

North Shore Schools  
Board of Education  
Regular Meeting  
Minutes  
October 12, 2023

The meeting was called to order by President Andrea Macari at 6:15 p.m. in the Middle School Cafeteria. Present were Trustees Cashman, Colacioppo, Ludmar, Mosca and Russo. Trustee Galati was absent. Also present were Superintendent Dr. Christopher Zublionis and Assistant Superintendents Dr. Carol Smyth and Mr. James Pappas.

At 6:15 p.m. on motion of Trustee Mosca and seconded by Trustee Colacioppo and all in favor, the Board convened an executive session in the faculty workroom to consider matters regarding proposed, pending or current litigation, and collective negotiations pursuant to Article 14 of the Civil Service Law (the Taylor Law).

At 7:55 p.m. on motion of Trustee Cashman and seconded by Trustee Ludmar and all in favor the Board came out of executive session and resumed the regular meeting in the cafeteria. There were 20 people in the audience.

**Pledge of Allegiance**

President Macari led the public in the pledge of allegiance.

President Macari acknowledged the tragic events happening in Israel and thanked the mental health staff for assisting everyone during this difficult time.

**Student Recognition**

On behalf of the Board, Dr. Zublionis, Dr. Smyth and President Macari recognized the following students: Evan Alonso and Rio Abizeid who were the Grades 3-5 Division Finalists in the America Library of Poetry and Amelia Lyons a Bronze Level Award Winner in the Cornell Cooperative Extension of Nassau County's Student Art Competition.

**Approval of the Minutes**

The reading of the draft minutes of the meeting of September 28, 2023 being prepared and disseminated to all members in advance of the meeting, was dispensed. There being no corrections to the minutes, it was declared by President Macari that the minutes of September 28, 2023 were approved.

**Approval of Claims Audit Report**

Prior to approval, Trustee Ludmar noted that out of 285 checks issued there was only one exception noted in the report which was for the late issuance of a purchase order by 15 days. He commended the business office for doing a great job.

On motion of Trustee Russo and seconded by Trustee Cashman and all in favor, it was:

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the claims audit report for the period August, 2023 as reviewed and presented by Claims Auditor, Denise Longobardi

### **Report from the SGO**

President Macari welcomed SGO president Ava DiFeo to her first meeting. She noted that during the 1995-96 school year she was the SGO president. President Macari expressed the Board's interest in hearing all that is going on at the high school, not just extra-curricular activities, but what is going on in the classroom and all the important issues with students.

Ava reported on events and activities at the high school. She reported that the SGO has met twice so far and have mostly talked about Homecoming being moved. There will be another Spirit Week during the week of October 23-27. Due to a lack of student participation, they are working on getting everyone involved through a point system by dressing up for sports night. In addition, there will be a banner contest, each class will create a banner to be hung by the turf on the bleachers and will be judged by teachers. Fundraising will be done by class each month and classes are able to choose which foundation/charity to support. Class reps are planning group meetings to get important information out via student blasts.

### **Report of the Superintendent**

Dr. Zublionis also welcomed Ava to the meeting, who he had the privilege of knowing since kindergarten when he was principal of Sea Cliff School.

Dr. Zublionis spoke about the horrific events in Israel. He read the following statement: *"Our hearts are with those who have been personally affected but also with our students who are facing the hard task of processing and understanding the horrific images on TV and social media. One of the great blessings of my life has been the opportunity to speak with many veterans from the Vietnam, Gulf, Iraq and Afghan wars. There is a recurring theme that has come up in these conversations with these brave warriors - war is awful, but the civilian impact of war is next level awful and beyond comprehension. For children, parents and families to be the intentional target, is nothing short of terrorism. One of the most horrifying stories that I heard was that of a 16-year-old Israeli boy whose parents died shielding and protecting him during the attacks. Something, no doubt, we would all do for our children and that raises a question. How do we shield and protect our own children as we navigate these difficult images and the unstable global situation which unfortunately, has no end in sight and when they have access to images and videos in ways that are much harder to control than ever before? This is the work ahead of us and ahead of us together. Our children are becoming older, at a younger point, than ever before and the traditional wall between school and society is becoming more permeable than ever. Please know we are on this journey together. I hope this is an opportunity to come together in unity."*

