

APPROVED MINUTES of the Elmont Board of Education

REGULAR MEETING
NOVEMBER 10, 2020

VOLUME XXXV, PAGE 81
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 remotely, via Zoom, on Tuesday, November 10, 2020.

BOARD MEMBERS PRESENT

Michael A. Jaime, President
Dr. Tameka Battle-Burkett, Vice President
Dr. Michael Cantara
Tiffany Capers
Patrick O. Emeagwali
Anthony S. Maffea, Sr.
Sheldon Meikle

ROLL CALL

BOARD MEMBER ABSENT

None

ADMINISTRATIVE PERSONNEL PRESENT

Kenneth Rosner	Superintendent of Schools
Dr. Wellinthon Garcia	Director of Curriculum & Instruction
Fernando DeBartolo	Director of Technology
David Spinnato	Director of Curriculum-Technology
Colum P. Nugent	School Attorney
Diana Delahanty	District Clerk

CONSULTANT PRESENT

Thomas W. Galante

EXECUTIVE SESSION

EXECUTIVE
SESSION

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

Yes – 7 No- 0 Abstain- 0
Motion Carried Unanimously

PUBLIC SESSION

PUBLIC SESSION

On a motion by Mr. Emeagwali, seconded by Mr. Maffea, the Board reconvened in Public Session at 7:50 PM.

Yes – 7 No- 0 Abstain- 0
Motion Carried Unanimously

Mr. Jaime called the meeting to order followed by the pledge of allegiance.

PLEDGE OF
ALLEGIANCE

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Mr. Jaime welcomed everyone to the November Board of Education Meeting and reminded everyone to mute their devices.

APPROVAL OF THE AGENDA

**APPROVAL OF THE
AGENDA**

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

Yes – 7 No- 0 Abstain- 0
Motion Carried Unanimously

APPROVAL OF THE MINUTES

**APPROVAL OF THE
MINUTES**

On a motion by Mr. Emeagwali, seconded by Dr. Battle-Burkett, the Board approved the minutes of the Regular Meeting of October 6, 2020 and the Special Meeting of October 26, 2020, as follows:

Yes – 7 No- 0 Abstain- 0
Motion Carried Unanimously

PRESIDENT'S REMARKS:

**PRESIDENT'S
REMARKS**

Welcome to the November Board of Education meeting. This is the eighth month that we are conducting Zoom meetings due to Covid-19, (by Executive Order which has been extended to December 3, 2020). Conducting our meeting via this platform makes it very difficult to have that normal discourse that we have had in the past... having teachers, students and community members. But that should not change how we conduct our business. Based on this platform we are using, we are not able to take audience members questions directly but we have always made it apparently clear that anyone who had questions for the Board or Mr. Rosner should go to the District Clerk for the Board or Mr. Rosner. I just wanted to make it clear that those avenues are still available and any parent or guardian that has a question, should start with his or her teacher then proceed to contact the building principal and then Mr. Rosner, should the problem not be resolved in a timely manner. Given the platform it is difficult sometimes to hear folks when they do have a question. That's why we have canceled that portion of the meeting and basically established this other means of communication to make sure that your voices will continued to be heard. Any issues or concerns that you have can still be addressed.

This week is National School Psychologist week. We would like to wish all our school psychologists a happy week. We continue to look for your guidance in helping our students during these times with their social-emotional learning and helping them cope with the issues that are going on that relates to the pandemic and the difference in school today.

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VICE PRESIDENT'S REMARKS:

VICE PRESIDENT'S
REMARKS

Dr. Battle-Burkett said good evening. We are in some very difficult times. She thanked building leaders, teachers, aides, custodial staff, food service, transportation staff and support services for all the hard work they are doing throughout this time of uncertainty.

November Board meetings have always been special to me as we honored the Veterans. I would like to thank Commander Letica Rodriguez Whyte and the members of Post #1033 for their service and dedication to our community. She also thanked the men and women who protect our freedoms every day through their service to our country.

Have a happy and socially distant and healthy Thanksgiving.

