

**Bridgehampton Union Free School District
Board of Education Business Meeting
Wednesday, March 24, 2021
6PM – Virtual Meeting via: Google Meet
MINUTES**

I. ROUTINE MATTERS

- A) Upon having ascertained the presence of a Quorum and Roll Call, the President called the meeting to order at 6:04PM, followed by the Pledge of Allegiance.

Present: Ronald White, President; Trustees: Jennifer Vinski, Markanthony Verzosa, Carla Lillie; Robert Hauser, Superintendent; Michael Miller, Principal; Michael Cox, Assistant Principal; Carlos Bermudez, Director of PPS/ENL; Jennifer Coggin, School Business Administrator; Tammy Cavanaugh, District Clerk.

Excused: Lillian Tyree-Johnson, Vice President

Absent: Doug DeGroot, Trustee

Counsel: Michael Vigliotta, Esq.

- B) **Resolved** that the Board of Education of the Bridgehampton UFSD approves the Proposed Board of Education Agenda, dated March 24, 2021.

Motion: J. Vinski Second: M. Verzosa Vote: 4-0

- C) **Resolved** that the Board of Education of the Bridgehampton UFSD approves the minutes of the February 24, 2021 Meeting of the Board.

Motion: J. Vinski Second: M. Verzosa Vote: 4-0

- D) Invitation to the Public: The public at this time is cordially invited to bring before the Board any comments, questions or concerns.

- E) Invitation to visitors to address the Board of Education on agenda items.

- F) Communications (As needed, copies will be provided in advance via email to Board members)

***6:08PM – Kathleen McClelland arrived**

- 1) ES BOCES Dialogue Newsletter – 2020-21 Issue 2
- 2) Letters/Emails from: John Reilly, Maria Bouzos-Reilly, Annette Rivera, Elizabeth Martin-Kirwan, Lou Liberatore, Mike Byrne, Mike DeRosa, Kelly Sharp, Jen Suarez and Luke Ferland in support of consideration of Michael Miller for the Superintendent position and Michael Cox for the Principal position.

At this time, all letters referenced above were read aloud by the following trustees: Jennifer Vinski, Carla Lillie, Kathleen McClelland and Ronald White and will be made a part of these minutes via an addendum.

G) Board of Education Discussion Items

- 1) Policy Review Committee Meeting (3/3)
- 2) Wellness Committee Meeting (3/4)
- 3) Safety Committee Meeting (3/9)
- 4) Facilities & Grounds Committee Meeting (3/9)
- 5) Budget Advisory Committee/Community Forum (3/10)
- 6) Strategic Planning Committee (3/11)
- 7) Curriculum Committee (3/15)

H) Consideration of additional items for the Agenda

II. ANNOUNCEMENTS

- | | |
|----------------------------|--|
| (a) March 29-April 1, 2021 | Spring Break – No Classes; District Open |
| (b) April 2 | Floating Holiday – District Closed |
| (c) April 9 | End of Quarter 3 |
| (d) April 14 | PSAT – Grades 8/9 |
| (e) April 19 | Parent Teacher Conferences (Virtual) |
| (f) April 19 | Report Cards Mailed |
| (g) April 21 | Board of Education Meeting 6PM (Virtual) |

III. REPORTS

A) Superintendent Report

As we approach the final 90 days of the school year, our students and staff had an opportunity to reflect on the past year and share their feelings and experiences.

It's hard to believe that one year ago the school buildings were deserted, all of the students were receiving remote instruction for the very first time in the history of our district, the majority of staff were deemed non-essential and were assigned to work remotely, and the Governor's executive orders mandated school districts provide breakfast and lunches every day as well as child care be provided to all students whose parents were deemed essential workers.

We were then confronted with providing all staff and students with the means to deliver and receive remote instruction. The words synchronous and asynchronous instruction, live streaming, in-person instruction vs fully remote instruction, hybrid schedules, and hotspots quickly became part of our daily vocabulary. A very generous community member donated over 100 Chromebooks to our students and to countless other students in neighboring districts.

We worked through the technological issues on a daily basis with many staff working unselfishly beyond either their contractual day or standard day. The CDC, NYSDOH, SCDOH, and the Governor followed with numerous health and safety mandates as well as executive orders that shaped the way we prepared for the district to open last September. I am pleased to announce that all of our Kindergarten through 12th grade students have the opportunity and resources to safely attend school full time for in person instruction. We still offer students remote instruction if they do desire. Initial benchmarking and progress monitoring of in-person student data strongly indicate our elementary students continue to make significant strides in their educations. We believe the fact that we were able to offer full time in-person instruction for grades Kindergarten

through the 6th grades since the start of the school year played a significant role as well as our dedicated staff.

On behalf of the Board of Education and the staff we are grateful for the support we received from the parents, students, and community. It is our hope that this September will be “more normal” now that 100% of our staff who have chosen to be vaccinated have either done so or are scheduled to do so.

