

Board of Education Regular Meeting
Glen Cove City School District
High School- Auditorium
Wednesday, April 11, 2018
Executive Session – 6:15 pm
Regular Meeting – Board of Education to Convene
Streamed live at glencove.k12.ny.us

Members Present: Ms. Amy Franklin, Ms. Maria Venuto, Ms. Gail Nedbor-Gross, Mr. David Huggins, Mr. Alexander Juarez, Ms. Monica Alexandris-Miller

Absent: Mr. Robert Field

Also Present: Dr. Maria Rianna, Dr. Michael Israel, Ms. Victoria Galante

Attendees: About 39 members in the audience

On motion by Trustee Alexandris-Miller, seconded by Trustee Field, the Board unanimously (4/0) entered into executive session at 6:20 pm (Trustee Nedbor-Gross arrived at 6:26 pm; Trustee Huggins arrived at 6:29 pm and Trustee Venuto arrived at 6:20 pm). On a motion by Trustee Venuto seconded by Trustee Huggins the Board unanimously (7/0) adjourned executive session at 7:30 pm.

Executive Session

The meeting was called to order by the Board President, Pledge of Allegiance, and a moment of silence for our troops. Roll call was taken, as noted above at 7:36 pm.

Roll Call:
Call to Order

Trustee Huggins joined the public meeting at 7:40 pm.

Approval of Minutes of the Board of Education Meeting - Presented by District Clerk -
Deferred to next meeting.

Deferred:
Minutes of BOE

Committee Reports: Deferred to next meeting.

Superintendent's Report:

2018-2019 Budget Presentation: Ms. Victoria Galante did an overview power point presentation on the upcoming budget. Handouts of the presentation were made available to all in attendance. Questions were addressed.

Calendar:

April 11	Wednesday	BOE Regular Meeting Executive Session – 6:15 pm Regular Meeting to Reconvene – 7:30 pm - High School
12	Thursday	Bond Committee – 3:45 pm (Gribbin/Connolly/Landing) PTA Council Meeting – HS Cafeteria – 7 pm
13	Friday	
16	Monday	International Night – HS – 6 pm
17	Tuesday	BOE Regular Meeting Executive Session – 6:15 pm Regular Meeting to Reconvene – 7:30 pm - High School
18	Wednesday	
19	Thursday	
20	Friday	
23	Monday	
24	Tuesday	
25	Wednesday	
26	Thursday	HS/MS Joint PTA/PTAS Meeting @ HS 7:30 pm
27	Friday	Middle School Play
28/29	Sat/Sun	Middle School Play
30	Monday	BOE Educational Meeting High School TV Studio 7 pm - Music/Art
May 1	Tuesday	
2	Wednesday	Budget Hearing BOE Regular Meeting

		Executive Session – 6:15 pm Regular Meeting to Reconvene – 7:30 pm - High School Audit Committee Meeting – 5:30 pm
3	Thursday	Connolly PTA Meeting – 7 pm
4	Friday	
7	Monday	
8	Tuesday	
9	Wednesday	BOE Regular Meeting Executive Session – 6:15 pm Regular Meeting to Reconvene – 7:30 pm - High School
10	Thursday	
11	Friday	

Public Participation

No topics were presented during the public participation section on agenda items only.

Instructional Report

On the Recommendation of the Superintendent of Schools made by the Assistant Superintendent of Curriculum and Instruction, a motion was made by Trustee Huggins, seconded by Trustee Venuto, the Board unanimously (6/0) moved to approve the following:

Approval:
Committee on Special Education & Pre-School Special Education

Committee on Special Education

RESOLVED, that on the recommendation of the Superintendent of Schools, the Board of Education approves the recommendations of the Committee on Special Education for Initial Placement Programs/Services for cases filed in the office of special education from meetings and approves the authorization of funds to implement the special education programs and services.

Committee on Pre-School Special Education

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the recommendations of the Committee on Preschool Special Education for Initial Placement Programs/Services for cases from meetings filed in the office of special education and approves the authorization of funds to implement the special education programs and services.