REPORT OF SEWANHAKA AND ELMONT MEMORIAL HIGH SCHOOL

REPORT OF
SEWANHAKA
HIGH SCHOOL
AND ELMONT
MEMORIAL HIGH
SCHOOL

Dr. Battle-Burkett gave the report of Elmont Memorial High School:

Elmont Memorial's Events:

- October 14 SAT/PSAT were administered for grades 11 & 12
- October 15 Meet the Teacher for grade 7
- November 2 Virtual Meet the Teacher Day for upper classmen
- November 6 Elmont Phoenix Newspaper was voted the best high school Newspaper on Long Island (It is available on the website)
- November 16-20 Virtual Spirit Week
- November 10,12,17,19 & 24 Spartans strength and speed training program
- November 24 It will be available for elementary students

Mr. Jaime gave the report of Sewanhaka High School:

Mr. Jaime thanked the high school students who were "first time" voters for their participation in the Presidential election, as well as all of the community members who stood in line to make sure their votes were cast. I commend you. I implore you to keep on voting in all the elections...local school Board elections, town, county, state, and federal elections.

Sewanhaka has been busy graduation planning with seniors and senior night for parents of students who will be graduating in June 2021, virtual technology night for middle school students, virtual night for grades 7 & 8 students, and a student activity fair held virtually.

- | | |
|------------|--|
| October 14 | PSAT |
| October 17 | ENL Orientation – Seesaw |
| October 22 | Think Pink Breast Cancer Awareness |
| October 30 | Social Emotional Learning Day |
| October 31 | Booster Club held a trick or treat event |

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CORRESPONDENCE: None

CORRESPONDENCE

REPORT OF THE ATTORNEY:

REPORT OF THE
ATTORNEY

Mr. Nugent had the following report for the public session.

Mr. Nugent asked for a motion to reconvene in Executive Session following the Public Session of the Board meeting.

On a motion by Mr. Maffea, seconded by Dr. Battle-Burkett, the Board voted to reconvene in Executive Session immediately following Public Session to discuss particular personnel matters and matters within the attorney-client relationship.

MOTION FOR
EXECUTIVE SESSION

Yes- 7 No- 0 Abstain- 0
Motion Carried Unanimously

Mr. Nugent read the New York State Deferred Compensation Plan resolution and asked the Board to adopt the resolution as follows:

DEFERRED
COMPENSATION
PLAN RESOLUTION

Adoption of The State of New York Deferred Compensation Plan

WHEREAS, the Elmont Union Free School District wishes to adopt the Deferred Compensation Plan for Employees of the State of New York and Other Participating Public Jurisdictions (the "Plan") for voluntary participation of all eligible employees; and

WHEREAS, the Elmont Union Free School District is a local public employer eligible to adopt the Plan pursuant to Section 5 of the State Finance Law* and

WHEREAS, the Elmont Union Free School District has reviewed the Plan established in accordance with Section 457 of the Internal Revenue Code and Section 5 of the State Finance Law of the State of New York; and

WHEREAS, the purpose of the Plan is to encourage employees to make and continue careers with the Elmont Union Free School District by providing eligible employees with a convenient and tax favored method of saving on a regular and long-term basis and thereby provide for their retirement;

* A local public employer eligible to adopt the Plan pursuant to Section 5 of the State Finance Law includes: a county, city, town, village or other political subdivision as defined in Section 131 of the retirement and Social Security law or civil division of the State; a school District or other governmental entity operating a public school, college, or university; a public improvement or special District, a public authority, commission, or public benefit corporation; or any other public corporation, agency or instrumentality or unit of government which exercises governmental powers under the laws of the State.

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NOW, THEREFORE, it is hereby:

DEFERRED
COMPENSATION
PLAN RESOLUTION

RESOLVED, that the Elmont Union Free School District hereby adopts the Plan for the voluntary participation of all eligible employees; and it is further

RESOLVED, that the appropriate officials of the Elmont Union Free School District are hereby authorized to take such actions and enter such agreements as are required or necessary for the adoption, implementation, and maintenance of the Plan; and it is further

RESOLVED, that the Administrative Services Agency is hereby authorized to file copies of these resolutions and other required documents with the President of the State of New York Civil Service Commission.

