

**BETHPAGE UNION FREE SCHOOL DISTRICT**  
**Bethpage, New York**  
**BOARD OF EDUCATION**  
**Code of Conduct Hearing Followed by Regular Meeting**  
**August 29, 2006 – 7:30 p.m. – Administration Building - Boardroom**

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Mr. Kelly called the meeting to order at approximately 7:30 p.m. and led everyone in the Pledge of Allegiance.

*Present:* Messrs. Michael Kelly, Tom Frost, Joel Dauman, Louis Orfan, Kurt Spears, Hugh Walker, and Mrs. Sandra Watson.

*Also Present:* Dr. Richard Marsh, Superintendent; Mr. Terrence Clark, Assistant Superintendent for Instruction & Technology; Ms. Caroline Lavelle, Assistant Superintendent for Human Resources; Dr. Deborah King, Director of Pupil Personnel Services; Ms. Kim Parahus, Director of Facilities and Operations; Laura Granelli, Esq., of Jaspas Schlessinger Hoffman LLP; Mr. John A. Grillo, Architect; and Messrs. Paul Adamo and Robert Caliendo of School Construction Consultants.

Approximately six members of the public were present.

The meeting began with an update on the building project by Ms. Parahus and Messrs. Grillo, Adamo, and Caliendo. Mr. Grillo reported on the work done thus far in the High School Auditorium. Bathrooms are 95% complete and boilers should be on line either the last week of September or the first week of October. High School bleachers are scheduled to be installed the third week in October; elementary playgrounds have been demolished, in anticipation of installation of new equipment. Dr. Marsh noted that next year elementary summer school will be held at JFK, so that CBS bathrooms can be renovated. He also stated that the High School track has been resurfaced and relined.

***APPROVAL OF MINUTES***

**MOTION** by Mrs. Watson, seconded by Mr. Dauman, that the Board of Education approve the minutes of the Special Meeting held on August 8, 2006.

All aye. Motion carried (7-0).

***OPPORTUNITY FOR THE PUBLIC TO BE HEARD ON AGENDA ITEMS:*** None.

***CODE OF CONDUCT HEARING***

Dr. Marsh indicated that, as in prior years, principals and administrators were asked for comments/suggestions concerning the District's Code of Conduct Policy No. 7310. These changes had been incorporated into the revised policy, which was available for public review. Mr. Kelly inquired whether the public had any questions or comments, but there were none.

**SUPERINTENDENT’S RECOMMENDATIONS**

**ADOPTION OF REVISED POLICY NO. 7310 CODE OF CONDUCT**

MOTION by Mr. Spears, seconded by Mrs. Watson: WHEREAS, in accordance with law, the Board of Education has reviewed the District’s Code of Conduct (Policy No. 7310), considered the effectiveness and fairness of the Code’s provisions and application, and provided staff members and community members with the opportunity to comment on the Code;  
BE IT RESOLVED that the Board of Education determines that the District’s Code of Conduct Policy No. 7310 be adopted, with attached revisions.  
Note: Copies of the policy were made available to the public at the August 8<sup>th</sup> and August 29<sup>th</sup> Board meetings.

All aye. Motion carried (7-0).

**ADOPTION OF REVISED POLICY NO. 7110 ATTENDANCE POLICY:** The Board voted to table this resolution at this time.

**RE-ADOPTION OF POLICIES**

MOTION by Mr. Dauman, seconded by Mr. Walker, that the Board of Education acknowledge that it has performed its first reading of the following policies and approves the following policies for re-adoption:

- |                 |                                   |
|-----------------|-----------------------------------|
| Policy No. 5220 | Investments                       |
| Policy No. 5410 | Principles of Purchasing          |
| Policy No. 5420 | Competitive Bids and Quotations   |
| Policy No. 5421 | Procurement of Goods and Services |
| Policy No. 5430 | Contracts for Goods and Services  |

All aye. Motion carried (7-0).

**PERSONNEL**

**Adoption of Non-Affiliated Teacher Aide Part-Time Salary Schedule**

MOTION by Mrs. Watson, seconded by Mr. Frost, that the Board of Education adopt the following Non-Affiliated Teacher Aide Part-Time Hourly Salary Schedule, effective with the 2006-2007 school year:

Step 1	\$15.00
Step 2	\$15.30
Step 3	\$15.60
Step 4	\$15.90
Step 5	\$16.20

All aye. Motion carried (7-0).