Business Affairs - Operations

On the Recommendation of the Superintendent of Schools made by the Assistant Superintendent of Business, a motion was made by Trustee Huggins, seconded by Trustee Alexandris-Miller, the Board unanimously (6/0), moved to approve the following:

Transfer(s)

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the following transfer(s):

Approval:
Transfer

Amount	From	Description	To	Description
\$75,000	A9060 800 01	Hospital Medical Insurance	A9060 800 02	Medicare Refunds

*To fund Medicare refunds budget line to cover Medicare refund payments

Amount	From	Description	To	Description
\$30,000	A2011 161	TA Salaries	A9040 800	Workers Comp Claims

*To fund workers compensation claims budget line for a claim and monthly payments

Amount	From	Description	To	Description
\$17,763.60	A2630 466 25	Computer Repairs – DW	A2630 490	BOCES Services
\$12,338.82	A2630 466 25	Computer Repairs – DW	A2630 490	BOCES Services

*To transfer funds for computer repair budget line to BOCES services IT – for chrome book lease year 1 and chrome book cases.

Contract - Medicaid

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the agreement with Sivic Solutions Group, LLC with regard to Medicaid as outlined on the attached agreement and authorizes the Board President to sign such upon approval.

Approval:
Contract - Medicaid

PERSONNEL – Certified

On the Recommendation of the Superintendent of Schools made by the Superintendent of Schools, on a motion by Trustee Huggins, seconded by Trustee Alexandris-Miller, the

Board unanimously (6/0) moved to approve the following certified matters:

Appointment of Temporary Advisor (High School)

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as a Temporary Advisor for the purpose of investigating alternative scheduling options and staffing needs at the high school, effective on or around April 12, 2018 through on or around June 30, 2018. (salary - \$500/day; not to exceed 15 days)

Approval: of
Roseann
Cirnigliaro -
Temporary
High School
Advisor

Cirnigliaro, Roseann

Appointment of Per Diem Substitute Teachers

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named persons be appointed as per diem Substitute Teachers for the Glen Cove City School District effective the 2017-2018 school year, at the Board approved rate of \$108 per day, as specified below.

Approval: of
Katherine
Boehm,
Julia
Cagney,
Casey
Colangelo,
Jake
Freitag -
Per Diem
Substitute
Teachers

Boehm, Katherine
Cagney, Julia
Colangelo, Casey
Freitag, Jake

Appointment of Part-Time Teaching Assistant

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as a part-time Teaching Assistant for the Glen Cove City School District as specified below. (salary as per contract)

Approval: of
Cigdem
Puzantyan -
Part-Time
Teaching
Assistant

Name	Position	Hours	Effective
Puzantyan, Cigdem	1:1 TA (Connolly)	29.5 hrs./wk.	4/11/18-6/22/18

Appointment of Driver Education Teachers (2018-2019)

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named persons be appointed as Driver Education Teachers for the Glen Cove City School District effective the 2018-2019 school year as specified below. (salary as per contract)

Approval: of
Richard
Bullis,
Anthony
Oddo -
Drivers
Education
Teachers

Bullis, Richard
Oddo, Anthony

Increase in Assignment (Teaching Assistant)

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person has an increase in hours as specified below. (salary as per contract)

Approval:
Increase in
Assignment
of Heather
Cullen

Name	Assignment/School	From	To	Effective
Cullen, Heather	Kindergarten TA (Deasy)	23 hrs./wk.	29.5 hrs./wk.	4/9/18

Comments

Ms. Cullen's hours are being increased in order to provide compliance coverage.

PERSONNEL – Classified

On the Recommendation of the Superintendent of Schools made by the Superintendent of Schools, on a motion by Trustee Huggins, seconded by Trustee Venuto, the Board unanimously (6/0) moved to approve the following classified matters:

Appointment of School Monitors

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named persons be appointed as School Monitors for the Glen Cove City School District as specified below. (salary as per contract)

Approval: of
Danita
Burton,
Maria
Capobianco -
School
Monitors

Name	Position/Level/School	Hours	Effective
Burton, Danita	1:1 Monitor/A/Middle School	15.75 hrs./wk. (max)	4/9/18-6/01/18
Capobianco, Maria	Lunch Monitor/C/Connolly	10 hrs./wk.	4/9/18-6/22/18

Comments

Ms. Burton is being assigned as a 1:1 monitor for a middle school student after school during track practices and meets.