On a motion by Mr. Meikle, seconded by Mr. Maffea, the Board approved the New York Deferred Compensation Plan, as follows:

Yes – 7 No- 0 Abstain- 0
Motion Carried Unanimously

Mr. Nugent stated that the Board was presented with a first reading of the Equity, Inclusivity, and Diversity in Education Policy this evening, at which point the Board elected to bring the following resolution:

RESOLUTION CONDEMNING RACISM AND AFFIRMING OUR COMMITMENT TO EQUITABLE, ANTI-RACIST SCHOOL ENVIRONMENTS FOR ALL

RESOLUTION
CONDEMNING
RACISM AND
AFFIRMING OUR
COMMITMENT TO
EQUITABLE, ANTI-
RACIST SCHOOL
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FOR ALL

WHEREAS, we, members of the Board of Education of the Elmont Union Free School District, condemn the killing of the many Black and Brown lives on a list that is far too long, whose unnecessary deaths demonstrate the vileness of prejudice, injustice and systemic racism that persists in our country; and

WHEREAS, racism continues to exist in all social systems, including schools; and

WHEREAS, condemning racism is not enough to end racism; and

WHEREAS, purposeful action against all forms of racism, both individual and organizational, is necessary to dismantle racism; and

WHEREAS, achieving Elmont's vision of the best schools in the Elmont community requires that systemic racism and inequities be removed; and

WHEREAS, Elmont's core values and mission of cultivating excellence in locally governed school Districts requires our purposeful and persistent pursuit of equity, which includes being anti-racist; and

WHEREAS, public schools must be the greatest hope for the future success and prosperity of each and every child in Elmont and America; and

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WHEREAS, public schools have a responsibility to ensure the highest ideals of justice, citizenship and human dignity are demonstrated and upheld in our schools, from the governing Board table to the classroom, and all places and spaces in between, and that the Constitutional rights of every person who learns and works in our schools are protected; and

**RESOLUTION
CONDEMNING
RACISM AND
AFFIRMING OUR
COMMITMENT TO
EQUITABLE, ANTI-
RACIST SCHOOL
ENVIRONMENTS
FOR ALL**

WHEREAS, public schools strive to create a safe and enriching space that values the unique attributes, experiences and identities of our students, staff, families, and community; and

WHEREAS, public schools have the responsibility to acknowledge that racism still may be embedded in our schools.

THEREFORE, LET IT BE KNOWN that the Board of Education of the Elmont Union Free School District recognizes

- School District governing Board Members, as leaders and representatives of their communities, are responsible for setting and modeling key values of the District they serve and have a critical role in acting against racism and addressing educational disparities and inequities within their District
- Student achievement and positive student outcomes are the central focus of the work of school Boards; and
- Opportunity gaps exist in every school and in every District and that racism, both individual and systemic, contribute to those gaps; and
- School Boards are responsible for setting the expectations and making decisions that support educators in closing opportunity gaps; and
- Increasing educational equity and acting against racism require school Boards to have trusting and collaborative relationships with the communities they serve to be successful in their endeavors; and
- Educational equity and purposeful action against racism are ongoing journeys, not a fixed destination.

SO, BE IT RESOLVED that we, members of the Board of Education of the Elmont Union Free School District, stand committed to leading and advocating in ways which support and advance more equitable and inclusive educational environments, free of racism, where every student, teacher, staff, parent and community member is treated with dignity and respect.

Approved by the Board of Education of the Elmont Union Free School District this 10th day of November 2020.

Michael A. Jaime, President
Dr. Michael Cantara, Trustee
Patrick O. Emeagwali, Trustee
Sheldon Meikle, Trustee

Dr. Tameka Battle-Burkett, Vice President
Tiffany Capers, Trustee
Anthony S. Maffea, Sr., Trustee

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On a motion by Dr. Battle-Burkett, seconded by Mr. Maffea, the Board approved the resolution above, as follows:

Yes – 7 No- 0 Abstain- 0
Motion Carried Unanimously

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

REPORT OF THE SUPERINTENDENT

**REPORT OF THE
SUPERINTENDENT**

Mr. Rosner welcomed everyone to the November Board of Education meeting.

Mr. Rosner stated today is the birthday of the United States Marines. The Marines are 245 years old. For those who have loved ones in the Marines, *semper fi*. Thank you for all that you do.

Mr. Rosner acknowledged the first responders and essential workers as we continue to move through this pandemic. We can't do this without you... thank you so much.

Mr. Rosner thanked the Board and the New York Islanders for their generous donation, enabling us to provide Altice and Optimum wi-fi for all students on their District iPads so they can learn virtually.

Please visit our website to view the new travel guidelines imposed by Governor Cuomo. I implore you to abide by the guidelines.

We had two cases come to our attention today.

