

North Shore Schools  
Board of Education  
Regular Meeting  
Minutes  
November 10, 2022

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

At 6:15 p.m., on motion of Trustee Colacioppo and seconded by Trustee Cashman and all in favor, the Board convened an executive session in room 101 to discuss matters regarding the employment of a particular person or persons, collective negotiations pursuant to Article 14 of the Civil Service Law (the Taylor Law), and proposed, pending or current litigation.

At 7:25 p.m. on motion of Trustee Russo and seconded by Trustee Mosca and all in favor, the Board came out of executive session and convened a meeting of the Audit Committee in the auditorium.

At 8:40 p.m. on motion of Trustee Mosca and seconded by Trustee Colacioppo and all in favor, the Board adjourned the Audit Committee Meeting and resumed the regular meeting. There were approximately 8 people in the audience.

**Pledge of Allegiance**

President Ludmar led the public in the pledge of allegiance.

**Approval of Minutes**

The reading of the draft minutes of the meeting of October 27, 2022, 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 Ludmar that the minutes of October 27, 2022 were approved.

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

**Acceptance of the Claims Audit Report**

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts the claims audit report for the period September 2022 as reviewed and submitted by the claims auditor, Denise Longobardi.

Prior to approval Mr. Pappas gave a brief explanation about the District's participation in the NYCLSS program. He explained that this will help the District with cash flow issues, will increase our interest rate offerings as rates offered through the investment pool are just below a CD rate and the money is not locked up as with a CD. In addition, there is zero risk.

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

**Authorization to Participate in the NYCLASS Program**

WHEREAS, New York General Municipal Law, Article 5-G, Section 119-o (Section 119-o) empowers municipal corporations [defined in Article 5-G, Section 119-n to include school districts, boards of cooperative educational services, counties, cities, towns and villages, and districts] to enter into, amend,

cancel, and terminate agreements for the performance among themselves (or one for the other) of their respective functions, powers, and duties on a cooperative or contract basis;  
WHEREAS the North Shore Central School District wishes to invest portions of its available investment funds in cooperation with other corporations and/or districts pursuant to the NYCLASS Municipal Cooperation Agreement Amended and Restated as of March 28, 2019;  
WHEREAS the North Shore Central School District wishes to satisfy the safety and liquidity needs of their funds;  
NOW, THEREFORE, BE IT HEREBY RESOLVED, That the North Shore Central School District is hereby authorized to participate in the NYCLASS program under the terms of the NYCLASS Municipal Cooperation Agreement Amended and Restated as of March 28, 2019.

#### **Report of the Superintendent**

Dr. Zublionis reported that the North Shore High School Masquers' will present *Inherit the Wind* on November 18<sup>th</sup>, 7:30 pm and November 19<sup>th</sup>, 2 pm and 7:30 pm and the Middle School Masquers will soon follow with a production. He reported on Vikings athletic team accomplishments including the Varsity Football Game win this evening putting the team into the County Championship next Friday. In addition, he congratulated the Boys & Girls Varsity Cross Country Teams and their coaches, who each won the Nassau County Championship. He remarked that according to Coach Jason Millard, "The Varsity Boys' Cross-Country Team won their 2nd County Title in the past three years. Led by Robby Levy, Sam Sturge, Liam Brady, Aidan Attica, and Ethan Fichtl - the team worked together for this title. They are All-County runners because of their hard work and dedication." Regarding the win by the girl's team, Coach Neal Levy said, "This is the 16th County Championship in the last 17 years for the Lady Vikings. In addition, they completed their regular season undefeated while adding to their consecutive winning streak of 195-0 dating back to 2007." Dr. Zublionis also congratulated the girls Varsity Volleyball Team and Coaches Danielle Bleiweiss, Tracy Iacovelli and Michele O'Brien on their terrific season. Turning to music, Dr. Zublionis congratulated six Middle School musicians who were accepted by the NYSBDA (NY State Band Directors Association) to the Middle School Honor Band as well as three alternates. He said we are lucky to have six students accepted into the band, and three alternates. The statewide total of students accepted is 109. This means that our school, representing a fraction of 1% of 7th and 8th graders in the state, will make up 5%-9% of the NYSBDA honor band. That's exceptional!