**Resignations**

MOTION by Mr. Orfan, seconded by Mrs. Watson, that the Board of Education accept/ratify the following irrevocable resignations, with effective dates noted:

Catherine Coiro	School Monitor	August 31, 2006
Maria Kammerer	School Monitor	August 31, 2006
Diane Russo	Substitute Teacher Aide	August 15, 2006
Nancy Smithwick	Substitute School Nurse	September 1, 2006

All aye. Motion carried (7-0).

**Rescind Terminations of Teacher Aides**

MOTION by Mrs. Watson, seconded by Mr. Dauman, that the Board of Education rescind the terminations of the following Teacher Aides which were to be effective September 1, 2006:

Michelle Bavaro	Susan Paradise	Helen Sacklow
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Note: The Teacher Aides were terminated at the May 30, 2006 Regular Meeting.

All aye. Motion carried (7-0).

**Create Extracurricular Elementary Clubs:** The Board voted to table this resolution at this time.

**Create Positions**

MOTION by Mrs. Watson, seconded by Mr. Frost, that the Board of Education create six (6) Part-Time Teacher Aide positions effective September 1, 2006, not to exceed 19 ½ hours each, without benefits.

Motion carried (6-1-0).

Ayes	6
Noes	1 (Mr. Orfan)
Abstentions	0

**Appointments**

Cleaner, Part Time, Substitute

MOTION by Mrs. Watson, seconded by Mr. Dauman, that the Board of Education approve the appointment of Robert J. Green as Cleaner, Part Time, Substitute, effective immediately upon clearance from the Commissioner of Education, pursuant to the requirements of Project SAVE, and approval of application and fingerprinting by

the Nassau County Civil Service Commission. Salary will be \$13.93 per hour, without benefits.

All aye. Motion carried (7-0).

Teacher Aides, Part Time

MOTION by Mr. Dauman, seconded by Mr. Frost, that the Board of Education approve the following appointments of Teacher Aides, Part-Time, effective September 1, 2006. Salary will be \$15.00 per hour, based upon Step 1 of the 2006-2007 salary schedule, without benefits.

Margaret Horemis <sup>(1)</sup>	Christine Reilly <sup>(1)</sup>
Maria Kammerer	Diane Russo
Gina Patsos <sup>(1)</sup>	Frances Soileau <sup>(1)</sup>

The appointments denoted with <sup>(1)</sup> are emergency conditional appointments and each are conditioned upon and subject to: (1) Criminal clearance from the Commissioner of Education pursuant to the requirements of Project SAVE, and (2) Approval of application and fingerprinting by the Nassau County Civil Service Commission. If the District receives notice of denial of clearance by either the Commissioner of Education or the Nassau County Civil Service Commission regarding one or more of the appointments, the appointment(s) shall immediately terminate.

Note: The above are new positions.

Motion carried (6-0-1).

Ayes	6
Noes	0
Abstentions	1 (Mr. Orfan)

Teacher Aides, Part Time Substitutes

MOTION by Mr. Dauman, seconded by Mr. Frost, that the Board of Education approve the appointments of the following Teacher Aides, Part Time, Substitutes effective September 1, 2006. Salary will be \$9.41 per hour, based upon Step 1 of the 2006-2007 salary schedule, without benefits.

Jean Elardo	Rosemary Lee	Amie Nemeth <sup>(1)</sup>
Karen Gregory	Sondra Lipari	Donna Shea
Janine Kaletcher	Linda Mangano	Stephanie Singer <sup>(1)</sup>
Laurene Lang <sup>(1)</sup>	Maria Mangano	

The appointments denoted with <sup>(1)</sup> are effective immediately upon clearance from the Commissioner of Education, pursuant to the requirements of Project SAVE and approval of application and fingerprinting by the Nassau County Civil Service Commission.

Motion carried (6-0-1).

Ayes	6
Noes	0
Abstentions	1 (Mr. Orfan)

### Substitute School Nurses

MOTION by Mrs. Watson, seconded by Mr. Walker, that the Board of Education approve the appointments of the following Substitute School Nurses effective September 1, 2006. Salary will be \$113.85 per day, without benefits.