- The parent of a student at Clara H. Carlson School tested positive. Out of an abundance of caution the second-grade child, the child's class, the child's teacher and staff working with that class were quarantined. There have been NO POSITIVE CASES at the Clara H. Carlson School.
- An employee at Covert Avenue School came in close contact with a person who is positive. They also had two different scenarios involving four children. The key is to keep everyone safe. We are closing the entire school for 14 days out of an abundance of caution. Once again, there have been NO POSITIVE CASES at Covert Avenue School.

Mr. Rosner then gave the Report of the Superintendent.

**PROFESSIONAL
LEAVE OF ABSENCE**

On a motion Mr. Maffea, seconded by Dr. Cantara, the Board approved the following Professional Leave of Absence:

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LEWIS, JASON- *Area of Employment:* Special Education; *Building Assignment:* Clara H. Carlson School; *Effective Date:* 10/26/2020-11/30/2020 unpaid*; *Reason:* District Child Rearing Leave; *Service to District:* 14 years

PROFESSIONAL
LEAVE OF ABSENCE

*Includes Family & Medical Leave from 10/26/2020-11/30/2020

The Board approved the following Professional Appointments:

PROFESSIONAL
APPOINTMENTS

IANNUCCI, GABRIELLE- *Area of Employment:* Childhood Education; *Salary:* \$42,000 annually; *Certification:* Childhood Education 1-6 (Initial)/ Early Childhood B-2/ SWD B-2/ SWD 1-6; *Effective Date:* 11/9/2020-6/18/2021; *Initial Building Assignment:* Stewart Manor School; *Probationary Period:* No probation and no tenure involved

SCROZZO, NICOLETTE- *Area of Employment:* BCBA Analyst; *Salary:* \$65,050; *Certification:* Behavior Analyst; *Building Assignment:* Alden Terrace School/ Clara H. Carlson School; *Probationary Period:* 11/30/2020-11/29/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 11/30/2020-11/29/2024 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 two (2) 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 Changes in Status:

PROFESSIONAL
CHANGES IN STATUS

YURICIC, JESSICA- *Area of Employment:* From: Permanent Substitute (AIS) To: AIS Teacher; *Salary:* As per Teachers' contract; *Certification:* Literacy 1-6/ Childhood Education 1-6; *Building Assignment:* Covert Avenue School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

WEBER, MARY- *Area of Employment:* From: Permanent Substitute (AIS) To: AIS Teacher; *Salary:* As per Teachers' contract; *Certification:* Literacy B-6/ Childhood Education 1-6/ Early Childhood Education B-2; *Building Assignment:* Gotham Avenue School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

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CHANGES IN STATUS

SPINOLA, HANNAH- *Area of Employment:* From: Permanent Substitute (AIS) To: AIS Teacher; *Salary:* As per Teachers' contract; *Certification:* Literacy B-6/ Childhood Education 1-6/ SWD 1-6; *Building Assignment:* Gotham Avenue School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

BALLATO, DEANNA- *Area of Employment:* From: Permanent Substitute (SE) To: Special Education Teacher; *Salary:* As per Teachers' contract; *Certification:* SWD 1-6/ Childhood Education 1-6; *Building Assignment:* Clara H. Carlson School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

HIRT, THERESA- *Area of Employment:* From: Permanent Substitute (SE) To: Special Education Teacher; *Salary:* As per Teachers' contract; *Certification:* SWD 1-6/ Childhood Education 1-6; *Building Assignment:* Dutch Broadway School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

O'GRADY, DANIELLE- *Area of Employment:* From: Permanent Substitute (SE) To: Special Education Teacher; *Salary:* As per Teachers' contract; *Certification:* SWD 1-6/ Childhood Education 1-6; *Building Assignment:* Stewart Manor School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

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CHANGES IN STATUS

INCALCATERRA, SAMANTHA- *Area of Employment:* From: Permanent Substitute (SE) To: Special Education Teacher; *Salary:* As per Teachers' contract; *Certification:* Early Childhood B-2/ Childhood Education 1-6/ SWD 1-6/ SWD B-2; *Building Assignment:* Dutch Broadway School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

FALCONIERI, ALEXANDRA- *Area of Employment:* From: Permanent Substitute (SE) To: Special Education Teacher; *Salary:* As per Teachers' contract; *Certification:* SWD 1-6/ Childhood Education 1-6; *Building Assignment:* Dutch Broadway School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

