

Regular Meeting

A Regular Meeting of the Board of Education of the Northport-East Northport Union Free School District was held on Monday evening, February 6, 2012, beginning at 6:30 p.m., in the small conference room in the cafeteria at the William J. Brosnan School, 158 Laurel Avenue, Northport, New York, with Mr. Stephen V. Waldenburg, Jr., Chairperson, opening the meeting and presiding.

Members present: Ms. Julia Binger, Mrs. Kristen Gavin, Mrs. Lori McCue, Mrs. Donna McNaughton, Mr. Andrew Rapiejko, Mr. Joseph Sabia, Mrs. Jennifer Thompson, Mrs. Tammie Topel, Mr. Stephen V. Waldenburg, Jr.

Members absent: None

Also present: Dr. Marylou McDermott, Superintendent of Schools  
Dr. Terry Bouton, Assistant Superintendent for Human Resources  
Ms. Kathleen Molander, Assistant Superintendent for Business  
Mr. Matthew Nelson, Assistant Superintendent for Instruction and Administration  
Mr. John Gross, District Counsel  
Ms. Regina Cafarella, District Counsel

1. President Waldenburg called the meeting to order.

Motion was made by Trustee Sabia, seconded by Trustee McCue, to convene into Executive Session to discuss matters pertaining to the employment history of particular persons. The Board convened into Executive Session because discussion of such matters in public may compromise privacy rights.

Unanimously carried.

At 7:40 p.m., the Board reconvened in public session in the cafeteria at the William J. Brosnan School.

Public attendance: There were approximately 150 persons present.

2. Mr. Waldenburg led those present in the Pledge of Allegiance; and
3. Pointed out the emergency exits.

4. APPROVAL OF MINUTES, TREASURER'S REPORT AND MONTHLY SUMMARY OF RECEIPTS AND DISBURSEMENTS

Motion was made by Trustee Sabia, seconded by Trustee Topel, to approve all items under 4.01

- 4.01 Minutes

- 4.01.1 Regular Meeting, January 23, 2012

Unanimously carried.

5. SPECIAL REPORT/ANNOUNCEMENTS FROM THE SUPERINTENDENT

- 5.01 Accomplishments of Staff and Students

- 5.01.1 Ms. Jennifer Nesfield, District Chairperson of World Languages and ESL, introduced Molly Baron, World Languages Department Student of the Month

Ms. Nesfield stated that Molly has taken classes in both Italian and Japanese, and has shown tremendous personal growth by focusing not only on her work, but also on her personal improvement. She is a highly motivated language student who is not afraid to take risks in the language and embraces the opportunity to grow and practice daily. Ms. Nesfield stated that Molly achieved perfect scores on the New York State Proficiency and Regents Examinations in Italian and continues to earn stellar grades in her IB courses. Molly is a member of the National Honor Society and was inducted into the World Language Honor Society in October where she presented the keynote address. In addition to her academic achievements, Molly recognizes the importance of learning about different people and cultures. Molly is not only interested in world culture but also in the preservation of our planet. She has a huge interest in the environment and environmental conservation and is thinking of majoring in geology or environmental science. Ms. Nesfield stated that Molly is a true source of pride for the Department of World Languages, Northport High school, and the community.

President Waldenburg and Superintendent McDermott congratulated Molly on her achievements and presented her with a commendation from the Board.

5.01.2 Ms. Jennifer Nesfield, District Chairperson of World Languages and ESL, introduced Florence Lebrun, English Language Learner Student of the Month

Ms. Nesfield stated that Florence is a remarkable young woman who has distinguished herself not only academically, but has shown tremendous personal growth and resilience. Florence is a self-motivated learner with definitive goals. Since her arrival from Port-au-Prince, Haiti in 2007, Florence has faced the daunting challenge of acclimating to a new country, a new school, and a new language. Florence has not only mastered the English language, but has enriched the lives of many Northport High School students. Ms. Nesfield stated that Florence has enrolled in a variety of courses to expand her knowledge of mathematics and science. Her determination and hard work have helped her be successful in a myriad of courses and meet all of her graduation requirements. Ms. Nesfield noted that Florence's conscientious and disciplined work habits extend beyond the classroom. Florence has volunteered at Maryville in the senior citizen's recreation program for the last year and a half. She plans to use the skills and knowledge garnered over the last few years to pursue a career in nursing. Ms. Nesfield stated that Florence is a source of pride for her family, the English as a Second Language Department, and Northport High School.

