

A REGULAR MEETING of the Board of Education of the West Babylon Union Free School District, of the Town of Babylon, Suffolk County, New York was held on Tuesday, September 8, 2015, in the Board Room of the Administration Building.

Those present: Trustees Lucy Campasano, Ray Downey, John Evola, Cathy Gismervik, Diane Klein (arrived at 5:45), Dennis Kranz, Jennifer Longo, Peter Scarlatos and Jennifer Wandasiewicz

Also present: Dr. Yiendhy Farrelly, Superintendent (left at 6:30 p.m.); Mrs. Christine Tona, Executive Director for Curriculum & Instruction; Mrs. Michele Psarakis, Executive Director for Finance and Operations; Mr. Shawn Hanley, Executive Director for Human Resources, Mr. William C. Morrell, Attorney; Mrs. Amy E. Jones, District Clerk; and residents

The President opened the meeting at 5:04 p.m. and led those present in the salute to the flag.

Trustee Wandasiewicz seconded by Trustee Gismervik made a motion to enter Executive Session for contract negotiations and personnel matters at 5:05 p.m.

The motion was **CARRIED** by all present

The public portion resumed at 7:04 p.m.

Trustee Gismervik seconded by Trustee Wandasiewicz made a motion to approve the minutes of the Regular Meeting of August 25, 2015 and the Special Meeting of Meeting of August 28, 2015.

The motion was **CARRIED** by all present

**Statement of the Superintendent and/or Board of Education:**

Mrs. Psarakis read the following for Dr. Farrelly who had to leave earlier this evening to attend a parent/teacher conference.

Welcome to a new school year! We had a great start and are looking forward to a wonderful 2015-2016 school year! Week one of security enhancements went well. Everyone is being reminded of our building visitor procedures. Signs have been posted at each building. As previously noted, Mr. Hanley will be overseeing the security department.

Mrs. Psarakis said that the administrators have begun to work on the 2016-2017 School Budget - Dr. Farrelly asked Mrs. Psarakis to please discuss the concerns relating to the property tax levy cap for 2016-2017 school budget. She said that currently the CPI is trending towards less than 1%. The district only has the first 7 months of data for the 2015 calendar year, which is what the average is based upon. Approximately the 19<sup>th</sup> of every month the previous month's CPI comes out. Mrs. Psarakis said she will keep the Board informed when the numbers come out and will make projections based on these numbers and what they will mean for the district's tax levy cap. However, right now, it appears to be less than 1%. It will be a challenging 2016-2017 school budget year.

**Statement of West Babylon Teachers Association:**

WBTA President Jo Poio read the following statement to the Board and Administrators:

How many wonderful doctors do you think would be rated effective if it were based on the results of a yearly blood test, never taking into account the diligence of patients taking their prescribed medication, following a restricted diet, genetics, lack of exercise, abuse of cigarettes and illegal substances, never even treated some patients etc. And in addition find out that this one time test was calculated using equipment that wasn't calibrated correctly. That would be ludicrous and unfair. This kind of rating would be unacceptable and discarded. Rightly so.

How many wonderful teachers would be rated effective if it were based on the results of a yearly test, never taking into account the physiological ability of students processing information, having excessive absences from school, playing video games until 1am, taking medication that affects concentration, seldom does homework, eats snacks instead of healthy food, doesn't speak English, is abused or neglected at home, is homeless and lives in a shelter or a car, never even having some students in their classes. And in addition find out that this one time test that was graded, contained many errors and ambiguity. This kind of rating is ludicrous and unfair. Yet, this kind of rating is acceptable and counts. Wrongly, so.

This is an excerpt from Governor Andrew Cuomo's speech on September 3rd, 2015, and I quote:

"We must have standards for New York's students, but those standards will only work if people — especially parents — have faith in them and their ability to educate their children. The current Common Core program does not do that. It must. The fact is that the current Common Core program in New York is not working and must be fixed."

I'd like to read some synonyms and their related terms for unfair: Prey — to harm someone who is weaker; Oppress — to treat people who are less powerful in an unfair and cruel way; Victimize — to treat someone in a deliberately unfair way; Wrong — to treat or judge someone in an unjust way.

