

**SMITHTOWN CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING**

June 28, 2016

Held in Joseph M. Barton Bldg.

Meeting called to order at 7:00p.m. by Christopher Alcure president. On a motion by Mrs. Knox, seconded by Ms. McEnroy, the Board voted unanimously to convene in Executive Session to discuss the employment history of a particular person, the proposed sale of real property because the publicity would substantially affect the value thereof, and to seek legal advice from the Board's Attorney.

At 8:15p.m. Mr. Thode motioned, Mr. Liguori seconded, and the Board voted unanimously to exit Executive Session and return to the public meeting.

Ms. Finkelstein, Mr. Oliver, Mrs. Berfas and Mr. O'Connor left the meeting at 8:15 p.m.

Members present:

Christopher Alcure  
Joanne McEnroy  
Gladys Waldron  
Theresa Knox  
Louis Liguori  
Jeremy Thode

Members absent:

Grace Plourde

Also present:

James J. Grossane, Superintendent  
Jennifer Bradshaw, Asst. Supt.  
Karen Ricigliano, Asst. Supt.  
Andrew Tobin, Asst. Supt.  
Allyn Leeds, Ed.D. Acting Asst. Supt.  
Eugene R. Barnosky, Marcia F. Finkelstein, Board Counsel  
Visitors- Daniel Oliver, Scott Berfas and Jack O'Connor  
Maureen O'Connor, District Clerk

**I. OPENING CEREMONY** - conducted by Mr. Alcure.

**PUBLIC HEARING ON CODE OF CONDUCT**

At 8:10p.m. Mr. Alcure declared the Public Hearing on the Revised Code of Conduct open. Ms. Bradshaw presented an overview of the proposed changes. The floor was then open for public comment. No members of the community signed up to speak. The Board discussed at length the section of the code pertaining to strip searches. The board came to consensus regarding the removal of language allowing any strip searches by administration. The code will be revised with the new language for the adoption on July 13, 2016. Mr. Alcure declared the Public Hearing closed at 8:36p.m.

## **II. COMMUNICATIONS**

**A. Correspondence** – The following correspondence was presented for the Board’s review.

1. Letter To: Mr. Christopher Alcure  
From: Ms. Angela Furci  
Re: Audience Participation Concerns
  
2. Letter To: Board of Education  
From: Mrs. Mary Herrle  
Re: Appeal to Superintendent
  
3. Letter To: Board of Education  
From: Ms. Louise Mahler  
Re: Thank You

**MOTION** by Mrs. Waldron seconded by Mrs. Knox that the correspondence in Section A, as listed above, be received and that the recommendations of the administration (where indicated) be accepted.

**Vote on Motion-** All aye. Motion carried (6-0).

**B. General Communications** – There were no general communications presented for the Board's review.

**III. UNFINISHED BUSINESS** -None.

**IV. COMMITTEE REPORTS** -No reports.

**V. SUPERINTENDENT'S REPORT-**

**A. Updates and Awards :** Dr. Grossane reported that he attended numerous Moving Up ceremonies and Graduation last week.

**B. Tentative Calendar for July 2016** – The calendars were reviewed. No additional meetings were scheduled.

**C. Litigation (Executive Session)**

**D. Revised Policy 5300 Code of Conduct - Board of Education Policies - Second Reading**

The revised Policy 5300- Code of Conduct- Board of Education Policies is presented for your information and discussion at the June 28, 2016 Regular Meeting of the Board of Education.

**The Superintendent of Schools will subsequently present the final copy to the Board of Education for its action at the July 13, 2016 Regular Meeting.**

**Code of Conduct draft document attached**

**E. Memorandum of Agreement Between Smithtown Central School District and the Smithtown Schools Employees' Association**

“Upon the recommendation of the Superintendent of Schools, be it RESOLVED, that the attached Memorandum of Agreement between the Smithtown Central School District and the Smithtown Schools Employees’ Association dated June 17, 2016 be ratified.”

MOTION by Mrs. Knox seconded by Mrs. Waldron approving Supt. Item E.

All aye. Motion carried (6-0)

**VI. INSTRUCTIONAL REPORT –**

A. Presentation of School Report Card- Paul Strader

B. Overnight Field Trip Request

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that permission is granted for three students to attend the BioEnergy Conference in Washington D.C. at the Walter Washington Convention Center; July 11-13, 2016

They will be accompanied by the following adult chaperone:

Maria Zeitlin, Science Teacher SHSE

**MOTION** by Mrs. Knox seconded by Mrs. Waldron approving Instructional Report Item B.

**Vote on Motion:** All aye. Motion carried (6-0)

**VII. PUPIL PERSONNEL SERVICES-**

**A. Committee on Special Education**

**1. Committee on Special Education**

“RESOLVED, that the recommendations of the Committee on Special Education for Initial Placement Program/Services, for cases listed be approved.”

Committee on Special Education/Preschool Special Education:

As per attached CSE meetings held between 06/13/2016 and 06/23/2016.

**2. Sub-Committee on Special Education**

As per attached SCSE meetings held between 06/13/2016 and 06/23/2016.

“RESOLVED that the recommendations of the Sub-Committee on Special Education for cases listed be approved.”

**B. Committee on Preschool Special Education**

**1. Initial placement for Preschool Special Education Program/Services**

“RESOLVED, that the recommendations of the Committee on Preschool Special Education for Initial Placement Program/Services, for cases listed be approved.”

**See Attached –CPSE meetings from 6/7/16 – 6/20/16**

**2. Special Education Preschool Annual IEP Review/Amended IEP**

“RESOLVED, that the recommendations of the Committee on Preschool Special Education for Annual IEP Review/Amended IEP for cases listed be approved.”

**See Attached –CPSE meetings from 6/7/16 – 6/20/16**

**MOTION** by Mrs. Knox seconded by Mrs. Waldron approving Pupil Personnel Services Items A-B.

**Vote on Motion :** All aye. Motion carried (6-0).

**VIII. AUDIENCE** –Mr. Alcure welcomed the following members of the audience to the podium to address the Board.

1. Robert Foster thanked Mrs. Knox and Mr. Liguori for their years of dedicated service to the students and community of Smithtown.
2. Debra Palen request an audit of the Special Education department
3. Andrea Elsky thanked Dr. Grossane for his leadership.