The CDC has recently issued new guidelines which under certain conditions relax the school social distancing criteria from 6’ to 3’. Hopefully the NYSDOH and the SCDOH will adopt similar guidelines so that we can properly plan for September. In addition, we continue to prepare our fiscally responsible proposed budget for the upcoming school year which begins July 1.

You will also hear updated information from our Principal, Mr. Miller, in regards to the federal government’s mandated requirements for assessments and testing and our state education department’s approach to the upcoming grades 3-8 ELA, Math, and Science assessments, the NYS English As A Second Language Achievement Test, and the June Regents.

Spring Break starts this Friday and I hope every enjoys the break.

B) Principal Report

- Graduation Date- June 19th
- Social/Emotional & Equity Committee- Great discussion on the approximately 70 survey results and how each committee member feels about our district. The goal of the next meeting on April 13th – utilize the “takeaways” from the results and personal experiences for goals with action items. Additionally, follow up discussion on three NYSSBA policies.
- Grading Policy- 12% for regent scores.
- Donated Painting
- State Testing Update- 3rd-8th Grade & Regents Examinations
- PLC & Associates- Learning Targets- Elementary School
- 7 Tours this month after school.
- Two Virtual Assemblies- “Anniversary of the last typical day”
- Advanced Placement Tests- * Choice for AP Stats * AP US
- Islander’s Virtual Assembly- Elementary School
- Fitness Center- Equipment in place/room not finalized
- Southampton Police Department Meeting- Active Shooter, MOU Discussion, & Tour
- Reopening Meeting Tomorrow: Discussion items are Live Streaming with a medical excuse, trailers for secondary teachers, CDC new guidelines that are anticipated to be approved by the DOH such as, Barriers and Spacing

C) Director of PPS & ENL Report

- PPS
 - ANNUALS
 - RE-EVALS
 - INITIAL REFERRALS FOR SE SERVICES
 - Numbers continue to climb
 - Private school partners

- Hayground
- Ross Lower School
- NYSED TESTING
 - NYSAA window open
 - 3-8 Testing
 - NYS Regents exams
 - Testing accommodations will as per IEPs and 504 Plans
 - ENL testing accommodations for Regents exams
- ENL
 - NYSESLAT Testing
 - New guidance on referral for SE services for ENL students

D) School Business Administrator Report

There are two transfers on the agenda – One is to pay for a painting invoice that occurred in September, and the other is a transfer to cover the electric bill.

Electricity has increased dramatically, and I will discuss that more in my budget presentation.

Budget Presentation

IV. NEW BUSINESS

***CONSENT AGENDA ITEMS 1-4**

Motion: J. Vinski Second: K. McClelland Vote: 5-0

- 1) Resolved** that the Board of Education of the Bridgehampton UFSD approves the second reading of the following policies, regulations and exhibits: 6645 Capital Assets Accounting; 6650 Claims Auditor; 6660 Independent Auditor; 6660-E External Audit Guidance for School District Officials; 6670 Petty Cash/Petty Cash Accounts; 6670-E Petty Cash Accounts Regulation; 6685 Medicaid Compliance; 6690 Audit Committee; 6690-E Audit Committee Charter; 6710 Purchasing Authority; #6740 Purchasing Procedures; 6740-R Purchasing Procedures Regulation; 6800 Payroll Procedures; 6830 Expense Reimbursement; 6830-R Expense Reimbursement Regulation; 6830-E Expense Reimbursement Exhibit; 6900 Disposal of District Property; 0110.1 Sexual Harassment of Students; 0110.2 Sexual Harassment of Employees; 0110.2-E Sexual Harassment of Employees Exhibit; 0110.2-R Sexual Harassment of Employees Regulation; 0101 Gender Neutral Bathroom Facilities.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

- 2) Resolved** that the Board of Education of the Bridgehampton UFSD approves the first reading of the following policies, regulations and exhibits: 5450.1 Notification of Sex Offenders; 5550 Student Privacy; 5650 Student Volunteers for School & Public Service; 5710 – Violent & Disruptive Incident Reporting.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

- 3) **Resolved** that the Board of Education of the Bridgehampton UFSD approves rescinding the following policies after one reading due to being outdated and/or addressed within other policies: 5400 Student Welfare; 5420.2 Requests for Religious Exemption from Immunization Policy, Regulation & Exhibits; 5431 Suicide Prevention Policy, Regulation & Exhibits; 5440 Drug & Alcohol Abuse Policy & Regulation; 5455 Notification/Dissemination of Information on Sex Offenders Placed within the Community; 5660 Student Gifts & Solicitations; 5680 Student Fees, Fines & Charges; 5800 Student Awards & Scholarships; 5810 Student Conferences, Workshops & Retreats for individual Students Policy & Regulation.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

- 4) **Resolved** that the Board of Education of the Bridgehampton UFSD approves the contract for shared sports services for lacrosse with the Southampton UFSD, East Hampton UFSD, Sag Harbor UFSD and the Ross School for the 2020-2021 school year and authorizes the Superintendent to execute the contract.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