CRAWFORD, CHERYL- *Area of Employment:* From: Permanent Substitute (Elementary) To: Elementary Teacher; *Salary:* As per Teachers' contract; *Certification:* Childhood Education 1-6/ SWD 1-6; *Building Assignment:* Stewart Manor School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

GUTMAN, GABRIELLE- *Area of Employment:* From: Leave Replacement (Elementary) To: Elementary Teacher; *Salary:* As per Teachers' contract; *Certification:* Childhood Education 1-6/ SWD 1-6; *Building Assignment:* Alden Terrace School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

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FEIGE, ERICA- *Area of Employment:* From: Permanent Substitute (Elementary) To: Elementary Teacher; *Salary:* As per Teachers' contract; *Certification:* Childhood Education 1-6/ Early Childhood B-2; *Building Assignment:* Alden Terrace School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

COLLINS, COURTNEY- *Area of Employment:* From: Permanent Substitute (Elementary) To: Elementary Teacher; *Salary:* As per Teachers' contract; *Certification:* Childhood Education 1-6/ Early Childhood B-2; *Building Assignment:* Alden Terrace School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

HESS, KATHERINE- *Area of Employment:* From: Permanent Substitute (Elementary) To: Elementary Teacher; *Salary:* As per Teachers' contract; *Certification:* Childhood Education 1-6; *Building Assignment:* Clara H. Carlson School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

BEAUMONT, CHIARA- *Area of Employment:* From: Permanent Substitute (Elementary) To: Elementary Teacher; *Salary:* As per Teachers' contract; *Certification:* Childhood Education 1-6/ SWD 1-6; *Building Assignment:* Dutch Broadway School; *Probationary Period:* 9/2/2020-9/1/2022* pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2022 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 two (2) 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. *Two full years of service completed in this position.

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PORCASI, VICTORIA- *Area of Employment:* From: Permanent Substitute (Elementary) To: Elementary Teacher; *Salary:* As per Teachers' contract; *Certification:* Childhood Education 1-6/ Early Childhood B-2/ SWD B-2/ SWD 1-6; *Building Assignment:* Alden Terrace School; *Probationary Period;* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

PROFESSIONAL
CHANGES IN STATUS

GAERTNER, HANNAH- *Area of Employment:* From: Permanent Substitute (Elementary) To: Elementary Teacher; *Salary:* As per Teachers' contract; *Certification:* Childhood Education 1-6/ Early Childhood B-2; *Building Assignment:* Covert Avenue School; *Probationary Period;* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

TAYLOR, MEAGAN- *Area of Employment:* From: Permanent Substitute (Elementary) To: Elementary Teacher; *Salary:* As per Teachers' contract; *Certification:* Childhood Education 1-6/ Literacy; *Building Assignment:* Covert Avenue School; *Probationary Period;* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

TIMMES, AMANDA- *Area of Employment:* From: Permanent Substitute (Elementary) To: Elementary Teacher; *Salary:* As per Teachers' contract; *Certification:* Childhood Education 1-6/ Early Childhood B-2/ Literacy; *Building Assignment:* Stewart Manor School; *Probationary Period;* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

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HERNON, SHEILA- *Area of Employment:* From: Permanent Substitute (Elementary) To: Elementary Teacher; *Salary:* As per Teachers' contract; *Certification:* Childhood Education 1-6; *Building Assignment:* Dutch Broadway School; *Probationary Period:* 9/2/2020-9/1/2024 pursuant to Education Law Sections 3012-c and/or 3012-d be placed on probation from 9/2/2020-9/1/2024 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 two (2) 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.

PROFESSIONAL
CHANGES IN STATUS

The Board further approved the following resolution for tenure:

RESOLUTION FOR
TENURE

RESOLVED, that in compliance with the provisions of Section 3012 of the Education Law and Part 30.3 of the Rules of the Board of Regents, the Superintendent presents to the Board the following probationary teachers / teaching assistants who have been appointed to such position by resolution of this Board, for tenure consideration. They hold a valid New York State Certificate to work in the designated tenure area. It further having been shown that there probationary period to work in this District will expire on the date specified, the Superintendent recommends that the Board of Education of the Elmont Union Free School District grant tenure and appoint them to tenure, effective on the date indicated, to the position in the tenure area as defined.