Nancy DellaRatta	Colleen McGrath	Patricia Smith
Ann Linnemann	Joanne Napolitano	Christine Zabrowski
Bridget McCormick	Lisa Schrank	Christine Zuk

All aye. Motion carried (7-0).

### Substitute Clerical/Monitor

MOTION by Mrs. Watson, seconded by Mr. Dauman, that the Board of Education approve the appointment of Catherine Coiro as Substitute clerical/Monitor effective September 1, 2006 at a salary of \$8.07 per hour, without benefits.

All aye. Motion carried (7-0).

### Extracurricular/Co-Curricular

MOTION by Mrs. Watson, seconded by Mr. Spears, that the Board of Education approve the following extracurricular/co-curricular appointments with stipends for the 2006-2007 school year:

Ron Abatelli	BHS Cafeteria Duty	\$1,626
Erica Cohan	BHS Cafeteria Duty	\$1,626
John Como	BHS Cafeteria Duty	\$1,626
Donna D'Alleva	BHS Cafeteria Duty	\$1,626
Paula Farbman	District Music Coordinator	\$5,719
Stephen Franzke	BHS Cafeteria Duty	\$1,626
Kristen Garvey	BHS Cafeteria Duty	\$1,626
Patrick Gorman	BHS Cafeteria Duty	\$1,626
Jacqueline Gulli	BHS Cafeteria Duty	\$1,626
Jeremy Indenbaum	BHS Cafeteria Duty	\$1,626
Elizabeth Walsh Lambot	BHS Cafeteria Duty	\$1,626
Jon LaRochester	BHS Cafeteria Duty	\$1,626
Daniel Malossi	BHS Cafeteria Duty	\$1,626
Roddy McCoy	BHS Cafeteria Duty	\$1,626
Christopher Thompson	Golf Coach	\$3,969

Wendy Way	Mentor Teacher	\$2,399
Benjamin Whittemore	BHS Cafeteria Duty	\$1,626

Motion carried (6-0-1).

Ayes	6
Noes	0
Abstentions	1

#### Probationary Instructional

MOTION by Mrs. Watson, seconded by Mr. Dauman, that the Board of Education approve the full-time probationary appointment of Grace Ann Bedney in the elementary tenure area, effective September 1, 2006 through August 31, 2008. Salary will be \$61,002, based on Step 4 of the MA 2006-2007 salary schedule, to be prorated from date of commencement. Ms. Bedney is permanently certified as an elementary teacher in the State of New York.

Note: This is not a new position.

All aye. Motion carried (7-0).

#### Regular Substitute (Leave Replacement)

MOTION by Mr. Orfan, seconded by Mr. Frost, that the Board of Education approve the Regular Substitute (Leave Replacement) appointment of Kaitlin Gregory in the area of elementary education for the 2006-2007 school year, effective September 1, 2006. Salary will be \$47,590, based on Step 1 of the BA 2006-2007 salary schedule, with no accrual toward seniority or probationary status. Ms. Gregory is initially certified as an elementary teacher in the State of New York.

All aye. Motion carried (7-0).

#### School Monitor, Part Time

MOTION by Mrs. Watson, seconded by Mr. Dauman, that the Board of Education approve the appointment of Jean Gallagher as School Monitor, Part Time, effective September 1, 2006, at a rate of \$10.08 per hour, based upon Step 1 of the 2006-2007 Elementary Monitor Salary Schedule, not to exceed 19 ½ hours per week, without benefits. This is an emergency conditional appointment and is conditioned upon and subject to: (1) Criminal clearance from the Commissioner of Education pursuant to the requirements of Project SAVE, and (2) Approval of application and fingerprinting by the Nassau County Civil Service Commission. This appointment shall immediately terminate upon receipt of notice of denial of clearance by either the Commissioner of Education or the Civil Service Commission, or shall continue with the conditional status removed, if and when full clearance is granted.

Note: This is not a new position.

All aye. Motion carried (7-0).

Part-Time Teacher

MOTION by Mr. Dauman, seconded by Mrs. Watson, that the Board of Education approve the .6 appointment of Lisa Balducci as art teacher for the 2006-07 school year, effective September 1, 2006. Salary will be \$55,643, based on Step 1 of the MA 2006-2007 salary schedule, to be prorated from date of commencement, with no accrual toward seniority or probationary status. Ms. Balducci is initially certified to teach visual arts in the State of New York. This is an emergency conditional appointment and is conditioned upon and subject to criminal clearance from the Commissioner pursuant to the requirements of Project SAVE. This appointment shall immediately terminate upon receipt of notice of denial of clearance by the Commissioner or shall continue with the conditional status removed, if and when full clearance is granted.