**IX. BUSINESS AFFAIRS**

**A. Finance**

1 – Budgetary Transfers

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the following budgetary transfers of funds be approved for the 2015-16 school  
year:

FROM:	See Attached	\$787,893.38
TO:	See Attached	\$787,893.38”

2 – Agreement for Special Counsel

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that effective July1, 2016 through June 30, 2017, Ingerman Smith, LLP is herewith  
appointed as Special Counsel to the Smithtown Central School District at the hourly rate of \$235.00  
per hour, and

BE IT FURTHER RESOLVED, that the President of the Board of Education is herewith authorized  
to execute a Retainer Agreement between the aforesaid Firm and the Smithtown Central School  
District, and

BE IT FURTHER RESOLVED, that the President of the Board of Education is hereby authorized  
to sign the Letter of Engagement with Ingerman Smith, LLP, dated July 1, 2016, in connection with  
their Legal Services (Special Counsel).”

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the Board of Education hereby approves the attached change order listed below:

**Bid Recommendation #15/16-08 Awarded on 7/28/15**

**Capital Project #58-08-01-06-0-023-032**

**High School East – Automatic Temp. Control**

CHANGE ORDER #1– Amount: \$11,500.00  
Contractor: HVAC, Inc.”

4 – Internal Auditor’s Management Representation Letter – Agreed-Upon Procedures Report

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to sign the Management Representation Letter issued by the District’s Internal Auditor, Cullen & Danowski, LLP, dated June 17, 2016, in connection with the Agreed-Upon Procedures report related to benefits administration for the Smithtown Central School District.”

5 – Internal Auditor’s Management Representation Letter – Risk Assessment Update

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to sign the Management Representation Letter issued by the District’s Internal Auditor, Cullen & Danowski, LLP, dated June 16, 2016, in connection with the Risk Assessment Update Report related to business processes for the Smithtown Central School District.”

6 – Smithtown Teacher Center

"Upon the recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the following individual receive a stipend of \$12,000 as Director of the Smithtown Teacher Center for services rendered from July 1, 2016 through June 30, 2017:

Kim Gilbert  
235 Bread & Cheese Hollow Road  
Ft. Salonga, NY 11768”

7 – Contract for Tutorial & Special Education Services – Syosset Home Tutoring, Inc.

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to amend the contract with the following organization, for the 2016-17 school year, to include the attached addendum:

Syosset Home Tutoring, Inc.  
21 Blacksmith Lane  
East Northport, NY 11731”

*Note: This vendor was approved by the BOE on the 4/12/16 RFP#13/14-08*

8 – Contract for Special Education Public School Placements – Hauppauge UFSD

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to enter into a contract for the 2015-16 school year with the public school listed below to provide special education services to parentally-placed students with disabilities who attend private schools in Smithtown Central School District:

Hauppauge Union Free School District”

9 – Contract for ESYP Presentation

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to enter into a contract with the following individual for one presentation during the 2016-2017 Extended School Year Program at a total cost of \$650.00:

Brian Chevalier  
(of Songspun.com)

62 Lexington Avenue  
Glen Falls, NY 12801

Date: Friday, July 8, 2016  
Performance Theme: Character Education - Respect and Kindness”

10 - Agreements with Seneca Consulting Group

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to enter into a Benefit Consulting Agreement with Seneca Consulting Group to provide consulting and reporting services for the Affordable Care Act (ACA), for a fee of \$9,500.00, for the 2016-2017 school year.

And be it further

RESOLVED, that the President of the Board of Education is also hereby authorized to enter into the Business Associate Agreement with Seneca Consulting Group set forth in Exhibit B to the Benefit Consulting Agreement.”

11 – Extra Classroom Activity Accounts – Potential Donors

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education hereby approves the following potential donors for Extra Classroom Activity Accounts for the 2015-2016 school year:

<u>School</u>	<u>Potential Donors</u>
Accompsett Middle School	Chase Bank Costco Parents/Guardians of SCSD students PTA Donations Stop & Shop
Great Hollow Middle School	Chase Bank PTA Donations Parents/Guardians of SCSD students



Nesaquake Middle School

Chase Bank  
PTA Donations  
Parents/Guardians of SCSD students  
Stop & Shop  
TD Bank

High School East

Allstate  
Cable – CSC Holdings, LLC  
California Pizza Kitchen  
Charity of Champions (Cablevision)  
Jostens  
Life Touch Photography  
Moe’s Corporation  
Northrop Grumman Corp.  
The Pampered Chef  
Parents/Guardians of SCSD students  
PTA Donations  
Smithtown Booster Club  
Smithtown Wrestling Alumni  
Stop & Shop  
Target  
Tropical Smoothie

High School West

Jostens  
Lifetouch  
PTA Donations  
Parents/Guardians of SCSD students  
Stop & Shop

Acompsett Elementary

Barnes & Noble  
Chili’s  
Doherty Breads, LLC (Panera Bread)

Fashion Republic Inc.  
Great merican Opportunities  
Newsday  
Parents/Guardians of SCSD students  
PTA Donations  
Stop & Shop  
Target

Branch Brook Elementary

Barnes & Noble  
Chase Bank  
Costume Supercenter of NJ LLC  
Fashion Republic Inc.  
Friendly's  
Great American Opportunities  
McDonald's  
Newsday  
PTA Donations  
Parents/Guardians of SCSD students  
Stop & Shop  
Target

Dogwood Elementary

Chase Bank  
Great American Opportunities  
Jack Keats Foundation, Inc.  
Newsday  
PTA Donations  
Parents/Guardians of SCSD students  
Stop & Shop  
Target  
Westat

Mills Pond Elementary

Chase Bank  
General Mills  
Great American Opportunities  
Newsday

PTA Donations  
Parents/Guardians of SCSD students  
Stop & Shop  
Target  
Westat