Name	Tenure Area	Start date	End date	Type of Certification	Date Granted
Kim Fortunato	Elementary	9/1/16	10/31/20	Professional	11/1/20
Parveen Rampal	Teaching Assistant Level III	2/1/17	1/31/21	Teaching Assistant Level III	2/1/21
Jennifer Liebman	ESOL	4/6/16	11/24/20	Permanent	11/25/20

Lastly, the Board approved the following change in employment dates:

PROFESSIONAL
CHANGE IN
EMPLOYMENT
DATES

MAHARAJ, ELIZABETH- *Area of Employment:* Speech Language Pathologist; *Salary:* \$65,050 MA Step 1; *Certification:* Speech Language Pathologist (Professional); *Effective Date:* From: 9/15/2020-11/10/2020 To: 9/2/2020-5/7/2021; *Initial Building Assignment:* Clara H. Carlson School/ Alden Terrace School (Leave Replacement); *Probationary Period:* No probation and no tenure involved

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

Motion Carried Unanimously

Mr. Rosner acknowledged three teachers, he recommended for tenure this evening. Ms. Jennifer Liebman, Ms. Parveen Rampel, and Ms. Kim Fortunato. Thank you to all of their colleagues who mentored them throughout the years and got them to this point.

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On a motion by Mr. Maffea, seconded by Dr. Battle-Burkett, the Board approved the following Civil Service Leaves of Absence:

CIVIL SERVICE
LEAVES OF
ABSENCE

JACKSON, THIREN- *Area of Employment: Bus Attendant; Building Assignment: Transportation; Effective Date: 9/4/2020; Duration of Leave: 6 months; Reason: Personal*

HINES, ERIC- *Area of Employment: Bus Attendant; Building Assignment: Transportation; Effective Date: 10/22/2020; Duration of Leave: 12 months; Reason: Medical*

The Board also approved the following Civil Service Changes in Status:

CIVIL SERVICE
CHANGES IN STATUS

MOORE, NICOLE- *Area of Employment: From: Bus Attendant Part-time Substitute To: Bus Attendant 10 months; Building Assignment: Transportation; Salary: \$25.50 hourly; Probationary Period: 26 weeks from Civil Service approval; Effective Date: 11/9/2020 pending Civil Service approval*

ACHILLE, GLADYS- *Area of Employment: From: Bus Attendant Part-time Substitute To: Bus Attendant 10 months; Building Assignment: Transportation; Salary: \$25.50 hourly; Probationary Period: 26 weeks from Civil Service approval; Effective Date: 11/9/2020 pending Civil Service approval*

The Board further approved the following Civil Service Terminations:

CIVIL SERVICE
TERMINATIONS

INDERJIT, KEVIN - *Area of Employment: Maintainer; Building Assignment: District-wide; Effective Date: 10/4/2020; Service to District: 6 years, 1 month; Reason: Death*

PATTON, BENJAMIN - *Area of Employment: Cleaner Part-time Substitute; Building Assignment: District-wide; Effective Date: 2/5/2020; Service to District: None; Reason: No Service to District*

HYMAN MERICA - *Area of Employment: Teacher Aide Part-time Substitute; Building Assignment: District-wide; Effective Date: 10/1/2020; Service to District: 9 months; Reason: No Service to District*

The Board approved the following Civil Service Resignations:

CIVIL SERVICE
RESIGNATIONS

MOSIE, TERESA - *Area of Employment: Teacher Aide; Building Assignment: Covert Avenue School; Effective Date: 10/30/2020; Service to District: 16 years, 2 months; Reason: Personal*

RICKS, TIFFANI - *Area of Employment: Teacher Aide; Building Assignment: Clara H. Carlson School; Effective Date: 10/21/2020; Service to District: 3 years; Reason: Personal*

METZ, MAURA - *Area of Employment: Clerk Typist; Building Assignment: Dutch Broadway School; Effective Date: 11/13/2020; Service to District: 2 years, 11 months; Reason: Personal*

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Lastly, the Board approved the following Civil Service Retirements:

CIVIL SERVICE
RETIREMENTS

POLIZZI, DAVID - *Area of Employment:* Director of School Facilities & Operations; *Building Assignment:* Elmont Road; *Effective Date:* 4/24/2021; *Service to District:* 28 years

LEVIN, ANNE - *Area of Employment:* Senior Account Clerk; *Building Assignment:* Elmont Road; *Effective Date:* 10/30/2020; *Service to District:* 24 years, 1 month

LAMOTTA, MARIE - *Area of Employment:* Teacher Aide; *Building Assignment:* Covert Avenue School; *Effective Date:* 9/30/2020; *Service to District:* 13 years

CHIN, JACQUELINE - *Area of Employment:* Teacher Aide- Library; *Building Assignment:* Covert Avenue School; *Effective Date:* 10/12/2020; *Service to District:* 14 years, 1 month

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

Motion Carried Unanimously

Mr. Rosner congratulated three retirees. Ms. Anne Levin, Ms. Marie LaMotta, and Ms. Jacqueline Chin.

