

Draft  
North Shore Schools  
Board of Education  
Minutes  
Regular Meeting  
September 30, 2010

The meeting was called to order by President Webb at 6:30 pm in the High School Alumni Room. Present were Trustees Berliner, Beyer, Genovesi, Kolkhorst, Pombar and Sharkey. Also present were Dr. Melnick, Ms. Buatsi and Mr. Chlebicki.

**Executive Session**

At 6:30 pm, on motion of Trustee Kolkhorst seconded by Trustee Beyer and all in favor, the Board went into Executive Session in the high school faculty room for matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation.

**Audit Committee Meeting**

At 7:15 pm on motion of Trustee Berliner seconded by Trustee Sharkey and all in favor, the Board moved to come out of Executive Session and convened a meeting of the Audit Committee in the high school alumni room.

At 8:10 pm, on motion of Trustee Genovesi seconded by Trustee Pombar and all in favor, the Board adjourned the meeting of the Audit Committee and resumed the regular meeting in the alumni room. There were approximately 150 people in the audience.

**Pledge of Allegiance**

President Webb led the audience in the Pledge of Allegiance.

Trustee Genovesi explained that the meeting was being Podcast and would be placed on the district website.

**Approval of Minutes**

On motion of Trustee Kolkhorst and seconded by Trustee Pombar and all in favor, the minutes of September 16 and September 23, 2010 were approved as amended.

**Report of the SGO Representative**

SGO representative, Charles Sharkey, reported on events and activities at the high school including spirit week and homecoming weekend beginning with a parade and followed by the varsity football game.

**Regular Business**

President Webb recommended moving the action items up to the beginning of the meeting.

Prior to approving the action items, it was noted that there were two resolutions on the agenda in regard to replacement of the track and field. One of the resolutions is to move forward with asking the community to vote on adding this project to the list of projects in the capital reserve fund. This will be at no additional cost to the community and if approved will initiate the process that will ultimately allow for work to commence in about two years. The referendum will be presented to the public on Tuesday, November 30.

The board decided to act simultaneously on action items C-U

On motion of Trustee Berliner and seconded by Trustee Beyer and all in favor, it was:

Personnel

Increments for Advanced Study – Certified

Resolved: To approve an increment for advanced study for Erin Baulch, Elementary, from Step 15 of the MA+30 salary schedule to Step 15 of the MA+45 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Candice D’Auria-Brodie, Social Studies, from Step 17 of the MA+15 salary schedule to Step 17 of the MA+30 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Anne DeDona, Elementary, from Step 23 of the MA+45 salary schedule to Step 23 of the MA+60 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Maria Giordano, Special Education from Step 8 of the MA+45 salary schedule to Step 8 of the MA+60 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Paul Girolamo, Special Education From Step 30 of the MA+45 salary schedule to Step 30 of the MA+60 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Tracy Godek, Elementary from Step 6 of the MA+45 salary schedule to Step 6 of the MA+60 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Thomas Granieri, Physical Education from Step 6 of the MA salary schedule to Step 6 of the MA+15 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Sarah Hogan, Biology from Step 10 of the MA+15 salary schedule to Step 10 of the MA+30 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Seth Klein, Biology and Chemistry from Step 10 of the MA+30 salary schedule to Step 10 of the MA+45 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Jovanna Lemonda, Elementary from Step 11 of the MA+45 salary schedule, to Step 11 of the MA+60 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Michelle MacLellan, Special Education from Step 5 of the MA+15 salary schedule to Step 5 of the MA+30 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Jessica McKinney, Elementary from Step 9 of the MA+60 salary schedule to Step 9 of the MA+75 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Katelyn Nichols, English from Step 3 of the MA salary schedule to Step 3 of the MA+15 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Eileen O'Connor, Physical Education from Step 28 of the MA salary schedule to Step 28 of the MA+15 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Maria Perdios, Elementary from Step 9 of the MA+45 salary schedule to Step 9 of the MA+60 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Andrew Richter, Health from Step 8 of the MA+45 salary schedule to Step 8 of the MA+60 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Joshua Timlin, Science from Step 7 of the MA+30 salary schedule to Step 7 of the MA+45 salary schedule, effective September 1, 2010