V. SUPERINTENDENT'S RECOMMENDATIONS

A) FINANCIAL MATTERS

*CONSENT AGENDA, ITEMS A1 – A24

Motion: J. Vinski Second: K. McClelland Vote: 5-0

- 1) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts the Claims Auditor Report for February 28, 2021.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

- 2) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts the Appropriation Status Report for the period of 07/01/20- 02/28/2021.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

- 3) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts the Revenue Status Report for the period of 07/01/20 – 02/28/2021.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

- 4) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts the Treasurer's Report for the period of 07/01/20 – 02/28/2021.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

- 5) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts Warrant #16 Fund A with 36 Claims in the amount of \$380,879.45.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

6) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts Warrant #16 Fund C with 7 Claims in the amount of \$3,538.11.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

7) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts Warrant #24 Fund H with 5 Claims in the amount of \$290,072.09.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

8) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts Warrant #17 Fund T with 17 Claims in the amount of \$138,043.82.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

9) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts Warrant #17 Fund A with 33 Claims in the amount of \$63,092.91.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

10) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts Warrant #17 Fund C with 7 Claims in the amount of \$4,043.26.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

11) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts Warrant #14 Fund F with 2 Claims in the amount of \$89.84.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

12) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts Warrant #25 Fund H with 3 Claims in the amount of \$71,086.90.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

13) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts Warrant #18 Fund T with 13 Claims in the amount of \$129,927.14.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

14) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts Warrant #18, Fund A with 31 Claims in the amount of \$252,266.45.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

15) **Resolved** that the Board of Education of the Bridgehampton UFSD accepts Warrant #26, Fund H with 1 Claim in the amount of \$1,716.96.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

16)Resolved that the Board of Education of the Bridgehampton UFSD accepts Warrant #18, Fund C with 6 Claims in the amount of \$3,346.39.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

17)Resolved that the Board of Education of the Bridgehampton UFSD accepts Warrant #19, Fund T with 17 Claims in the amount of \$137,781.89.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

18)Resolved that the Board of Education of the Bridgehampton UFSD approves the Health and Welfare Services Agreement between the District and the Southampton UFSD for 6 students residing in the Bridgehampton school district and attending Our Lady of the Hamptons RC School in the Southampton UFSD for the 2020-2021 school year at the total cost of \$6,719.98.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

19)Resolved that the Board of Education of the Bridgehampton UFSD accepts the following budget transfers:

2020/2021 BUDGET TRANSFERS				
FROM ACCT	AMOUNT	TO ACCT	AMOUNT	REASON
A 5540.405 BH Public Transportation	\$40,927.00	A1620.400 Contractual other than electricity	\$40,927.00	Transfer of funds to pay for RJ Painting Invoice from September
A5540.405 BH Public Transportation	\$40,000.00	A1620.482 Electricity	\$40,000.00	Transfer of funds to increase electricity PO due to increased electric costs

Motion: J. Vinski Second: K. McClelland Vote: 5-0

20)WHEREAS, various educational and municipal corporations located within the State of New York desire to bid jointly for generally needed services and standardized supply and equipment items; and

WHEREAS, the Bridgehampton UFSD, an educational/municipal corporation (hereinafter the "Participant") is desirous of selectively participating with other educational and/or municipal corporations in the State of New York in joint bidding in the areas mentioned above pursuant to General Municipal Law § 119-o and Education Law Section 1950; and

WHEREAS, the Participant is a municipality within the meaning of General Municipal Law § 119-0n and is eligible to participated in the Board of Cooperative Educational Services, First Supervisory District of Suffolk County (hereinafter Eastern Suffolk BOCES) Joint Municipal Cooperative Bidding Program (hereinafter the "Program") in the areas mentioned above; and

WHEREAS, the Participant acknowledges receipt of the Program description inclusive of Eastern Suffolk BOCES' standard bid packet and the general conditions relating to said Program; and

WHEREAS, with respect to all activities conducted by the Program, the Participant wishes to delegate to Eastern Suffolk BOCES the responsibility for drafting of bid specifications, advertising for bids, accepting and opening bids, tabulating bids, awarding the bids, and reporting the results to the Participant.

BE IT RESOLVED that the Participant hereby appoints Eastern Suffolk BOCES to represent it and to act as the lead agent in all matters related to the Program as described above; and

BE IT FURTHER RESOLVED that the Participant hereby authorizes Eastern Suffolk BOCES to place all legal advertisements for any required cooperative bidding in Newsday, which is designated as the official newspaper for the Program; and

BE IT FURTHER RESOLVED that a Participant Meeting shall be held annually consisting of a representative from each Program Participant. Notice of the meeting shall be given to each representative at least five (5) days prior to such meeting; and

BE IT FURTHER RESOLVED that an Advisory Committee will be formed consisting of five to ten representatives of Program Participants for a term of three (3) years as authorized by General Municipal Law § 119-o.2.j.