Your teachers are once again, going to be rated based on tests that your governor declared as faulty. And to add salt to an already opened wound, increase the worth of these useless tests to 50%. Unfair, prey, oppress, victimize, wrong — all apply here. When will someone put a stop to this madness? Your teachers' morale is at an all-time low, and yet just like a Marine, they still give it all they have, to deliver their students as much of a quality education as they are permitted to give, while addressing many issues that will improve their well-being.

Board President Campasano said that the Board is aware of how difficult the challenges are that the teachers face and wants the teachers to know they are appreciated.

**Statement of West Babylon Administrators' Association:**

**None**

**Statement of CSEA Representative:**

**None**

**Statement of Student Association Representative:**

**None**

**Statement of PTA Council Representative:**

PTA Council President Daienna Edmonds welcomed all to the new school year. She said that the PTAs started their work in August with the well-being of the children as their first priority. She noted that there is a Council meeting tomorrow and thanked Board President Campasano for being the Board's representative at Council meetings. Mrs. Campasano will be back in time for Council's mum sale.

**STATEMENT OF RESIDENTS (Agenda Items)**

**None**

**Report of the Superintendent**

Mrs. Psarakis shared that the following phase one projects have been completed:

At JFK: Asphalt resurfacing of the parking lot and bus loop in front of the school as well as the driveway around the back of the building. A new concrete pad was installed for the in-ground fuel tank. New sidewalks, curbing, and ramps were installed throughout as well as new front entrance steps. In addition, new floor tiles were installed in the three kindergarten classrooms on the first floor and seven classrooms on the second floor.

At the JHS: New floor tiles were installed in the first floor corridors, two music rooms, cafeteria A, faculty cafeteria, and ten classrooms. Punch list items are scheduled to be completed within two weeks. The JHS crawl space steam pipes were replaced and insulated. Smaller branch lines still need insulation and tie-in to heating units. Estimated completion within one week and then punch list review with BBS.

The turf field construction is moving ahead as scheduled:

All the below turf items, such as drainage and footings for the goal posts, have been completed. Laser Industries will begin installing the turf carpet on Thursday, weather permitting. The final cost breakdown for phase one is not yet available. Mrs. Psarakis said she will provide the financial information to the board as soon as it is available. Moving forward, the VAT floor tile replacement at the JHS and JFK will carry over into the next phase. At the JHS, floor tiles in 18 second floor classrooms and the nurse's office will be replaced. At JFK, floor tiles in eight first floor classrooms and the nurse's office will be replaced. These items can be bid at any time with some work possibly completed over school breaks.

The following Phase 2 projects have been submitted to SED and are awaiting approval: JHS ceilings, lighting, HVAC, electrical switchgear, masonry repairs, toilet renovations and site work were submitted as one project and JHS exterior/interior door and door hardware replacement was submitted as a second project.

We will be submitting plans to the state education department for the remaining phase 2 approvals which include: At the SHS - new synthetic turf field and existing field reconstruction, girls and boys locker room renovations, bus loop and parking, sidewalks and exterior ramps, electrical switchgear, and gym floor replacement. At the JHS - casework replacement and reconstruction of the front canopy.

Tonight, we will need the Board to discuss the high school field configuration. Dr. Farrelly included information in News and Notes and in today's BOE folder. In news and notes and in the Board packet Dr. Farrelly included the HS drawing and cost associated sent by John Longo. We need the Board's authorization on the location of the fields and the installation of a new backstop and fencing as an add-alternate. Board President Campasano explained the options and discussed the reasons for moving the locations i.e.; better for security reasons as well as for safety during games. In addition, the community will be able to see the new field, and where the funds are being used better in the new location. Project adventure will also need to be moved, Mr. Howard is looking into the cost for that move. Mrs. Psarakis will inform the Board as soon as those figures are available. Board President Campasano said that this was discussed with Mr. Longo of BBS. The Board unanimously agreed to have the field moved to the Route 109 side of the field near administration.