COMMITTEE ON SPECIAL EDUCATION

COMMITTEE ON
SPECIAL EDUCATION

On a motion by Mr. Maffea, seconded by Mr. Meikle, 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 and 504 Committee recommendations.

Motion Carried Unanimously

On a motion by Dr. Battle-Burkett, seconded by Dr. Cantara, the Board approved the following:

SECOND READING- POLICY AND REGULATION #3150

SECOND READING
POLICY #3150

The Board was presented for a second reading and approval:

Policy and Regulation #3150 Fixed Asset Inventory & Control Policy/Regulation

A copy of the policy and regulation above can be found in the backup pages listed in the Board Book of November 10, 2020.

FEDERAL FUNDS PROCEDURAL MANUAL

FEDERAL FUNDS
PROCEDURAL
MANUAL

The Board approved the Federal Funds Procedural Manual. A copy of the manual can be found under separate cover.

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

Motion Carried Unanimously

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FIRST READING- POLICY #3830, #2200, #1300

FIRST READING
POLICY
3830
#2200
#1300

The Superintendent presented for a first reading:

Policy # 3830 Student Data Privacy & Security Policy
Policy #2200 Code of Ethics Policy
Policy #1300 Equity, Inclusivity & Diversity in Education

A copy of the policies above can be found in the backup pages listed in the Board Book of November 10, 2020.

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 November 10, 2020.

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 November 10, 2020.

FAMILY AND MEDICAL LEAVE OF ABSENCE

FAMILY AND
MEDICAL LEAVE OF
ABSENCE

The following employee is on a leave of absence under the Family and Medical Leave Act:

<u>Name</u>	<u>Position</u>	<u>Duration of Leave</u>
Jessica McConnell	Elementary Teacher	6 weeks

SCHEDULE OF DISBURSEMENTS AND WARRANTS

SCHEDULE OF
DISBURSEMENTS AND
WARRANTS

On a motion by Mr. Maffea, seconded by Mr. Meikle, the Board approved the backup booklet entitled "Schedule of Disbursements and Warrants # 10-12; 6-7; 5-6; 3-4; and 10-13;" which is filed in the "bulky" document file.

Motion Carried Unanimously

TREASURER'S REPORT

TREASURER'S
REPORT

On a motion by Mr. Maffea, seconded by Dr. Battle-Burkett, 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 September 30, 2020.

Motion Carried Unanimously

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On a motion by Dr. Cantara, 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 November 10, 2020.

CHANGE DEDUCT ORDER G4

**CHANGE DEDUCT
ORDER G4**

The Board approved the deduct change order G4 with Barbato Landscaping for Flagpole Work at the Covert Avenue School, Project #3021 in the amount of \$3,000.00. This change has been agreed to by the architect, contractor project manager and Director of Facilities. See backup pages in the Board Book of November 10, 2020.

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**

Monthly Revenue Status Report – for the period ending September 30, 2020 appear in the backup pages of the Board Book of November 10, 2020.

**MONTHLY REVENUE
STATUS REPORT**

Schedule(s) of Receivables – as of September 30, 2020 appear in the backup pages of the Board Book of November 10, 2020.

**SCHEDULE OF
RECEIVABLES**

Monthly Appropriation Status Report- General, Capital and Special Aid Appropriation Status Reports for the period ending September 30, 2020 appear in the backup pages of the Board Book of November 10, 2020.

**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 September 30, 2020 appear in the backup pages of the Board Book of November 10, 2020.

**VARIOUS FUND TRIAL
BALANCES**

Cash Flow Statements- General Fund and Special Aid Fund Cash Flow statements as of September 30, 2020 and Cash Flow Projections as of October 31, 2020 for the fiscal year appear in the backup pages of the Board Book of November 10, 2020.