Dr. Zublionis reported on the following upcoming events: the first "Coffee with Chris" for elementary parents will be held on October 19 at 7:00 pm in the Glenwood Landing Theater. He explained that any concern or topic that an elementary parent has can be addressed at this time. A Parent University on Tuesday, October 17 at 7:00 pm facilitated by Ms. Adrien Kaye. This will be focused on Teaching the Skills and Dispositions of the Shared Value Outcomes (SVOs) and a second Parent University on Tuesday, November 14 at 7:00 pm focused on the Science of Reading facilitated by Ms. Julie Ritter, Ms. Caron Cesa and Ms. Katie Webber.

Dr. Zublionis congratulated Varsity Volleyball coach Tracy Iacovelli on her 200<sup>th</sup> win. He noted it is quite an accomplishment, one that very few coaches achieve. He said we are all very proud of what she has done for the hundreds of kids she has coached. Along with being their coach, she has been a role model, a mentor and friend to those lucky girls. He thanked Ms. Iacovelli for all she has done for the Volleyball program, the Athletics Department, and the North Shore community.

### **Budget Priorities and Challenges - Part II – 8:20**

Dr. Zublionis and Mr. Pappas gave the second part of their 2024-2025 budget challenges presentation. Once again, they started the presentation with the essential question which will drive the budget planning process *“how do we create the best possible experience for students while balancing the pressures of revenue loss, rising costs and the impact on taxpayers”*. They reviewed the district’s efforts when building last year’s budget which included cutting \$2.7M, eliminating 3 administrators, 19 teachers 5 teaching assistants, 5 paraprofessionals and 2 clerical positions; flat budgets in all departments; and increased use of reserves. They reviewed the comparison of adjusted base proportions by property class and how that has changed over the years with homeowners (class 1) share going from 54.03% in 2001 to 83.45% projected in 2024 and utilities (class 3) share going from 30.91% in 2001 to a projection in 2024 of 8.34%. They further explained the portion of taxes paid by each class (adjusted base proportion) and assessed value on homes is determined by Nassau County. The tax levy alone does not determine a resident’s school tax bill. Nassau County has increased the assessed value of each home in the county on a structured schedule starting in 2021 which will be completed in 2025. This means that even with no school district tax increase, property taxes increase. They gave examples of homes in the District, and in other districts, that have had similar changes in tax bills to indicate this is an issue throughout the county. Again, they reviewed the incoming deficit projected for next year will be at least \$4M. The plan for the budget building process includes: discussions with the Community Budget Forum and Revenue Generation Think Tank; administrators will be asked to formulate budget proposals based upon priorities outlined in the SVOs, district goals, strategic plan, and building initiatives; actual expenditures for the past 5 years will be reviewed as well as contractual obligations, new staffing requests and trends to project health care and other employee benefit costs. All will be tasked in finding efficiencies and adjusting their budgets to arrive at reductions in their building and departmental budgets. Costs, cuts and considerations will be reviewed, including: class sizes and sections; programs, retirements & non-replacements; non-instructional budget cuts; flat budget mentality. Some areas for consideration could be increasing class size and reduction in sections, or program modification (i.e. electives, enrichment, duplicate offerings, extended period classes). This could lead to the reduction in staffing. Dr. Zublionis explained that eliminating 8 teaching positions leads to a \$1M savings. Major restructuring considerations could be program elimination, the Princeton Plan and building closure. These considerations would need to be through discussions with the community and Board. Finally, they again reviewed some revenue generation possibilities.

President Macari remarked that all Trustees are passionate about their vision for the District and have different ideas and strategies to solve the issues we are presented with. She asked that everyone listen to each other, be flexible, creative and think out of the box for solutions.