Ms. Capobianco is replacing Ms. Tobierre-Desir who resigned.

Appointment of Substitute Cleaners

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named persons be appointed as Substitute Cleaners for the Glen Cove School District effective the 2017-2018 school year as specified below. (salary - \$11.00/hr.)

Approval: of
Peter
Solomito,
Joseph
Tockman -

Solomito, Peter*
Tockman, Joseph

Substitute
Cleaners

**pending letter of good conduct*

Appointment of Substitute Food Service Helper

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as a Substitute Food Service Helper for the Glen Cove School District effective the 2017-2018 school year as specified below. (salary - \$11.00/hr.)

Approval: of
Patricia Rossetti –
Substitute
Food Service
Helper

Rossetti, Patricia

Additional Hours of Employment (Monitors)

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that additional hours of employment for the following named persons be approved as specified below. (salary as per contract)

Approval:
Additional
Hours of
Employment
of Melissa Czerniawski
Mercedes Matos,
Amanda Morrison,
Gina Morrocu,
Martha Ruiz Reyes,
Mozelle White –
Monitors

Name	Position/School	Effective
Czerniawski, Melissa	Lunch Monitor (Landing)	4/12/18 & 4/13/18; 5/1/18 & 5/2/18 (8 hours)
Matos, Mercedes	Lunch Monitor (Landing)	4/12/18 & 4/13/18; 5/1/18 & 5/2/18 (8 hours)
Morrison, Amanda	Lunch Monitor (Landing)	4/12/18 & 4/13/18; 5/1/18 & 5/2/18 (8 hours)
Morrocu, Gina	Lunch Monitor (Landing)	4/12/18 & 4/13/18; 5/1/18 & 5/2/18 (8 hours)
Ruiz Reyes, Martha	Lunch Monitor (Landing)	4/12/18 & 4/13/18; 5/1/18 & 5/2/18 (8 hours)
White, Mozelle	Lunch Monitor (Landing)	4/12/18 & 4/13/18; 5/1/18 & 5/2/18 (8 hours)

Comments

The additional hours will be utilized to monitor the hallways and bathroom visits during New York State testing.

Resignation

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the resignation of the following named person be approved as specified below.

Acceptance:
Resignation of
Franklyn Mickens

Name	Title	Building	Effective
Mickens, Franklyn	Security Guard	High School	3/28/18 (end of day)

New Business

- *Trustee Juarez* do we have to do a meet the candidate's night? Has the bond committee gone to the middle school yet? If you can look at the upper school gym at the middle school because it's slippery. Did you receive a message that all the padded on the side walls of the gym were lifting?
- *Trustee Huggins* stated that it was mentioned to the architects that the upper gym floor at the middle school needs to be replaced.
- *Trustee Venuto* mentioned that it was observed during their meeting yesterday and some of the committee members were familiar with the problems the way the gym was designed. What is administration doing for students that are opting out?
- *Trustee Juarez* questioned if a student arrives during 4th period are you marked absent of late?

Unfinished Business

- *Trustee Nedbor-Gross* is the board brochure out? Is there nurse coverage at the elementary schools due to nursing shortage?
- *Trustee Huggins* thanked the teachers in the audience for showing up in solidarity for their contract.

Dr. Rianna acknowledged JP (a new student in the district), a high school student that has been live streaming the board of education meetings. She mentioned that he has gone above and beyond going to different events. A round of applause in acknowledging JP for his dedication.

Public Participation

The following topics were presented during the public participation section on non-agenda or any other items.

- My name is Seth Constantino, I've been a teacher here for about 20 years as well as a student so I've been in the district for about 33 years. A majority of the membership last year voted for a .5% increase in good faith to benefit the district with the APPR regulations. What we're asking for is very reasonable and the offer we received is insulting. About half the membership is frozen so it actually comes out to a decrease year over year except for the half percent that was agreed upon in

good faith. There's never been a time where I myself haven't had to wait for a contract in the 20 years I've been here. Why is it always assumed that we have to wait for a contract? I can tell you it doesn't happen in other districts. If you want to change the culture you can start with that. It's a little too late this year.

