

North Shore Schools
Board of Education
Regular Meeting
Minutes
October 12, 2017

The meeting was called to order by President Antoinette Labbate at 7:00 p.m. in the Glenwood Landing Elementary School Theatre. Present were Trustees Berliner, Commander, Galati, Jones, Ludmar and Russo. Also present Superintendent Dr. Peter Giarrizzo, and Assistant Superintendents Olivia Buatsi & Rob Chlebicki.

At 7:00 p.m. on motion of Trustee Ludmar and seconded by Trustee Galati and all in favor, the Board moved to convene an executive session in the principal's office of the Glenwood Landing Elementary School to discuss matters regarding collective negotiations pursuant to Article 14 of the Civil Service Law (the Taylor Law) and discussions regarding proposed, pending or current litigation.

At 7:30 p.m. on motion of Trustee Russo seconded by Trustee Jones and all in favor, the Board moved to come out of executive session and resumed the regular meeting in the library. There were 9 people in the audience.

Pledge of Allegiance

President Labbate led the audience in the Pledge of Allegiance.

Report of the Superintendent

Dr. Giarrizzo reported on his visit to Glenwood Landing Elementary School. He reported that districtwide enrollment figures currently are at 2,632 students and he will be taking a closer look at enrollment projections through the district's demographer to help anticipate the needs for the 2018-2019 budget. He reported that the Board's 2017-2018 goals have been adopted and have been distributed to the community at large, teachers, administration, and support staff. They will hang in every classroom and office in the District. Committee structures will be in place to oversee the work and the first report on progress towards the completion of goals will occur in December. Reports on student achievement will commence at the next Board meeting starting with the elementary program. Much work is occurring around the Shared Valued Outcomes; Dr. Giarrizzo recently sent out an email explaining the SVO's; the work that has been done, and the action plans for moving forward. Planned gatherings called "Coffee & Conversations" with the Superintendent have been scheduled. The first will be held on Thursday, October 26th at the Central Administration Office. Evening sessions are also being planned with the first to be held on Tuesday, November 14th. Dr. Giarrizzo reported that the legal RFPs have been sent out and are due back by November 1st. Pre-bond architectural and construction management RFPs are in the process of being mailed and will be due back by December 6th. Plans to administer the PRIDE survey are in the works. This should be done by Thanksgiving with results back in the early part of the winter. Regarding a question posed by a resident about North Shore's budget versus the budgets of other school districts, Dr. Giarrizzo and Ms. Buatsi did a preliminary analysis using aggregate financial data provided by the ST-3 financial reports provided by NYSED along with some of their own research with colleagues and reported the following • *North Shore's 2015-2016 per pupil costs based upon expenses are \$34,959. In contrast, Manhasset's are \$27,236. We expanded our analysis to the entire Northeast Quadrant and looked at 14 school districts. They service 48,399 students with a total combined budgets of almost \$1.6 billion. The average per pupil cost across all these districts was \$31,358. To the best we can tell, the main differences in the budgets of Manhasset and North Shore*

have to do with 5 main areas: Debt Service costs: \$4.2M vs. \$2.6M, Number of schools: 5 vs. 3, Types of Programs- wide variety, Support Structures- wide variety (tied to number of buildings), Class Size and Enrollment, Staffing Structure: We know that we have approximately 30 more teachers. What is not known is how the entire staff is deployed anywhere but here. Examples- North Shore has school wide enrichment and FLES teachers (these are nine teachers that Manhasset does not have). Enrollment is a major factor and there are economies of scale associated with size. For example, if your average class size is 2 smaller, and it is in K-6 (19 vs. 21), dependent on the number of sections, that could lead to reductions in total sections. We believe that maintaining three physical plants versus five is significant in the supports and structures necessary to support the buildings. Assigning value to these items become more subjective and I think that focusing on quality of instruction, opportunities for improvement, outcomes, student achievement is part of a larger discussion that we'll be having over the next 2-3 months with our administrators and strategic plan. Dr. Giarrizzo welcomed questions about the data and will go deeper if the Board has further questions.

Report from the SGO

Lindsey Golden, co-president & April Rowell, SGO representative reported on events and activities in the high school, including: freshmen elections were held during commons, results will be announced next week. Regarding the Hurricane Harvey donations, 5 schools were contacted, 2 schools were chosen who need help; both are in Florida. A supply drive will be held with 2 grades responsible for each school. Mostly art supplies (colored pencils and crayons) are needed. Donations can be placed in boxes over the next two weeks. The SGO is planning for Sports Night. This year it is scheduled for a Wednesday, the SGO is appealing the day with Mr. Lang to have it moved to Thursday, which works out better for the students. One of the SGO goals is to have a monthly fundraiser. October's will be around Drug Awareness.