Mt. Pleasant Elementary

Chase Bank  
Great American Opportunities  
Long Island Ducks  
Newsday  
New York Islanders Hockey Club  
PTA Donations  
Parents/Guardians of SCSD students  
Stop & Shop  
Target  
Westat

St. James Elementary

Chase Bank  
Great American Opportunities  
Newsday  
PTA Donations  
Parents/Guardians of SCSD students  
Stop & Shop  
Square 1 Art  
Target  
Westat

Smithtown Elementary

Chase Bank  
Great American Opportunities  
Newsday  
PTA Donations  
Parents/Guardians of SCSD students  
Stop & Shop  
Target  
Westat

Tackan Elementary

Chase Bank

12 - Contract for Consultant Services

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to execute a contract with the following organization, to provide Consultant Services, as per the attached rate sheet, for the 2016-2017 school year:

Aspire Center for Learning and Development  
63 Old East Neck Road  
Melville, NY 11747”

13 - Contract for Transcript Services

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to execute a contract with the following company to provide Transcript Services, for the 2016-2017 school year, at the rates indicated:

Radazo Reporting, Inc.  
46 Cobalt Lane  
Westbury, NY 11590

Superintendent's Hearings:

\$4.90 per page (original & one copy, as requested)

\$5.00 per page (original & two copies)

\$50.00 single appearance fee (a.m. or p.m.)

\$150.00 minimum (any transcript where number of pages with appearance would total less than \$150.00)

\$90.00 Bust fee - reporter canceled day of proceeding, services not required

Impartial Hearings:

\$5.10 per page (original & two copies)

\$50.00 single appearance fee (a.m. or p.m.)

\$150.00 minimum (any transcript where number of pages with appearance would total less than \$150.00)

\$90.00 Bust fee - reporter canceled day of proceeding, services not required

Handling & Postage:

Transcripts sent via UPS (all trackable). Postage cost determined by package weight.”

14 - Contracts for Special Education Public School/Organizations Placements

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to enter into contracts for the 2016-17 school year with the public schools listed below for the placement of students with educational disabilities, as approved by the Committee on Special Education:

Greenburgh-Graham Union Free School District  
Kings Park Central School District  
New York State Education Department Dormitory Authority  
Sachem Central School District  
Suffolk County Department of Social Services  
Three Village Central School District  
Western Suffolk BOCES”

Note:

- *Contracts are not obtained from the NYS Education Dept. Dormitory Authority and the Suffolk County Department of Social Services.*
- *Contract is not obtained from Western Suffolk BOCES. List of RFP participants is attached. Cross Contract will be obtained, as needed, from Nassau BOCES and Eastern Suffolk BOCES.*

15 - Contract for Special Education Services

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to execute a contract for Special Education Services with the following organization, for the 2016-2017 school year, at the rates listed:

Da Vinci Education & Research LLC  
550 North Country Road, Suite B  
St. James, NY 11780

**Reading Language Services**

Specialized Reading & Language Instruction (in District 1:1)	\$125.00 per session
Resource Room Services (private or parochial school)	\$50.00 per ½ hr. session/child (\$150 max)

**Behavioral Services**

Parent Training	\$105.00 per hr.
ABA and SEIT Services (Home or School)	\$40.00 per 30 min.
CSE	\$40.00 per 30 min.

**Staff Development and Training Packages**

Daily Consulting Rates	\$2,500 per day per consultant
Material and Printing are an additional cost	

**Assistive Technology Consultation**

Dr. Rosati will meet with school district personnel to discuss the specific AT needs of the student.	\$150.00 approx. 1 hr.
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**Assistive Technology Consultation & Review of Documents**

Includes a consultation with school district personnel and review of all related documents. A written report will be included.	\$500.00
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**Assistive Technology Session with Student**

1:1 with student using recommended programs/technology. Support will be provided at our center or in-district.	\$125.00 (per session: 45 min. – 1 hr.)”
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*Note: Vendor to be approved on the Western Suffolk BOCES RFP#16/17-03P-IE5-LH on June 28, 2016*

16 - Contract for Special Education Private Schools/Organizations Placements

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to enter into contracts for the 2016-17 school year with the private schools/organizations listed below for the placement of students with educational disabilities, as approved by the Committee on Special Education:

Cleary School for the Deaf  
Mt. Pleasant Cottage School UFSD  
Nassau Suffolk Services for Autism, The Martin C. Barell School  
The Summit School”

17 – Contract for Assistive Technology and Feeding Therapist Services

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to execute an addendum to the contract with the following organization for the 2016-17 school year, to provide Assistive Technology and Feeding Therapist Services, at the rates listed below:

NY Therapy Placement Services, Inc.  
500 Bi-County Blvd.  
Suite 210N  
Farmingdale, NY 11735

Assistive Technology Consultations: \$40.00 per 15 min.  
Assistive Technology Training: \$150.00 per 60 min.  
Feeding Therapist Home/School Based: \$60.00 per 30 min.”

*Note: This is an amendment to the approved RFP 13/14-08 of 4/12/16*

18 – Resolution to Fund Various Reserves

“Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the Board of Education of the Smithtown Central School District authorizes the following transfers be made from fund balance up to the amount listed for each reserve:

Workers’ Compensation	\$ 500,000
Capital Reserve	\$ 6,500,000
Employee Benefit Accrued Liability	\$ 400,000
Life Insurance	\$ 100,000”

19 - Contract for Special Education Private School Placements - UCP

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to enter into a contract for the 2016-17 school year with the private school listed below to provide instructional services, as well as a service provider for the attached services with corresponding rates:

The United Cerebral Palsy Association of Greater Suffolk, Inc.  
250 Marcus Blvd.  
Hauppauge, NY 11788”

**MOTION** by Mrs. Knox, seconded by Mrs. Waldron approving the Finance Items 1-19.

Discussion: Mrs. Knox stated that an Audit committee meeting was held on June 17, 2016. The Internal Auditor’s Management Representation Letter was reviewed and discussed and is on the agenda for approval tonight. There was also discussion on Item 3- Change Orders and Item 18 Fund Various Reserves.