Note: This is not new position.

All aye. Motion carried (7-0).

Part-Time Teacher

MOTION by Mrs. Watson, seconded by Mr. Walker, that the Board of Education approve the .3 appointment of Kerri Spatz for the 2006-2007 school year, effective September 1, 2006. Salary will be \$48,964, based on Step 1 of the BA+15 2006-2007 salary schedule, to be prorated from date of commencement, with no accrual toward seniority or probationary status. Ms. Spatz is initially certified to teach English Language Arts in the State of New York. This is an emergency conditional appointment and is conditioned upon and subject to criminal clearance from the Commissioner pursuant to the requirements of Project SAVE. This appointment shall immediately terminate upon receipt of notice of denial of clearance by the Commissioner or shall continue with the conditional status removed, if and when full clearance is granted.

Note: This is not a new position.

All aye. Motion carried (7-0).

Permanent Per Diem Substitute Teacher

MOTION by Mrs. Watson, seconded by Mr. Dauman, that the Board of Education approve the appointment of Michael Kerr as Permanent Per Diem Substitute teacher, commencing September 1, 2006 through June 1, 2007 and thereafter at the Board's discretion on a per diem basis, as necessary. Salary is in accordance with the Permanent Substitute Teacher Salary Schedule. This is an emergency conditional appointment and is conditioned upon and subject to criminal clearance from the Commissioner pursuant to the requirements of Project SAVE. This appointment shall immediately terminate upon receipt of notice of denial of

clearance by the Commissioner or shall continue with the conditional status removed, if and when full clearance is granted.

All aye. Motion carried (7-0).

Permanent Per Diem Substitute Teacher

MOTION by Mr. Walker, seconded by Mrs. Watson, that the Board of Education approve the appointment of Jamie Bellini as Permanent Per Diem Substitute teacher, commencing September 1, 2006 through June 1, 2007 and thereafter at the Board's discretion on a per diem basis, as necessary. Salary is in accordance with the Permanent Substitute Teacher Salary Schedule. This is an emergency conditional appointment and is conditioned upon and subject to criminal clearance from the Commissioner pursuant to the requirements of Project SAVE. This appointment shall immediately terminate upon receipt of notice of denial of clearance by the Commissioner or shall continue with the conditional status removed, if and when full clearance is granted.

All aye. Motion carried (7-0).

Per Diem Substitute Teachers

MOTION by Mr. Dauman, seconded by Mrs. Watson, that the Board of Education approve the following appointments of Per Diem Substitute Teachers for the 2006-2007 school year:

Ida Barry  
Danielle San Antonio

Salary is in accordance with the Substitute Teachers' compensation policy. These are emergency conditional appointments and are conditioned upon and subject to criminal clearance from the Commissioner pursuant to the requirements of Project SAVE. If the District receives notice of denial of clearance by the Commissioner regarding one or more of the appointments, the appointment(s) shall immediately terminate.

All aye. Motion carried (7-0).

Regular Substitute (Leave Replacement)

MOTION by Mr. Orfan, seconded by Mr. Spears, that the Board of Education approve the Regular Substitute (Leave Replacement) appointment of Kelly Cusumano in the area of special education for the first half of the 2006-2007 school year, effective September 1, 2006. Salary will be \$55,643, based on Step 1 of the MA 2006-



2007 salary schedule, to be prorated from date of commencement with no accrual toward seniority or probationary status. Ms. Cusumano is initially certified as a special education teacher in the State of New York.

All aye. Motion carried (7-0).

### **Increase Appointments**

MOTION by Mr. Dauman, seconded by Mr. Spears, that the Board of Education approve the following increases in appointments for the 2006-2007 school year, effective September 1, 2006:

Paul Iasevoli	.1 LOTE (Spanish)
Elizabeth Walsh	.2 LOTE (Spanish)

The additional compensation will be prorated to reflect current salary and step.

All aye. Motion carried (7-0).