Approval of Minutes

On motion of Trustee Ludmar and seconded by Trustee Russo and all in favor, the minutes of September 28, 2017 were approved as amended.

Regular Business

Budget Priorities & Development of Budget Process

Dr. Giarrizzo requested the board's input early in the budget process to understand what has worked well over the years and what they might want done differently. He and Ms. Buatsi will start building the budget late October and November and will be ready to present the budget in January. From January through April the board will have conversations and make possible adjustments to the proposed budget. He and Ms. Buatsi have discussed including a narrative along with the budget documents that frames what is happening in each section of the budget. Trustee Berliner requested a proposed budget that is as reasonable as possible so the board does not waste time trimming it. Trustee Russo suggested looking at the budget from a program base, for example what does it cost for the enrichment program K-8, or what does it cost for Mandarin K-5 as well as the cost for bringing it into the middle and high school. She suggested using a pie chart to divide sections of the budget by percentages such as special education, arts, athletics, etc. Trustee Jones said it would be helpful to see where the spending is moving from year to year. She would like to know how much is in infrastructure, professional development, technology upgrade, wellness, things that are priorities. Trustee Ludmar would like to connect priorities to the numbers. He suggested a mechanism for explaining to the community where the priorities are in the budget. Trustee Berliner suggested while enhancing the board's priorities also look for any savings possibilities. Dr. Giarrizzo will mock up a section of the budget using the board's suggestions and get feedback before proceeding with a format.

Update on Bond

Dr. Giarrizzo reported that 12 RFPs for Construction Management Services went out and 18 RFPs for Architectural Services will be going out tomorrow; these are due back December 6. He would like the board to decide how they wish to make decisions about where to go with the proposals. President Labbate suggested the board form ad hoc committees to review the RFPs for Legal Services and Construction Management/Architectural Services. The committees will make recommendations to the board who will then interview the firms as a group. Trustees Russo, Berliner and Labbate will serve on the committee for RFP Legal Services. Trustee Russo will develop a rubric for evaluating the legal RFPs. Trustees Ludmar, Jones and Russo will serve on the committee for RFP Construction Management/Architectural Services. Trustee Ludmar will develop a rubric for evaluating those RFPs.

Comments from the Public

Kathleen Reynolds Sea Cliff, spoke as a member of the North Shore CASA, specifically the parent sector of CASA has a number of questions which she was asked to bring to the board. First, regarding the high school policy on substance abuse, how often are policies reviewed and changed to go along with the changing times. Second, there have been some reports of non-enforcement of the policy; parents feel this is important for administration to look into. Alison Camardella, Sea Cliff, also speaking on behalf of the parent sector of CASA, added that teachers have seen and reported incidents and there has been no enforcement of policy. Ms. Camardella went on to say as important as policies are, the parents would also like to look at communication and support within the high school; for example are teachers educated to see behavior of concern, what are they empowered to do if they see concerning behavior, are they encouraged to speak to parents, etc. Dr. Giarrizzo responded, he does not have those answers but will find out and he is open to a meeting with a group of parents so he can hear all concerns and has actionable things to follow-up on. Trustee Jones said it is important to communicate to the community what we are doing now in our schools. Trustee Commander added she would like to get some type of K-12 program mapping done; what exists that addresses substance abuse and identify areas of need. Trustee Russo noted it is important to include PTO programs in addition to what is included in the curriculum. Trustee Ludmar added the dissemination of information is important so parents, school, and community can face the issues together. Ms. Camardella noted that during the two CASA meetings much of the focus was on what is being done in the school; the school being the key factor. She went on to say once parents and community know what is being done in the school it might end the focus there and then the focus can shift to the parents. Trustee Commander explained that at the last meeting they began compiling information to identify responsibilities by sector, for example what is the school's responsibility, what is a parent's responsibility, etc. President Labbate noted Dr. Melnick did a lot of work individually with students that were struggling.

