

North Shore Schools
Board of Education
Regular Meeting
Minutes
September 28, 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, Galati, Ludmar, Mosca and Russo. 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 Cashman and seconded by Trustee Colacioppo and all in favor, the Board convened an executive session in the faculty workroom to consider matters leading to the appointment or employment of a particular person or persons, proposed, pending or current litigation, and collective negotiations pursuant to Article 14 of the Civil Service Law (the Taylor Law).

At 7:50 p.m. on motion of Trustee Russo and seconded by Trustee Galati and all in favor the Board came out of executive session and resumed the regular meeting in the cafeteria. There were 16 people in the audience.

Pledge of Allegiance

President Macari led the public in the pledge of allegiance.

Student Recognition

On behalf of the Board, Dr. Zublionis, Dr. Smyth and President Macari recognized the following students: Kiran Ramsingh who was the New York State Winner in the Zaner-Bloser Handwriting Competition; National Merit Semi-Finalists Noah Lee and Claire Tao; National Merit Commended Students Seamus Casey, Patrick Martin and Sofia Martini; and NYSSMA All-State Winter Conference Participants Sophie Brandimarte - Instrumental Jazz Ensemble and Harrison Levin - Symphony Orchestra

Approval of the Minutes

The reading of the draft minutes of the meetings of September 14, 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 14, 2023 were approved.

Report of the Superintendent

Dr. Zublionis congratulated the students who were recognized. He reported that the turf field is ready to go and, weather permitting, there will be a ribbon cutting on Saturday for Homecoming. He thanked Rachael Bowen for all the work she has done on Homecoming and said it is exciting to see the athletes, coaches and community coming together for this event. He also thanked Landtek for getting the field done in record time and under budget. Dr. Zublionis said he was proud to be part of this effort. There was a demand for a new turf field, it was discussed, it was difficult to do with the loss of revenue, but they found a way and with the support of the Board and the community it got done. He went on to say this is a great model that can be used in other areas of how we can get something done, even when it seems impossible, when we all pull together to find a solution. Dr. Zublionis also reported that there will be a ribbon cutting on the new Dance Studio on October 5.

Dr. Zublionis reported on a recent meeting with CASA. They have events coming up which will be on our Instagram feed, Twitter feed and Facebook. On October 23 they will be hosting a digital safety meeting. We will be spending time talking about this with faculty and more messaging will be coming out about it. He reported that a survey will be sent out to the community on how they want to receive communication. With the first month of school coming to an end, Dr. Zublionis reminded all of upcoming coffee meetings. The first is on October 19 and is for elementary parents, the second on November 2nd is for secondary parents and the third is on March 27th for community members.

Finally, Dr. Zublionis held a moment of silence for the members of the Farmingdale School District and especially for those involved in the bus crash who lost their lives and are severely injured.

President Macari offered some information on Homecoming. The first Homecoming was in 1911 at the University of Missouri and was an invitation to alumni to “come home” to their school and boost school spirit thus the phrase “Homecoming”.

Budget Priorities and Challenges - Part 1

Dr. Zublionis and Mr. Pappas gave an overview of the budget challenges for the 2024-2025 budget process. The essential question which will drive the budget planning process is *“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 major expenditures in the 2023-2024 school year emphasizing that close to \$100M of the \$120M budget is directly related to instruction. It was noted that in 2001 the share of taxes by homeowners was 54.5% of total taxes collected by the school district and in 2023 it has risen to 83.4% while the share by utilities has decreased from 30.3% to 8.4%. They also reviewed the continued impact of the Nassau County-LIPA settlement. In the 2024-2025 school year, the third year of loss of revenue will be \$2,388,670, the second largest loss due to the settlement agreement. Overall, the District will see a total loss of over \$38 Million due to loss of LIPA taxes vs what they will receive in Direct Assessments from LIPA. In 2027 the agreement is set to be renegotiated and if there is a state takeover of LIPA it is possible the district would stand to lose over \$45 million. Finally, they explained that the increase in Foundation Aid received last year was considered a “catch-up” and districts are not expected to receive the same increase for 2024-2025. With all of these considerations, it is anticipated that new revenue and budget cuts needed for 2024-2025 will be at least \$4M. Revenue possibilities include tuition bearing programs, interest revenue, leasing or rental of space, grant and state aid revenue, use of reserves and fundraising. Some possible cuts and considerations they presented include class sizes and sections, programs, retirements & non-replacements, non-instructional budget cuts and a flat budget mentality.