Trustees expressed concern for increasing class sizes and cutting programs. They noted that many residents moved into the district for the programs that define a North Shore education, and for small class sizes. It was also noted that cutting teachers also affects local businesses as our teacher patronize those businesses. It was suggested to include student voice if programs are being discussed for elimination. While it was suggested that there are some advantages to the Princeton Plan, many Trustees were not in favor of going that way and expressed the feeling of it being a drastic measure. It was suggested that any, and all, considerations be carefully looked at before making a drastic change. Regarding the hiring of a consultant to review the budget, it was proposed this would give the process some credibility. Concerns expressed consisted of the cost of hiring such a consultant and the scope of such a review. It was noted that the Board received communication from community members regarding independent auditing. Mr. Pappas explained the three layers of outside auditing that the District currently undergoes. It was also noted that all audit committee meetings are open to the public.

It was stressed that the community must be engaged in all decisions, and know what is on the table, especially if drastic cuts or changes to programs are to be made.

President Macari noted that what is happening at North Shore is not unique, it is the cost of living on Long Island. She recognized that everyone wants lower taxes but said the conversation we must have with the community is what are they willing to sacrifice. Will they be okay with significant cuts to the arts program or the sports program, or larger class sizes. If we significantly change what makes us, us, what does that actually mean in your tax bill. It is about values. She went on to say, looking at revenue generation is another way to offset the deficit. She would like to look to utilizing grant writers to help. She feels a consultant in the long term is an idea, however it was not budgeted for this year. In addition, we need to know what the value of a consultant would be and what a consultant would do that is above and beyond what our auditors do.

#### **Comments from the Public – 10:00 p.m.**

Mike Conklin, Greenvale, expressed concern over the proposed building of 92 condos and town homes on the Engineers property in Roslyn Harbor with starting prices at \$1.5M up to \$3.5M. He wants to be sure the District is in front of the issue in case they are planning on applying for an IDA abatement, something that happened in Glen Cove. He explained this would cost the District much in taxes if we were paid through a PILOT instead.

Natasha Gordon, Sea Cliff, said she does not feel hiring a consultant is the best way to spend money. She wondered if the voices that are asking for a consultant are the same voices asking to make cuts but are costing the district a lot of money in lawsuits. She said she trusts Dr. Zublionis to make the right decisions for us, as he did last year. She feels it is important to preserve what we are, class size is one of the reasons she moved into the District. A sense of community means a lot to the people who live here. She understands there may need to be cuts, but she does not want to see North Shore stop being North Shore.

Courtney Chambers, Sea Cliff, is upset to see there may be approximately a \$4M loss this year and the possibility of moving to the Princeton Plan; she chose this district because it did not have that. She does not feel a consultant is needed, she does not feel we need to throw money away to save money. She said she trusts Dr. Zublionis and Mr. Pappas. They made cuts that were smart last year. She trusts the auditors and feels the Board is doing a good job. She went on to say there is a segment of the community that they will never placate, and she does not believe they should try. This group calls themselves fiscally responsible but they have cost their community so much money. She trusts the Board and administration to make good decisions for our schools.

On motion of Trustee Cashman and seconded by Trustee Mosca and all in favor, it was:

#### **Personnel**

##### **Resignation - Certified**

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts the resignation of Jody Gardener, Teaching Assistant, effective September 29, 2023

##### **Amendment to Appointment - Certified**

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby amends the August 29, 2023 appointment of Margaret Casey as follows:

Margaret Casey, Speech Language Pathologist, is hereby appointed to a part-time (.8) position effective September 6, 2023

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby amends the June 8, 2023 appointment of Shannon McWilliams as follows:  
Shannon McWilliams, Occupational Therapist, is hereby appointed to a 26-week probationary period, ending March 5, 2024

*Increment for Advanced Study*

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an increment for advanced study for Tyler Bianco, Science, from Step 5 of the MA+45 salary schedule to Step 5 of the MA+60 salary schedule, effective September 1, 2023