**Vote on Motion-** All aye. Motion carried (6-0).

**B. Operations**

1 – Additions to List of Organizations Approved to Use School Facilities,  
2016-2017 School Year

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the following organizations, having made formal application, are hereby approved to use school facilities at the Smithtown Central School District during the 2016-2017 school year, subject to all School District policies, rules and regulations, Standard Uniform Practices, and contract provisions:

**2016-2017 SCHOOL YEAR**

- Branch Brook Elementary PTA
- Friends of Music of Smithtown
- Jewish Without Walls (JWOW)
- Long Island Ladies Soccer League
- Nesaquake Middle School PTA
- St. James Elementary PTA
- St. James Nesconset Youth Football & Cheerleading
- Smithtown Children’s Foundation
- Smithtown Elementary PTA
- Smithtown Septa
- Tackan Elementary PTA”



"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the attached list of books, due to poor condition and/or obsolescence, is no longer useful to the District, and are hereby declared to be obsolete, and are to be disposed of in a manner that is in the best interest of the Smithtown Central School District:

**Accompsett Middle School – Social Studies Dept.**

441 World: Adventures in Time and Place, ISBN#: 0-02-149138-0

**Great Hollow MS – Library**

Attached list of books (29 pages – 3 boxes)\*

**High School East Library**

130 Enduring Vision (5<sup>th</sup> Ed.), ISBN#: 978061833333-2

5 Enduring Vision (4<sup>th</sup> Ed.), ISBN#: 0-395960770

**High School East – CTE Dept.**

27 Fashion Merchandising, ISBN#: 0-07-061744-9

**Mt. Pleasant Elementary**

Attached list of books”

*\*List Available Upon Request*

3 – Sunday Use of School Facilities

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the application for use of school facilities submitted by Jewish Without Walls (JWOW), for use of Branch Brook Elementary School garden, on Sundays for July and August 2016, from 10:00 am to 12:00 pm, under the rules and regulations and fee charges for use of school facilities, is hereby approved."

**MOTION** by Mrs. Knox, seconded by Mrs. Waldron approving Operations Item 1-3.

**Vote on Motion-** All aye. Motion carried (6-0).

**X. PERSONNEL**

**A. Certified** – The following Certified Personnel Items were presented for the Board’s approval:

1. Appointment of Adult Basic Education Teacher
2. Appointment of Yearbook Advisor 2016-2017
3. Appointment of Regular Substitute Teacher
4. Approval of Compensation for Summer CSE, SCSE and CPSE
5. Appointment of Athletic Trainer
6. Approval for Compensation of Athletic Event Trainer Supervision
7. Coaching Assignments
8. Notice of Retirement
9. Request for FMLA and/or Leave of Absence
10. Request for a Leave of Absence, Without Pay
11. Appointment of ABA Home Aide Supervisor-2016-2017 School Year
12. Approval of Athletic Program Assistant
13. Approval of Miscellaneous Pay Rates for Supervision of Sports Activities
14. Appointment of Part Time Teacher
15. Notice of Resignation
16. Appointment of Probationary Teacher
17. Appointment of Probationary Administrator
18. Appointment of Summer Teacher
19. Recommendation of the Superintendent of Schools
20. Cost of Living Adjustment for Non-Aligned Personnel
21. Appointment of Summer Chairperson for the Committee on Special Education
22. Amended Appointment of Yearbook Advisor 2015-2016
23. Superintendent’s Contract of Employment
24. Approval of Summer Stipend

**MOTION** by Mrs. Waldron, seconded by Mrs. Knox approving the Certified Personnel Items 1-24

**Vote on Motion-** All aye. Motion carried (6-0).

**B. Classified-** The following Classified Personnel Items were presented for the Board’s approval:

1. Change of Status
2. Leave of Absence
3. Resignation
4. Termination
5. Summer School Program
6. Temp/Peak Appointments
7. Recommendation of the Superintendent of Schools
8. Cost of Living Adjustment for Non-Aligned Personnel

**MOTION** by Mrs. Waldron, seconded by Mrs. Knox approving the Classified Personnel Items 1-8, as detailed in the attached resolutions.

**Vote on Motion-** All aye. Motion carried (6-0).

**XI. NEW BUSINESS** – Mr. Alcure presented Mrs. Knox and Mr. Liguori with plaques for their years of service on the Board of Education, and commended each on their dedication and service to the community and students of Smithtown. Mrs. Knox and Mr. Liguori both reflected on their time on the Board as they complete their tenure as trustees.

**XII. ADJOURNMENT**

At 9:36 p.m. Mrs. Knox motioned , Mr. Liguori seconded and the board voted unanimously to adjourn the meeting.

Respectfully submitted,

Maureen O'Connor  
District Clerk

Personnel

A. Certified

(1) Appointment of Adult Basic Education Teacher

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the District shall employ the following person, as an instructor in the Adult Education Program, at the rate of \$32.00 per hour, effective 7/1/2016 for the 2016-2017 school year:

Name

Re, Mary J.

Personnel

A. Certified

(2) Appointment of Yearbook Advisor 2016-2017

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the person listed below be appointed as the Yearbook Advisor for the 2016-2017 School Year. Compensation for this position will be a stipend of \$5,000, per building.