The Board discussed the presentation. Trustees commended both Dr. Zublionis and Mr. Pappas for their careful analysis of the district’s finances, hard work on last year’s budget and on the early planning for next year’s budget process. Some suggestions included: to bring in a consultant for grant writing, a consultant to review the budget, specifically in the area of staffing and how to achieve savings in terms of efficiencies of staff as well as to seek revenue choices. Other suggestions for revenue generation were solar power, and applying for the Environmental Bond Act. Trustees expressed concern for maintaining programs and class sizes that define a North Shore education, not making cuts to the special education program and to be sure to meet infrastructure needs. Trustees also expressed concern regarding the hiring of a consultant to review staff and programs. The cost of hiring a consultant for this purpose was questioned at such a financially difficult time for the district. It was suggested that if an outside source was explored, a consultant who has worked with K-12 educational institutions would be most appropriate, and possibly looking to other districts for a recommendation. Dr. Zublionis suggested reaching out to Northport who has had a similar situation with loss of revenue from a LIPA closure. It

was noted that much development is happening in our district and more houses means more tax revenue and more students to accommodate. The importance of being prepared for an influx of students in the future when making cuts was conveyed.

President Macari noted that building a budget is a values clarification exercise. She went on to say it is evident in the presentation of the values we hold as an organization and the values Dr. Zublionis and Mr. Pappas hold as leaders. She was particularly struck by the idea of cost savings by natural attrition through retirement and how that shows how we value our employees. She feels that sets us apart. She hopes all decisions are evidence based. In addition, she suggests spending money where we get money. President Macari expressed concern about the aging bus fleet and feels we need to move in the direction of electric buses with some priority. Finally, she agrees with the ideas of pursuing grant opportunities and revenue generation.

Comments from the Public – 9:35 p.m.

Kimberly Murphy, Glen Head, thanked the Board for their plan to evaluate the special education program. She asked that they revisit the previous review to ensure the recommendations were implemented or to determine why they were not implemented. She also asked to include all stakeholders, parents, students, teachers and administrators in the review. Ms. Murphy asked if special education teachers have the proper training to help the students they work with, whether they have the expertise needed and whether they might need more professional development. She expressed disappointment in the special education program and feels services are not being provided to her child.

Lisa Vizza, Glen Head, agreed with the idea of looking to universities for information regarding consultants for reviewing different areas of operations within the district. She noted that our auditor's job is not to give advice other than financial advice. Ms. Vizza suggested renewing the partnership with the Viking Foundation to explore new revenue possibilities through fundraising. Regarding tuition bearing programs, she asked for clarification on the rates and whether the rates cover all expenses incurred by the District. Dr. Zublionis explained that rates are set by New York State and it does meet the District's bill. He went on to explain that by creating the in-house program it keeps students at North Shore who may have otherwise been sent out of district at an expense to the District, therefore this becomes a savings.

Personnel

Prior to approval Trustee Russo asked a question regarding action item (j) approval of a side letter regarding clubs. Specifically, she asked whether the minutes of the meetings get submitted along with the end of year report. Dr. Zublionis explained the minutes are submitted, along with other documentation, to the coordinator before stipends are paid.

Trustee Mosca asked for clarification on the appointment of advisors for early morning sports. Dr. Zublionis explained these are intramural sports.

Trustee Cashman commented she is pleased to see clubs relating to science being added. She feels a discussion about extra-curriculars at the elementary schools will fit into the discussion about types of opportunities.

Trustee Ludmar asked that letter (k) appointments non-certified, be separated from personnel action. On motion of Trustee Ludmar and seconded by Trustee Colacioppo and all in favor, the Board moved to vote on action item 8 (k) as a separate motion.