Resolved: To approve an increment for advanced study for Isabelle Wainer, Reading from Step 21 of the MA+45 salary schedule to Step 21 of the MA+60 salary schedule, effective September 1, 2010

#### Teacher Overages

Resolved: To approve an overage for the following teachers effective September 1, 2010:  
Jennifer Horton, Math  
Caitlin Kirmser, Dean of Students  
Elanit Rabanni, Special Education

#### Change of Status – Certified

Resolved: To approve a change of status for Frank Mauro, Physical Education, from a part-time (.3) appointment to a part-time (.5) appointment, effective September 23, 2010

#### Regular Substitute (Leave Replacement) Appointments – Certified

Resolved: To approve a regular substitute (leave replacement) appointment for Erika Werbeck, Elementary, on Step 1 of the BA salary schedule, effective October 4, 2010 through December 23, 2010

Resolved: To approve a regular substitute (leave replacement) appointment for Jennifer McGovern, as a Level I Teacher Assistant, effective September 29, 2010 through December 23, 2010

#### Appointment – Non-Certified

Resolved: To approve the part-time (.5) appointment of Joyce Lanzilotta, Teacher Aide, Sea Cliff School, effective September 27, 2010

Resolved: To approve the appointment of Frank Mauro as a Recreation Assistant, Middle School, effective September 1, 2010

Approval of Addition to Per Diem Substitute List

Resolved: To approve the addition of the following names to the per diem substitute list:

Danielle Adams	Elementary
Edward Adamo	Part-time Cleaner
Kathleen Anderson	Elementary
Kimberly Barbour	Elementary
Howard Bloom	Food Service
Carmen Frank	Food Service
Colleen Freehill	Elementary
Elise Glick	Elementary
Angela Kelly	Clerical Substitute
Janet Ma	Music
Kenneth Miller	Teacher Aide
Carmen Mitchell	Elementary
Lisa Neville	School Nurse
Michael Ragusa	Secondary
Margaret Stallone	Elementary
Maria Temidis	School Nurse

Approval of Fall 2010 Community Education Instructors

Resolved: To approve the following community education instructors for Fall, 2010:

John Carbonara	USCG Power Squadron
Michelle Tanner	Jane D'Agate
Charles Brody	Dr. Maxine Cappel Mayreis
Susan Gill	Phyllis Hintze
Helen Bauer	Stephen Goldstein
BOCES – Cornell Cooperative	Mayer Weisen
Jerome Vivona	John Manzone
Simone Pavlides	Dennis Kelly
Maria Whisenand	Patricia Mitchell
Janice Nunziata	Elizabeth Cassidy
Dean Miller	

Acceptance of Donation from Glenwood Landing SCA to the Glenwood Landing School

Resolved: To accept a donation of \$2,575 from the Glenwood Landing SCA to the Glenwood Landing School to cover the cost of the fourth grade trip to Carnegie Hall

Acceptance of Donation from a Resident to the Athletics Department

Resolved: To accept the donation of a tennis ball machine from the Rosenberg/Goldstein Family to the Athletic Department at an approximate value of \$500

Approval of an Agreement with Adrienne Daley

Resolved: To approve an agreement with Adrienne Daly to provide freelance photography at a rate of \$50/first hour and \$35/each additional hour and \$10/disc

Approval of an Agreement with Robin Appel

Resolved: To approve an agreement with Robin Appel to provide freelance photography at a rate of \$50/first hour and \$35/each additional hour and \$10/disc

Disposal of Inventory

Resolved: to approve of the disposal of the following obsolete/damaged items:

9 Television Sets (High School)

2 Video Cameras (High School)

2 Camera Chargers (High School)

10 Computers (1-Glen Head, 4-Sea Cliff, 5-Glenwood Landing)

Approval of Agreement with Web Cola Media

Resolved: To approve an agreement with Web-Cola for web-design services for the 2010-2011 school year in the amount of \$10,740

