

NORTH SHORE SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
December 12 2019
NORTH SHORE HIGH SCHOOL LIBRARY

- 5:30 P.M. I EXECUTIVE SESSION – Performing Arts Lab
It is anticipated that the Board will convene an executive session to consider matters regarding proposed, pending or current litigation and collective negotiations pursuant to Article 14 of the Civil Service Law (the Taylor Law)
- 7:00 P.M. II AUDIT COMMITTEE MEETING
Internal and Claims Auditors
- 7:45 P.M. PLEDGE OF ALLEGIANCE
- ACTION III APPROVAL OF MINUTES
November 21, 2019
December 2, 2019
- DISCUSSION IV REPORT OF THE SUPERINTENDENT
- DISCUSSION V REPORT FROM THE SGO
- VI REGULAR BUSINESS
- DISCUSSION A. DISTRICT REPORT ON STUDENT ACHIEVEMENT
K-12 Technology/STEAM/Fine and Performing Arts
- DISCUSSION VII COMMENTS FROM THE PUBLIC
- ACTION B. PERSONNEL
Regular Substitute (Leave Replacement) Appointment - Certified
BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves a regular substitute (leave replacement) appointment for Maria Anteri, School Psychologist, on Step 2 of the MA salary schedule, effective December 3, 2019 through March 13, 2020
- BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves a regular substitute (leave replacement) appointment for Karen Starkey, Reading, on Step 1 of the MA salary schedule, effective December 3, 2019 through January 13, 2020
- BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves a regular substitute (leave replacement) appointment for Russell Cohen, Special Education, on Step 1 of the MA salary, effective December 9, 2019 through December 12, 2019

Approval of Family Medical Leave

BE IT HEREBY RESOLVED that the Board of Education of the North Shore Central School District hereby approves 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 Colleen Hasselmann, Teacher, that includes the period of December 4, 2019 through March 13, 2020

Part-time Appointment – Certified

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves a part-time (.3) appointment for Hailey Brosnan, Biology, on Step 1 of the MA+15 salary schedule, effective January 3, 2020 through June 30, 2020

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves a part-time (.25) appointment for Michelle Hart, Teaching Assistant, on the Level I Teaching Assistant salary schedule, effective October 7, 2019 through June 30, 2019

Resignation – Non-Certified

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts the resignation of Richard Mercadante, Bus Driver, effective December 20, 2019

Appointments – Non-Certified

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the appointment of, Katherine Bubloski Food Service Worker at Glenwood Landing Elementary School, effective December 6, 2019

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the appointment of Muir deGuzman, Food Service Worker at Glen Head Elementary School, effective December 5, 2019

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the appointment of Maria Laoutas, Food Service Worker at Middle School, effective December 5, 2019

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the appointment of Ana Teran, Food Service Worker at Sea Cliff Elementary School, effective December 5, 2019

Approval of Additions to the Per Diem Substitute List

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves

Amanda Bloom	Teacher Aide Substitute
Roxanna Czerwiec	Teacher Substitute
Christopher Ecker	Teacher Substitute
Katelyn Hart	Teacher Aide Substitute

Geraldine Marten	Teacher Substitute
Anthony Mannuzza	Security Aide Substitute
John Cuddy	Security Aide Substitute
Sally Maler	Food Service Substitute

ACTION C. ACCEPTANCE OF THE INDEPENDENT AUDIT REPORTS FOR FISCAL YEAR ENDED JUNE 30, 2019
 BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts the Independent Audit Reports as prepared by Cullen & Danowski, and reviewed by the Audit Committee on November 7, 2019, for year ended June 30, 2019

ACTION D. ACCEPTANCE OF THE SALLY HAHN AWARD
 BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts the Sally Hahn Award presented to the District for their Outstanding FLES Program in the amount of \$1,000

ACTION E. ACCEPTANCE OF DONATIONS FROM THE SEA CLIFF SCHOOL PCA TO THE SEA CLIFF ELEMENTARY SCHOOL
 a) BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts a donation of \$455 from the Sea Cliff School PCA to the Sea Cliff Elementary School to offset the cost of a Kindergarten field trip to Planting Fields Arboretum
 b) BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts a donation of \$2,001 from the Sea Cliff School PCA to the Sea Cliff Elementary School to repair and expand the sprinkler system for the outdoor garden

ACTION F. APPROVAL OF BUDGET TRANSFERS
 BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves budget transfers in the amount of \$50,000, to cover legal fees for split property tax proceedings, employee hearings, bond communications and a vendor dispute

