

North Shore Schools  
Board of Education  
Regular Meeting  
Minutes  
December 1, 2016

The meeting was called to order by President Antoinette Labbate at 7:00 p.m. in the Sea Cliff School Auditorium. Present were Trustees Berliner, Commander, Gonzalez, Jones, Ludmar and Russo. Also present Superintendent Dr. Edward Melnick, and Assistant Superintendents Olivia Buatsi & Rob Chlebicki.

At 7:00 p.m. on motion of Trustee Ludmar and seconded by Trustee Jones and all in favor, the Board moved to convene an executive session in the principal's office to discuss matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or persons.

At 7:30 p.m. on motion of Trustee Russo and seconded by Trustee Commander and all in favor, the Board moved to come out of executive session and resumed the regular meeting in the auditorium. There were approximately 25 people in the audience.

**Pledge of Allegiance**

President Labbate led the audience in the Pledge of Allegiance.

**Student Recognition**

On behalf of the Board of Education, Dr. Melnick and President Labbate recognized the Men's and Women's Cross Country Team for being County Champions.

On behalf of the track and field teams, Neal Levy, Sara LaMar and Ed Corona presented Dr. Melnick with a personalized track jacket to thank him for his support throughout his years as superintendent.

**Approval of Minutes**

On motion of Trustee Berliner and seconded by Trustee Ludmar and all in favor, the minutes of November 17, 2016 were approved as amended.

**Approval of Treasurer's Report**

On motion of Trustee Jones and seconded by Trustee Ludmar and all in favor, the treasurer's report of October 1, 2016 through October 31, 2016 was approved.

**Report of the Superintendent**

Dr. Melnick congratulated the cast and crew of the production of "Distracted". In regard to the plan to address substance abuse he explained that there will be a full day meeting with Principals, Psychologists, Social Workers and Nurses to plan the mandatory meetings for parents of students entering K, 4, 6, and 9; an agenda for those meetings as well as a calendar of dates will result from the day. He also reported on a meeting with the Executive Director and Program Coordinator of Manhasset's CASA. The first meeting of the community organization steering committee is scheduled for Tuesday January 24 at 7:00 PM; so far 36 community residents have volunteered and he plans to recruit some students. The hope is that the steering committee will work towards forming a formal coalition. The coalition must meet for six months and meet a variety of requirements to qualify for

federal funding. Dr. Melnick reported that he is planning on including a small sum of seed money in the school district budget to help in this process. Dr. Melnick further reported that the median class size in grades 1-6 is 19 students (median range for Nassau County is between 19-25). Finally he reported on upcoming winter concerts and elementary parent/teacher conferences.

### **Report from the SGO**

SGO co-presidents Frankie Conklin and Megan Tornatore, reported on events and activities at the high school including: the annual coat drive, a plan to adopt a family for the holidays, toy drive for Schneider's Children's Hospital, and they are holding a candy cane gram with all proceeds being used to buy coats for their coat drive.

### **Regular Business**

#### **Update: Goal 1, Task 2: Shared Valued Outcomes**

Lori Nimmo, Glen Head Principal, presented the Glen Head School's approach to the Shared Valued Outcomes. Their focus this year is on commitment to self and others. Students are finding a variety of ways to help others through their Dignity for All and Community Service Clubs. In addition, Ms. Nimmo reported that the *Math in Focus* and *Teachers College Reading & Writing* programs support all indicators of the SVOS but especially critical thinking skills. She reported that teachers have reinstated the Socratic Seminar in Glen Head. Students will be hosting another Invention Convention with the theme of "Living Things in their Habitats".

The board briefly discussed the report. Questions raised were on making sure parents are aware that it's all right for children to make mistakes, and how to assess the SVOs. Ms. Nimmo explained that there was a focus on the growth mindset last year and a parent book group which addressed the issue of letting children know it is acceptable to make mistakes. She further explained that there is a section on the report card about student behaviors; this is where the impact of the SVO's will be apparent. Dr. Melnick added the next step on the SVOs is the collection of work. Benchmarks will be developed for each indicator so there is a point of measurement that can be seen systemically K-12 on the report card; this will take approximately 2 years.

#### **Action Plan: Interscholastic Athletics**

Dr. Melnick explained that the athletic action plan provided to the board is a brief update of what has been accomplished thus far. There is an athletic policy committee meeting schedule for Monday after which there will be recommendations in regard to the participation policy.