**CASH FLOW
STATEMENTS**

General Fund – Fund Balance Estimate- General Fund Balance for the period ending October 31, 2020, appear in the backup pages of the Board Book of November 10, 2020.

**GENERAL FUND-
FUND BALANCE
ESTIMATE**

Collateral Analysis- Bank collateral balances for period ending September 30, 2020 appear in the backup pages of the Board Book of November 10, 2020.

**COLLATERAL
ANALYSIS**

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CUSTODIAL/TRANSPORTATION OVERTIME

CUSTODIAL/
TRANSPORTATION
OVERTIME

Cust./Trans. Overtime – October 2020	\$ 5,358.93
Overtime paid Year to Date	\$ 27,114.26
Cust./Trans. Overtime – July, 2019 - June, 2020	\$ 137,989.29

VANDALISM TALLIES FOR OCTOBER 2020

VANDALISM TALLIES
FOR OCTOBER 2020

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. Rosner completed the Report of the Superintendent.

Mr. Rosner thanked the Board of Education for their support. He also thanked the PTAs for their support during this difficult time.

Mr. Rosner further thanked the teachers and staff. They are doing a great job. It is a pleasure to come into your buildings and watch our children learn. This is the best School District on Long Island because of the people who work here and the supportive community. Thank you for all the work you are doing. We will get through this together.

Mr. Rosner stated that this month we usually honor our Veterans. Unfortunately, we are unable to honor them in person due to the time we live in. He acknowledged the Veterans from Post 1033. We will have our Thanksgiving drive. He thanked all the Veterans and stated that the Veterans in Elmont continue to serve our community and our country. God bless our Veterans!

Mr. Rosner played a video featuring the students from each school building, thanking the Veterans for all they sacrificed, for keeping us safe and for the freedoms we now enjoy.

Mr. Rosner congratulated all the schools for the hard work that went into planning this video and teaching our children what the Veterans sacrificed to give us our freedom.

Mr. Jaime congratulated the students on this phenomenal tribute to all our Veterans. We thank you and we thank your families for what you gave up for us. He stated that our Veterans continue to care about us.

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Mr. Jaime congratulated the retirees on their retirement and the teachers who received tenure this evening. We wish you continued success in the Elmont School District educating our children.

Mr. Jaime also thanked the Islanders for their generosity. During the pandemic, the disparities and inequities became apparent. Remote learning was not feasible for every student. Many students did not participate due to the lack of wi-fi or lack of reliable wi-fi. Through the generosity of the Islanders, we can provide reliable wi-fi for every student. All students will have the basics to be able to participate. Mr. Jaime thanked Tania Lawes, community engagement manager, who notified us that the funds were available and helped secure the funds.

Last, but not least, Mr. Jaime thanked the Veterans here on our own soil and across the world.

COMMITTEE REPORTS AND INFORMATIONAL ITEMS: None

COMMITTEE REPORTS
AND INFORMATIONAL
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

NEXT MEETING:

NEXT MEETING

Mr. Jaime announced that the next Board of Education Meeting will be Tuesday, December 1, 2020, remotely @ 7:30 PM. If you have any questions for the Board or for the Superintendent, email the Superintendent or District Clerk or call the District Office.

Wishing you a healthy, happy, safe, socially distanced Thanksgiving. Please follow the guidelines to keep everyone safe. Continue to be vigilant so we can safely keep schools open.

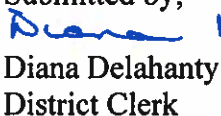
ADJOURNMENT:

ADJOURNMENT

On a motion by Dr. Battle-Burkett, seconded by Mr. Meikle, the Board adjourned Public Session at 8:43 PM to reconvene in Executive Session.

Motion Carried Unanimously

December 8, 2020
Date Approved

Submitted by,

Diana Delahanty
District Clerk

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EXECUTIVE SESSION:

EXECUTIVE SESSION

On a motion by Dr. Battle-Burkett, seconded by Mr. Meikle, the Board reconvened in Executive Session to discuss particular personnel matters and matters within the attorney-client relationship, at 8:43 PM.

Motion Carried Unanimously

ADJOURNMENT AFTER EXECUTIVE SESSION:

ADJOURNMENT

On a motion by Mr. Maffea, seconded by Mr. Emeagwali, the Board adjourned Public Session at 10:25 PM.

Motion Carried Unanimously

Submitted by,



December 8, 2020
Date Approved

Diana Delahanty
District Clerk