ACTION G. APPROVAL OF HARDSHIP AND ELIGIBILITY AMENDMENTS TO THE NORTH SHORE CENTRAL SCHOOL DISTRICT 403(B) RETIREMENT PLAN
 WHEREAS, the North Shore Central School District (“Plan Sponsor”) maintains the North Shore Central School District 403(b) Retirement Plan (“Plan”); and WHEREAS, pursuant to Rev. Procs. 2013-22 and 2019-39, and IRS Notice 2018-95, the Plan Sponsor amends the plan documents in a good faith effort to meet the requirements of law, regulations or other issuances regarding eligibility requirements and hardship distributions; and WHEREAS, this amendment is intended as a good faith effort to comply with the requirements of eligibility to participate in the Plan and hardship distribution final regulations and is to be construed in accordance with the same. Both the Amendment and the eligibility and hardship distribution final regulations will supersede any inconsistent Plan provisions;

NOW, THEREFORE, BE IT RESOLVED that the “Note” provisions set forth in the Adoption Agreement, “Employee Eligibility” is hereby restated and amended to read as follows:

[Note: An Employee normally works fewer than 20 hours per week if, for the 12-month period beginning on the date the Employee's employment commenced, the Employer reasonably expects the Employee to work fewer than 1,000 hours of service (as defined under section 410(a)(3)(C) of the Code) in such period, and, for each Plan Year ending after the close of that 12-month period, the Employee has worked fewer than 1,000 hours of service in the preceding 12-month period. Under this provision, an Employee who works 1,000 or more hours of service in the 12-month period beginning on the date the Employee's employment commenced or in a Plan Year ending after the close of that 12-month period shall then be eligible to participate in the Plan. Once an Employee becomes eligible to have Elective Deferrals made on his or her behalf under the Plan under this standard, the Employee cannot be excluded from eligibility to have Elective Deferrals made on his or her behalf in any later year under this standard. Careful attention must be paid to compliance with the 20-hour rule by the District as it is necessary to the tax-qualification of the Plan.]

[Note: Persons occupying an elected or appointive public office are not eligible for the Plan unless such office is one to which the individual is elected or appointed only if the individual has received training, or is experienced, in the field of education.]

BE IT FURTHER RESOLVED that the “Note” provision set forth in the Adoption Agreement, “Hardship Distributions is hereby restated and amended to read as follows:

[Note: if hardship distributions under the Plan are allowed, the Plan and Vendors will apply the IRS "safe harbor" rules for such distributions. Effective 1/1/2020, the plan will no longer suspend elective contributions following a hardship withdrawal. See section 5.5 of the Plan for more information.]

BE IT FURTHER RESOLVED that section 5.5 of the Basic Plan Document, “Hardship Withdrawals” is hereby restated and amended to read as follows:

5.5 Hardship Withdrawals

(a) Hardship withdrawals shall be permitted under the Plan to the extent permitted by the Individual Agreements controlling the Account assets to be withdrawn to satisfy the hardship.

(b) The Individual Agreements shall provide for the exchange of information among the Employer or Employer’s agent and the Service Provider(s) to the extent necessary to implement the Individual Agreements, including, in the case of a hardship withdrawal that is automatically deemed to be necessary to satisfy the Participant's financial need (pursuant to Section 1.401(k)-1(d)(3)(iv)(E) of the Income Tax Regulations). In addition, in the case of a hardship withdrawal that is not automatically deemed to be necessary to satisfy the financial need (pursuant to Section 1.401(k)-1(d)(3)(iii)(B) of the Income Tax Regulations), the Service Provider shall obtain information from the Employer or other Service Provider(s) to determine the amount of any plan loans and rollover accounts that are available to the Participant under the Plan to satisfy the financial need.

(c) Safe Harbor Contributions/QNECs/QMACs. Effective 1/1/2020, hardship distributions are permitted from Qualified Non-Elective

Contributions, Qualified Matching Contributions or contributions used to satisfy the safe harbor requirements of Code sections 401(k)(12) or 401(k)(13), or 401(m)(11) or 401(m)(12), if available under the Plan and not held in a Custodial Account.

(d) Amount Necessary to Satisfy Need Requirement. Effective 1/1/2020, a distribution will be determined to satisfy an immediate and heavy financial need only if the three criteria listed below are met:

i. The distribution is not in excess of the amount required to satisfy the financial need (including any amounts necessary to pay any federal, state or local income taxes or penalties reasonably anticipated to result from the distribution);

ii. The Participant has obtained all other currently available distributions, other than hardship distributions, under any deferred compensation plan, whether qualified or nonqualified, maintained by the Employer; and

iii. The Participant has represented (in writing or by an electronic medium) that he has insufficient cash or other liquid assets to satisfy the financial need.

