

THE REGULAR MEETING OF THE BOARD OF EDUCATION, UNIONDALE UNION FREE SCHOOL DISTRICT, UNIONDALE, Nassau County, New York was held via Zoom room 137-203-260 on Tuesday, March 24, 2020 at 7:00 PM.

**PRESENT:** Ms. Charmise Desiré, President; Mr. Neville Georges, Vice President; Trustees: Mr. Justin Brown, Ms. Addie Blanco-Harvey and Ms. Carol Eason; Ms. Bailey Jeffries, Student Board Member

**ALSO PRESENT:** Dr. William K. Lloyd, Superintendent of Schools; Rhonda Taylor, Asst. Supt. for Curriculum and Instruction; Dr. Myrtle E. Dickson, Asst. Supt. for Human Resources, Steven Epstein, Asst. Superintendent for Business Affairs; Edward McCarthy, District Counsel; Clarence Little, Treasurer and Olena Nicks, District Clerk

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Meeting was called to order at 7:00 PM.

Ms. Desiré called the meeting to order with a roll call, all were present.

A motion was made by Ms. Eason, seconded by Mr. Brown and carried with the following vote: 4 AYE 1 NAY-Mr. Georges, WHEREIN IT WAS:

**RESOLVED** that approval was granted for the following:

Resolution to suspend Board of Education Policy 2350 through April 10, 2020.

### **ROUTINE MATTERS**

Motion was made by Mr. Brown, seconded by Ms. Eason and carried with the following vote: 4 AYE 1 NAY-Mr. Georges, to accept the minutes of Regular meeting on March 10, 2020.

### **INFORMATION AND REPORTS**

Mr. McCarthy gave a brief report on COVID-19. His firm has been in constant contact with the State Education Department, Governor's office, NYSSBA and the Superintendent. They have issued 11 opinion letters thus far. This is an ever-evolving public health emergency and the governor's office is trying to issue guidance but they are delayed by other critical issues facing the state and residents. As issues evolve that may affect the district they will continue to provide updated.

### **SUPERINTENDENT'S UPDATE**

Dr. Lloyd advised there has been 5 staff member and no students who have tested positive for the Coronavirus. Central administration has been in contact with Nurse Kallich, School Nurse Supervisor and District Physician, Dr. St. Louis for updates. A plan has been developed to house the children of first responders at California Avenue School. Breakfast and lunch is also available to the students, located at Lawrence Road Middle School and Uniondale High School from 10 am- 12pm

Ms. Kallich reiterated the directive from the Governor of the stay in order issued. NYS has 21,689 cases, with Nassau County, Suffolk County, Westchester County, NYC and Rockland County leading with the highest number of cases.

Mr. LaBare, Director of Buildings and Grounds, provided an update of the districts measures in disinfecting and cleaning.

Ms. Taylor, Assistant Superintendent of Curriculum, gave an update of the current eLearning structure. There has been both synchronous and asynchronous materials given. A Memo has been sent to parents highlighting eLearning and the various resources available. Administration

has been going into the virtual classrooms and observing and providing feedback to staff. Teachers have implemented various tactics to make sure they are recording student attendance.

Dr. Dickson, Assistant Superintendent of Human Resources, discussed how staff attendance is being monitored.

Mr. Epstein, Assistant Superintendent for Business Affairs, reviewed the program component of the budget. Salaries account for 48% of the program total which is reasonable in comparison to last year. The rest of the component reviews materials, transportation, programs to prepare students to become ready for high school level work and other additional program costs such as Apple materials in relation to being an Apple Distinguish District.

### **COMMENTS BY THE BOARD**

Ms. Jeffries stated that the students are missing attending school physically. Google Classroom and Zoom has been keeping their studies going in the meantime. The senior class is concerned with end of year activities such as prom, Ms. Jefferies has been in contact with Dr. Barton and the senior advisors who have been very response to the concerns. Everyone is just waiting to see what happens.

Ms. Eason says this is a different time for everyone. She wished the Uniondale staff who may be ill a full recovery. In this time, we have to work together and make sure no child is left behind. We as a district, are doing our best and there are changes every day. Dr. Lloyd and the staff have been doing their best to keep up with what is going on. As new situations arise new problems arise. Please be patient and flexible with the district and yourselves. She stated that attendance in virtual sessions is important because once this is all over, our children will have to come back and they need to be up to speed. This is not a vacation. Her daughter has been working well with the virtual lessons and she has been effective with the material but unfortunately this may not be the case for every student. The district is open to concerns and opinions. Please say something if you feel your child is missing something.

Ms. Blanco-Harvey thanked the staff and reminded everyone that this is happening to other districts as well. Thank you to everyone for putting this in place as quickly as they did. She mentioned that there is stress that comes from being confined in one space, so please check on one another. She is still working and similar to the district her organization is following the same guidelines. There are students who don't have access to supplies so we all need to make sure we are helping each other, making sure that those without technology resources are receiving packets. The district needs to have a plan when it is time to come back and how to move forward as a district. Hats off to the staff, especially janitors and the everyday staff in and out making sure everything is up and running.

Mr. Brown commended Ms. Taylor, all the administrators and teachers involved during this time. The transition was flawless and he wanted to extend his thank you. Teachers have been in constant communication with their students and parents. Teachers have been up late working with students and going above and beyond. He wants to make sure they know their efforts does not go unnoticed.