BE IT FURTHER RESOLVED that this Agreement with the Participant shall be for a term of one (1) year as authorized by General Municipal Law § 119-o.2.j.

BE IT FURTHER RESOLVED that the Participant agrees to pay Eastern Suffolk BOCES an annual fee as determined annually by Eastern Suffolk BOCES to act as the lead agent for the program.

Motion: J. Vinski

Second: K. McClelland

Vote: 5-0

21) Resolved that the Board of Education of the Bridgehampton UFSD approves the following health service agreements between the District and the school districts listed below for the purpose of providing health services for children residing in the school districts listed below and attending nonpublic schools located in the District for the 2020-21 school year:

- Amagansett, 1 student attending nonpublic schools located in the District at a cost of \$1,213.15 per student for a total of \$1,213.15.
- East Hampton, 6 students attending nonpublic schools located in the District at a cost of \$1,213.15 per student for a total of \$7,278.90.
- Mattituck-Cutchogue, 1 student attending nonpublic schools located in the District at a cost of \$1,213.15 per student for a total of \$1,213.15.
- Montauk, 2 students attending nonpublic schools located in the District at a cost of \$1,213.15 per student for a total of \$2,426.30.
- Sagaponack, .75 student attending nonpublic schools located in the District at a cost of \$1,213.15 per student for a total of \$909.86.
- Sag Harbor, 12 students attending nonpublic schools located in the District at a cost of \$1,213.15 per student for a total of \$14,557.80.

- Shelter Island, 10 students attending nonpublic schools located in the District at a cost of \$1,213.15 per student for a total of \$12,131.50.
- Southampton, 14 students attending nonpublic schools located in the District at a cost of \$1,213.15 per student for a total of \$16,984.10.
- Springs, 18 students attending nonpublic schools located in the District at a cost of \$1,213.15 per student for a total of \$21,836.70.
- Wainscott, 2.25 students attending nonpublic schools located in the District at a cost of \$1,213.15 per student for a total of \$2,729.59.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

22) Resolved that the Board of Education of the Bridgehampton Union Free School District hereby approves the Legal Notice dated April 1, 2021, and all propositions, terms, dates and provisions set forth therein, and authorizes the District Clerk to take such steps as are necessary, in accordance with the provisions of the Education Law Section 2004, including publishing the Legal Notice for the annual meeting and election, for the purpose of voting upon the 2021-2022 budget at the District's Annual Meeting and election on May 18, 2021, subject to review by Counsel.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

23) Resolved that the Board of Education of the Bridgehampton UFSD approves the one-year lease extension, effective June 1, 2021 through May 31, 2022 with Anthony S. Babinski, Jr. as Trustee of Anthony Babinski, Jr. Revocable Trust/Theresa G. Babinski Credit Shelter Trust for the property located at 2721 Montauk Highway, Bridgehampton, NY as per the signed notice of intent and consent dated February 24, 2021.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

24) Resolved that the Board of Education of the Bridgehampton UFSD approves the agreement with CM Security Consulting, Inc. January 2021 – June 30, 2022 and authorizes the Superintendent to sign the agreement, pending review by Counsel

Motion: J. Vinski Second: K. McClelland Vote: 5-0

B) PERSONNEL

1) Resolved that the Board of Education of the Bridgehampton UFSD approves Celia Allen Smith as a Substitute Teacher Aide for the 2020-2021 school year at the daily rate of \$100, pending fingerprint clearance and completion of HR paperwork.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

2) Resolved that the Board of Education of the Bridgehampton UFSD approves Arlene M. Pizzo Notel as a Substitute Teacher for the 2020-2021 school year at the daily rate of \$150, pending fingerprint clearance and completion of HR paperwork.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

3) Resolved that the Board of Education of the Bridgehampton UFSD approves Luke Ferland to provide livestreaming of the March 10, 2021 2021-2022 Budget Conversation/Community Forum and to be paid for up to 12 hours at the non-instructional rate per the BTA contract.

Motion: J. Vinski Second: C. Lillie Vote: 5-0

4) Resolved that the Board of Education of the Bridgehampton UFSD approves the following teachers to be paid to teach an “extra class period” beginning April 5, 2021, as per the BTA Memorandum of Agreement, dated August 18, 2020:

- David Elliott – 1 class every day – Marimba Band
- Angela Selvaggio – 1 class every day – ABA Services

Motion: J. Vinski Second: K. McClelland Vote: 5-0

C) COMMITTEE ON SPECIAL EDUCATION

1) Resolved that the Board of Education of the Bridgehampton UFSD approves the recommendations of the Committee on Special Education for Students #10676, #10576 and authorizes the Superintendent to arrange for services.

Motion: J. Vinski Second: K. McClelland Vote: 5-0

BUILDING USE REQUESTS

2) Resolved that the Board of Education of the Bridgehampton UFSD approves the Building Use Request from Ronald White for use of the gymnasium for basketball training and workouts March 23 through July 1, 2021 from 6:00 – 8:30pm.