Approval of Agreements with CSD Net

Resolved: To approve an agreement with CSD Net for Senior Technician Support in the amount of \$123,858, effective July 1, 2010 through June 30, 2011

Resolved: To approve an agreement with CSD Net for Desktop Technician Support in the amount of \$96,645, effective July 1, 2010 through June 30, 2011

Resolved: To approve an agreement with CSD Net for Data Hardware Maintenance Renewal in the amount of \$33,165.27 effective July 1, 2010 through June 30, 2011

Resolved: To approve an agreement with CSD Net for Phone/Voice Maintenance in the amount of \$26,628.07 effective July 1, 2010 through June 30, 2011

Approval to Increase the Retirement Contribution Reserve Fund

Resolved: To approve the increase to the retirement contribution reserve fund in the amount of \$606,074.13

Approval of Addendum to a Contract with JGVL Associates, Inc.

Resolved: To approve an addendum to the contract with JGVL Associates, Inc. for duties above and beyond the scope of the initial contract at a rate of \$75/hr. to be billed monthly

Approval of Amendment to the Terms of the Energy Performance Contract with Honeywell

Resolved: To approve the amendment to the terms of the Energy Performance Contract with Honeywell to adjust the payment schedule in order for it to coincide with the district's fiscal year

Approval of Requests for Reimbursement

Resolved: To approve a request for reimbursement from Christopher Zublionis, Director of Social Studies, for the purchase of additional textbooks needed due to increased enrollment

Resolved: To approve a request for reimbursement from Stephen Peroni, High School Science Teacher, for expenses for an out of state conference he attended

Award of Pupil Transportation Contracts

Resolved: To approve contracts for pupil transportation for the 2010-2011 school year as per attached cooperative bid results

Approval of Special Education Tuition Agreements

Resolved: To approve a special education tuition agreement with Anderson Center for Autism, in the amount of \$46,242.00/10 mo. program, \$6,242/Part I 10 mo. Program, \$1,040/Part I summer program, \$7,707/summer program, \$25,129.834/maintenance summer program, effective July 1, 2010 through June 30, 2011

Resolved: To approve a tuition agreement with Oyster Bay CSD for one resident special education student attending Oyster Bay CSD, in the amount of \$99,641 (2009-2010 rate), effective September 7, 2010 through June 30, 2011

Resolved: To approve a tuition agreement with New Hyde Park-Garden City Park UFSD for one resident special education student attending the New Hyde Park-Garden City Park UFSD, in the amount of \$43,429, effective September 1, 2010 through June 30, 2011

Approval of Resolution to Authorize a Town Recreation Grant Application

Resolved: To authorize an application for a Town of Oyster Bay Recreation Grant in the amount of \$7,500

Approval of Resolution for Type II Determination for Proposed Track & Field Replacement

WHEREAS, the Board of Education of the North Shore Central School District is proposing the replacement of the running track and replacement of a grass-surfaced field with synthetic turf at the North Shore High School (hereinafter the "proposed action"); and

WHEREAS, the Board of Education of the North Shore Central School District has retained VHB Engineering, Surveying and Landscape Architecture, P.C. to review the proposed project, the State Environmental Quality Review Act and its implementing regulations at 6 NYCRR Part 617, and to make a recommendation to the Board of Education as to the proper classification of the proposed action; and

WHEREAS, the proposed action includes the replacement of a running track and the replacement of a grass-surfaced field with synthetic turf, and pursuant to 6 NYCRR §617.5(C)(2) of the implementing regulations of the State Environmental Quality Review Act, the "*replacement, rehabilitation or reconstruction of a structure or facility, in kind, on the same site, including upgrading buildings to meet building or fire codes ...*" is a Type II action;

THEREFORE, BE IT RESOLVED, that the Board of Education of the North Shore Central School District, as lead agency, after review of the proposed action at the North Shore High School, 6 NYCRR §617.5, and the opinion provided by VHB Engineering, Surveying and Landscape Architecture, P.C., hereby determines that the proposed action is a Type II Action pursuant to 6 NYCRR §617.5(c)(2) of the implementing regulations of the State Environmental Quality Review Act, and will, therefore, by definition, have no significant adverse impact on the environment