Tim Madden, Sea Cliff, encouraged the board to visit the website of other school districts to get an idea of what they do regarding budget documents. He said there are things we do well, but there are areas we could improve. He encouraged the board to include anticipated revenue and to post the tax rates on our website. Mr. Madden asked if there is a decision on the athletic attendance policy regarding the modified middle school program. Dr. Giarrizzo responded he will be meeting with the Athletic Director the following day. Mr. Madden went on to say that at the board's last meeting Trustee Russo had brought up having a further board discussion regarding the athletic attendance policy and high school exchange trips. He asked if that will be put on a future agenda for discussion. President Labbate responded the board would like to give the new superintendent a chance to get a full understanding of the situation. She continued a decision has not yet been made whether it will be put on an agenda as a full discussion and reminded Mr. Madden it is an athletic policy not a board policy. Trustee Russo said this has been an issue for over a year. It was remanded to the athletic policy

committee but the board has never had a discussion about it. She went on to say she believes it is more than an athletic committee decision and would like the board to discuss it in a meaningful manner. President Labbate responded, the athletic committee had a discussion and gave a recommendation to the board. She would like to give our new superintendent the opportunity to review it before the board discusses it. Trustee Jones added, the community seems unsettled about it. She agrees the superintendent needs time to participate in the discussion. She went on to say the board must be consistent with the district's mission statement, that's the framework for the board's participation. Trustee Commander asked for a report of how many appeals have been made to the policy. She reminded the board that these decisions were not made in a vacuum. The athletic program has been reviewed twice over the last 15 years by outside consultants in the field who made recommendations. Trustee Berliner said he is not sure the record of appeals would be a good measure as many students may not have gone through the appeals process. He went on to say he believes we should provide the best education for all of our students and not limit a group of students. Trustee Ludmar added, it has been discussed, but since that time it may not be what parents want as it keeps coming up and still is an open question. On another matter, Mr. Madden noted there are large posters in the high school cafeteria of some student athletes. He asked what message it might be sending to our female athletes. Finally, Mr. Madden asked what ADA guidelines and recommendations the district is following regarding the changes to the district website. Dr. Giarrizzo responded they are from the federal government; this applies to all schools districts and municipalities. There are issues of contrast of color, and all documents must be in PDF format. He added we are contracting with someone who flags what is non-compliant, and any link that we link directly to can put us out of compliance.

On motion of Trustee Commander and seconded by Trustee Jones and all in favor, it was:

Personnel

Leave of Absence for Child Rearing Purposes – Certified

Resolved: To approve a leave of absence for child rearing purposes for Wei Huang, Mandarin, effective February 1, 2018 through June 30, 2018

Increment for Advanced Study – Certified

Resolved: To approve an increment for advanced study for Keryn Edwards, Special Education, from Step 7 of the MA+60 salary schedule to Step 7 of the MA+75 salary schedule, effective September 1, 2017

Resolved: To approve an increment for advanced study for Calliope Iakovou, Elementary, from Step 6 of the MA+15 salary schedule to Step 6 of the MA+30 salary schedule, effective September 1, 2017

Resolved: To approve an increment for advanced study for David Keenan, Math, from Step 29 of the MA+60 salary schedule to Step 29 of the MA+75 salary schedule, effective September 1, 2017

Resolved: To approve an increment for advanced study for Jenna Klein, Special Education, from Step 6 of the MA salary schedule to Step 6 of the MA+15 salary schedule, effective September 1, 2017

Resolved: To approve an increment for advanced study for Lauren Moran, Art, from Step 9 of the MA salary schedule to Step 9 of the MA+15 salary schedule, effective September 1, 2017

Resolved: To approve an increment for advanced study for Kimberly Cunneen, Elementary, from Step 12 of the MA+30 salary schedule, to Step 12 of the MA+45 salary schedule, effective September 1, 2017

Resolved: To approve an increment for advanced study for, Michelle Lempenski, Mathematics, from Step 8 of the MA+45 salary schedule to Step 8 of the MA+60 salary schedule, effective September 1, 2017

Resolved: To approve an increment for advanced study for Jennifer Rizza, Math, from Step 1 of the MA salary schedule to Step 1 of the MA+15 salary schedule, effective September 1, 2017

Resolved: To approve an increment for advanced study for Lauren Sandback, Business Education, from Step 1 of the MA salary schedule to Step 1 of the MA+15 salary schedule, effective September 1, 2017

Resolved: To approve an increment for advanced study for William Madigan, Physical Education, from Step 6 of the MA+30 salary schedule to Step 6 of the MA+45 salary schedule, effective September 1, 2017