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an increment for advanced study for Sara Cano, Art, from Step 19 of the MA+60 salary schedule to Step 19 of the MA+75 salary schedule, effective September 1, 2023

*Appointment - Certified*

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the probationary appointment of Janine Leon, Teaching Assistant, on Step 3 of Level 3 of the Teaching Assistant salary schedule, effective October 16, 2023 through October 16, 2027

*Family and Medical Leave of Absence (FMLA)*

BE IT HEREBY RESOLVED, That the Board of Education of the North Shore Central School District approve an unpaid Family and Medical Leave Act ("FMLA") leave of absence for a period of twelve (12) weeks that will run concurrently with any available paid leave, for employee Pamela Halpin, Teacher, that includes the period September 19, 2023 through December 19, 2023

*Teacher Overage*

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves a .1 overage for Craig Roslund, Special Education, effective September 6, 2023 through June 26, 2024  
Subject

*Appointment - Non-Certified*

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the appointment of Julianna Keenan, Recreation Assistant (part-time), at the North Shore Middle School, effective October 13, 2023

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the appointment of Lisa Ceccarini, Food Service Worker, High School, effective October 13, 2023

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the appointment of Emely Mazarakis, Food Service Worker, High School, effective October 13, 2023

*Per Diem Substitutes*

BE IT RESOLVED, that the Board of Education of the North Shore Central School District hereby approves the addition of the following names to the per diem substitute list:

Name	Category
Maryssa Berka	Teacher Substitute
Phylicia Cangemi	Teacher Aide Substitute

Michelle Cozzi	Teacher Substitute
Sean Daly	Teacher Substitute
Monica Ladeairous	Teacher Aid Substitute
Joyce Lanzilotta	Teacher Aide Substitute
Claire O'Regan	Teacher Aide Substitute
Isabella Strajaekova	Teacher Substitute

Extra-Curricular Activity Advisors

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the following extra-curricular activity advisors:

Sea Cliff School Intramurals:

Sea Cliff School Intramurals:	
Julie Uanino	Jaclyn Stevens
Nina Becker	Craig DeNicola
Sandra Livoti	Karen Wenz
Danielle Hild	Bonnie Watkins
Esme Lim	

<b>High School</b>		
<b><u>Dramatics</u></b>	<b>Advisor</b>	<b>Step</b>
Light & Sound Advisor	Aaron Brateman	1
<b><u>Organizations (Music)</u></b>		
Marching Band	Dan Yankow	1
<b>Middle School</b>		
<b><u>Organizations</u></b>		
Student Council	Lisa LeWinter	1

On motion of Trustee Colacioppo and seconded by Trustee Mosca and all in favor, it was:

Approval of an Amendment to an Employment Agreement between the North Shore CSD and the Assistant Superintendent for Business

BE IT HEREBY RESOLVED that the Board of Education of the North Shore Central School District agrees to amend the employment agreement dated May 26, 2022 between the Board and James Pappas on the terms specified in an agreement dated October 3, 2023; and

BE IT FURTHER RESOLVED that the Board President be authorized to execute said agreement on behalf of the Board.

The Board decided to act simultaneously on Action items 12 & 13

Trustee Ludmar asked how the anonymous need-based donation was determined. Dr. Zublionis explained that no one would know who the individuals are, it just helps make it more equitable for all students to participate.

On motion of Trustee Mosca and seconded by Trustee Colacioppo and all in favor, it was:

Acceptance of a Donation from the North Shore High School Class of 2023

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts a donation from the North Shore High School Class of 2023 to the North Shore High School, of a directional sign to the Stadium and Track, including installation, at a value of \$744.08

Acceptance of a Donation to the North Shore High School Fine and Performing Arts Department

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts a donation of \$5,000 from an anonymous source to the North Shore High School Fine and Performing Arts Department to be used to support students who need financial assistance to attend the February 2024 high school music trip