Motion: J. Vinski Second: M. Verzosa Vote: 5-0

Invitation to the Public: The public at this time is cordially invited to bring before the Board any comments, questions or concerns.

VI. MOTION TO ADJOURN at 7:48PM to Executive Session to discuss personnel matters with counsel.

Motion: J. Vinski Second: C. Lillie Vote: 5-0

VII. MOTION TO RETURN TO Public Session at 10:37PM.

Motion: J. Vinski Second: C. Lillie Vote: 5-0

VIII. MOTION TO ADJOURN at 10:39PM.

Motion: J. Vinski Second: M. Verzosa Vote: 5-0

Respectfully submitted,



Tammy A. Cavanaugh
District Clerk

ADDENDUM

Bridgehampton Union Free School District

PO Box 3021, 2685 Montauk Highway, Bridgehampton, NY 11932

Telephone: (631) 537-0271

Facsimile: (631) 537-1030

March 2021

Esteemed Board of Education,

It has come to my attention that the Bridgehampton BOE are planning a search for a new superintendent for our wonderful school. I humbly request that you look no further than our current administration.

Mike Miller has been an integral part of our school since 2015. He has served our community as: a teacher, athletic director, principal and most importantly a mentor. Serving in these many capacities has given Mr. Miller an inside perspective of our unique school. As you are aware, our school is unlike any in the region.

As we are not a "cookie cutter" type school, we are and have always considered ourselves to be a family. And Mr. Miller is the perfect person to lead our family during these turbulent times. He will lead as the superintendent just as he has done as principal--by example.

Mr. Miller has exhibited the work ethic needed to take on the Herculean task of Bridgehampton Superintendent. He is often the first to arrive at school each day and often the last to leave in the evening. He has been a consistent force for many years at Bridgehampton. He has a fair and balanced approach to educational and personnel matters. He knows and loves our school.

Many of us can remember a time when our superintendent position was precarious. Some even remember a time when Bridgehampton had three superintendents in one school year. Each of those superintendents were secured in a far reaching search. I believe that once the BOE has completed your search you will find Mike Miller to be the best person for

Bridgehampton Union Free School District

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superintendent. Furthermore, promotion from within our district brings added benefits, and that is Mr. Michael Cox.

Mr. Cox arrived in our district only a short time ago. However, he has instantly acclimated himself to our wonderful school and community as our assistant principal. Mr. Cox has shown proven leadership in his short tenure and it is our belief that he would make a fine principal. We are certain that Mr. Cox will utilize Mr. Miller's tutelage as a beacon of consistency we need during these uncertain times.

I wish the Bridgehampton School Board of Education much success in their search for a new superintendent and possibly principal. I also believe that the BOE does not have to look too far, as we have very qualified leaders right here in the family.

Sincerely,

John R. Reilly

Bridgehampton Union Free School District

PO BOX 3021, 2685 Montauk Highway, Bridgehampton, New York 11932

Telephone: (631) 537-0271

Facsimile: (631) 537-1030

March 10, 2021

Esteemed Board of Education,

I have recently learned that the Bridgehampton BOE is planning a search for a new superintendent for our remarkable school. I respectfully request that you look no further than our current administration: Mr. Miller and Mr. Cox.

Mike Miller has been an essential member of our Bridgehampton Family since 2015. He has dedicated countless hours to serve our community as: a teacher and athletic director, in the past; and most importantly, as our principal and mentor, in the present. Because Mr. Miller has the inside perspective of our unique school, he is the perfect person to lead our family during these tumultuous times.

Mr. Miller has exhibited the grit, dedication, and work ethic required to take on the arduous task of being Bridgehampton Superintendent. He is often the first to arrive each day and often the last to leave in the evening. His dedication is apparent and admirable. He has acquired the experience needed by working his way up through the ranks. He is a member on all of the committees and thoroughly understands the inner and outer workings of the school. He knows and loves our school. He wants the best for his students, staff, and community members. He has been a consistent force for many years at Bridgehampton. Furthermore, he has a fair and balanced approach to educational and personnel matters. I can't imagine anyone better for the job!

I have heard many veteran teachers and some alumni recount a time when the superintendent position was precarious. Some even remember a time when Bridgehampton had three superintendents in one school year! I have learned that each of those superintendents were secured in a far reaching search. Fortunately for us, we have someone

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right in our own backyard who is very capable of taking over the reigns. I believe that you will find Mr. Mike Miller to be the best person for the job.

Promotion from within our district brings added benefits. Once again, we do not have to look further than our very own, Mr. Michael Cox. Mr. Cox arrived in our district only a short while ago. He has immediately acclimated himself to our wonderful school and community as our assistant principal. Mr. Cox has shown proven leadership in his short tenure and it is my belief that he would make a wonderful principal. Mr. Cox has a refreshing, balanced, and kind nature. The students love him! He transmits positivity and garners trust. Not only that, he is a charismatic and natural public speaker. He is truly a good person and we are fortunate to have him here. Furthermore, Mr. Cox has over a decade of teaching experience. This experience translates into a relatability with his teachers, which further translates into added stability and positive morale for the school. Mr. Cox has been a wonderful addition to the Bridgehampton Family. I am certain that Mr. Cox will utilize Mr. Miller's tutelage as a beacon of consistency to help us maintain a positive, healthy, and stable environment here at the Bridgehampton School during these uncertain times.