Approval of Resolution to add Replacement of the Track and Field to the list of Approved Projects in the Capital Reserve Fund

Resolved: To approve the following resolution

BET IT RESOLVED, shall the Board of Education of the North Shore Central School District be authorized to amend the purpose for which the existing Capital Reserve Fund was established to include the following purposes: renovation of track at North Shore High School and installation of new field surface at North shore High School, and incidental costs thereof

Approval of Resolution for Agreement in Connection with a Legal Matter (Tolling Agreement) -  
Tab

Resolved: To approve the following resolution:

BE IT RESOLVED that the Board of Education hereby approves the terms and conditions of the Agreement attached hereto in connection with a certain legal matter and hereby authorizes general counsel to execute such Agreement on behalf of the Board of Education

Student Performance/Test Scores

Prior to Dr. Melnick's report, Trustee Webb explained that the Board does not usually answer questions during a regular meeting but that tonight they would do their best to answer as many questions as possible. He explained that one of the goals of the Board this year is to examine quality of instruction and this goal was established before test scores were released. He also noted that the presentations given by Dr. Melnick and Mr. Chlebicki will be available on our web site or by hard copy at the Central Administration Office.

Prior to presenting his report, Dr. Melnick explained the two reports presented during the meeting would discuss test scores and student performance. He stated that the district's focus has been on continuous improvement and although there was a dip in the level of performance of students on the grade 3-8 NYS ELA and Math assessments, a review of the five years prior shows a strong performance placing North Shore within the range of the cohort of high-performing Nassau County Schools. He went on to speak about advertisements in the Gold Coast Gazette which infer that this one year dip in scores is indicative of a decline in the quality of education offered at North Shore and the fact that the statistics he will present will show this is not the case. He explained that North Shore's college admissions are stronger than ever and SAT scores continue to improve. He went on to say the Board and community need to have a discussion on how much focus they would like on test scores and rankings and what our philosophy is on test preparation. He then reviewed the test data for North Shore students on the New York State Regents Exams and SAT. After Dr. Melnick's presentation, Mr. Chlebicki reviewed the test data regarding the grades 3-8 assessments.

Prior to opening the floor for public comments, Trustee Webb explained that the Board normally has a discussion among themselves prior to taking comments from the audience. However, he agreed to change the format this evening allowing the audience an opportunity to speak first.

Comments from the Public

Paul Marchese, Sea Cliff, asked the Board to consider adding a teacher aide for Mrs. Shields' kindergarten class in Sea Cliff School due to the large number of students in the class, currently 22, and for health and safety reasons. He noted that four years ago his older child was in a kindergarten class of 17 and that class had an aide.

Marianne Russo, Glen Head, expressed her opinion that students in this district are not prepared for the state assessments. She does not advocate teaching to the test but does feel students need to be prepared for the test. She noted that she has had to hire tutors for her children to make sure they are prepared. She feels the district needs to do a better job from the ground up. She also noted she does not feel every child should be accelerated.

Rita Podaris, Glenwood Landing, asked why the Regents scores were compared to cohort districts but the grades 3-8 scores were compared to the county.

Dale Tyminski, Sea Cliff, expressed her opinion that the change in cut scores is more realistic and she prefers knowing what range her child actually falls in.

Bill Lennon, Glen Head, said he felt the district was making excuses for our poor scores. He said statistics can be used to show any result and that the district was using them to justify why we did poorly. He also stated that he felt comparing our district to those who have a different curriculum and use test preparation is comparing apples to oranges. He would like the district to come back with a comparison of districts that are more closely aligned to our philosophy to see how we are really performing. He also stated that he was uneasy with our administration stating publicly that state tests are unimportant.

Lisa Valone, Glen Head, asked why if the cut scores changed for all schools only our students did poorly this year.