Trustee Commander asked if only varsity athletes participate on the Captain's Council and if students stay from season to season. She stressed the importance for students to develop skills of intervening in bullying situations at a younger age. Trustee Commander also suggested that it might be best for girls to be separated for the discussion concerning the female athlete triad so they will feel comfortable asking questions in this regard. Finally Trustee Commander commended the format of the varsity dinner last year. Mr. Lange explained that at the moment the Captains Council is comprised only of varsity athletes, but it is something that can be expanded upon once a comfort level is established. He further explained that students are invited to stay on the council after the season ends; some stay some do not. In regard to the discussion surrounding the female athlete triad, he explained that the intention is for males to be aware of female problems but agreed to look into the suggestion of separating the two for this discussion. Trustee Jones asked about why the dissemination of material on nutrition and female athlete triad seemed ineffective. Mr. Lange said the students leave handouts behind and he feels having the information on the website and put into the handbook would be more

effective. They have also had the trainers speak directly to students in this regard. Trustee Russo suggested bringing in someone who can educate students on healthy food choices.

### **Bond**

Dr. Melnick reviewed the preliminary bond proposal which has been prioritized by the levels of need. He reviewed the timeline for the proposed bond the next step being the formation of a bond steering committee. Ms. Buatsi will provide the board with a spreadsheet of how the current debt service is declining. The board had a brief discussion. Trustee Russo expressed concern with the timeline considering the hiring of a new superintendent. She suggested the focus be on real necessities and possibly holding off for a second vote on items such as the 21<sup>st</sup> century classrooms in order to consider uncertainties in the marketplace and to give the new superintendent a voice in the process. President Labbate said the board will take her concerns into consideration, however the board did speak at length about the fact that a new superintendent would be in place when the bond is presented to the public, but with our debt service declining and the interest rates what they are the board decided it was prudent to proceed with the current plan. She further stated the board plans to hire a superintendent who shares their vision, not one who will want to change it. Trustee Jones added the board needs to put up a bond as soon as possible when considering current interest rates. She also noted that most of the bond is infrastructure projects that will not change no matter who the superintendent is and with the board and community involved in the process the responsibility of getting the bond passed will not fall to one person. Trustee Ludmar asked how the security needs were projected and who completes the building condition survey. Mr. Hall explained that in speaking to the custodial staff and principals he addressed their concerns, he also spoke to consultants to see what was new on the horizon. He also received recommendations from law enforcement and some from going to seminars on the subject. In regard to the building condition survey, Mr. Hall explained that our engineers complete that study on a 5 year cycle.

### **Policy Review**

The board reviewed policies 7360 (Construction Contracts, Bidding & Awards), 8700 (Insurance) and the addition of a new policy #8505 (Charging School Meals). With no further changes suggested, these policies will be placed on the December 15 agenda for adoption.

### **Comments from the Public**

There were no comments from the public.

### **Superintendent Search Update**

Trustee Jones updated the board and public on the search for a new superintendent. Leadership Advantage is in the process of screening applicants. Their latest numbers are 50 applications received and of those there are 35 that they feel are fully credentialed to be screened. Trustee Gonzalez recommended the faculty be informed that the superintendent profile is on the website.

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

PERSONNEL

*Regular Substitute (Leave Replacement) Appointment – Certified*

Resolved: To approve a regular substitute (leave replacement) appointment for Elizabeth Lazar, Elementary, on Step 1 of the MA salary schedule, effective November 23, 2016 through December 2, 2016

Resolved: To approve a regular substitute (leave replacement) appointment for Maryellen Olsen, Special Education, on Step 1 of the MA salary schedule, effective November 12, 2016 through December 20, 2016

Appointments – Non-Certified

Resolved: To approve the appointment of Charlotte Felter, Recreation Assistant, Middle School, effective, November 15, 2016

Approval of SEVIS Principal Designated School Official

Resolved: To approve Elizabeth Ciampi as the SEVIS Principal Designated School Official (PDSO) effective December 1, 2016 at an annual stipend of \$4,000

Approval of Additions to the Per Diem Substitute List

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

Helene Potamianos	Teacher Aide Substitute
Seth Berkowitz	Teacher Substitute
Amy Elias	Teacher Substitute
Jessica Colletti	Teacher Substitute
Veronica Henry	Teacher Aide Substitute
Yan Kadouri	Teacher Aide Substitute
Debra Nerud	Teacher Aide Substitute
Cathrine Word	Clerical Substitute

Approval of Extra Curricular Activity Clubs & Coach

Resolved: To approve of the additions of following clubs as Level 1 Clubs at the High School: Advocates for Human Rights (AHR Club ) and Karate Club

Resolved: To approve the following extra-curricular activity coach:

Intramurals	Megan McCormack	Step 1
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On motion of Trustee Russo and seconded by Trustee Ludmar and all in favor, it was:

Acceptance of a Donation From a Glen Head School Family to the Glen Head Elementary School

Resolved: To accept a donation of 2 Planting Urns for the front entrance of the Glen Head Elementary School at a value of \$350