Name

Edis, Jason E. - HSW and HSE

Personnel

A. Certified

(3) Appointment Regular Substitute Teacher

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following person, who is or will be properly certified, be appointed as a Regular Substitute Teacher as specified below:

<u>Name</u>	<u>Area</u>	<u>Assign</u>	<u>FTE</u>	<u>StepGr</u>	<u>Salary</u>	<u>Effective</u>	<u>End Date</u>
Adinolfi, Monica <i>(Minschke, L.- Leave of Absence without pay)</i>	Math, 7-12	SHSW	1.00	1 -BA	\$53,046.00	09/01/2016	06/30/2017
Dicpinigaitis, Kristen N. <i>(Specht, R.- No Cause Leave of Absence without pay)</i>	Science, 7-12	GH	1.00	2-MA	\$60,140.00	09/01/2016	06/30/2017
Gahan, Wendy A. <i>(Mariani, K.- No Cause Leave of Absence without pay )</i>	Math, 7-12	SHSE	0.30	1 - MA	\$17,379.30	09/01/2016	06/30/2017
Guercio, Kristen M. <i>(Mariani, K.- No Cause Leave of Absence without pay)</i>	Math, 7-12	SHSW /NMS	.70	1 - MA	\$40,551.70	09/01/2016	06/30/2017
LaComb, Amanda S. <i>(Gribben, L.-Leave of Absence without pay)</i>	Science, 7-12	SHSE	1.00	2-MA	\$60,140.00	09/01/2016	06/30/2017

Certifications

<u>Name</u>	<u>Certificate Area</u>	<u>Certificate Type</u>
Adinolfi, Monica	Mathematics 7-12	INIT
Dicpinigaitis, Kristen N.	Biology 7-12	INIT
Gahan, Wendy A.	Mathematics 7-12	PERM
Gahan, Wendy A.	Business & Dist Educ	PERM
Guercio, Kristen M.	Mathematics 7-12	INIT
LaComb, Amanda S.	Biology 7-12	PROF
LaComb, Amanda S.	Chemistry 7-12	PROF

Comments

Gahan, Wendy A.-Resigned from Tutor Position 6/30/2016 to accept Math REG SUB .30 and .60 PT MATH TEACHER

Personnel

A. Certified

(4) Approval of Compensation for Summer CSE, SCSE and CPSE

Upon the recommendation of the Superintendent of Schools, be it RESOLVED, that any Certified employee and the substitute teacher(s) listed below who serves on and/or does testing for summer CSE, SCSE and CPSE be compensated at the contractual summer hourly rate.

Anthony Vincent Corbo

John F. Elmore Jr

Personnel

A. Certified

(5) Appointment of Athletic Trainer

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the person listed below be appointed as an Athletic Trainer and compensated as indicated for the 2016-2017 school year.

<u>Name</u>	<u>Salary</u>	<u>Location</u>
Costa, James	\$25,000.00	SHSW
Tor, David E.	\$25,000.00	SHSE



Personnel

A. Certified

(6) Approval for Compensation of Athletic Event Trainer Supervision

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be compensated at the rate of \$20.00 per hour for athletic trainer coverage starting at 5:30 PM for evening and weekend athletic events and tournaments held in the fall, winter and spring 2016-2017 athletic seasons:

Name

Costa, James

Tor, David E.

Location

SHSW

SHSE

PersonnelA. Certified(7) Coaching Assignment(s)

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the persons listed be appointed to coaching positions as specified, and compensated in accordance with the agreement between the STA and the Smithtown Central School District:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Salary</u>	<u>FTE</u>	<u>Grade</u>	<u>Step</u>	<u>Season</u>
Woods, Jonathan P.	Football Varsity Head	SHSE	\$8,400.43	1.00	A	1	HSFS
Fasciani, Stephen M.	Football Varsity Head	SHSW	\$8,400.43	1.00	A	1	HSFS

Personnel

A. Certified

(8) Notice of Retirement

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the notice of retirement of the following person be accepted as specified below:

<u>Name</u>	<u>Area</u>	<u>Location</u>	<u>Effective</u>
Rowe, Eileen	Director of Science	DO	07/31/2016

PersonnelA. Certified(9) Request for FMLA and/or Leave of Absence

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following person be granted FMLA and/or Leave of Absence effective as specified below:

<u>Name</u>	<u>Area</u>	<u>Assign</u>	<u>Effective</u>	<u>End Date</u>	<u>Leave</u>
McKillop, Benjamin	Elementary Teacher	AMS	04/11/2016	06/22/2016	Family Medical Sick
Rosini, Michele T.	Math, 7-12	SHSW	06/06/2016	06/23/2016	Family Medical Sick
Rosini, Michele T.	Math, 7-12	SHSW	09/01/2016	11/04/2016	Family Medical Leave, without pay
Rosini, Michele T.	Math, 7-12	SHSW	11/05/2016	01/22/2017	Leave of Absence, without pay
Vella, Grace A.	Foreign Language, 7-12	AMS	05/26/2016	06/23/2016	Family Medical Sick
Vella, Grace A.	Foreign Language, 7-12	AMS	09/01/2016	09/16/2016	Family Medical Leave, without pay
Vella, Grace A.	Foreign Language, 7-12	AMS	09/17/2016	01/02/2017	Leave of Absence, without pay

Personnel

A. Certified

(10) Request for a Leave of Absence, Without Pay

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be granted a Leave of Absence, without pay effective as specified below:

<u>Name</u>	<u>Area</u>	<u>Effective</u>	<u>End</u>	<u>Leave</u>
Kaufmann, Kimberley A.	Special Education	09/01/2016	08/31/2017	Leave of Absence, without pay

Personnel

A. Certified

(11) Appointment of ABA Home Aide Supervisor-2016-2017 school year

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the person specified below be appointed as an ABA Home Aide Supervisor for students as required by individual student IEPs. Such supervisor will be compensated at the contractually approved summer teaching rate.

Name

Sicardi, Mary E.

Personnel

A. Certified

(12) Approval of Athletic Program Assistant

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the person listed below be appointed as Athletic Program Assistant for the athletic season listed below.