Everyone talks about 2008 that was 10 years ago. Thank you.

➤ Good evening my name is Brian Smith and I've been here 12 years. I'm a science teacher in the high school and the soccer coach. I have a quick statement and a question for reflection. I believe that all parties involved want a fair settlement and expediently as possible. It's been nearly a full year since the last contract expired. The moral of the dedicated GCTA staff unfortunately is low because of the perceived lack of trust and respect. Historically we go 1 to multiple years before new contracts get settled and we'd like to know why? We all wish to work together for the students and community and remain dedicated to the continued enriching academic extra-curricular experience. I understand that people get sick and the weather can certainly rearrange the schedule, why hasn't continued progress in contract negotiations been a priority? Thank you.

➤ Good evening my name is Allison Butler, I'm an English teacher in the high school and this is my 19th year working here. Beyond understanding literature and the mechanics of writing I teach my students to find their voice and speak out and take action against injustice. That is why I'm here at this mic tonight refusing to negotiate a fair contract is an injustice. This is my 19th year here teaching in Glen Cove high school. I have morphed into a professional in this building and have owned my craft to mastery. I'm proud of what I do and teaching English is just the surface of it. I mold young minds into critical thinking adults to do whatever's right in every instance. Your children, our children, the future of our country. Refusing to negotiate a fair contract is an injustice. It's not our fault that this profession crams 12 months of work into a 10 months calendar. Should we be penalized for that? We are diligent, hardworking, professionals. When you're a teacher your life becomes your classroom. There is no fine light end to the school day, I work all day into the night grading essays, exams, projects, homework assignments and I wake up early the next morning to do more of the same. I develop interesting, relevant connections to the world we live in. My curriculum is ever evolving to meet the needs of my students. Our department prepares students for the English regents exam which has an 86% passing rate in this district. Refusing to negotiate a fair contract is an injustice. By not giving us a fair contract you're indirectly hurting your own children, your community and your wallet. You're being short sighted, penny wise and dollar foolish. Who would want to move to a community on the north shore of Long Island that doesn't value education surrounded by others that do? No professionals that I know of, that's for certain. You must be aware of the long term repercussions this message has. Refusing to negotiate a fair contract is an injustice. Our district, doesn't place in a top school ranking for several reasons, none of which is the ability or the professionalism of our teaching staff. Glen Cove is a city after all. We are urban educators with grace and dignity we deal with poverty and its negative effect on learning. The issues and the under severed transient immigrant population and some rather difficult students. Make no mistake about it, our students can be challenging. How do we manage to face all of this without the respect and support of this community? Refusing to negotiate a fair contract is an injustice. The greatest educational investment a school district can make is recruiting and retaining exceptionally, qualified, dedicated, highly professional teachers. This is a quote from a study: teacher Braun has consistently identified as the most important school based factor in student achievement. Teachers are the most important tool and have the greatest impact in a child's success. A teacher of this caliber is more valuable than any other factor on which a school district spends its money on. We are that caliber. See that and offer us a fair and reasonable contract. Refusing to negotiate a fair contract is an injustice. The next negotiation date is set for May 30th that is just insulting and unacceptable. Please do the right thing and end this fiasco before the start of another school year. I want nothing more than to burn this t-shirt. Thank you.

➤ Good evening ladies and gentlemen, Dr. Rianna, Dr. Israel, Ms. Galante, members of the public. My name is Matthew Rottino. I'm a high school English teacher, a parent of two children here in Glen Cove school district, a resident and community member. I've been here for 16 years. I've been servicing the Glen Cove Teacher's