Approval of Teacher Overage

Resolved: To approve a .01 overage for LiJu Cheung, Music, effective September 1, 2017 through June 22, 2018

Approval of Additions to the Per Diem Substitute List

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

Rebecca Engesser	Teacher Substitute
Kimberly Belifore	Teacher Substitute
Suzanne Cullen	Teacher Substitute
Jonas Garelle	Teacher Substitute
Ellen Goodman	Teacher Substitute
Juliet Ramirez	Teacher Substitute
Elizabeth Thomas	Teacher Substitute

Approval of Side Letter of Agreement Concerning Extra Curricular 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 North Shore Central School District and the North Shore Schools Federated Employees concerning Extra-Curricular Clubs dated October 10, 2017

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

On motion of Trustee Commander and seconded by Trustee Jones and all in favor, it was:

Approval of Budget Transfer

Resolved: To approve a budget transfer in the amount of \$358,000 to cover teacher salaries, personnel ads & teachers' dental, effective October 12, 2017

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

Approval of Agreement with Jeff Gottlieb

BE IT RESOLVED that the Board of Education of the North Shore Central School District hereby approves the Agreement between the School District and Jeff Gottlieb to provide a presentation of Early Human Technology to the District on October 26 & 27 2017;

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.

Prior to approval, Trustee Galati expressed his concern that we are not encouraging staff to apply for the extra-curricular arts positions. Trustee Russo agreed, she explained for years many parents worked closely with faculty, and students had hands-on experiences. She said by bringing in outside people we are losing teachable moments, and opportunities for older students to guide and train the younger students. She suggested starting a program where high school students train the middle school students to expand experiences for our students. Dr. Giarrizzo explained that he has been working with Ms. Rodriguez on building these concepts, although this may create some quality issues.

On motion of Trustee Commander and seconded by Trustee Berliner, with Trustees Berliner, Commander, Jones, Labbate, Ludmar & Russo for and Trustee Galati against it was:

Approval of Agreement with Centerstage Players

BE IT RESOLVED that the Board of Education of the North Shore Central School District hereby approves the Agreement between the School District and Centerstage Players to provide Director & Choreographer Services to the District between October 12, 2017 through February 28, 2018, pending review by counsel;

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.

Prior to approval Trustee Galati again expressed his concern over the issue of hiring an outside consultant rather than using in-house personnel. Trustee Russo agreed stating this is another lost teachable moment that could be done internally, possibly with students in the fashion design class.

On motion of Trustee Ludmar and seconded by Trustee Berliner, with Trustees Berliner, Commander, Jones, Labbate, Ludmar & Russo for and Trustee Galati against it was:

Approval of Agreement with Chakira-Iliana Doherty

BE IT RESOLVED that the Board of Education of the North Shore Central School District hereby approves the Agreement between the School District and Chakira-Iliana Doherty to provide Costumer Services to the District between October 1, 2017 through November 18, 2017, pending review by counsel;

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.

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

Approval of Agreement with Maxim Schidlovsky

BE IT RESOLVED that the Board of Education of the North Shore Central School District hereby approves the Agreement between the School District Maxim Schidlovsky for an art program to be provided to the District between October 1, 2017 through June 30, 2018, pending review by counsel;

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.

Prior to approval, Trustee Commander noted that this is the type of information which might be included in the program mapping on substance abuse. Trustee Ludmar noted it seems like a short presentation and may not be the most effective way of communicating the topic. Dr. Giarrizzo responded the district needs a comprehensive approach, this is a first step.

On motion of Trustee Commander and seconded by Trustee Ludmar and all in favor, it was:
Approval of Agreement with 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 the Agreement between Long Island Council On Alcoholism And Drug Dependence (LICADD) and the School District for a program on Substance Use and Anxiety to be provided to the District, on October 24, 2017 and October 26, 2017;

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.