Lisa Albanese, Glen Head, made a comment in regard to Mr. Chlebicki's report that teachers will be grading the state tests. She stated that there are already so many substitutes in the class and would not want the teachers pulled out for grading.

Karen Green, Glenwood Landing, noted a recent article about a school in North Carolina who was given permission to fire teachers whose students were not performing. She asked the Board to start thinking outside the box on how to motivate teachers so students will do better.

Karen Quinn, Glenwood Landing, noted that students need to learn how to take the test. She suggested the Regents review classes be taught by teachers who are able to cover that.

Dr. Melnick responded to the comments. He clarified that this is a one year dip in the grades 3-8 ELA scores and if you compare us with surrounding district we are in the range. He went on to say that this district has not focused on test prep. He understands that students need to understand the test and this year teachers will take the test and analyze it so they know how to prepare their students. He went on to explain that ten years ago 16% of our students were accepted to highly competitive colleges and last year that rose to 40%. He also noted that our tutoring rate is no higher than surrounding districts. He went on to say that the administration is not pleased with the performance this year and he agrees the scores are unacceptable. Teaching students how to take the test will be addressed, but not at the expense of critical thinking. He also stated that he feels our students are doing well on the Regents and he is very proud of our teaching staff. He explained that the tenure process is arduous. He believes that after instituting some of these changes, next year's scores will show this was a one year anomaly.

The Board then had a lengthy discussion about the reports given by Dr. Melnick and Mr. Chlebicki.

Trustee Kolkhorst stated that she would like to focus on moving forward by discussing the implementation of Dr. Melnick's recommendations. She would like to hear ways in which our principals, directors and central administration will hold faculty accountable to insure that the approved recommendations are being implemented. She also stressed the importance of professional development and support for faculty in analyzing the data from the assessments. In addition, she inquired as to the ways in which we will measure the success of the recommendations being implemented.

Dr. Melnick responded directors are keeping a diary of visits made to the classroom. Administrators are meeting twice a month, one of those meetings is focused on sub committees. One group is focused on a timeline and plan for bringing the curriculum into alignment with the common core standards; another is focused on a new teacher evaluation based on growth and student performance. During the summer the administrators spent 4 days focused on what North Shore means by quality instruction. Every student who scores a 1, 2 or low 3 will receive an academic support plan. He went on to say that although standard assessments are important, it is only a snapshot. He explained that teachers can access data in the warehouse to see if identified students are weak in a certain area; once every 6 weeks teachers meet to discuss students and the district is being proactive with AIS for the first time this year.

Trustee Berliner explained that as a university level educator he has seen convincing evidence that North Shore is a very good district. He acknowledges that good enough is not good enough and our students need to do more than just pass the test. He believes in including all students and does not want us to just teach to the test or how to pass a test. He encouraged the public to attend the many board meetings this year as Trustees and Administrators investigate how we can do better for our children.

Trustee Genovesi thanked the public for staying to hear their discussion. She spoke about where the district's policy regarding standardized test preparation came from. It came out of the district's 10 year long range plan which was formulated by working with over 300 community members. Those community members spent much time looking at education in the 21<sup>st</sup> century, what the value of standardized tests is, and how those assessments line up against 21<sup>st</sup> century skills. She acknowledged that while there are valuable components in these tests, the tests are not aligned from year to year which makes it difficult for teachers to teach to the test and also teach for content. She also stated that the grades 3-8 assessments were supposed to identify if students were on track to pass the Regents and it is clear that our children are passing the Regents.

Trustee Sharkey stated she would be interested in seeing final grades in Regents courses and not just the Regents grade. She also suggested that the mid term not be a mini regents but assessments should be a mix of Regents type testing and traditional testing. In response to a question about getting a report predicting results, Dr. Melnick responded it is too early for such a report.

Trustee Pombar stated he feels our schools are in very good shape. He agrees we did not do well in the mastery level and would like to focus on improving that result. He does believe we are slipping from prior years but that he is confident in our directors, principals and administrators. He would like to see the directors take greater responsibility in this area. He cautioned against being too defensive. He would like to see us moving closer to European student performance and suggested going forward with the recommendations.