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

Acceptance of a Donation from The Arts Angels to the North Shore Schools Fine and Performing Arts Department

Resolved: To accept a donation of \$1,160 from the Arts Angels to the North Shore School Fine and Performing Arts Department to be used for a high school theatre residency program with the Manhattan Theatre Group

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

Adoption of Revised Policies

Resolved: To adopt revised policies number 7000 (Facilities Development Goals), 7331 (Plans, Specifications and Cost Estimates), 8134 (Emergency Closings), 8417 (Student Transportation In Private Vehicles), 9000 (Personnel Goals) & 9421 (Evaluation of Personnel) and regulation #9250-R (Orientation Regulation), as discussed at the meeting of November 17, 2016

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

Approval of Change Orders

Resolved: To approve change order #1 from Siba Contracting, Corp. for Bond Referendum Projects, Phase 2 at Glenwood Landing School, at an amount of \$26,211.57 (additional)

Resolved: To approve change order #2 from Siba Contracting, Corp. for Bond Referendum Projects, Phase 2 at Glenwood Landing School, at an amount of \$11,702.14 (additional)

Resolved: To approve change order #3 from Siba Contracting, Corp. for Bond Referendum Projects, Phase 2 at Glenwood Landing School, at an amount of \$254,551 (deduction)

Resolved: To approve change order #5 from Web Construction Corp. for Bond Referendum Projects Phase 2 at Sea Cliff School, at an amount of \$35,284.17 (additional)

On motion of Trustee Russo and seconded by Trustee Commander and all in favor, it was: Approval Of Agreement with The Manhattan Theatre Group

Resolved: To approve an agreement with the Manhattan Theatre Group to provide a high school theatre residency program at a cost of \$1,160 (to be funded through a donation from the Arts Angels)

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

Approval of Agreement with Seneca Consulting Group, Inc.

Resolved: To approve an agreement with Seneca Consulting Group, Inc. to provide consulting services to assist the district with Affordable Care Act (ACA) compliance in the amount of \$5,000 during the 2016-2017 school year

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

Approval of Agreement with Michael Fanning Investigations

Resolved: To approve an agreement with Michael Fanning Investigations to provide investigative services for residency determinations on an as needed basis during the 2016-2017 school year

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

Approval of Agreement with Sid Jacobson Jcc Center

Resolved: To approve an agreement with Sid Jacobson JCC Center for facility use by the North Shore Boys Swim Team during the 2016-2017 season

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

Approval of Agreement with Bayada Home Health Care

Resolved: To approve an agreement with Bayada Home Health Care to provide substitute nursing services on an as needed basis based upon individual student's IEP

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

Approval of Agreement with Lenny Banovez

Resolved: To approve an agreement with Lenny Banovez to act as Director of the High School Spring Musical, at a fee of \$6,428 (per the extra-curricular activity schedule in the current teacher's contract)

**Comments from the Public**

Lisa Vizza, Glen Head, asked if the board will be able to review all 50 responses to the superintendent search. President Labbate responded the board will have access to the resumes of all candidates who apply for the position.

Ms. Vizza asked why some of the upper grades are eliminated from the plan of mandated parent meetings especially in light of the PRIDE report which suggests binge drinking is up considerably among 9-12 graders. Dr. Melnick explained that they want to start the education piece early and with elementary students there is social media pressure. The grades targeted are the critical age of transitioning to middle and high school. He agreed there needs to be something to address the rise in binge drinking among those high school grades. Trustee Russo added all juniors need to attend a mandatory seminar prior to attending the junior prom. Trustee Gonzalez explained that most of the mandated meeting for juniors focuses on driving while under the influence. She said it is important to look at the program with a broader lens. Trustee Russo suggested mandating parents to attend a program on the social host law.

Ms. Vizza suggested the athletic department consider bringing in a female athlete to speak on the subject of female athlete triad. Trustee Commander noted the NYSAPHERD has information on this which can possibly be utilized.

Lisa Albanese, Glen Head, asked if Dr. Melnick has any information on what the Old Brookville Police Department is doing to enforce the social host law. Dr. Melnick responded he does not have any information but he has invited the Old Brookville Police Dept. to attend the steering committee meeting on January 24; the two Nassau County POP officers have also been invited.

#### **Old Business**

There was no old business discussed.

#### **New Business**

Trustee Jones asked if the board can get the total cost of each contract that they are approving. Ms. Buatsi and Dr. Melnick will follow up on this.

#### **Adjournment**

At 9:30 p.m. on motion of Trustee Ludmar and seconded by Trustee Commander and all in favor, the meeting was adjourned.

Elizabeth Ciampi  
District Clerk