### **CONVENTION DELEGATE**

MOTION by Mr. Orfan, seconded by Mr. Spears, that the Board of Education approve the appointment of Joel Dauman as Delegate to the New York State School Boards Association Convention in October 2006.

All aye. Motion carried (7-0).

### **TUITION AGREEMENT**

MOTION by Mrs. Watson, seconded by Mr. Walker, that the Board of Education approve the tuition agreement between the Island Trees Union Free School District and the Bethpage Union Free School District for the purpose of the Bethpage Union Free School District providing specialized educational services to one Island Trees student during the 2006-2007 school year at an estimated tuition rate of \$46,643.00. The Board further authorizes the Board President to execute said agreement on its behalf.

All aye. Motion carried (7-0).

### **THERAPY AGREEMENT**

MOTION by Mr. Frost, seconded by Mrs. Watson, that the Board of Education approve the therapy agreement between New York Therapy Placement Services and the Bethpage Union Free School District for the purpose of providing Occupational

and Physical Therapy Services during the 2006-2007 school year. The Bethpage School District shall pay New York Therapy Placement as follows:

Evaluation/Tri-Annuals:	\$120.00
OT, PT, SP, SEIT, Resource Room and CSE/School Initiated Meetings:	\$42.00 per 30-minute individual session
Group (2-5 students):	\$55.00 per 30-minute group session
ABA Services (home based or school based) Aide:	\$35.00 per 60-minute session
SEIT	\$75.00 per 60-minute session

The Board further authorizes the Board President to execute said agreement on their behalf.

All aye. Motion carried (7-0).

**THERAPY AGREEMENT**

MOTION by Mr. Frost, seconded by Mr. Spears, that the Board of Education approve the therapy agreement between All About Kids and the Bethpage Union Free School District for the purpose of providing Occupational and Physical Therapy Services during the 2006-2007 school year. The District shall pay All About Kids \$38 per ½ hour for Occupational Therapy (including use of software and hardware related to technology interventions), Physical Therapy, Resource Room Teacher, Computer Training, Special Education, Counseling and Speech Language Therapy. Groups are \$30 per child, evaluations are \$107 per evaluation, ABA Services are \$37.50 per ½ hour, ABA Supervisor is \$40 per ½ hour, and Teacher Assistant is \$25 per hour. The Board further authorizes the Board President to execute said agreement on their behalf.

All aye. Motion carried (7-0).

**EVALUATION SERVICES AGREEMENT**

MOTION by Mr. Dauman, seconded by Mr. Frost, that the Board of Education approve the Agreement between Bilinguals, Inc. and the Bethpage Union Free School District for the purpose of providing evaluation services during the 2006-2007 school year. The Bethpage Union Free School District shall pay Bilinguals, Inc. as follows:

	Children ages 5-10 English or Spanish	Children ages 11-21 English or Spanish	Children ages 5-10 Other Language	Children ages 11-21 Other Language
Psychological	\$425	\$475	\$550	\$575
Speech	\$350	\$375	\$425	\$475

Educational	\$325	\$350	\$375	\$425
Social History	\$215	\$215	\$250	\$275

The Board further authorizes the Board President to execute said agreement on their behalf.

Motion carried (6-1-0).

Ayes	6
Noes	1 (Mr. Orfan)
Abstentions	0

### **HEALTH AND WELFARE SERVICES AGREEMENT**

**MOTION** by Mr. Dauman, seconded by Mr. Orfan, that the Board of Education approve the health and welfare services agreement between the Half Hollow Hills Central School District and the Bethpage Union Free School District for one Bethpage student who attended a non-public school within the Half Hollow School District during the 2005-2006 school year at a cost of \$471.08 per pupil for a total cost of \$471.08. The Board further authorizes the Board President to execute said agreement on their behalf.

All aye. Motion carried (7-0).

### **DONATION OF EQUIPMENT**

**MOTION** by Mr. Frost, seconded by Mr. Walker, that the Board of Education accept the donation of footwear from Nike Team Sports 2006 Regional High School footwear program to the Varsity Football Team, which is valued at approximately \$5,000. This donation is in recognition of our football team's accomplishments.

All aye. Motion carried (7-0).