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

Approval of Special Education Services Contracts

Resolved: To approve an agreement with the Carle Place School District for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the North Shore School District and residing within the Carle Place School District during the 2017-2018 school year

Resolved: To approve an agreement with the Glen Cove School District for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the North Shore School District and residing within the Glen Cove School District during the 2017-2018 school year

Resolved: To approve an agreement with the East Williston UFSD for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the North Shore School District and residing within the East Williston UFSD during the 2017-2018 school year

Resolved: To approve an agreement with the Jericho UFSD for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the North Shore School District and residing within the Jericho UFSD during the 2017-2018 school year

Resolved: To approve an agreement with the Locust Valley CSD for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the North Shore School District and residing within the Locust Valley CSD during the 2017-2018 school year

Resolved: To approve an agreement with the East Williston UFSD for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the North Shore School District and residing within the East Williston UFSD during the 2017-2018 school year

Resolved: To approve an agreement with the Manhasset UFSD for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the North Shore School District and residing within the Manhasset UFSD during the 2017-2018 school year

Resolved: To approve an agreement with the Port Washington UFSD for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the North Shore School District and residing within the Port Washington UFSD during the 2017-2018 school year

Resolved: To approve an agreement with the Roslyn Public Schools for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the North Shore School District and residing within the Roslyn Public Schools during the 2017-2018 school year

Resolved: To approve an agreement with the Syosset CSD for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the North Shore School District and residing within the Syosset CSD during the 2017-2018 school year

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

Approval of Stipulation of Agreement

BE IT RESOLVED, that the Board of Education of the North Shore Central School District hereby approves a Stipulation of Agreement in connection with a due process complaint, a copy of which has been provided to and reviewed by the members of the Board of Education.

BE IT FURTHER RESOLVED, that the Board of Education of the North Shore Central School District hereby authorizes the President of the Board of Education to sign said Stipulation of Agreement on behalf of the board.

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

Approval of Special Education Services (IEP)

Resolved: To approve special education services (IEP) as recommended by the Committee on Special Education (CSE)

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

Approval of Agreement with Barbara Nelson

BE IT RESOLVED that the Board of Education of the North Shore Central School District hereby approves the Agreement between Barbara M. Nelson and the School District for a Driver Training Course for Staff Members to be provided to the District, between October 1, 2017 and June 30, 2018;

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.

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

Approval of Special Use Permit with The County Of Nassau

BE IT RESOLVED that the Board of Education of the North Shore Central School District hereby approves the SPECIAL USE PERMIT ("Permit") #104017 COUNTY OF NASSAU, DEPARTMENT OF PARKS, RECREATION & MUSEUMS SPECIAL RECREATION USE OF NASSAU COUNTY AQUATIC CENTER ("Facility") relating to the School District's use of the Nassau County Aquatic Center swimming pool and facilities, subject to final review and approval by counsel;

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 the Special Use Permit on behalf of the Board of Education.

Comments from the Public

Lisa Vizza, Glen Head, asked if the presentations by LICADD are for students only. She also asked about the content of the presentations. Trustee Commander responded the presentations are for students only. Dr. Giarrizzo will send some information home to parents about the presentations. Ms. Vizza also asked what school the contract with Centerstage is for. Centerstage will provide services for the middle school play.

Danny O'Connor, Glen Head, complimented the new seats in the Glenwood Landing Auditorium, he asked if the old seating was repurposed or sold for repurposing. He suggested keeping this in mind for future capital projects as a source of revenue. Ms. Buatsi responded many of the seats were repurposed. Mr. O'Connor also addressed the issue of high water bills in the area. He asked if would be possible to utilize some of the funds the district had received through Senator Marcellino's office to offset the hardship being felt by many taxpayers in the district due to high water bills. President Labbate explained, she along with the superintendent and Vice-president Jones recently met with a group of civic leaders about the issue. Trustee Jones went on to explain that the funds received from the State Senate and State Legislature were to offset the closure of the Glenwood Landing Power Plant.

They have been used over the last several years to keep the tax levy as stable as possible; last year \$1 million was used which is why the tax levy for the school district went down slightly.

Old Business

There was no old business discussed.

New Business

Trustee Commander invited everyone to an event hosted by the North Shore CASA on October 23 at the Community Center. Linda Ventura, a mom who lost her son to opiates, will speak about signs and symptoms that parents can look for.

Trustee Ludmar attended a recent SEPTA meeting. He noticed new parents are unsure of the protocol for addressing a problem. He suggested reinforcing this to parents and disseminating to our professionals. Mr. Chlebicki explained the protocol for the record; first parents should speak to the case manager (special education teacher), if the issue is not resolved it should next be brought to the assistant special education director or special education director, next to the building principal, then the assistant superintendent and finally to the superintendent. Dr. Giarrizzo added if there is knowledge that the IEP is not being followed, it needs to be addressed immediately.

Adjournment

At 9:50 p.m., on motion of Trustee Commander and seconded by Trustee Ludmar and all in favor, the meeting was adjourned.

Elizabeth Ciampi
District Clerk