Vera Perrone, Grace Gowe  
Wednesday, 08/26/2020(8.5 hours)         Melissa Benick, Grace Gowe, Marion Rayve
  - 3.3     SANDRA LOGALBO                             Position:                     Roosevelt School Nurse  
Status:                         5 days  
Period Date:                   Summer 2020  
Salary:                         Hourly Rate
  - 3.4     JOHN J. DEVLIN                             Position:                     Security Aide  
Status:                         Probationary  
Effective:                       2020-2021 School Year  
Salary:                         \$22.83 per hour (pending  
N.C. Civil Service approval).
  - 3.5     BRIAN MORGAN                             Assigned to:                 District  
Position:                       Monitor  
Period Date:                   2020-2021 School Year  
Status:                         29.50 hours per week  
Replacing:                     Sine Matt  
Salary:                         \$14.42 per hour  
Assigned to:                   James H. Vernon School  
Replacing:                     Sine Matt

3.6	LISA HAAS	Position: Period Date: Status: Salary: Assigned to: Replacing:	Monitor 2020-2021 School Year 29.5 hours per week \$14.42 per hour James H. Vernon School Amber Schneider
3.7	THOMAS FORTUNATO	Position: Status: Effective: Salary:  Assigned to:	Security Aide Probationary 2020-2021 School Year \$22.83 per hour (pending N.C. Civil Service approval). District
3.8	ANDREW NOVELLANO	Position: Status: Effective: Salary:  Assigned to:	Security Aide Probationary 2020-2021 School Year \$22.83 per hour (pending N.C. Civil Service approval). District

Motion unanimously carried.

Motion by M. Santos, second by J. McEvoy, to approve the following:

**VI BUSINESS ACTION**

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education of the Oyster Bay-East Norwich Central School District hereby approves the following *Business* Resolution as listed:

**A) TRANSFER OF FUNDS**

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the following budget transfers: Transactions #3499-3504

**VII SPECIAL SERVICES**

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education of the Oyster Bay-East Norwich Central School District hereby approves the following *Special Services* Resolution as listed:

**A) CPSE/CSE MINUTES**

RESOLVED, the Board of Education of the Oyster Bay-East Norwich Central School District has arranged that the following appropriate special education programs and/or services be provided as recommended by the Committee on Special Education:

<u>CPSE</u>		
08/28/2020	6	Requested Review
08/28/2020	1	Initial Eligibility
<u>CSE</u>		
02/11/2020	1	Annual Review/Re-evaluation
08/20/2020	1	Initial Eligibility
08/24/2020	1	Amendment – No Meeting Agreement
08/24/2020	1	Requested Review

**504**

02/25/2020	1	Initial Eligibility
04/23/2020	1	Annual Review
05/27/2020	1	Annual Review
05/28/2020	1	Annual Review
05/29/2020	1	Annual Review
06/02/2020	1	Annual Review
06/03/2020	1	Initial Eligibility
06/04/2020	2	Annual Review
06/04/2020	1	Initial Eligibility
06/05/2020	1	Initial Eligibility
06/05/2020	1	Annual Review/Re-evaluation
06/09/2020	1	Annual Review

Motion unanimously carried.

Motion by J. McEvoy, second by M. Santos,

**VIII NEW BUSINESS**

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education of the Oyster Bay-East Norwich Central School District hereby approves the following *New Business* Resolution as listed:

**A) AMENDMENT TO INTER-MUNICIPAL AGREEMENT**

**WHEREAS**, the parties entered into an Inter-Municipal Agreement dated March 27, 2020 in which the SENDING DISTRICT (Oyster Bay-East Norwich Central School District) would send eligible students to the HOST DISTRICT (Syosset Central School District) to participate in an Emergency Child Care Services Program (hereinafter referred to as “Program”) provided by SCOPE Education Services (hereinafter referred to as “SCOPE”); and,

**WHEREAS**, the parties are desirous of providing for amendment of said Inter-Municipal Agreement.

**NOW, THEREFORE**, based upon the mutual covenants and understandings between the parties, it is understood and agreed:

**FIRST:**

All the terms and provisions set forth at length in the aforementioned Inter-Municipal Agreement shall continue in full force and effect during the term thereof, except as expressly modified herein.

**SECOND:**

Paragraph 1 shall be amended to reflect that the Intermunicipal Agreement will terminate on August 31, 2020, unless the HOST DISTRICT terminates the Program with SCOPE prior to this date. By mutual agreement of the Parties, the Inter-Municipal Agreement may be extended, should the need to continue the Program arise.

**B) SEARCH CONSULTANT AGREEMENT**

RESOLVED, the Board of Education authorizes an agreement with Hazard Young Attea & Associates for search consultant services.

**C) APPROVAL OF PROFESSIONAL DEVELOPMENT PLAN**

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education approves the Professional Development Plan for the 2020-21 school year.

Maryann Santos asked about the inter municipal agreement. Dr. Seinfeld indicated that it was through the end of the summer.

Motion unanimously carried.

Motion by M. Santos, second by J. McEvoy, to enter executive session at 8:15 P.M.

Motion by J. McEvoy, second by N. Castrogiovanni, to claim out of executive session and adjourn at 9:30 P.M.

Respectfully submitted,

Margaret Nolan  
District Clerk