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

Personnel

Increment for Advanced Study - Certified

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an increment for advanced study for Brynn D'Amico, Elementary, from Step 13 of the MA+30 salary schedule to Step 13 of the MA+45 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 Jessica Donovan, English, from Step 27 of the MA+30 salary schedule to Step 27 of the MA+45 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 Stephanie Spy Palmisano, Elementary, from Step 9 of the MA+15 salary schedule to Step 9 of the MA+30 salary schedule, effective September 1, 2023

Teacher Overages

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves overages for the following teachers:

Teacher	Overage	Subject	Effective
Jennifer Horton	.1	Mathematics	9/6/23-6/26/24
Amanda Haleiko	.2	ENL	9/6/23-6/26/24
Liam Bambrick	.2	Mathematics	9/19/23-10/31/23
Kristin Carbone	.3	Mathematics	9/19/23-10/31/23

Termination - Certified

BE IT RESOLVED that, upon the recommendation of the Superintendent of Schools, the Board of Education of the North Shore Central School District hereby terminates the employment of Nicole Mango, Elementary, effective close of business June 30, 2023

Middle School Teacher Leaders

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the following Middle School Team Leaders for the 2023-2024 school year:

Teacher	Grade	Team
Damien Chillemi	Grade 6	Jedi
Tiffany Falcone	Grade 6	Wizards
Diane Vestuto	Grade 6	Avengers
Kristin Frayler	Grade 7	B
Dan Mazz	Grade 7	C
Melissa Verdone	Grade 7	A
Jessica Donovan	Grade 8	2
Keith Freund	Grade 8	3
Lauren Mistretta	Grade 8	1
John Pace	Grade 8	4

Approval of Employment Agreements with Non-Affiliate and Confidential Employees

BE IT RESOLVED, That the Board of Education of the North Shore Central School District approve the 2023-2024 employment and terms and conditions agreements with the following employees and authorizes the Superintendent of Schools to execute the same:

Haleh Bonvan	Treasurer
Elizabeth Ciampi	Secretary to the Superintendent
Yogesh Dhingra	School District Auditor
John Hall	Director of School Facilities & Operations
Michele Hall	Assistant Supervisor of Transportation
Alan Levin	School Lunch Manager
Shelly Newman	Senior Illustrator/PR Coordinator
Richard Rybecky	Bus Dispatcher
Clifford Sineberg	Assistant Bus Dispatcher
Donna Henderson	Senior Personnel Clerk
Cory Letts	Senior Personnel Clerk
Sophia Kulikowsky	Secretary to the Assistant Superintendent/Instruction
Lois Straber	Secretary to the Assistant Superintendent/Business
Marissa Vergara-Holden	Typist Clerk/Central Administration

Approval of Annual Stipends and Hourly Rate for Security Personnel

BE IT RESOLVED, That the Board of Education of the North Shore Central School District approves the 2023-2024 annual stipends for the following employees, as previously discussed in executive session

BE IT FURTHER RESOLVED, That the Board of Education of the North Shore Central School District approves the 2023-2024 Hourly Rate of Pay for all Security Personnel, as previously discussed in executive session

Employee	Title
Mathew Cheravallil	Records Management & Inventory Clerk
Elizabeth Ciampi	District Clerk, SEVIS PDSO
Anita Demetri	Substitute Caller & Home Tutoring
Lois Straber	iPad/Chrome Book Coordinator
Sophia Kulikowsky	Community Education
Marissa Vergara-Holden	Records Access

Extra-Curricular Activity Advisor (2022-2023)

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the following extra-curricular activity advisor from the 2022-2023 school year:

Middle School		STEP
<u>Clubs Level 1</u>		
Math Olympiads (Grade 6)	Hailey Heller	1

Extra-Curricular Activity Advisors (2023-2024)