Dr. Zublionis reported that he and Dr. Smyth have begun their Listening Sessions and have focused on hearing all voices. The next opportunity will be on Interest Based Electives and Extra-Curricular Opportunities held on November 28 at 7:00 pm in the Middle School Library and again on December 1 at 10:00 am in the Central Administration Building. In addition, the next "Coffee with Chris" will be held on November 29<sup>th</sup> at 7:00 p.m. in the Middle School Library.

Dr. Zublionis reminded everyone that there will be an early dismissal drill on Tuesday, November 22; students will be released one hour early, and school will be closed the Wednesday before Thanksgiving.

Finally, Dr. Zublionis gave an update on the Universal Pre-K funds. He explained that they have been struggling to find a participating provider as the tuition in this area is higher than the state allotment. The focus presently is to find a partner to come into the District and accept the rate permitted by the state. He will share more as we get into December.

President Ludmar remarked on the Varsity Football game. He noted that there were students in the Band, the Dance Team and the Cheerleaders all participating in the athletic event and showcasing all of the different ways students can find their passion at North Shore.

#### **Report from the Co-Presidents of the SGO**

The SGO co-presidents were not in attendance.

### **Budget Priorities and Revenue Challenges**

Dr. Zublionis and Mr. Pappas presented their vision for the building of the upcoming 2023-2024 budget. Dr. Zublionis explained that the mindset this year will be a new spirit of efficiency and frugality; opportunity costs (redundancies vs. new opportunities); non-instructional vs. instructional aspects; making sure decisions made are so the students do not notice; halting additions; the impact on residents. He reviewed the difference of the tax share for class one (homeowners) since 2001 (54.5%) to 2023 (83.4%). Dr. Zublionis further explained that this year they will be using a “zero-based” budgeting method in which all expenses must be justified for the new budget year. Each code is analyzed for both the need and the cost. Mr. Pappas explained how the tax levy was reduced on August 3 and further explained that the tax levy increase is not the same as the increase on individual property taxes. The reason for this is due to changes in assessed value or taxable value (value of the property being used to calculate the tax amount); changes in the adjusted base proportions (share of the tax levy being paid by each of the four classes [homeowner, businesses, utilities, condos]); and continued adjustments resulting from the phase in of the County’s reassessment of all properties in 2018 (*in 2018 Nassau County reassessed all properties on its assessment roll, which had been frozen for nearly a decade. To protect class one homeowners from the immediate tax impact of assessment increases, Local Law 3-2020 (the Reassessment Phase-in Act of 2020) requires the County to phase in any such increases over five years beginning with the 2020-2021 assessment roll*). Mr. Pappas went on to explain that the District will see an annual revenue loss totaling over \$38M over the next six years. With the agreement with LIPA due to end in 2027, the loss could possibly total over \$45 million by 2028. Dr. Zublionis explained that other revenue challenges include rising energy costs, rising insurance costs and unfunded mandates. He outlined his budgeting priorities as maintain arts, athletics, extracurriculars, academic quality and choice, student choice and student supports; improving facilities (arts and athletics), administrative systems and processes, options for students and the burden on residents. The initial actions to be taken are: underspend the current budget to create savings that can be used next year; conduct program audits to determine redundancies and opportunities to reduce cost and offer new opportunities; thoroughly examine all non-instructional personnel related items in the current budget; seek out avenues for maintaining and expanding annual grants and state aid; build out tuition based programs that support North Shore resident students but also general revenue.