Association for the past several years and have been a legislative lobbying representative. In that role I've sat down with Senator Carl Marcellino, Assemblyman Levine on numerous occasions along with colleagues from neighboring communities we have continually requested additional funds for our public schools in the form of additional state aid. I've been trying for the last six years now to press our legislators to rescind or amend the 2% tax cap law which limits the year over year increase tax levy local government and school district can implement. All of our efforts in this matter have come to no avail. NY State did not change the tax cap law, at least not this year. The reason I raise this issue is to let you know that your faculty employees are well aware of the financial difficulties that the district has been having in raising the necessary money to properly fund the education program in Glen Cove. The proposed budgets in the district have by far this year and the last several years been under the cap. We understand the risk involved at attempting to pierce the cap and why the district has chosen to stay under the cap. So we know that properly funding the district program is a major issue. A neutral observer might ask, well if they know that why are these teachers demanding the district to settle on a new contract? We are here seeking respect. We're not asking for absorbent raises. We know the days of 3 1/2 raises ended many years ago. We're only seeking to keep our heads above water. According to the US Bureau of Labors statistics the current inflation rate has increased by 2.4% in March of 2018 compared to March of 2017. Housing has increased by 3.3% and as many friends and family who are seeking rentals locally know rents have risen sharply in the past several years as has the price of real estate. Many of your employees here are actually receiving fewer dollars in their paychecks after the cost of health insurance premiums which rises every year well above the inflation rate are deducted. Yet despite these pressures our negotiating team has requested a rather low yet reasonable salary increase. In line or less that the current inflation rates and within the tax cap limits. The representatives that you have sent to our negotiation meetings have represented demands that they know are unacceptable. We know you have little to give. There's a disconnect in what's demanded and what's possible. Therefore the negotiation talks stall and no progress is made. But those of us that have been here for the last two contract settlements have seen this movie before. Here's the script: stalled talks, no real movement for 2 or more years, finally the district offers is a contract. The only caveat is the district offers zero % increases in the new contract for the first 2 years in the past since negotiations have begun. Excuse me but this tiresome negotiating ploy used by the attorneys representing school districts all over long island is no longer acceptable in the age of the tax cap. We know you don't have much to give. Intentionally the lame process is offering nothing for those years is insulting and disrespectful. We model respect in our classrooms to the youngsters of this community, we communicate with respect to the parents of this community, we teach kids to respect themselves and others and now we demand respect from our employer. We respectfully request that you settle this contract. Thank you.


- Good evening, Debra Manzione representing the Glen Cove Nurses Association. It's a month since I've spoken with you folks and I'd like to bring you up to date and add some clarity to your issues. We're still down 2 positions and we have no hope in sight. Today I spoke with our lead nurse who received yet another email, yet another phone call from someone declining respectfully but unable to take a position here because they can't live on \$34,000. We're getting very busy. May and June are the times of trips. In my building I do EKG's to the 8th graders moving up to 9th grade. We are the only school district that requires an EKG. How am I going to do this when a colleague or myself calls in sick? Two weeks ago my colleague at Deasy school had the flu. The agency called unable to find a nurse so guess who was the nurse? Me. I ran between Deasy school and the middle school, not without help. Mrs. Arfman brought students over; the aides brought students over as did the secretaries. This is really not acceptable. We need staff. The problem is our salary is not a living wage. I listened here to what we're asking as far as a percentage. We're asking for more. People cannot live on \$34,500, we cannot. Try to pay a rent, try to put a bag of groceries together, it doesn't work. I got an email yesterday from a parent who's concerned about an upcoming trip and she wants to know if there's going to be a nurse their? I referred my email to my head nurse and my principal. Can I answer her because if I go on that trip who covers my building? Ladies and gentlemen you have to put money towards the

nurses. It is important. That agency, and there's one, other agencies are not finger printing the nurses so they can't work here. We have one agency, it's called Horizon Healthcare. Today I will also share with you that they called our lead nurse and cancelled 2 days so they won't cover tomorrow or Friday. So once again there's no nurse there. So let me ask you folks where do you think those children go when they have asthma, where do you think those children go when they have an emergency? You have to put money towards the nurses it is not. Thank you.

On a motion by Trustee Huggins, seconded by Trustee Field, the Board unanimously (7-0) moved to adjourn the public meeting at 9:07 pm. Next meeting scheduled for Wednesday, April 17, 2018, High School at 7:30 pm.

Motion:
Adjourn
Meeting

Respectfully submitted,
By Ida Johnson
District Clerk



Ida Johnson, District Clerk