President Waldenburg and Superintendent McDermott congratulated Florence on her achievements and presented her with a commendation from the Board.

Dr. Marylou McDermott and Board Counsel John Gross presented an update on the District. Dr. McDermott stated that the 2012 financial reality comprises a 2% tax levy cap, the LIPA tax certiorari, noting that the District receives approximately \$47 million from LIPA, preliminary mandatory budget increases estimated at \$3,574,263, and a three year history of a tax levy less than 2%. Dr. McDermott reviewed the significant changes, Federal and State requirements, affecting the District such as the National Common Core Learning Standards in ELA and Mathematics, new Annual Professional Performance Review (APPR), and Response to Intervention legislation (RtI); and technological advancements such as digital learning resources that extend classroom beyond school walls, and technological tools that foster use of Internal resources from across the globe and provide extended possibilities for multimedia interactivity in the classroom. Dr. McDermott stated that New York State Senate Bill #5872, sponsored by Senator Marcellino, proposes a structured settlement if the LIPA tax certiorari is granted. Dr. McDermott stated that challenges that accompany significant change include collaboration and philosophical differences, respectful disagreement, anxiety and discomfort, and working toward reasonable accommodations. To facilitate the required changes, the District has established many stakeholder committees, provided extensive professional development and acquired technological tools and up-to-date curriculum resources. Dr. McDermott stated that the District will maintain all teaching positions in 2012-2013, while maintaining low class size in all classrooms. The Board of Education played an appropriate role in directing Board Counsel with the parameters of the MOA and the District pulled the resolution to adopt the new APPR rubric at the request of the UTN President. Dr. McDermott

also noted that District administration respects all employees' requests to be counseled and guided by union leadership even during non-disciplinary meetings. Dr. McDermott stated that moving forward the District will continue to provide and facilitate professional development opportunities that focus on helping teachers meet the needs of their students, discuss with professional staff how to best implement Common Core Standards and the Annual Professional Performance Review (APPR), and work toward contract resolution with the UTN utilizing the negotiations process.

Mr. John Gross, Board Counsel, reviewed the Memorandum of Agreement with the United Teachers of Northport stating that the elements of teacher compensation are an across the board percentage increase, a vertical increment "step", and a horizontal increment "column movement". Mr. Gross noted that unlike all other Long Island School Districts, the Northport UTN contract does not require the payment of increment upon contract expiration. Mr. Gross reviewed the Northport wages compared to Suffolk County Teachers at MA Step 6, MA Step 11, and MA Step 16, and noted that Northport's exceeded the average salaries of Suffolk County Teachers. Mr. Gross stated that the District offered an increase of 5.09% to teacher salaries over three years totaling \$2,680,261.44, with no additional responsibilities or give-backs. The District honored the negotiating team's request to provide additional compensation for Teaching Assistants. The District negotiators were assured that the full team of UTN negotiators supported the agreement and the District was assured that the Executive Committee of the UTN supported the agreement. Mr. Gross reviewed the salary provisions of the MOA including a hard freeze the first year (2010-2011), a salary increase of 1% on July 1, 2011 and one-half step increment on July 1, 2011 for the second year (2011-2012), a salary increase of .5% on July 1, 2012 and the remaining one-half step increment on July 1, 2012 for the third year (2012-2013). A new longevity award shall be granted effective July 1, 2012 after 8 years of service in the amount of \$225 for Teaching Assistants. Mr. Gross noted that all other longevity and extra paid rates would be frozen for the term of the contract. Mr. Gross reviewed the APPR appeal process resolution also included in the MOA. Mr. Gross stated that the UTN voted the MOA down by a vote of 415 to 250. Mr. Gross noted that the next step is to go to fact finding.