Trustees discussed their priorities and suggestions for the upcoming 2023-2024 budget. These included maintaining program but also improving on what is already in place; a 5 year plan to ensure infrastructure is maintained possibly through a capital reserve; finding savings that do not affect our students; revenue generating programs such as the twice-exceptional program; continuation and enhancement of outdoor learning; finding areas where grants may be available; keeping a focus on indoor air quality and ventilation; enhance field trips (experiential learning); maintain mental health staff; look for redundancies in administration and at the middle and high school level (courses); take a hard look at the IB curriculum (number of students who are enrolled, low scores, co-seating being detrimental to AP scores); continue to participate in BOCES (do a better job of presenting those opportunities); find ways to fund for infrastructure (i.e. dance program, athletic turf field, other infrastructure needs); plan for future infrastructure needs to maintain fields and facilities; review FLES and K-12 language offerings to find efficiencies and most impactful way to deliver; increase efficiencies with special education services (disparity of equity); revisit electric bus project; underspend the current budget; find areas to defer cost (i.e. the electronic sign); preserve robust learning at all levels; preserve extra-curriculars; make FLES more robust; a capital reserve for infrastructure. Requests were made for more data on AP/IB and more targeted narratives.

President Ludmar thanked his fellow Trustees and the administration for all of the thoughtful suggestions. His recommendation is first to preserve program, continuation of progress and adherence to our values. He emphasized underspending of the budget. Regarding administrative efficiencies, he noted that our administration spending is on par with our quadrant and said the successes we have cannot be separated from our administration. He went on to say our enrollment reports show 3 of our 4 largest classes are at the middle school and the second largest class in in 5th grade. The demographic report from 2019 indicated the middle school was almost at capacity which is what lead to the bond work there. He said it's important to note this Board does not make capricious decisions, that report drove the bond work and those kids are now learning in those spaces at the middle school. We always need to not only look at where we are, but where we are going. President Ludmar suggested looking at the physical plant. There are things that can't be postponed in this year's cycle, but there may be areas of potential savings in general maintenance that can be postponed. In addition, he suggested looking to lease unused space or offloading space, as additional revenue sources. He also asked that administration look at staggered class offerings in the upper levels and/or offering electives less frequently where possible. Finally, he recommended continued, ongoing and transparent use of the LIPA settlement funds.

#### **Comments from the Public-9:50 pm**

There were no comments from the public.

On motion of Trustee Colacioppo and seconded by Trustee Mosca 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 Martin Connell, Social Studies, from Step 5 of the MA salary schedule to Step 5 of the MA+15 salary schedule, effective September 1, 2022

##### **Amendment of Appointment - Certified**

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby amends the July 1, 2022 appointment of Gloria Remusat as follows:

Gloria Remusat is hereby appointed to a part-time (.6) position on Step 12 of the MA+15 salary schedule, effective September 1, 2022 through June 30, 2023

##### **Regular Substitute (Leave Replacement) Appointments - 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 Lige Zhaomu, World Languages (Mandarin), on Step 2 of the MA salary schedule, effective November 3, 2022 through December 15, 2022

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves a regular substitute (leave replacement) appointment for Abbe Mait, Elementary, on Step 2 of the MA salary schedule, effective November 11, 2022 through December 23, 2022

##### **Appointment - Non-Certified**

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the probationary appointment of Cory Letts, Personnel Clerk (Confidential), on Step 6 of the senior account clerk salary schedule, effective November 14, 2022 with a 26 week probationary period, ending May 12, 2023

Resignation/Appointment - Non-Affiliate

BE IT RESOLVED, that the Board of Education of the North Shore Central School District hereby accepts the resignation of Mr. Richard Rybecky from the position of Assistant Bus Dispatcher, for the sole purpose of accepting the position of Bus Dispatcher, effective July 1, 2022; and  
BE IT FURTHER RESOLVED, that the Board of Education of the North Shore Central School District, upon the recommendation of the Superintendent of Schools, hereby approves the appointment of Mr. Richard Rybecky to the position of Bus Dispatcher, effective July 1, 2022; and  
BE IT FURTHER RESOLVED, that the Board of Education of the North Shore Central School District hereby approves the employment agreement with Mr. Richard Rybecky, establishing the terms and conditions of his employment in the position of Bus Dispatcher; and  
BE IT FURTHER RESOLVED, that the Board of Education hereby authorizes the Superintendent of Schools to execute said employment agreement on behalf of the Board of Education.