Trustee Beyer noted there was a tremendous amount of statistics presented. She agreed the focus should be on achieving mastery. She stated that a passing grade on the 3-8 assessments means scoring a 3 or 4 and not passing is scoring a 1 or 2. She explained that North Shore may have seen a larger percentage drop in the passing rate than other districts this year because many of our passing scores have been in the 3's range while other districts who did formal test prep have had many of their students passing in the 4's range. With this year's change in cut scores many of the 3's became 2's (not passing) while 4's may have become 3's (still reported as passing). She noted that in addition to mandated AIS other districts require AIS for all "at risk" students as well as mandatory review sessions while North Shore offers voluntary review and only mandated AIS. Effective this year, North Shore will be providing AIS support for students scoring at Level 1, 2 or "at risk 3s" even though, for this year the state is only requiring AIS support for Level 1 students. North Shore also has greater requirements for graduation than the State. Trustee Beyer asked that the Board consider having further discussions about North Shore's graduation requirements. Trustee Beyer also suggested that the Board have a further discussion about their views on standardized tests so that they are all on the same page and to communicate that clearly throughout the district.

Dr. Melnick stressed it is important to be clear about what test prep is as it means different things to different people. Teachers have not been doing test prep because they were told not to but preparing students to take the test is important. The Board must decide what the value of test scores is and what the scores are used for.

Trustee Webb thanked Dr. Melnick, teachers and administrators for their reports. He noted many indicators of academic strength and success of our students. He agreed that the focus should be on achieving mastery but is concerned that we are addressing this one year anomaly and not addressing the long term trend. He noted that there would not have been such

a huge turnout of parents if state assessments were not of interest to them. He is not convinced that our rubric of 21<sup>st</sup> century skills is adequate and would like to look at that more carefully. He would like to move forward with the discussion of quality instruction and believes we are doing well but that this is just the beginning.

Dr. Melnick stated that we are heading in the right direction for achieving mastery. He noted that demographic changes have changed parent perception of the importance of test scores.

Mr. Chlebicki said he is concerned that people equate performance on state tests to quality instruction. He agreed that scores do matter and we need to do whatever we can to raise the scores but he doesn't want to lose the important pieces. He cautioned that if scores go up this does not mean that we now have quality instruction and before we did not. He said it needs to be a community effort to raise the scores requiring teachers & educators to agree that passing is not good enough.

Dr. Melnick stated that it is important for teachers to understand what is on the tests and to acknowledge that state assessments are important. He said we should aim for achieving mastery and this one year drop in scores does not mean students are not getting a good education at North Shore.

Trustee Berliner left the meeting at 11:25 pm.

#### **Legislative Issues**

Trustee Beyer reported that there will be a meeting on October 4 where the legislation will be taking public comment on the tax certiorari issue. Trustee Beyer will attend the meeting and requested permission to make a statement. Trustee Genovesi will also try to attend and was also given permission to make a statement.

#### **Old Business**

There was no old business to discuss.

#### **New Business**

Trustee Pombar suggested meetings such as the one tonight be better planned for. He noted that many people left before public comments because the presentation went on too long. He recommended keeping things simple with less statistics.

The Board had a brief discussion about the meeting. It was suggested that the reports should have been broken into 2 meetings; one for the regents scores and one for the 3-8 grade assessments. It was also noted that Board meetings are for Trustees to receive information and the public is there observing, however, it was agreed that when so many residents attend a particular meeting they deserve to have time to share their concerns.

Dr. Melnick spoke briefly about the public comment in regard to class size. Trustee Kolkhorst requested the issue of an aide for the Sea Cliff kindergarten class be looked into as promised by the Board. She reminded Dr. Melnick that a group of Sea Cliff kindergarten parents spoke to the Board about this issue over the summer and the Board agreed to monitor the situation. Dr. Melnick will follow up on this.

#### **Adjournment**

At 11:45 pm on motion of Trustee Genovesi and seconded by Trustee Sharkey and all in favor, the meeting was adjourned.

Elizabeth Ciampi  
District Clerk