Name

Miller, David M.      Fall Season    \$6,800.00

Personnel

A. Certified

(13) Approval of Miscellaneous Pay Rates for Supervision of Sports Activities

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the District shall establish the following miscellaneous pay rates for supervision of sports activities for district employees, retired employees and other approved personnel as indicated below:

**Head Supervisor (Game Supervision Event Chaperones)**

Weekday Game Supervision	\$27.50 per hour
Weekend Game Supervision	\$35 per hour
Tournament Supervision	\$35 per hour

**Event Chaperones**

All Sport Coverage, Home Games	\$20 per hour
Away Games	\$25 per hour
Playoff Games	\$25 per hour
Weight Room Supervision	\$20 per hour
Sport Physical Supervision	\$20 per hour

**Announcer \***

Football	\$55 per game
All Other Sports	\$45 per game

\* no change



Personnel

A. Certified

(14) Appointment of Part-time Teacher

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person who is properly certified, be appointed as a part-time teacher as specified below:

<u>Name</u>	<u>Area</u>	<u>Assign</u>	<u>FTE</u>	<u>StepGr</u>	<u>Salary</u>	<u>Effective</u>	<u>End Date</u>
Gahan, Wendy A.	Math, 7-12	GH	0.60	1-MA	\$34,758.60	09/01/2016	06/30/2017

Certifications

<u>Name</u>	<u>Certificate Area</u>	<u>Certificate Type</u>
Gahan, Wendy A.	Mathematics 7-12	PERM
Gahan, Wendy A.	Business & Dist Educ	PERM

Comments

Wendy A. Gahan- Resigned from Tutor Position 6/30/2016 to accept Math REG SUB .30 and .60 PT MATH TEACHER

Personnel

A. Certified

(15) Notice of Resignation

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

<u>Name</u>	<u>Area</u>	<u>Assign</u>	<u>Effective</u>
Gahan, Wendy A.	Tutor	GH	06/30/2016
Maloney, Suzanne M.	Reading	SHSE	09/01/2016
Miller, Tara L.	English, 7-12	SHSE	07/01/2016
Nevola, John R.	Tutor	SHSW	07/01/2016

Comments

Gahan, Wendy A.-Resigned from Tutor Positon 6/30/2016 to accept Math REG SUB .30 and .60 PT MATH TEACHER

Personnel

A. Certified

(16) Appointment of Probationary Teacher

Upon recommendation of the Superintendent of Schools, be it RESOLVED that the following teachers receive probationary appointments subject to the requirements of the Education Law and the Rules of the Board of Regents, unless terminated prior thereto, in the manner prescribed by the Education Law:

<u>Name</u>	<u>Area</u>	<u>Assign</u>	<u>FTE</u>	<u>StepGr</u>	<u>Salary</u>	<u>Effective</u>	<u>End Date</u>
*Bleecher, Amy A.	Special Education	GH	1.00	2A-MA	\$62,329.00	09/01/2016	08/31/2020
LaRussa, Graceann	Reading	SHSE/ SHSW	1.00	1-MA	\$57,931.00	09/01/2016	08/31/2020
*Mallhotra Jr, Chandler M.	Special Education	SHSW	1.00	1-MA	\$57,931.00	09/01/2016	08/31/2020
*Mescia, Alyssa M.	Special Education	GMS	1.00	1-MA	\$57,931.00	09/01/2016	08/31/2020
*Penini, Chana M.	Special Education	SHSW	1.00	3-MA	\$64,518.00	09/01/2016	08/31/2020
*Primus, Roseann	Special Education	GMS	1.00	1-MA	\$57,931.00	09/01/2016	08/31/2020

Certifications

<u>Name</u>	<u>Certificate Area</u>	<u>Certificate Type</u>
Bleecher, Amy A.	Childhood Education Grades 1-6	PROF
Bleecher, Amy A.	Students Disabilities Grades 1-6	PROF
Bleecher, Amy A.	Generalist in Middle Child Edu Gr 5-9	PROF
LaRussa, Graceann	Literacy Grades 5-12	INIT
Mallhotra, Jr., Chandler M.	Students Disabilities-Generalist Gr7-12	INIT
Mallhotra, Jr., Chandler M.	Social Studies 7-12	INIT
Mallhotra, Jr., Chandler M.	Severe or Mult Disabilities Annotation	IEXT
Mescia, Alyssa M.	Generalist in Middle Child Edu Gr 5-9	INIT
Mescia, Alyssa M.	Students Disabilities Grades 1-6	INIT
Mescia, Alyssa M.	Students Disabilities-Generalist Gr7-12	INIT
Mescia, Alyssa M.	Students Disabilities Birth-Grade 2	INIT
Mescia, Alyssa M.	Students Disabilities-Generalist Gr5-9	INIT
Penini, Chana M.	Students Disabilities-Generalist Gr7-12	INIT
Primus, Roseann	Generalist in Middle Child Edu Gr 5-9	PROF
Primus, Roseann	Students Disabilities-Generalist Gr5-9	PROF
Primus, Roseann	Students Disabilities Grades 1-6	PROF
Primus, Roseann	Childhood Education Grades 1-6	PROF

Comments

PersonnelA. CertifiedComments

\*To be eligible to receive tenure, the probationer must receive composite or overall APPR ratings of either effective or highly effective in at least three of the four preceding years, and if the probationer receives an ineffective composite or overall APPR rating in the final year of the probationary period he/she will not be eligible for tenure at that time.

@ The probationary period may be shortened pursuant to Education Law Section 3012 provided that the probationer can demonstrate that he/she received an APPR rating in each of the years preceding the probationary appointment for which the probationer is seeking Jarema credit.

# The probationary period may be shortened pursuant to Education Law 3012 because the probationer has received tenure in Smithtown or another school district or BOCES provided that the probationer can demonstrate that he/she received an APPR rating in his/her final year of service in the former tenure area in Smithtown or in his/her final year of service in the other school district or BOCES.

+ The probationer is not subject to an APPR rating and the probationary period is reduced due to Jarema credit.

& The probationer is not subject to APPR rating and the probationary period is or may be reduced due to prior tenure in Smithtown, another school district or BOCES, pending verification of prior tenure.

Personnel

A. Certified

(17) Appointment of Probationary Administrator

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person who is properly certified, be appointed as a probationary administrator for the Smithtown Central School District as specified below:

<u>Name</u>	<u>Area</u>	<u>Assign</u>	<u>StepGr</u>	<u>Salary</u>	<u>Probationary</u>	<u>Period</u>
*McCabe, Daniel D.	Secondary Principal	NMS	8 B	\$152,120.00	07/01/2016	06/30/2020
Prahl, Matthew S.	Asst Adm For Special Ed & Sp Svcs	CO	11 I	\$135,265.00	08/01/2016	07/31/2020

Comments

\*To be eligible to receive tenure, the probationer must receive composite or overall APPR ratings of either effective or highly effective in at least three of the four preceding years, and if the probationer receives an ineffective composite or overall APPR rating in the final year of the probationary period he/she will not be eligible for tenure at that time.