Per Diem Substitute

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:  
Robert Hert     Teacher Substitute

Extra-Curricular Activity Advisors

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

| Club                                   | Advisor          | Step |
|--|------------------|------|
| <b>HIGH SCHOOL</b>                     |                  |      |
| <b>Club-Level 2</b>                    |                  |      |
| Racism Education and Discussion (READ) | Amanda Haleiko   | 1    |
| <b>MIDDLE SCHOOL</b>                   |                  |      |
| <b>Clubs - Level 1</b>                 |                  |      |
| Culture Club                           | Amanda Haleiko   | 2    |
|  | Samantha Drexler | 1    |
| <b>ELEMENTARY SCHOOLS</b>              |                  |      |
| <b>Organizations (Music)</b>           |                  |      |
| (GWL) Glee Club                        | Julianna Curran  | 1    |

Prior to approval it was noted this is a temporary exception and it is not by-passing the policy. The policy will be reviewed by the sub-committee, this is addressing a specific situation.

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

Exception to Community Education Policy 4340

WHEREBY the Northwinds Symphonic Band is an approved class that falls under Board of Education Policy 4340 (Community Education), The North Shore Schools Board of Education hereby allows the Northwinds Symphonic Ensemble community education class to grant access to the class to middle school students at the discretion of the instructor, community education coordinator and Superintendent of Schools. Middle School students must be accompanied by their parents or guardians.

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

Approval of Change Order No. EC-01 from Cooper Power & Electric

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves change order No. EC-01 from Cooper Power & Electric for Phase 2 bond work at the high school in the amount of \$71,748.96 (addition)

Approval of Change Order No. EC-01 from Hirsh & Co LLC

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves change order No. PC-01 from Hirsch & Co., LLC for Phase 1 bond work at the middle school in the amount of \$1,202.95 (addition)

Approval of Change Orders from Symbrant Technologies

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves change order No. CC-005MS from Symbrant Technologies for Phase 1 bond work at the middle school in the amount of \$6,792.96 (addition)

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves change order No. CC-006HS from Symbrant Technologies for Phase 1 bond work at the high school in the amount of \$15,078.87 (addition)

The Board decided to act simultaneously on action items 14 and 15

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

Approval of an Agreement between the North Shore CSD and Syosset CSD

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 Syosset Central School District for Special Education Services for parentally-placed students with disabilities attending non-public schools located within the Syosset Central School District and residing within the North Shore Central School District during the 2022-2023 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 per the recommendations of the Committee on Special Education

**Board Committee Reports**

Trustee Russo reported on a meeting of the Construction Steering Committee. Phase I: working on punch list items. Phase 2: the Middle School work is mostly completed, there is some work left in the elementary schools, high school addition construction continues, hope to have elementary STEAM Lab and libraries finished by the beginning of next year. Work has started on the EPC. Working on getting HVAC and AC system up and running completely. Solar work is almost complete at the Middle School and is ongoing at the High School. HS boiler was installed, and AC units are operational and switched to heat mode for a couple of weeks. The wood shop, robotics lab, metal shop and FACS room will hopefully be completed by the end of the semester. The High School Library is being updated as a media center and will hopefully be done by the middle of next semester (February-March). Phase 3 is in the planning phase and will kick off at the end of June.

Trustee Mosca reported on a meeting of the District-wide Safety Committee. Everything is going well, all deadlines are being met with the state and drills are being performed. She remarked that Mr. Jim Glennon, the new Security Coordinator, is terrific.

Trustee Mosca reported on a meeting of the Legislative Action Committee (LAC). She reported that the committee is now fully constituted. They held a special meeting with Nicole Weingartner of DHC which was very motivating. They are meeting next week to decide on sub-committee assignments from the directives provided by the Board. Environmental Hazards; Developments and IDA Monitoring (Engineers Country Club deal); Legislative Outreach (Lobbying Breakfast with Legislators, public Legislative Night); Community Outreach—this started last month with handing out packets; Legislative Monitoring (keeping eye on developments, identifying grants, working with administrators to move initiatives forward for more money, and monitoring the LIPA situation).