JHS canopy is listed as a Phase 2 project. The architects have determined the canopy is structurally sound and therefore, they are recommending some modifications to the underside along with repairs to the 2nd floor art room at the floor and wall expansion joints. Given that the structure is sound, does the Board still want to pursue the replacement of this structure, or make some modifications? The budgeted cost is \$300,000. After some discussion the Board requested estimates and designs for both options before deciding.

Trustee Klein seconded by Trustee Gismervik made a motion to approve the **Consent Agenda and addenda #BE-8, #PE-2, and #FI-4**

Voting Yes: Trustees Campasano, Downey, Evola, Gismervik, Klein, Kranz, Longo and Wandasiewicz

Voting No: Trustee Scarlatos

The motion was **CARRIED**

**BOARD OF EDUCATION**

**#BE-1**

**RESOLVED:** that the West Babylon Board of Education approves the special education services agreement, with Lindenhurst Union Free School District, for the 2015-2016 school year.

**#BE-2**

**RESOLVED:** that the West Babylon Board of Education approves the service agreement, with Mill Neck Manor School for the Deaf, for the 2015-2016 school year.

**#BE-3**

**RESOLVED:** that the West Babylon Board of Education authorizes the Board President and the Superintendent of Schools to sign an Employment Agreement with Mr. Thomas Colletti, Independent Lead Evaluator, for the period September 9, 2015 through June 30, 2016.

**#BE-4**

**RESOLVED:** that the West Babylon Board of Education authorizes the Board President to sign the Amended Licensing and Operating agreement, between the West Babylon Union Free School District and SCOPE, for the purpose of operating a Pre-School Program within the District. The agreement has been amended to specifically name the John F. Kennedy Elementary School and the Forest Avenue Elementary School as the locations for the program during the 2015-

2016 school year.

**#BE-5**

**RESOLVED:** that the West Babylon Board of Education approves the Settlement Agreement and Release, with a tenured teaching employee, made known to the Board of Education in executive session, and identified in such Settlement Agreement and Release, dated July 28, 2015.

**#BE-6**

**RESOLVED:** that the West Babylon Board of Education approves the Settlement Agreement and Release, with a tenured teaching employee, made known to the Board of Education in executive session, and identified in such Settlement Agreement and Release, dated September 8, 2015.

**#BE-7**

**RESOLVED:** that the West Babylon Board of Education approves the establishment of the District Health & Safety Committee. The co-chairs are Dr. Yiendhy Farrelly, Superintendent of Schools, Mr. Raymond Graziano, Director of Facilities III, and Mr. Joseph Mineo, Senior Safety Officer, Eastern Suffolk BOCES. The committee members meet four times a year and are responsible for overseeing district-wide health and safety matters.

**PERSONNEL**

**#PE-1**

**RESOLVED:** that the following schedules, as attached, are approved:

- 15-P-4 Professional Personnel
- 15-C-4 Civil Service Personnel

**SCHEDULE 15-P-4 Professional Personnel Schedule**

NAME	POSITION	SCHOOL/ AREA	STEP/ SALARY	BEG/END APPT.	COMMENTS
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**Pursuant to NYSED Regulations, Section 3012-c and/or 3012-d of the Education Law, all teaching and supervisory staff appointed on or after July 1, 2015 must receive three (3) annual APPR composite ratings of Effective or Highly Effective in at least three (3) of the preceding four (4) years and cannot have an APPR composite rating of Ineffective in the last year of his/her probationary appointment to be granted or considered for tenure. This applies to the following teacher:**

Mattson, Alexandra	Mathematics Tchr.	HS	Step A-5-1/ \$58,511. (prorate)	10/9/15, or earlier	Probationary Appt. [cert: Math 7-12]
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**Additional Section:**

Cody, Nora	Science (.1)	JH	\$4,875.90	2015 - 2016	
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**Elementary Clubs & Advisors:**

Cicogna, Deborah	Chorus Advisor		\$1,857.	2015 - 2016	
Saraceno, Christine	Chorus Asst.		\$928.50		
Meadows, Dana	Band Asst.		\$928.50		[repl. C. Saraceno]
Kelly, Barbara	Orchestra Asst.		\$928.50		[repl. C. Saraceno]

**Summer Work:**

Augustine, Janine	Scheduling		\$99.15/hr.	Summer, 2015	[add'l 6 hrs.]
Benvenuto, Charles	"		\$88.68/hr.		[add'l 6 hrs.]