Mr. Albert Prisco, resident, stated that this presentation should have been given before the UTN vote and that he believes the MOA didn't pass because the union wants new leadership.

Ms. Joanne Loring, resident, stated that she moved here for the quality of education and community and was saddened that the Board was trying to balance the budget on the backs of the teachers. Ms. Loring urged the Board to set a budget that raises the tax levy to the maximum amount under the law to be truly fiscally responsible for the long term.

Ms. Kathleen Fristensky, resident, stated that Northport has stood apart from other district with incredible teaching professionals and staff. Ms. Fristensky stated that she was troubled by the contract disagreement and urged the Board to have an agreement so the District can move on.

Mr. Thomas Gulemmi, resident, stated that he cannot afford to live in Northport any more. Mr. Gulemmi stated that he wished he could make 1% more than last year and that the community residents need a break.

## 5.02 Review of Instructional Initiatives in the following areas:

### 5.02.1 World Languages and ESL

Ms. Jennifer Nesfield reviewed the 2010-2011 Department of World Languages Initiatives and the departmental highlights including program achievements and student and staff achievements. Ms. Nesfield stated that the 2011-2012 Department Initiatives are to: develop students' target language writing skills at all levels using activities such as journal writing, document based essays, and collaborative writing using the *Moodle* web interface; provide the World Language faculty with professional development opportunities related to instructional technology; incorporate differentiated instruction into daily lessons with a focus on tiered assignments and anchor activities such as learning centers, vocabulary

enrichment activities, and research projects; continue to nurture a culture of respect in the World Language classrooms by highlighting cultural differences between various target language countries and the United States and encouraging student diversity.

Ms. Nesfield reviewed the Common Core Learning Standards, World Language Practice Standards and data on the World Language External Assessments for 2010-2011 including the 8<sup>th</sup> grade FLACS Regional Assessment, Level 3R Midterm/Regents, Modern Language Regents Examination, and International Baccalaureate Courses. Ms. Nesfield stated that the After School Elementary Language Program for 2011-2012 has 166 students participating in eight sections, including three sections with second or third year participants.

Ms. Nesfield reviewed the English as a Second Language 2010-2011 Initiatives and Department Highlights. The 2011-2012 Department Initiatives are to: provide the ESL faculty with professional development opportunities related to instructional technology; develop students' writing skills at all levels using activities such as journal entries and collaborative writing using the Moodle web interface; continue to foster and promote a culture of respect using community events and student activities to help the English Language Learners acclimate to the Northport-East Northport UFSD. Ms. Nesfield reviewed the 2011 New York State English as a Second Language Achievement Test results, the Long Island ELL enrollment trends, and the languages of origin for 2010-2011.

There was a discussion regarding speaking skills, assessment tools, the FLACS assessment, the NYSELAT results, and the After School Elementary Language Program, online courses, American Sign Language, and IB and AP language courses.

Ms. Christina Holihan, resident, addressed the Board stating that language needs to be taught at a much younger age and encouraged the Board to lower the required enrollment numbers so that different languages can be kept in the schools. Ms. Holihan noted that foreign language is not only associated with knowing how to communicate in another language but also with high academic achievement in all areas.

President Waldenburg thanked Ms. Nesfield for her informative report.

5.03 Board discussion and action to provide the Superintendent with direction for the development of the proposed budget for 2012-2013.

At 9:30 p.m., motion was made by Trustee McCue, seconded by Trustee Sabia, to convene into Committee-of-the-Whole to informally discuss providing the Superintendent with direction for the development of the proposed budget for 2012-2013.

Unanimously carried.