Mr. Georges stated that these are very difficult times, he has never seen anything like it and hopes to not see anything similar in the future. Based on the technology the district has, he believes we should not shut out the public during this time in the meetings. The public finances our operations, we shouldn't exclude them. Mr. Georges mentioned that there was a comment made last meeting from a parent who didn't agree with hiring practices. Mr. Georges shared his experiences with such hiring practices. All schools should have committees in place to ensure best practices. In the past he reflected on the parent and staff involvement in hiring. They were influential in conducting first round of interviews of candidates. Mr. Georges believes that this year we may not have summer school but this should be a discussion between the Superintendent and the Board of Education.

Ms. Desiré stated that as we may know, districts are not meant to be 100% e-learning and districts all over have been collaborating and trying to make the best of a situation that came with no notice. We are thankful we have a diligent team. She had an opportunity to sit in on some professional developments last week lead by principals and directors. It was refreshing to see

everyone giving different feedback and willingness of the educators to roll up their sleeves and get the job done. There are pockets of our community finding new ways to connect. There should be a partnership at home and we should be reinforcing that partnership. She thanked central admin for leading the charge and rolling out the plan. Thank you to everyone involved including our support services and technology team. This is a learning process for the future. Over the summer, the Board requested E3 officers to be a part of the hiring process.

It would be good to have an equitable process when it comes to reviewing resumes and hiring. We want to be equitable in every area possible and for equity to not be event based. We have had to put our use of Facilities on hold which meant putting a pause in some of our community organization meetings. Ms. Desiré extended a thank you to the community leaders for their understanding and patience. We will communicate to those who had Use of Facility permits when they can come back. The district has received support from our Governor and state leaders. We have to make sure we are keeping an eye on our youth so that they do not become anxiety stricken upon their return. A lot of our parents may not have attended college but have provided for us do to the skills they learned. It is important we relay the right message to our neighbors and friends and family to complete the census, as this will help to not be undercounted.

## **BUSINESS**

Upon the recommendation of the Superintendent of Schools, motion was made by Ms. Blanco-Harvey, seconded by Ms. Eason and approved unanimously, WHEREIN IT WAS:

**RESOLVED** that approval was granted for the following:

Resolution to approve the Agreements between the School District and SCOPE Education Services for student education for the 2020-2021 school year, Cerebral Palsy Association of Nassau County, Inc. for Education Services for the 2019-2020 school year, and Seneca Consulting Group for Affordable Care Act/Health-Related Services for the 2019-2020 school year.

Resolution to approve Cooperative Agreement between Nassau BOCES for pupil transportation services for the 2020-2021 school year

Approval of Emergency Child Care Resolution between SCOPE and the Uniondale School District

Approval of Agreement between the Uniondale UFSD and the Uniondale Teachers Association

Upon the recommendation of the Superintendent of Schools, motion was made by Ms. Blanco-Harvey, seconded by Ms. Eason and approved with the following vote: 4 AYE 1 NAY-Mr. Georges, WHEREIN IT WAS:

**RESOLVED** that approval was granted for the following:

A motion was made by to approve the MOA between Uniondale UFSD and the Uniondale Teachers Association regarding e-Learning.

## **PERSONNEL**

**Professional Development** - all Nassau/Western Suffolk BOCES seminars/PD are at no cost to District

Upon the recommendation of the Superintendent of Schools, motion was made by Ms. Blanco-Harvey, seconded by Mr. Brown and carried with the following vote: 3 AYE 2 Recused-Ms. Desiré & Ms. Eason, WHEREIN IT WAS:

**RESOLVED** that approval was granted for the following:

Charmise Desiré to attend Superintendent Evaluation Workshop on March 27, 2020 via online platform. **No cost to the district.**

## **Faculty Personnel**

Temporary appointment of Sherri Sullivan, a Special Education Teacher at Smith Street School at an annual salary of \$70,821.00 MA/Step 1 (prorated) effective April 1, 2020 to June 30, 2020.

Temporary appointment of Alexandra Taliana, a Special Education Teacher at LRMS at an annual salary of \$76,795.00 MA/Step 3 (prorated) effective April 1, 2020 to June 30, 2020.

Request for FMLA for Carolyn Khottavong, a Uniondale High School English Teacher effective April 29, 2020 to June 30, 2020 with an anticipated return date of August 27, 2020.

Request for FMLA for Alexa Cipollina-Hoffman, a Walnut Street School Teacher effective May 18, 2020 to June 15, 2020

Request for FMLA for Elyssa Bent, a Uniondale High School Physical Education Teacher effective June 1, 2020 to June 30, 2020 with and anticipated return date for the 2020-2021 School year.

Request for Child Care Leave for Isabella Parpas, a UHS Earth Science Teacher effective April 4, 2020 to September 3, 2020.

### **Supplementary Personnel**

Upon the recommendation of the Superintendent of Schools, motion was made by Ms. Blanco-Harvey, seconded by Mr. Brown and carried with the following vote: 3 Ayes 1 Abstention-Mr. Georges, WHEREIN IT WAS:

**RESOLVED** that approval was granted for the following:

Resignation of Rebecca Gurdon-Lew, a Part-Time Teaching Assistant at Smith Street School effective March 6, 2020.

At 9:52 PM a Motion was made by Ms. Blanco-Harvey, seconded by Ms. Eason and carried unanimously to adjourn public session and enter into Executive Session to discuss collective bargaining negotiations with certain labor unions.

Motion to resume to open session at 10:47 PM was made by Ms. Adelina Blanco-Harvey and seconded by Ms. Eason and carried unanimously.

Motion to adjourn open session was made at 10:55 PM by Ms. Blanco-Harvey and seconded by Mr. Justin Brown

Olena Nicks, District Clerk