**Coach:**

Crespi, Clark	JHS Head	Tennis (G)	\$4,170.	Fall, 2015	
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**Student Teacher/Observer:**

Henriques, Maria	Elementary	TA		Fall, 2015	
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**Per Diem Substitute:**

Flaherty, Lauren	DW Speech		\$279.77/day	2015 - 2016	[5+ consecutive days]
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**Per Diem Substitute:** DW \$90./day 2015 - 2016  
Cahill, Jessica

**SCHEDULE 15-C-4 Civil Service Personnel Schedule**

NAME	POSITION	SCHOOL/ AREA	STEP/ SALARY	BEG/END APPT.	COMMENTS
Hopkins, Zachariah	Custodial Wrkr. I	JH		8/31/15 -	Family Medical Leave
Graziano, Mary	Paraprofessional (special ed. aide)	JH		9/1/15 - 6/30/16	Leave of Absence
Rizos, Leslie	School Bus Driver	Trans.		9/1/15	Resignation
Hader, Stanislaw	School Bus Driver	Trans.		9/1/15	Resignation
Irfan, Peggy	Paraprofessional (special ed. aide)	TA		9/3/15	Resignation
Cox, Richard	Custodial Wrkr. I	HS		11/28/15	Resignation to Retire
Mecalianos, Peter	Custodial Wrkr. I	HS		9/4/15	Resignation from LOA [to remain in prob. post]
Pastore, Terri	Clerk Typist	HS	Step 5/ \$35,424. (prorate)	4/20/15	Prior Service Credit [experience verified]
Kilincarslan, Zuleyha	Food Service Wrkr. "B"	HS	Step 1/ \$11.72/hr.	9/9/15	Probationary Appt.
Zinser, Christine	Paraprofessional (special ed. aide)	TA	Step 1/ \$13.64/hr.	9/9/15	Probationary Appt.
Morales, Evelyn	Paraprofessional (special ed. aide)	TA	Step 1/ \$13.64/hr.	9/9/15	Probationary Appt.
*Sonnichsen, Michele	Paraprofessional (special ed. aide)	TA	Step 1/ \$13.64/hr.	9/9/15	Probationary Appt.
Bianco, Jennifer	Paraprofessional (special ed. aide)	TA	Step 1/ \$13.64/hr.	9/9/15	Probationary Appt.

**Per Diem Substitute:** DW \$16.75/hr. 2015 - 2016 Guard  
\*Meurlin, Thomas

**Per Diem Substitute:** DW \$10./hr. 2015 - 2016 Custodian  
Pasciuta, Amedeo

\*Emergency Conditional Appointment

**FINANCE**

#FI-1

**RESOLVED:** that the amount to be raised by tax levy, for the West Babylon Union Free School District, be fixed at the sum of \$68,221,216, for the 2015-2016 school year.

#FI-2

**RESOLVED:** that the amount to be raised by tax levy, for the West Babylon Public Library, be fixed at the sum of \$3,524,340, for the 2015-2016 school year as presented by Ms. Gail Pepa, Director, West Babylon Public Library.

**#FI-3**  
**RESOLVED:** that the West Babylon Board of Education acknowledges the 2015-2016 Assessed Valuation as received by the Town of Babylon, for the Senior Citizen Exemption as \$435,210 and the Clergy Exemption as \$8,180.

**FACILITIES**

**#FA-1**  
**RESOLVED:** that the West Babylon Board of Education gratefully accepts the following donation, from Ms. Sharon Naviloff, a West Babylon resident:

One (1) EZ UP canopy tent with "West Babylon Track" imprinted on it

The value of the donation is \$300.