(e) Six-Month Suspension. Effective 1/1/2020, the Plan will not initiate a six-month suspension period on Elective Deferrals (and after-tax contributions) following a hardship distribution.

(f) Loan Requirement. Effective 1/1/2020, Participants are not required to take all available nontaxable loans before applying for a hardship distribution.

(g) Modification of Repair Expense. Between 1/1/18 and 2/17/19, the plan modified the safe harbor immediate and heavy financial need expense relating to damage to a principal residence (i.e., §1.401(k)-1(d)(3)(iii)(B)(6) and Basic Plan Document 5.5(g)) to include expenses for the repair of damage to the Employee's principal residence that would qualify for the casualty deduction under Code section 165. Effective 2/19/19, the plan modified the safe harbor immediate and heavy financial need expense relating to damage to a principal residence (i.e., §1.401(k)-1(d)(3)(iii)(B)(6)) to include expenses for the repair of damage to the Employee's principal residence that would qualify for the casualty deduction under Code section 165 (determined without regard to section 165(h)(5) and whether the loss exceeds 10% of adjusted gross income).

(h) New Safe Harbor Financial Need Provision. Effective 1/1/2020, the following immediate and heavy financial need will be considered as a safe harbor criteria for hardship distributions in addition to the safe harbor financial need provisions outlined in 5.5(g) of the Basic Plan Document and §1.401(k) - 1(d)(3)(iii)(B):

i. Expenses and losses (including loss of income) incurred by the Employee on account of a disaster declared by the Federal Emergency Management Agency (FEMA) under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, provided that the Employee's principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster. BE IT FURTHER RESOLVED that the Plan, as restated and amended is hereby approved and adopted.

- ACTION H. APPROVAL OF AGREEMENT BETWEEN THE NORTH SHORE CSD AND MORE THAN A GYM, LTD.
BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an agreement between the School District and More Than a Gym, Ltd., to provide Sensory Gym and Occupational Therapy, as per the terms and conditions set forth in the attached agreement during the period July 1, 2019 through June 30, 2020; 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
- ACTON I. APPROVAL OF SPECIAL EDUCATION SERVICES CONTRACT
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 South Huntington Union Free School District for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the South Huntington UFSD and residing within the North Shore CSD during the 2019-2020 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.
- ACTION J. 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)
- ACTION K. BOND RESOLUTION OF THE NORTH SHORE CENTRAL SCHOOL DISTRICT, NEW YORK, ADOPTED DECEMBER 12, 2019, AUTHORIZING THE CONSTRUCTION OF IMPROVEMENTS AND ALTERATIONS TO DISTRICT BUILDINGS AND SITES; STATING THE ESTIMATED TOTAL COST THEREOF IS NOT TO EXCEED \$39,899,786; APPROPRIATING SAID AMOUNT THEREFOR; AND AUTHORIZING THE ISSUANCE OF NOT TO EXCEED \$39,899,786 SERIAL BONDS OF SAID DISTRICT TO FINANCE SAID APPROPRIATION.
Recital
WHEREAS, at a Special District Meeting duly called and held on December 10, 2019, in the North Shore Central School District, in the County of Nassau, New York (the "District"), a majority of the qualified voters present and voting approved a Bond Proposition authorizing the construction of improvements and alterations to District buildings and sites, and the expenditure of not to exceed \$39,899,786 therefor; and to levy and collect a tax to be collected in annual installments to pay the principal of and interest on the not to exceed \$39,899,786 serial bonds authorized to be issued;
Now, therefore,
THE BOARD OF EDUCATION OF THE NORTH SHORE CENTRAL SCHOOL DISTRICT, IN THE COUNTY OF NASSAU, NEW YORK, HEREBY RESOLVES (by the favorable vote of not less than two-thirds of all the members of said Board of Education) AS FOLLOWS:

Section 1. The North Shore Central School District, in the County of Nassau, New York, is hereby authorized to construct improvements and alterations to District buildings and sites, substantially as referred to and described in a plan prepared by the District with the assistance of CSArch, to include (as and where required): interior reconstruction and space reconfiguration; building additions to provide for new lobby, corridor, vestibule and other space; door, window and roof replacements; lavatory and bathroom enhancements; improvements to the ventilation, air conditioning, fire safety, electrical and public address/paging systems; security enhancements, including the installation of video surveillance, intrusion detection and card access systems; locker room renovations; casework and abatement improvements; press box replacement and site improvements; all of the foregoing to include the original furnishings, equipment, machinery, apparatus, and all ancillary and related site and other work required in connection therewith. The estimated total cost thereof, including preliminary costs and costs incidental thereto and to the financing thereof, is not to exceed \$39,899,786 and said amount is hereby appropriated therefor. The plan of financing includes the issuance of not to exceed \$39,899,786 serial bonds of the District to finance said appropriation, and the levy and collection of taxes on all the taxable real property in the District to pay the principal of said bonds and the interest thereon as the same shall become due and payable.