I wish the Bridgehampton School Board of Education much success in their search for a new superintendent and possible principal. I also believe that the BOE does not have to look very far, as we have very qualified leaders right here in the family.

Thank you for your time and consideration.

Sincerely,

Maria Bouzos-Reilly



Tammy Cavanaugh <tcavanaugh@bridgehamptonschool.com>

Mike Miller

1 message

Annette Rivera <arivera@bridgehamptonschool.com>

Fri, Mar 19, 2021 at 11:43 AM

To: Tammy Cavanaugh <tcavanaugh@bridgehamptonschool.com>

Good afternoon Tammy!

I'm hoping all is well with you and your family!

I am sending you this text in hopes that it finds its way to the board meeting of which will be taking place soon!

I wish that it be known that I most certainly support the idea that Michael Miller be chosen or if necessary be mentored for the position of the next Bridgehampton Superintendent. I have proudly and enthusiastically been part of the Bridgehampton School for nearly twenty five years, the school has a very special place in my heart. The community, teachers, all staff members and the students have always acted like a close knit family, and as with all families they deserve to have someone who will have their best interest in mind!

Mr Miller has proven time and time again that he does have the school's best interest in mind!

He is dedicated, putting in many hours and hard work into the school. He is fair and devoted to the students of our school!

Some say he is too young and may not have enough experience, all which he will have over time! What time cannot give him is dedication and work ethics, all of which he already possesses! He has proven time and time again that he will always give his best for our school and community! I know I can't thank him enough for all that he has done and continues to do!

Thank you !

Annette

March 2021

Esteemed Board of Education,

It has come to my attention that the Bridgehampton BOE are planning a search for a new superintendent for our wonderful school. I humbly request that you look no further than our current administration.

Mike Miller has been an integral part of our school since 2015. He has served our community as: a teacher, athletic director, principal and most importantly a mentor. Serving in these many capacities has given Mr. Miller an inside perspective of our unique school. As you are aware, our school is unlike any in the region.

Mike Miller has had such a positive impact on our school since becoming principal. He has taken action to improve outreach and communication to families, instituted monthly assemblies to enhance student and staff morale, and dramatically improved efficiency in school procedures. While all of these things are important, Mr. Miller's integrity is the most important characteristic he has demonstrated, always staying true to his word and following up on his promises to staff and students alike.

As we are not a "cookie cutter" type school, we are and have always considered ourselves to be a family. And Mr. Miller is the perfect person to lead our family during these turbulent times. He will lead as the superintendent just as he has done as principal--by example.

Mr. Miller has exhibited the work ethic needed to take on the Herculean task of Bridgehampton Superintendent. He is often the first to arrive at school each day and often the last to leave in the evening. He has been a consistent force for many years at Bridgehampton. He has a fair and balanced approach to educational and personnel matters. He knows and loves our school.

Many of us can remember a time when our superintendent position was precarious. Some even remember a time when Bridgehampton had three superintendents in one school

year. Each of those superintendents were secured in a far reaching search. I believe that once the BOE has completed your search you will find Mike Miller to be the best person for superintendent. Furthermore, promotion from within our district brings added benefits, and that is Mr. Michael Cox.

Mr. Cox arrived in our district only a short time ago. However, he has instantly acclimated himself to our wonderful school and community as our assistant principal. Mr. Cox has shown proven leadership in his short tenure and it is our belief that he would make a fine principal. We are certain that Mr. Cox will utilize Mr. Miller's tutelage as a beacon of consistency we need during these uncertain times.

I wish the Bridgehampton School Board of Education much success in their search for a new superintendent and possibly principal. I also believe that the BOE does not have to look too far, as we have very qualified leaders right here in the family.

Sincerely,


Elizabeth Kirwan

Bridgehampton Union Free School District

PO Box 3021, 2685 Montauk Highway, Bridgehampton, NY 11932

Telephone: (631) 537-0271

Facsimile: (631) 537-1030

To the Board of Education,

I am hopeful that you will consider this recommendation as the school district begins its recruitment for a new Superintendent and leader who has a clear vision focused on delivering a top-tier education for the students of Bridgehampton.

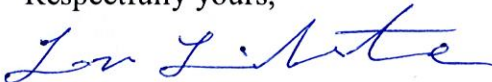
I am writing this letter in support of Mr. Michael Miller for the position of Superintendent of the Bridgehampton Union Free School District. I have known Mr. Miller for about four years and I am confident that the school district need not look far for its next leader. The position calls for someone who is well versed in the field of education and has the ability to manage our instructional, financial and physical resources in support of established district goals. Mr. Miller's planning, preparation, and reflectiveness are of the same quality as a seasoned administrator.