### **STIPULATION OF AGREEMENT**

**MOTION** by Mr. Spears, seconded by Mr. Dauman, that the Board of Education accept the Stipulation of Settlement and General Release dated August 29, 2006, in connection with the matter of a student with a disability, as listed in Confidential Attachment "A," and further authorizes the Board President to execute the stipulation on its behalf.

All aye. Motion carried (7-0).

### **RESCIND EXTRACURRICULAR APPOINTMENT**

MOTION by Mr. Dauman, seconded by Mrs. Watson, that the Board of Education rescind the extracurricular appointment of David Rodriguez as Driver Education instructor for the Fall 2006 and Spring 2007 semesters.

Note: Mr. Rodriguez was originally appointed to this position on June 27, 2006.

All aye. Motion carried (7-0).

**EXTRACURRICULAR APPOINTMENT**

MOTION by Mr. Dauman, seconded by Mr. Frost, that the Board of Education approve the appointment of Marc N. Siegel as Driver Education instructor for the Fall 2006 and Spring 2007 semesters at a stipend of \$4,000 per semester, without benefits. There is no accrual toward seniority or probationary status associated with this position. This is an emergency conditional appointment and is conditioned upon and subject to criminal clearance from the Commissioner pursuant to the requirements of Project SAVE. This appointment shall immediately terminate upon receipt of notice of denial of clearance by the Commissioner or shall continue with the conditional status removed, if and when full clearance is granted.

Note: This is a non-district extracurricular appointment.

All aye. Motion carried (7-0).

**PER DIEM SUBSTITUTE TEACHERS**

MOTION by Mr. Dauman, seconded by Mr. Frost, that the Board of Education approve the following appointments of Per Diem Substitute Teachers for the 2006-2007 school year:

- |                   |                    |
|-------------------|--------------------|
| Michelle Abraskin | Paul Duguay        |
| Jaelyn Hammill    | Gary Maerz         |
| Brian Soper       | Jason Streumwasser |
| Gerard Viola      |                    |

Salary is in accordance with the Substitute Teachers' compensation policy. The above are emergency conditional appointments and are conditioned upon and subject to criminal clearance from the Commissioner pursuant to the requirements of Project SAVE. If the District receives notice of denial of clearance by the Commissioner regarding one or more of the appointments, the appointment(s) shall immediately terminate.

All aye. Motion carried (7-0).

**OLD BUSINESS**

Mr. Orfan queried why Board meetings are held at different buildings all year long. It was explained that the purpose was to meet with Principals and see how their staff was doing, what are their needs, and to get more parents to attend the meetings.

Mr. Kelly noted that the schedule of Board meetings will be published in the *Bethpage Tribune*.

***SUPERINTENDENT'S REPORT***

Dr. Marsh reported that New Teacher Orientation will be held tomorrow. The first Superintendent's Conference Day will be held on Tuesday, September 5<sup>th</sup>.

***OPPORTUNITY FOR THE PUBLIC TO BE HEARD***

The Board entertained questions and comments from the public.

***BOARD ENTERED EXECUTIVE SESSION***

MOTION by Mr. Dauman, seconded by Mrs. Watson, that the Board enter Executive Session for the purpose of particular personnel.

All aye. Motion carried (7-0).

The Board entered Executive Session at approximately 9:19 p.m.

***ACTING DISTRICT CLERK***

MOTION by Mrs. Watson, seconded by Mr. Walker, that the Board appoint Mr. Clark to serve as District Clerk Pro Tem.

All aye. Motion carried (7-0).

***BOARD EXITED EXECUTIVE SESSION***

MOTION by Mrs. Watson, seconded by Mr. Walker, that the Board exit Executive Session.

All aye. Motion carried (7-0).

The Board exited Executive Session at approximately 9:55 p.m.

***VOTE TO HOLD SPECIAL MEETING***

MOTION by Mr. Frost, seconded by Mrs. Watson, that the Board of Education hold a Special Meeting on Friday, September 1, 2006, at 8:00 a.m., if necessary.

All aye. Motion carried (7-0).

***ADJOURNMENT***

MOTION by Mr. Frost, seconded by Mr. Walker, that the Board adjourn the Regular Meeting.

All aye. Motion carried (7-0).

The Regular Meeting adjourned at approximately 10:00 p.m.

Respectfully submitted,

Terrence Clark  
District Clerk Pro Tem

Marléne Jannotta  
District Clerk