**#FA-2**  
**RESOLVED:** that the West Babylon Board of Education gratefully accepts the following donation, from Dr. Vitagliano of West Islip:

Custom fit mouthpieces for all Varsity and Junior Varsity Football Players

The value of the donation is \$200 per mouthpiece.

**#FA-3**  
**RESOLVED:** that the West Babylon Board of Education gratefully accepts the following donation, from Posillico Inc., with the contribution from Able Equipment:

Two (2) Light Towers

These light towers will be provided for a two week period during which the Senior High School Marching Band will hold night practices on the High School field while our Junior High School field is under construction. The practices are in preparation for the band's performance at the 2015 *Newsday* Marching Band Festival and the district's Homecoming field show.

**ADDENDA:**  
**BOARD OF EDUCATION**

**#BE-8**  
**BE IT RESOLVED:** that the Board of Education of the West Babylon Union Free School District finds that there exists probable cause to bring a disciplinary proceeding against an employee, made known to the Board of Education during executive session, in the annexed Statement of Charges, dated September 8, 2015, upon the Charges set forth therein; and it is further

**RESOLVED:** that the penalty which will be imposed by the Board, if said employee does not request a hearing, or that will be sought by the Board of Education, if the employee is found guilty of the Charges after a hearing, is that of dismissal.

**PERSONNEL:**

**#PE-2**  
**RESOLVED:** that the attached personnel schedule is approved:

15-P-4A(a) Professional Personnel

**SCHEDULE 15-P-4A Professional Personnel Schedule**

**ADDENDUM (a)**

NAME	POSITION	SCHOOL/ AREA	STEP/ SALARY	BEG/END APPT.	COMMENTS
<b>Coaches:</b>					Fall, 2015
*Goebel, Alexa	JHS Head	Field Hockey	\$4,170.		
Klein, Brendan	JHS Head	Cross Country (B&G)	\$4,170.		[pending concussion cert.]
Merlino, Michelle	JV Head	Cheerleading	\$4,170.		[resignation]
Mattson, Alexandra	JV Head	Cheerleading	\$4,170.		[repl. M. Merlino, pending concussion cert.]

**FINANCE**

**#FI-4**  
**WHEREAS:** St. John's Cemetery located at Suffolk County Tax Map No: 100-101-1-2, a real property tax exempt religious cemetery, has leased forty (40) (+)(-) acres to SL Babylon, LLC for the construction of a ten MW photovoltaic electric generation system (Solar System); and

**WHEREAS:** SL Babylon is a New York for-profit limited liability company; and

**WHEREAS:** St. John's Cemetery is seeking a determination from the Town of Babylon that the solar site portion forty five (45 acres) of St. John's Cemetery is entitled to a full real property tax exemption and the consent of the Town of Babylon that the remaining sixty nine (69) acres of St. John's Cemetery is entitled to continue to be exempt from real estate taxes for religious use; and

**WHEREAS:** the aforesaid property is located within the West Babylon Union Free School District; and

**IT IS HEREBY RESOLVED:** that the District convey to the Town of Babylon, its Assessor and the attorneys for the cemetery that the West Babylon Union Free School District will request and require that the full property tax exemption be denied as to the forty five (45) acre portion leased to SL Babylon, a New York "for profit" corporation and that as a condition of occupancy and construction by the corporation, the property owner and the corporation enter into a contract for payment in lieu of taxes (PILOT); and

**IT IS FURTHER RESOLVED:** that the attorney for the district obtain a copy of any and all documents filed by the corporation and/or the cemetery to create the solar energy system.

**Policy**

The following policies were reviewed by the Board and remain unchanged:

- File: 2160, and 2160 E1 & E2** School Board Officer and Employee Code of Ethics
- File: 5150** Admissions

The following policies were on the agenda for first time reading:

- File: 1000** Community Relations Goals
- File: 1800** Donations Gifts and Grants to the District

Trustee Wandasiewicz seconded by Trustee Scarlatos made a motion to waive reading the policies and move them to Second Time Discussion

The motion was **CARRIED** by all present

The following policies were on the agenda for second time discussion

- File: 0110** Sexual Harassment
- File: 6741** Contracting for Professional Services
- File: 9645** Disclosure of Wrongful Conduct