A great coach builds trust and respect, listens, provokes thought and reflection, develops a rapport and challenges his staff, finds solutions, adapts to changing circumstances and has a vision focused on the big picture. These are desirable traits that highly effective superintendents possess, and coaching is the perfect metaphor for Mr. Miller's leadership style.

I believe the most important quality a superintendent can possess is the ability to interact positively with children in order to promote a culture of learning and growth. Mr. Miller devotes much of his time to developing a personal and caring rapport with the students of Bridgehampton. His work ethic is unmatched and an administrator of his quality is a valuable commodity.

The families of Bridgehampton deserve a superintendent who will care for their children like family, who will communicate effectively and promote a positive environment conducive to learning and growth. I am confident that Mr. Miller will do all of that and more in this position.

Respectfully yours,



Lou Liberatore

Bridgehampton Union Free School District

5th Grade Special Education Teacher

Bridgehampton H.S. Baseball Coach

Bridgehampton Union Free School District

PO Box 3021, 2685 Montauk Highway, Bridgehampton, NY 11932

Telephone: (631) 537-0271

Facsimile: (631) 537-1030

March 22, 2021

Esteemed Board of Education,

Being a teacher at Bridgehampton School for the past thirty-two years has been a true gift and blessing for me as well as for my family. The people I have worked with and the children I have had as students have touched my life in ways that I will be forever grateful for. Our school is a true home. It is from that perspective that the following request is made.

As the Bridgehampton BOE embarks on its search for a new superintendent for our school, I ask that you reflect carefully on your choice. Each morning when I walk down the hallway to my classroom and look down the new hallway into the extension, I marvel at the awesomeness of just how far we have come as a school. As many of you know, we have not always been in such a great place.

With just a quick count, I can think of at least ten prior superintendents who were either hired on an interim or full time basis. All were found through an extensive search, and all appeared to be people who they were not. It seems that many candidates make great interviewees but not great superintendents. That all came to an end when we finally did get a superintendent who was exactly who she claimed to be; that person was Dr. Favre. It was under the leadership of Dr. Favre that our school began to flourish.

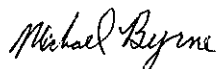
As part of your search, I would ask you to seriously consider Mike Miller as our next superintendent. Mr. Miller has been an important part of our school since 2015. He has served our

school as a teacher, athletic director, and a principal. Mr. Miller's experience, work ethic, and love for our school makes him the perfect candidate to be our next superintendent. He is often the first to arrive at school each day and often the last to leave in the evening. Mr. Miller knows and loves our students and our school. I believe that once the BOE has completed its search, you will find Mike Miller to be the best person for the job of superintendent.

The promotion of Mr. Miller to the position of superintendent would have an equally important added benefit: it would allow for the promotion of Michael Cox to the position of principal. From the moment he arrived, Mr. Cox acclimated himself to our school and community as our assistant principal. He has shown himself to be a person of high moral character and a person whose caring and love of our students is deeply rooted in a conviction of the dignity and value that every person possesses. Mr. Cox has also demonstrated an incredible knowledge of the curriculum and leadership skills that would make him an excellent principal.

I wish the Bridgehampton School Board of Education much success in their search for a new superintendent. I know each member of the BOE cares deeply for our school. In closing, I'd again respectfully request that the BOE give serious consideration to appointing Mr. Miller as our next superintendent. The choice you make matters. Most importantly, it matters to the students who view our school as a place to learn, as a sanctuary, and as a home. Please be thoughtful.

Sincerely,



Michael Byrne

Third Grade Teacher

Bridgehampton School

Bridgehampton Union Free School District

PO Box 3021, 2685 Montauk Highway, Bridgehampton, NY 11932

Telephone: (631) 537-0271

Facsimile: (631) 537-1030

March 24, 2021

Dear Board of Education,

Please accept this letter as a recommendation in the highest regard for Michael Miller's candidacy as superintendent of schools. I have worked with Mr. Miller since 2017. His commitment to the Bridgehampton community is matched by his compassion, work ethic, strong foundational knowledge of educational practice, and skill in managing the operations of a school district.

As Bridgehampton's principal, Mr. Miller has established himself as a leader in every sense of the word. He has led our community through the midst of one of the most challenging and overwhelming times in the profession's history. COVID has changed every grounding routine we've ever experienced and left us with making new meanings to new situations. Mr. Miller dedicated himself to leading and creating innovative plans to ensure students were receiving meaningful learning experiences. He worked tirelessly to prioritize the safety and wellness of the faculty, staff, and most importantly, our students.

Mr. Miller's ability to manage the operations of a school district is one of his many assets. Being the building leader in our school district has afforded him intimate exposure to facilities management, school finance, transportation, food service, and more; this might not have been so in a larger system. As a result, when combined with his positive and collaborative management style, this experience will make him an effective manager of the complexities of school district operations.