McCabe, Daniel- Previously approved at \$152,100.00.

Personnel

A. Certified

(18) Appointment of Summer Teacher

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the person specified below be appointed to provide instructional services between 7/1/16 and 8/31/16. The teacher will be compensated at the contractually approved summer teaching rate.

Name

Conklin, Kristen A. - Speech Teacher

PersonnelA. Certified(19) Recommendation of the Superintendent of Schools

BE IT RESOLVED that, upon the Recommendation of the Superintendent of Schools, effective July 1, 2016 the Assistant Superintendent for Instruction, the Assistant Superintendent for Finance & Operations and the Executive Director of Curriculum will each receive a salary adjustment of \$7,500. These adjustments will be made before a Cost of Living Adjustment is made to salaries for the 2016-2017 school year pursuant to the Cost of Living Adjustment for Non-Aligned Personnel resolution approved at the June 28, 2016 Board of Education meeting.

PersonnelA. Certified(20) Cost of Living Adjustment for Non-Aligned Personnel

Upon recommendation of the Superintendent of Schools, BE IT RESOLVED THAT commencing July 1, 2016 and annually on each July 1 thereafter, a Cost of Living Adjustment (COLA) will be granted to the salaries of the Non-Aligned Personnel on Schedules 2-5. The annual COLA will be the percentage change in the regional consumer price index for the New York, New York - Northeastern, New Jersey area, based upon the index of all urban consumers (CPI-U) during the preceding twelve (12) month period beginning January 1st of the previous year and ending on December 31st. Notwithstanding the preceding sentence, the annual COLA will be no less than 2% and will not exceed 4%.

BE IT RESOLVED THAT, upon a recommendation by the Superintendent of Schools, the Board may deny or decrease the COLA to any Non-Aligned Personnel on Schedules 2-5 in the event that he/she performs less than satisfactorily during the preceding school year.

BE IT FURTHER RESOLVED that Resolutions XI(A)(3) and XI(B)(3) from the Board's December 11, 2007 meeting are rescinded with the close of business June 30, 2016.



Personnel

A. Certified

(21) Appointment of Summer Chairperson for the Committee on Special Education

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as a District CSE/CPSE Chairperson to assist with CSE/CPSE meetings for the period from 7/1/16 to 8/31/16 to be compensated at her current hourly rate.

Name

O'Neill, Christine

Personnel

A. Certified

(22) Amended Appointment of Yearbook Advisor 2015-2016

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the appointment of Lauren FitzPatrick, previously appointed on 6/23/15 as Yearbook Co-Advisor, is hereby rescinded. The person listed below, previously appointed on 6/23/15 as Yearbook Co-Advisor, is hereby appointed Yearbook Advisor. Compensation for this position will be a stipend of \$5,000.

Name

O'Leary, Theresa

Personnel

A. Certified

(23) Superintendent's Contract of Employment

WHEREAS, the Board of Education has completed it's evaluation of the performance of the Superintendent of Schools, pursuant to the terms of it's agreement with him, be it RESOLVED that the Amendment to Agreement with the Superintendent of Schools dated June 28, 2016 is hereby approved and the President of the Board of Education is authorized to execute same.

Personnel

A. Certified

(24) Approval of Summer Stipend

Upon the recommendation of the Superintendent of Schools, be it RESOLVED, that Christine LoFrese receive a stipend of \$3,000 for summer work between 7/1/16 and 8/18/16 to coordinate and plan for the implementation of the Project Lead The Way Program for grades K-5.

PersonnelB. Classified(1) Change of Status

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the change of status of the following Civil Service employees of the Smithtown Central School District, Smithtown, NY are approved, providing the employees meet the required qualifications:

<u>Name</u>	<u>Status</u>	<u>Title</u>	<u>Loc</u>	<u>Salary</u>	<u>Hours</u>	<u>Effective</u>	<u>End Date</u>
Briordy, Thomas R.	PERM	CW1 (ND) Floater	FAC	\$43,587.00	8.00	07/14/2016	/ /
Briordy, Thomas R.	PROB	CW1 (ND) Floater	FAC	\$43,587.00	8.00	05/25/2016	07/13/2016
Camilli, Gianni V.	PERM	CW1 (Mid-Shift)	SE	\$41,111.00	8.00	07/28/2016	/ /
Camilli, Gianni V.	PROB	CW1 (Mid-Shift)	SE	\$41,111.00	8.00	05/31/2016	07/27/2016
Crist, Jared M.	PERM	Maintenance Mechanic 3	FAC	\$52,465.00	8.00	07/28/2016	/ /
Crist, Jared M.	PROB	Maintenance Mechanic 3	FAC	\$52,465.00	8.00	01/27/2016	07/27/2016
Goncalves, Nicholas J.	PERM	Custodial Worker 1 (ND)	NMS	\$41,516.00	8.00	07/14/2016	/ /
Goncalves, Nicholas J.	PROB	Custodial Worker 1 (ND)	NMS	\$41,516.00	8.00	01/13/2016	07/13/2016
Wallace, John G.	PERM	Custodial Worker 1 (ND)	SHSW	\$41,516.00	8.00	07/28/2016	/ /
Wallace, John G.	PROB	Custodial Worker 1 (ND)	SHSW	\$41,516.00	8.00	01/27/2016	07/27/2016
Zeolla, Craig E.	PERM	Custodial Worker 1 (ND)	DE	\$41,516.00	8.00	07/14/2016	/ /
Zeolla, Craig E.	PROB	Custodial Worker 1 (ND)	DE	\$41,516.00	8.00	01/13/2016	07/13/2016

Personnel

B. Classified

(2) Leave of Absence

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the request for an unpaid leave of absence by the following employees of the Smithtown Central School District, Smithtown, NY, be approved.