Trustee Wandasiewicz seconded by Trustee Scarlatos made a motion to move the policies to third Time adoption

The motion was **CARRIED** by all present

**File: 0320** Evaluation of the Superintendent (Third Time Adoption)

Trustee Scarlatos seconded by Trustee Wandasiewicz made a motion to adopt the policy

The motion was **CARRIED** by all present

**OLD BUSINESS/NEW BUSINESS:**

In a summer News and Notes, Dr. Farrelly provided the Board information regarding the wellness policy and cupcakes. Specifically, we shared with the Board that Mrs. Tona & Mrs. Frabrizio were in contact with Suffolk County. We were informed that Suffolk County does not have jurisdiction on what happens in classrooms and schools; therefore, we could amend our policy. However, with concerns regarding hygiene and food allergies, Dr. Farrelly recommends that our district policy remain as is. After some discussion Trustees Campasano, Downey, Gismervik, Klein, Kranz, Longo and Wandasiewicz agreed to accept the recommendation of the Superintendent. Trustees Evola and Scarlatos were opposed.

In the event the Board gets asked any questions about modifications to the elementary music program, Dr. Farrelly asked Mrs. Tona to provide an update. Mrs. Tona explained that the 5<sup>th</sup> grade music teachers were concerned that they might not be able to effectively teach their curriculum because they were busy preparing for their concerts. She said that in order to address this concern the district is adding a stipend for an elementary chorus advisor. The advisor will meet with interested students from all five elementary buildings in the same format that is done by the elementary band and orchestra use. The interested students will meet weekly with the chorus advisor and at the May 4, 2016 concert there will be a district-wide 5<sup>th</sup> grade band, orchestra, and chorus. Children will be taken by bus to practice band, orchestra and chorus after school at JFK. In response to Board President Campasano's question, Mrs. Tona said that Ms. Cicogna is interested in taking the position. There will also be assistants this year. Mrs. Meadows, will be the band assistant with Ms. Couture as the director; Mrs. Kelly from the High School will be the orchestra assistant for Mr. Uhl; one of our substitute teachers from last year will assist Ms. Cicogna with chorus. The money is all within the extra-curricular funds. Trustee Scarlatos said that it is good that the buses will be provided for these students however, football team members are still walking home after the games. After some discussion, the Board agreed that this should be addressed. Ms. Tona said that this will be brought back to Dr. Farrelly to discuss.

September 8, 2015

'15-50

Trustee Wandasiewicz asked that whoever is responsible for the updating of the district website please do so. Mrs. Tona said that she will send an email to the buildings' principals making the request.

**Statement of Residents:**

Resident Robert Lucchese that he has an emergency restoration business and asked who makes the decision about hiring restorers, and what does his company need to do to be selected for a restoration job in the district? Mrs. Psarakis said that as she explained when she met with him, the last decision, when administration flooded, was hers and she was given, by the district's insurance carrier, the name of the last company that was used and because the district was happy with their work, they were selected. The trustees and administrators suggested that Mr. Lucchese bid on other work, perhaps abatements, through the capital project to develop a working relationship. Board President Campasano acknowledged that Mr. Lucchese has been very good to the students in West Babylon.

Resident Daienna Edmonds asked who parents can contact to have sidewalks installed in the district. She said it is dangerous especially now with the field under construction. Board President Campasano said that she believes this would be a matter for the Town of Babylon. Mrs. Tona said that residents can contact the town. Also, she received a phone call last year regarding the safe routes to school grant who wanted the phone number of someone who lives on Platt Avenue. Mrs. Tona referred the caller to the town. She said this may be an indication that the state is moving forward on the sidewalks. She said she did reach out to Dr. Palma, former Assistant Superintendent, and he said that it was also his understanding that this falls under the town's responsibility. Mrs. Tona said she has not heard anything more since then, and she can call the town for a possible update. She suggested that residents should also call the town.

Trustee Kranz seconded by Trustee Evola made a motion to adjourn at 7:42 p.m.

The motion was **CARRIED** by all present

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District Clerk