At 10:33 p.m., motion was made by Trustee McCue, seconded by Trustee Sabia, to extend the meeting.

Unanimously carried.

At 10:40 p.m., motion was made by Trustee McCue, seconded by Trustee Sabia to come out of Committee-of-the-Whole and reconvene into the regular meeting.

Unanimously carried.

Motion was made by Trustee Sabia, seconded by Trustee Topel, to direct the Superintendent to develop a proposed budget for 2012-2013 with a zero percent increase.

There was a long discussion on the District's expenses and revenues, the District's history of under spending previous budgets, the LIPA tax certiorari, creation of District reserves, long range planning, ARRA funding, the 2% tax levy cap, exemptions under the 2% tax levy cap, elementary health program and full day kindergarten.

Motion was made by Trustee McNaughton, seconded by Trustee Binger, to call the question.

Unanimously carried.

Vote on Trustee Sabia's motion to direct the Superintendent to develop a proposed budget for 2012-2013 with a zero percent increase was as follows:

YES: Mr. Sabia, Mrs. Thompson, Mrs. Topel

NO: Ms. Binger, Mrs. Gavin, Mrs. McCue, Mrs. McNaughton, Mr. Rapiejko, Mr. Waldenburg

Motion failed.

Motion was made by Trustee Thompson, seconded by Trustee Sabia, to direct the Superintendent to develop a proposed 2012-2013 budget with a 1% budget to budget increase.

There was a discussion regarding the limitations of a 1% budget increase and that being too restrictive and proposing a broader number. Trustee Thompson stated that there should not be any cuts to programs with a 1% increase. Trustee Sabia stated that the District has a history of under spending previous budgets and there is no hand tying when there is money left over every year.

Motion was made by Trustee McCue, seconded by Trustee Thompson, to call the question.

Unanimously carried.

Vote on Trustee Thompson's motion to direct the Superintendent to develop a proposed 2012-2013 budget with a 1% budget to budget increase was as follows:

YES: Mr. Sabia, Mrs. Thompson, Mrs. Topel

NO: Ms. Binger, Mrs. Gavin, Mrs. McCue, Mrs. McNaughton, Mr. Rapiejko, Mr. Waldenburg

Motion failed.

Motion was made by Trustee McCue, seconded by Trustee Gavin, to direct the Superintendent to develop a proposed 2012-2013 budget not to exceed the 2% maximum tax cap levy with the exemptions allowable for the Northport-East Northport School District which is currently estimated at 2.31%.

Trustee Sabia stated that it was unconscionable to suggest 2% with the exemptions allowable.

It was suggested that two budget scenarios be proposed, one showing a 0% increase and the other showing an increase up to the limit of the tax levy cap, to allow the community to be informed of the differences.

Trustee McCue amended her motion, seconded by Trustee Sabia, to direct the Superintendent to prepare two separate budgets pictures, one budget with a 0% budget to budget increase and one budget with the allowable tax levy increase up to the maximum under the tax increase law.

President Waldenburg stated that the Superintendent's initial proposal was a true 2% tax levy cap and that he was not comfortable going to the 2.31%.

Vote on Trustee McCue's motion to direct the Superintendent to prepare two separate budgets pictures, one budget with a 0% budget to budget increase and one budget with the allowable tax levy increase up to the maximum under the tax increase law was as follows:

YES: Mrs. McCue

NO: Ms. Binger, Mrs. Gavin, Mrs. McNaughton, Mr. Rapiejko, Mr. Sabia, Mrs. Thompson, Mrs. Topel, Mr. Waldenburg

Motion failed.

Motion was made by Trustee Thompson, seconded by Trustee McNaughton, to direct the Superintendent to develop a proposed 2012-2013 budget that does not exceed a 2% tax cap levy, and in addition to create a budget that maintains a 0% budget to budget increase.

Unanimously carried.

5.04 The President of the Board reviewed the upcoming meetings of February 27<sup>th</sup>, March 5<sup>th</sup>, March 19<sup>th</sup> and March 26<sup>th</sup>.