Acceptance of a Donations from the Glenwood Landing Elementary School SCA

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts donations from the Glenwood Landing Elementary School SCA to the following Glenwood Landing teachers:

Teacher	Program/Grade	Description	Amount
Ms. Marcantonio	SWES	Exploration Items for Outdoor Classroom	\$609.60
Ms. Marcantonio	SWES	Outdoor Enclosed Bulletin Board for Classroom Meeting Area	\$512.56
Ms. Burgos	Kindergarten	Wooden Lap Desks for Small Group Lessons	\$450
Ms. Stevens	1st Gr. ICT	Room Dividers (2)	\$458
Ms. Curiale & Ms. Stevens	1st Gr. ICT	Children's Gardening Gloves (Class Set), Pocket Charts, Back-Jack Seats	\$320.46
Ms. Bierwiler	Kindergarten	Bongos	\$300
Ms. Smith	K-5	Back-Jack Floor Chairs	\$250

Acceptance of a Donation from the Sea Cliff PCA to the Sea Cliff Elementary School

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts a donation of the materials and labor to paint the blacktop, install new basketball hoops, and add more activities to the play area of the Sea Cliff Elementary School at an estimated cost of \$50,000

Approval to Dispose of Inventory

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the disposal of the following inventory items:

Quantity	Description	School
3	Computers	High School
1	Projector	High School
1	Printer	High School

The Board decided to act simultaneously on Action Items 14 & 15



Prior to approval, Trustee Russo expressed concern with some of the language in the agreement with the Town of Oyster Bay, Stop Arm Enforcement Program (#14b), specifically regarding outside contractors (paragraph 4c). In addition, Trustees discussed the fact that the District does not receive any of the revenue that may come from the cameras that will be installed on District buses. However, it was noted that the additional safety to our children is reason to go forward with the contract. Mr. Pappas explained that he did get agreement from TOB-Bus Patrol to strike out the paragraph in question in order for the Board to be able to approve the agreement.

Trustee Russo expressed concern with services being provided in the agreement with LICADD (#14c). She felt the services are very broadly defined and wondered if this is the right organization to provide these services. Dr. Zublionis explained that the principals, Mr. Doherty and Dr. Smyth work closely with the provider. In addition, CASA works closely with LICADD for different programs. Dr. Zublionis will outline the specifics of the program for the Board.

On motion of Trustee Cashman and seconded by Trustee Ludmar and all in favor, it was:

Approval of an Agreement between the North Shore Central School District and Literacy Resources, LLC (Heggerty Phonemic Awareness)

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an Agreement between the School District and Literacy Resources, LLC (Heggerty Phonemic Awareness), to provide professional development webinars related to using the Heggerty Phonemic Awareness curriculum to Kindergarten and Grade 1 teachers at a fee of not to exceed \$1,700, per the terms and conditions set forth in the attached agreement, effective October 16, 2023 through October 20, 2023; and

BE IT FURTHER RESOLVED, That the Board of Education hereby authorizes the President of the Board of Education to execute the necessary documents to effectuate said agreement on behalf of the Board

Approval of an Agreement between the North Shore CSD and the Town of Oyster Bay

WHEREAS, the North Shore Central School District intends to participate in the Town of Oyster Bay Bus Stop Arm Enforcement Program (hereinafter the "Stop Arm Program"), and all future Town authorized Stop Arm Programs within the County of Nassau in which North Shore Central School District buses are operated;

WHEREAS, the Stop Arm Program is authorized under New York State Vehicle and Traffic Law §1174-a; WHEREAS, pursuant to NYS VTL §1174-a, in order to participate in the Program, the School District must enter into an agreement with the Town.

WHEREAS, the North Shore Central School District intends to execute the School Bus Stop Arm Enforcement Program Opt-In Agreement, attached hereto as Exhibit 1, and enter into the Stop Arm Program.