<u>Name</u>	<u>Title</u>	<u>Loc</u>	<u>Salary</u>	<u>Start Date</u>	<u>End Date</u>
Farrell III, Howard T.	Custodial Worker 1 (ND)	SHSE	\$63,225.00	07/01/2016	07/26/2016
Petrucci, Anthony C.	Guard	NMS	\$18.78	06/13/2016	06/30/2016

Leave of Absence - Reasons

Mr. Farrell is requesting an extension to his unpaid leave of absence from 07/01/2016 to 7/26/2016. Approval is tentative pending additional information.

Mr. Petrucci is requesting an unpaid leave of absence from 6/13/2016 through 6/30/2016.

PersonnelB. Classified(3) Resignation

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the resignations of the following employees of the Smithtown Central School District, Smithtown, NY, are approved as specified below.

<u>Name</u>	<u>Title</u>	<u>Location</u>	<u>Salary</u>	<u>End Date</u>
Grunenberg, Deanna	Seasonal Special Ed Aide (TPPK)	NYA	\$10.00	06/16/2016
Kelly, Lyndamarie F.	Elementary School Monitor (Hourly)	AE	\$14.72	06/20/2016
McTurk, Kyle A.	Custodial Worker 1 (TPPK)	FAC	\$11.00	06/15/2016
Saccente, Theresa M.	Elementary School Monitor (Hourly)	MPE	\$14.72	06/20/2016

Personnel

B. Classified

(4) Termination

Upon recommendation of the Superintendent of Schools, be it RESOLVED, terminations of the following Civil Service employees of the Smithtown Central School District, Smithtown, NY, be approved as specified below.

<u>Name</u>	<u>Title</u>	<u>Location</u>	<u>Salary</u>	<u>End Date</u>
Morro, Nancy	Food Service Worker (TPPK)	NYA	\$10.10	06/15/2016



Personnel

B. Classified

(5) Summer School Program

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following Civil Service employees of the Smithtown Central School District, Smithtown, NY are approved to work the Extended School Year Program, at their regular hourly rate effective 7/01/16 .

Name

Bittlemann, Madeline A. - Special Ed Aide

Connell, Alice R. - Special Ed Aide

Di Grado, Costabile G. - Special Ed Aide, Pending Enrollment

Gampel, Melissa - Special Ed Aide, Pending Enrollment

Indovino, Julie - Special Ed Aide, Pending Enrollment

O'Hara, Patricia A. - Special Ed Aide

Scordino, DianaLee T. - Special Ed Aide

Sullivan, Lisa M. - Special Ed Aide

PersonnelB. Classified(6) Temp/Peak Appointment

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following are appointed as Civil Service employees of the Smithtown Central School District, Smithtown, NY, as specified below, providing the appointee meets the required qualifications for the job.

<u>Name</u>	<u>Title</u>	<u>Location</u>	<u>Salary</u>	<u>Date</u>
Bugliarelli, Robert B.	Stock Clerk TPPK	NYA	\$11.00	06/29/2016
Cohen, Michael E.	Custodial Worker 1 TPPK	FAC	\$11.00	06/29/2016
Croce, Joseph R.	Stock Clerk TPPK	NYA	\$11.00	06/29/2016
David, Kurt B.	Stock Clerk TPPK	NYA	\$11.00	06/29/2016
Duerwald, Jake S.	Stock Clerk TPPK	NYA	\$11.00	06/29/2016
Farrell, Daniel J.	Custodial Worker 1 TPPK	NYA	\$11.00	06/29/2016
Kumpfbeck, Kristyn M.	Stock Clerk TPPK	NYA	\$11.00	06/29/2016
Lisa, Michael C.	Custodial Worker 1 TPPK	FAC	\$11.00	06/29/2016
Marzigliano, Antoinette L.	Stock Clerk TPPK	WH	\$11.00	06/29/2016
Nelson, Kevin C.	Custodial Worker 1 TPPK	NYA	\$11.00	06/29/2016
Salerno, Michael J.	Custodial Worker 1 TPPK	FAC	\$11.00	06/29/2016
Ulrich, Cameron K.	Stock Clerk TPPK	NYA	\$11.00	06/29/2016

Temp/Peak - Reasons

Ms. Marzigliano is a Food Service Worker hired as a Seasonal Stock Clerk with an end date of 8/31/2016.

Personnel

B. Classified

(7) Recommendation of the Superintendent of Schools

BE IT RESOLVED that, upon the Recommendation of the Superintendent of Schools, effective July 1, 2016 the Director of Information & Technology Services will receive a salary adjustment of \$5,000. This adjustment will be made before a Cost of Living Adjustment is made to salaries for the 2016-2017 school year pursuant to the Cost of Living Adjustment for Non-Aligned Personnel resolution approved at the June 28, 2016 Board of Education meeting.

PersonnelB. Classified(8) Cost of Living Adjustment for Non-Aligned Personnel

Upon recommendation of the Superintendent of Schools, BE IT RESOLVED THAT commencing July 1, 2016 and annually on each July 1 thereafter, a Cost of Living Adjustment (COLA) will be granted to the salaries of the Non-Aligned Personnel on Schedules 2-5. The annual COLA will be the percentage change in the regional consumer price index for the New York, New York-Northeastern, New Jersey area, based upon the index of all urban consumers (CPI-U) during the preceding twelve (12) month period beginning January 1st of the previous year and ending on December 31st. Notwithstanding the preceding sentence, the annual COLA will be no less than 2% and will not exceed 4%.

BE IT RESOLVED THAT, upon a recommendation by the Superintendent of Schools, the Board may deny or decrease the COLA to any Non-Aligned Personnel on Schedules 2-5 in the event that he/she performs less than satisfactorily during the preceding school year.

BE IT FURTHER RESOLVED that Resolutions XI(A)(3) and XI(B)(3) from the Board's December 11, 2007 meeting are rescinded with the close of business June 30, 2016.