Section 2. Serial bonds of the District in the amount of not to exceed \$39,899,786 are hereby authorized to be issued pursuant to the provisions of the Local Finance Law, constituting Chapter 33-a of the Consolidated Laws of the State of New York (herein called "Law") to finance said appropriation.

Section 3. The period of probable usefulness applicable to the objects or purposes included in the Project, within the limitations of Sections 11.00 a.11 and 97 of the Law, is thirty (30) years.

Section 4. Each of the bonds authorized by this resolution and any bond anticipation notes issued in anticipation of the sale of said bonds shall contain the recital of validity as prescribed by Section 52.00 of the Law and said bonds and any notes issued in anticipation of said bonds shall be general obligations of the District, payable as to both principal and interest by general tax upon all the taxable real property within the District without limitation of rate or amount. The faith and credit of the District are hereby irrevocably pledged to the punctual payment of the principal of and interest on said bonds and any notes issued in anticipation of the sale of said bonds and provision shall be made annually in the budget of the District by appropriation for (a) the amortization and redemption of the bonds and any notes in anticipation thereof to mature in such year and (b) the payment of interest to be due and payable in such year.

Section 5. Subject to the provisions of this resolution and of the Law and pursuant to the provisions of Section 21.00 relative to the authorization of the issuance of bonds with substantially level or declining annual debt service, Section 30.00 relative to the authorization of the issuance of bond anticipation notes and Section 50.00 and Sections 56.00 to 60.00 of the Law, the powers and duties of the Board of Education relative to authorizing bond anticipation notes and prescribing the terms, form and contents and as to the sale and issuance of all bonds herein and heretofore authorized and of any bond anticipation notes issued in anticipation of said bonds, and the renewals of said bond anticipation

notes, are hereby delegated to the President of the Board of Education, the chief fiscal officer of the District.

Section 6. The validity of the bonds authorized by this resolution, and of any notes issued in anticipation of the sale of said bonds, may be contested only if:

(a) such obligations are authorized for an object or purpose for which the District is not authorized to expend money, or

(b) the provisions of law which should be complied with at the date of the publication of such resolution, or a summary hereof, are not substantially complied with,

and an action, suit or proceeding contesting such validity is commenced within twenty days after the date of such publication, or

(c) such obligations are authorized in violation of the provisions of the constitution.

Section 7. The proceeds of the bonds authorized pursuant to the Bond Proposition referred to in the Recital hereof, and any bond anticipation notes issued in anticipation of said bonds, may be applied to reimburse the District for expenditures made for the purpose or purposes for which said bonds are authorized. The foregoing statement of intent with respect to reimbursement is made in conformity with Treasury Regulation Section 1.150-2 of the United States Treasury Department. Pursuant to Section 165.10 of the Law, the temporary use of available funds of the District, not immediately required for the purpose or purposes for which the same were borrowed, raised or otherwise created, is hereby authorized to pay costs of the project referred to in the Recital hereof, and any such funds so advanced to pay costs of the project may be repaid from the proceeds of bonds or bond anticipation notes issued pursuant to this Bond Resolution.

Section 8. This bond resolution shall take effect immediately, and the District Clerk is hereby authorized and directed to publish the foregoing resolution, in summary, together with a Notice attached in substantially the form prescribed by §81.00 of the Law in "The Glen Cove Record Pilot" and "Sea Cliff/Glen Head Gazette" two newspapers each having a general circulation within the District and hereby designated the official newspapers of said District for such publication.

ACTION L. APPROVAL OF THE DISTRICT'S PROFESSIONAL LEARNING PLAN
BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the 2019-2020 Professional Learning Plan which was reviewed and accepted by the District's Professional Development Committee

ACTION M. ACCEPTANCE OF INTERNAL CLAIMS AUDIT REPORTS
BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts the internal claims audit report for the period October and November, 2019 as reviewed and submitted by the internal claims auditor, Denise Longobardi

DISCUSSION VIII COMMENTS FROM THE PUBLIC

DISCUSSION IX OLD BUSINESS

DISCUSSION X NEW BUSINESS

ACTION XI ADJOURNMENT