RESOLVED, the North Shore Central School District Board of Education hereby acknowledges and approves the Town of Oyster Bay School Bus Stop Arm Enforcement Program Opt-in Agreement made between the Town of Oyster Bay, North Shore Central School District, and Bus Patrol America LLC, and agrees to be bound by its terms, as amended.

Approval of an Agreement between the North Shore CSD and Long Island Council on Alcoholism and Drug Dependence (LICADD)

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an Agreement between the School District and Long Island Council on Alcoholism and Drug Dependence (LICADD) to provide student-focused presentations, professional development presentations, and clinical



support services as per the terms and conditions set forth in the attached agreement, effective October 6, 2023 through June 30, 2024; and

BE IT FURTHER RESOLVED, That the Board of Education authorizes the President of the Board of Education to execute the necessary documents to effectuate said agreement on behalf of the Board

Approval of an Agreement between the North Shore CSD and Dr. Kerri Titone

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an Agreement between the School District and Dr. Kerri Titone to provide support and professional development related to the logistical components of Advanced Placement and International Baccalaureate Programs effective October 12, 2023 and December 12, 2023; and

BE IT FURTHER RESOLVED, That the Board of Education authorizes the President of the Board of Education to execute the necessary documents to effectuate said agreement on behalf of the Board

Approval of an Addendum to a Revocable Permit with SUNY Old Westbury

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an Addendum to the Revocable Permit agreement between the School District and State University of New York College at Old Westbury, for use of the pool and locker rooms located at SUNY Old Westbury, during the period October 11, 2023 through November 1, 2023, as per the terms and conditions set forth in the attached addendum; and

BE IT FURTHER RESOLVED, that the Board of Education hereby authorizes the President of the Board of Education to execute the necessary documents to effectuate said Agreement on behalf of the Board of Education.

Approval of an Agreement between the North Shore CSD and East Meadow UFSD

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an Agreement between the School District and the East Meadow UFSD to provide services set forth in the IEP of those students listed in attached Confidential Schedule A, and as per the terms and conditions set forth in the attached agreement, effective July 1, 2023 through June 30 2024; and

BE IT FURTHER RESOLVED, That the Board of Education authorizes the President of the Board of Education to execute the necessary documents to effectuate said agreement on behalf of the Board

Approval of an Agreement between the North Shore CSD and Hicksville UFSD

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an Agreement between the School District and the Hicksville UFSD to provide services set forth in the IEP of those students listed in attached Confidential Schedule A, and as per the terms and conditions set forth in the attached agreement, effective July 1, 2023 through June 30 2024; and

BE IT FURTHER RESOLVED, That the Board of Education authorizes the President of the Board of Education to execute the necessary documents to effectuate said agreement on behalf of the Board

Approval of an Agreement between the North Shore CSD and Massapequa Public Schools

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an Agreement between the School District and the Massapequa Public Schools to provide services set forth in the IEP of those students listed in attached Confidential Schedule A, and as per the terms and conditions set forth in the attached agreement, effective July 1, 2023 through June 30 2024; and

BE IT FURTHER RESOLVED, That the Board of Education authorizes the President of the Board of Education to execute the necessary documents to effectuate said agreement on behalf of the Board

### **Unfinished Business**

President Macari remarked how much she enjoyed the Dance Studio ribbon cutting.

Trustee Colacioppo said although she understands it is not a law to require seat belts be worn on school buses, she would like our District to encourage seat belts to be worn. Dr. Zublionis will check with our attorney about language for encouraging the wearing of seat belts. Trustee Cashman added the District should also reinforce the wearing of bicycle helmets.

### **New Business**

Trustee Mosca asked if a request can be made of the county for a "State Law-Do Not Block Side Road" sign to be posted by the cross walk at Club Road and the high school faculty parking lot.

President Macari asked for more activities at the Middle School during recess. Trustee Russo suggested asking the parent organization if they would provide this. Dr. Zublionis noted that the enclosed courtyard would be a good place for new activities.

### **Adjourn the Meeting**

At 10:45 p.m., the meeting was adjourned.

Elizabeth Ciampi  
District Clerk