Working alongside Mr. Miller, I learned many invaluable lessons in leadership. I am grateful to work with/for someone who I hold in such high regards. His dedication and devotion are unmeasurable. Mr. Miller is a person of high integrity. He always puts the students of the district first. He examines district issues from the point of view of what is best for students and families.

Thank you for your consideration of Michael Miller's candidacy as district leader. I rely on Mr. Miller as a trusted colleague – for insight, support, and collaboration. His candidacy comes with my highest possible recommendation. I am confident that Mr. Miller will be an extraordinary superintendent and make Bridgehampton proud.

Sincerely,



Michael DeRosa
Athletic Director

March 24th, 2021

Dear members of the Bridgehampton School District's Board of Education,

I write this letter as a recommendation on behalf of Michael Miller in the Board's considerations for Superintendent of Bridgehampton School District. I have worked with Mr. Miller for the past 5 ½ years through his positions of teacher, coach, athletic director, and most recently, principal. If I can narrow down three characteristics of what would be important in the search for a Superintendent of Bridgehampton Schools, they would be committed, knowledgeable, and withit. Mr. Miller has shown evidence of possessing these qualities in all roles that he assumes at the district.

Less despite of but more because of, Bridgehampton School's small size requires big jobs out of everyone involved. The level of personal immersion required cannot be compared to that of other schools. Mr. Miller arrives well before most everybody's day starts and is often the last to stay until the day is wrapped up. He is not someone who passes a task as someone else's job or is afraid to take on more. For example, when students needed supplies and computers during the early weeks of the pandemic, Mr. Miller was there every day connecting with families and even working with colleagues to personally pick up and deliver anything our staff members and students needed. In an all hands on deck mentality, he makes it his job to support every task and goal throughout the school and community no matter its level of importance.

Policy, best practices and curriculum is ever evolving in the world of education. Mr. Miller involves himself in conferences and district committees that discuss these shifts and brings these changes to Bridgehampton School. I have worked with Mr. Miller on two such committees including Curriculum and DCIP, and in both those committees Mr. Miller comes prepared with what is current and researched based. If Mr. Miller does not know something, he commits the time to find out. Throughout the pandemic, Mr. Miller has and still continues to provide community updates and help keep all stakeholders informed about local, state, and federal changes sometimes within hours of them happening.

Bridgehampton school is a unique school in a unique community. Mr. Miller is tapped into the heart of Bridgehampton. He has what is similar to a teacher's sense of withitness in his ability to know both staff and community well and predict the changes, needs and problems that may occur. He makes himself available to be assistance to all families who have or had children at Bridgehampton School. He understands the challenges and strengths of his staff members and has shown a drive to expand teacher efficacy as a proven top influence on student achievement.

Having commitment, knowledge and withitness are not the only qualifying aspects of Michael Miller. He brought to Bridgehampton years of experience in other districts leading in a variety of roles. More importantly, Mr. Miller is already an integral part of the Bridgehampton community. From day 1, he has considered his time at Bridge as "livin' the dream" and truly wants to be an effective leader, mentor and role model at Bridgehampton school. As board members consider who they want to be Superintendent in hopes that they find someone who will love the family we have here, Michael Miller is already there. Thank you for your time.

Sincerely,



Kelly A. Sharp

Bridgehampton Union Free School District

PO Box 3021, 2685 Montauk Highway, Bridgehampton, NY 11932

Telephone: (631) 537-0271

Facsimile: (631) 537-1030

March 2021

Esteemed Board of Education,

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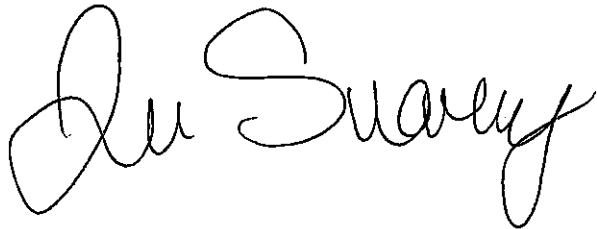
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superintendent. Furthermore, promotion from within our district brings added benefits, and that is Mr. Michael Cox.

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I wish the Bridgehampton School Board of Education much success in their search for a new superintendent and possibly principal. I also believe that the BOE does not have to look too far, as we have very qualified leaders right here in the family.

Sincerely,

A handwritten signature in cursive script that reads "Juan Suarez".

JUAN SUAREZ



Tammy Cavanaugh <tcavanaugh@bridgehamptonschool.com>

Support of Mike Miller for Superintendent and Mike Cox as Principal

1 message

Luke Ferland <lferland@bridgehamptonschool.com>

Wed, Mar 24, 2021 at 5:39 PM

To: Tammy Cavanaugh <tcavanaugh@bridgehamptonschool.com>

Hi Tammy,

If it's not too late please feel free to include my name of those in support of Mike Miller and Mike Cox being recommended for Superintendent and Principal respectively.

Thanks,
Luke