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

*adjusted from previous BOE approval

** adjusted or added on 9/14/23 side-letter

High School		STEP
<i>Class Advisors</i>		
Junior Class	Christine Halloran	2
Sophomore Class	*Josh Knight	2
<i>Clubs - Level 3</i>		
Fantasy Sports**	Josh Timlin	1
	Christopher Gish	1
Portfolio	Toni-Marie Powers	1
<i>Clubs - Level 2</i>		
Asian Student Alliance**	Asha Pollydore	1
Rho Kappa (Social Studies Honor Society)	*Jennifer Babb	2
	*Carolyn Chimeri	1
	*Lyndsay Conroy	1
Tri-M	*David Catalano	1
	*Jason Domingo	2
	*Brandon Bromsey	1
<i>Organizations</i>		
Student Government Organization	Janice Chen	1
Middle School		STEP
<i>Class Advisors</i>		
Grade 7	Nathalie Woods	1
<i>Clubs - Level 1</i>		
Culture Club	*Tori Kalberer	1
	*Samantha Drexler	1
Early Morning Sports Grade 6**	Jean Merz	1
Early Morning Sports Grade 7**	Jaclyn Muscarella	1
Early Morning Sports Grade 8 **	Tom Granieri	1
Organic Gardening	Maria Perdios	1
Elementary Schools		STEP
<i>Clubs - Level 3</i>		
(District) Design Squad	Adriene Kaye	2
(District) Wonder League	Adriene Kaye	2
	Ryan Bridgwood	2
<i>Clubs - Level 1</i>		
(GH) Dignity for All Students **	Carolyn DiPreta	1
<i>Organizations</i>		
(SC) Student Government	Samantha Malis	1
	Victoria Bader	1

Side Letter Between the North Shore CSD and the NSSFE Concerning Clubs

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves a side letter of agreement between the Board of Education and the North Shore Schools Federated Employees concerning Extra-Curricular Clubs dated September 26, 2023; and

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

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
William Kennedy	Security Aide Substitute
Donna Mallilo	School Monitor Substitute
Maria Thomaidis	School Monitor Substitute
Jason Melgar	Teacher Substitute
Alexa Brindisi	Teacher Substitute
Gianna Carfo	Teacher/Teacher Aide Substitute

On motion of Trustee Ludmar and seconded by Trustee Cashman, with Trustees Cashman, Colacioppo, Galati, Macari, Mosca and Russo for and Trustee Ludmar abstaining, it was:

Appointments - Non-Certified

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the appointment of Ana Estrella, Food Service Worker, effective September 29, 2023

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the appointment of Leah Burden, School Monitor, part-time, at Glen Head Elementary School, effective September 29, 2023

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the appointment of Mary Evangelista, School Monitor, part-time, at Glen Head Elementary School, effective September 29, 2023

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

Adoption of the 2023-2024 District Goals

Recommended Action

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby adopts District Goals for the 2023-2024 school year

The Board decided to act simultaneously on action items 10 and 11

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

Approval of Community Education Instructor

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves Luke McAuliffe as a community education instructor for Basketball for the fall 2023 session

Approval of Piano Accompanists for Musical Productions

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the following piano accompanists at a rate of \$75 per rehearsal and \$120 per performance:

Sandra Baskin
Liju Cheung
Carol Goglia
Ann Sullivan
Brian Sweeney

The Board decided to act simultaneously on action items 12 and 13

Prior to approval, Trustee Mosca expressed thanks to the parent organizations for helping sustain the incredible offerings and enriching opportunities for our students.

Trustee Russo asked what Broadway musical the students would be seeing and whether the show was during the day.

Trustee Ludmar asked if chaperone costs were included in the donation.

Dr. Zublionis explained that the show was a matinee. He will get answers on what show students will be seeing and whether chaperone costs are included.

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

Acceptance of a Donation from the North Shore High School PTO to the North Shore High School

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts a donation of \$253 from the North Shore High School PTO to the North Shore High School class of 2026

Acceptance of Donations from Arts Angels

A donation of \$2,600 to offset a trip to New York City for students in the Theater Class to see a Broadway musical and a sit down experience with a performer from the production, including transportation, theater tickets and performer visit.

A donation of \$650 for advanced and AP photography students to travel to Manhattan and attend a street photography workshop

Acceptance of a Donation from the Varrichio Family to the Fine and Performing Arts Department

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts the donation of a Bergmann Upright Piano from the Varrichio Family to the North Shore CSD Fine and Performing Arts Department at a value of \$1,500

Acceptance of a Donation from Marc Mandel to the Fine and Performing Arts Department

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts the donation of audio equipment from Marc Mandel to the North Shore CSD Fine and Performing Arts Department at a value of \$200

Approval to Dispose of Inventory

BE IT RESOLVED, That the Board of Education hereby approves the disposal of the following inventory items:

Quantity	Description	School
2	Projectors	High School

Approval of an Agreement between the North Shore CSD and Allcare Driving School

Prior to approval, Trustee Ludmar asked if there was a report on the number of students who are interested in drivers ed, or a percentage of need. Dr. Zublionis will get this information.