Trustee Colacioppo reported on a meeting of the Wellness Committee. The Wellness Committee met on October 17<sup>th</sup>, Trustee Colacioppo was unable to attend the meeting, however Trustee Macari gave her a brief update to share. The committee discussed the results of the Pulse Survey which was distributed to 6-12<sup>th</sup> graders. The overall results were very positive suggesting the students like school, feel they belong and feel they have a trusted adult at school. The scores were a bit lower in the 8<sup>th</sup> grade where we need to explore the data further. They discussed possibly sharing the data with the students themselves, conducting a follow up survey and having grade level meetings.

Trustee Colacioppo reported on a meeting of the Athletic Advisory Committee. The committee met on October 24 in the High School Cafeteria and were joined by 5 students who participated and gave them such great insight into their experiences. Trustee Colacioppo remarked how impressed she always is with how smart and articulate our students are and how they are willing to share their thoughts even when they disagree with the majority's sentiment. She went on to say that it is so refreshing and a testament to the great education our teachers and administrators are providing. She reported the following: Mr. Lang was hoping to have all the open coaching positions filled by the following week. They are considering a parent liaison for each team to work together with the coaches regarding communication and also discussed the Activity Scheduler App to assist with knowing all that's happening at any given time. They discussed the huge success of Homecoming and the Hall of Fame Induction & Ceremony and trying to possibly replicate the success of Homecoming into a spring event. The Tutoring Policy was discussed. The committee talked about the need for the policy to change in order to hire the most qualified coaches and we hope the Policy Committee will look at how the policy is directly impacting the children of the district. They also discussed the Attendance Policy and talked about having a subcommittee of the athletic advisory committee to look at specific situations. They discussed the possibility of a PE Exemption; more data is needed to see if this would be a good fit for our students. Finally, they discussed Passport for Good. Connecting Athletics and Service, a good way of collecting community service for our athletes, with things we are already doing like the Football Team at GC Library and older athletes mentoring younger students.

Trustee Cashman reported on a meeting of the policy sub-committee. They have only discussed the tutoring policy so far and are in data-seeking mode. They have not come to a conclusion. They will start to address other policies at their next meeting.

#### **Unfinished Business**

President Ludmar asked that the coaching and tutoring policy be placed as an agenda item at the next meeting. He noted it is mid-November and it does not seem to be progressing. He said there is

much frustration out there and he feels the conversation should be brought out of committee and into the public. Trustee Mosca expressed concern that this is out of the normal procedure of the committee. She said the committee has not been working on it for very long as they have only met twice on its review. Trustee Colacioppo said she is in full support of bringing it to the full board for review and feels it should be a priority as it is affecting hiring. She said when something is not working it needs to be looked at to see why it is not working. Trustee Russo asked that the discussion wait until December 15 when Trustee Galati can be present for it as he will not be at the December 1 meeting, and to give the committee enough time to get additional information. Trustee Mosca said there are procedures in place for a reason, she hears the concerns in the community, but she objects to changing procedure. Dr. Zublionis explained that the community education exception was made for a specific situation. He went on to explain that they are doing research and will do due diligence to get the language correct. He understands the frustration of parents. Trustee Cashman added that the reason to have the discussion in public is to make it transparent for the community to understand the background and history regarding the change to the policy. President Ludmar explained that he has respect for the policy committee and the procedures. He said it is helpful for the community, from an engagement perspective, to have this discussion in public. He is concerned for the time sensitive nature of this issue. It was decided to place the policy discussion as an agenda item on the December 15 meeting as a first reading.

#### **New Business**

There was no new business discussed.

#### **Adjournment**

At 9:30 p.m. the meeting was adjourned.

Elizabeth Ciampi  
District Clerk