6. COMMUNICATIONS

6.01 E-mail from Ms. Christina Brauer-Holihan, received January 27, 2012, re: save our foreign languages in schools

Ms. Brauer-Holihan addressed the Board earlier in the evening and reiterated her concerns regarding foreign languages in the schools.

6.02 E-mail from Mr. Albert Prisco, received January 30, 2012, re: teacher's contract

Mr. Prisco addressed the Board earlier in the evening.

7. PUBLIC PARTICIPATION

8. SUPERINTENDENT'S REPORT, GENERAL

Motion was made by Trustee Sabia, seconded by Trustee Topel, to approve all items under 8. and 9., including Supplemental 8.01.1 (Schedule B #21-26), and excluding severed item 8.01.4 (Schedule D).

8.01 Personnel Schedules, each dated February 6, 2012, and each attached and made part of the official minutes:

- 8.01.1 Schedule A – Certified Staff (including Supplemental A #21-26)
- 8.01.2 Schedule B – Non-Instructional Staff
- 8.01.3 Schedule C – Salary Transfers
- 8.01.4 Schedule D – SEVERED
- 8.01.5 Schedule J – Committee on Special Education
- 8.01.6 Schedule K – NASA PDC
- 8.01.7 Schedule L – UTN PDC

President Waldenburg announced the retirements of Diane Martell, Susan DeVerna, Barbara Degere and Patricia Markowski, and thanked them for their many years of services to the District.

9. SUPERINTENDENT’S REPORT FINANCIAL

9.01 Approving transfer of general fund appropriations in the 2011-2012 budget

9.02 Approving 2011-2012 estimated non-resident tuition charges and the 2010-2011 actual non-resident tuition charges, identifying the amounts that will be charged to other school districts for any of their students who are enrolled in our district

9.03 Approving the following resolution:

“RESOLVED, that the Board of Education accept the donation of \$62.50 toward the purchase of supplies for Dickinson Avenue Elementary School and increase the 2011-2012 budget code A2110.5030.11.0200 by \$62.50 for this purpose.

RESOLVED, that the Board of Education hereby approves an increase in the revenue code A2705 of the 2011-2012 budget by \$62.50 with the understanding that this increase in revenue is the result of a donation from Morgan Stanley Inc.”

9.04 Approving the Corrective Action Plan for the June 30, 2011 external audit.

Vote on Trustee Sabia’s motion to approve all items under 8. and 9., including Supplemental 8.01.1 (Schedule A #21-26), and excluding severed item 8.01.4 (Schedule D) was as follows:

YES: Ms. Binger, Mrs. Gavin, Mrs. McCue, Mr. Rapiejko, Mrs. Thompson, Mrs. Topel, Mr. Waldenburg  
NO: Mr. Sabia  
ABSTAIN: Mrs. McNaughton

Motion passed.

Motion was made by Trustee McCue, seconded by Trustee Binger, to approve item 8.01.4 (Schedule D)

8.01.4 Schedule D – Extra Pay

Vote on Trustee McCue’s motion to approve item 8.01.4 (Schedule D) was as follows:

YES: Ms. Binger, Mrs. Gavin, Mrs. McCue, Mrs. McNaughton, Mr. Rapiejko, Mrs. Thompson, Mrs. Topel, Mr. Waldenburg  
NO: Mr. Sabia

Motion passed.

10. SUPERINTENDENT’S REPORT – FOR INFORMATION ONLY

10.01 Schedule H – Use of Facilities

10.02 Schedule I – Home Instruction

11. UNFINISHED BUSINESS

12. NEW BUSINESS

13. ADJOURNMENT

Motion was made by Trustee McNaughton, seconded by Trustee Sabia, to adjourn the meeting.

Unanimously carried.

At 12:25 a.m. the Chair declared the meeting adjourned.

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Beth M. Nystrom  
District Clerk

bmn