On motion of Trustee Colacioppo 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 an agreement between the School District and Allcare Driving School to provide Behind-The-Wheel Training and In-Car Observation components of a NYS-DTSE course for North Shore High School Students under the terms and conditions set forth in the attached agreement during the period October 2, 2023 through December 11, 2023; and

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

Award of Bid for Electronic Display Sign

Prior to approval, Trustee Mosca expressed opposition to spending funds on an electronic sign, especially at this time, considering the district's finances. She also feels a large screen is distracting at a dangerous intersection. Although she does recognize the value, she feels she cannot support it.

Trustee Ludmar said he appreciates Trustee Mosca's comments but does not agree with them.

On motion of Trustee Russo and seconded by Trustee Ludmar, with Trustee Cashman, Colacioppo, Galati, and Russo for, Trustee Mosca against, and Trustee Macari abstaining, it was:

BE IT RESOLVED, That the Board of Education of the North Shore Central School District awards the bid for the electronic display sign to Visual Information Services at a base bid of \$44,926 plus installation of electric conduit for \$6,000 for a grand total of \$50,926

The Board decided to act simultaneously on action items 16 and 17

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

Approval of an Agreement between the North Shore Central School District and Glen Cove City School District (DOL-DOR)

BE IT RESOLVED that the Board of Education of the North Shore Central School District hereby approves the Agreement between the School District and the Glen Cove City School District for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the Glen Cove City School District and residing within the North Shore Central School District during the 2023-2024 school year

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 Special Education Services (IEP)

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves special education services (IEP) as recommended by the Committee on Special Education (CSE)

Executive File Attachments

Unfinished Business 9:55 p.m.

Trustee Ludmar gave a brief update on the recent LAC meeting. He reported that committee members discussed the goals received from the Board and these were broken down into sub-committees. A Legislative Breakfast is being planned for the fall and a Legislative Night will be planned further out.

New Business

Trustee Cashman noted the success of our students who received the Seal of Biliteracy and asked Dr. Smyth to speak more about it. Dr. Smyth explained that Ms. Aguiar and the language teachers made it a goal to have more kids accomplish the Seal of Biliteracy in multiple languages. In New York, there are 420 schools which offer the Seal of Biliteracy. Last year, North Shore ranked highest in the state and highest rate per student across the state.

Trustee Mosca suggested while the district is focusing on outdoor areas, they may want to think about installing walking paths on each campus and possibly meditative spaces. She also suggested this could potentially be done in conjunction with garden clubs. Dr. Zublionis said Ms. Richmond has a similar idea and other teachers are already thinking along these lines. Dr. Smyth added that Ms. Rodriguez has a plan for sculpture gardens. Trustee Cashman suggested the addition of native plants.

Trustee Colacioppo expressed her appreciation to Dr. Zublionis for his comments regarding the Farmingdale tragedy. She has a personal connection to someone who was on the trip, and this made her question the rules on our buses. She asked if the buses are equipped with seat belts, and whether we can enforce the wearing of seat belts on the buses. Considering the upcoming trip for 6th graders to Frost Valley, she is very concerned and would like to know the protocols. Dr. Zublionis explained that the day after the Farmingdale accident, he did get an update about our protocols from Ms. Hall. He will send that breakdown with his next update. He also explained that regarding the wearing of seat belts, this sometimes conflicts with other safety precautions.

Adjourn the Meeting

At 10:05 p.m., on motion of Trustee Colacioppo and seconded by Trustee Cashman and all in favor, the Board moved to convene an executive session to discuss matters leading to the employment or appointment of a particular person or persons.

At 10:50 p.m., on motion of Trustee Cashman and seconded by Trustee Mosca, the Board moved to come out of executive session and adjourned the meeting.

Elizabeth Ciampi
District Clerk