

North Shore Schools  
Board of Education  
Regular Meeting  
Minutes  
February 2, 2023

The meeting was called to order by President David Ludmar at 6:30 p.m. in the Glenwood Landing Elementary School Auditorium. Present were Trustees Cashman, Colacioppo, Galati, Macari and Mosca. Trustee Russo was absent. Also present were Superintendent Dr. Christopher Zublionis and Assistant Superintendents Dr. Carol Smyth and Mr. James Pappas.

At 6:30 p.m. on motion of Trustee Cashman and seconded by Trustee Macari and all in favor, the Board convened an executive session in room 101 to consider matters leading to the appointment or employment of a particular person or persons and proposed, pending or current litigation.

At 7:45 p.m. on motion of Trustee Galati and seconded by Trustee Colacioppo and all in favor the Board came out of executive session and resumed the regular meeting in the auditorium. There were 10 people in the audience.

**Pledge of Allegiance**

President Ludmar led the public in the pledge of allegiance.

**Approval of the Minutes**

The reading of the draft minutes of the meeting of January 19, 2023 being prepared and disseminated to all members in advance of the meeting, was dispensed. There being no corrections to the minutes, it was declared by President Ludmar that the minutes of January 19, 2023 were approved.

**Approval of Treasurer's Report**

On motion of Trustee Macari and seconded by Trustee Mosca and all in favor, the treasurer's report of November 1, 2022 through November 30, 2022 was approved.

**Report from the SGO**

SGO co-Presidents Michael Fleming and Samantha Lockwood were not in attendance.

**Report of the Superintendent**

Dr. Zublionis reported school is at the mid-point of the year. Both middle school and high school students have finished mid-term exams. He and Dr. Smyth are planning the next phase of the North Shore Journey listening sessions which will have a different format. These will be by appointment with Dr. Zublionis, Dr. Smyth and Mr. Pappas; they are hoping for more participation. In April they will discuss student transitions and the school climate survey given to teachers and parents followed by a report with recommendations for student transitions. He reported that the North Shore Cheerleaders will have a "Road to Nationals" send-off on February 8<sup>th</sup>. The team will perform at 4:45 p.m. in the NSHS Gym before traveling to Orlando, Florida to compete in the UCA National High School Cheerleading Competition. He noted that beginning this year's Competitive Cheer season with uncertainty and obstacles, the culmination of the season closing with the opportunity to compete nationally is an accolade to Coach Jenn Freeman and her team who have all dedicated countless hours, remained positive and flexible through challenges all while having fun! He thanked the parents for their support which modeled how to get an effort going. Dr. Zublionis congratulated the cast, crew and director

Damien Chillemi, of the middle school production of “The Little Mermaid”. He said it was great to see the older students mentoring the middle school masquers. Next Dr. Zublionis reported that the start of the UPK program was very exciting for students and parents. He noted it was great to see the older students being present to welcome their younger siblings. Dr. Zublionis also reported that that the state has extended funding for the program to next school year, more to come on that during the budget presentation. Dr. Zublionis shared that State Agriculture Commissioner Richard Ball and representatives from Cornell Cooperative Extension joined leadership of the District and members of the Board for a special lunch and Farm-to-School celebration featuring, for the first time ever, locally caught fish. He commended Mr. Alan Levin and the food service staff on this initiative and for all of the work they do every day. Dr. Zublionis thanked Dr. Smyth, Ms. Devra Small and Ms. Julie Ritter for facilitating the Parent University on the Science of Reading. He explained that they are meeting periodically and discussing the future of the literacy program. Finally, Dr. Zublionis reported on a program for students and parents being co-sponsored by NS CASA, the Booster Club, Arts Angles, HS PTO, SEPTA and Viking Foundation on February 15. Speaker Chris Herren a basketball legend from Fall River, Massachusetts, was an All-American, broke scoring records and was recruited by the nation's top colleges. Herren realized his lifelong dream of playing in the NBA before losing his career and almost his family to the disease of addiction. Alcohol and drug-free since 2008, Chris has spoken to over one million students nationwide with the goal of sparking honest discussions and making a positive difference in their lives. Through inspiring presentations Herren empowers the audience and guides students to rethink how we look at the disease of addiction, from the last day to the first.

Prior to beginning the discussion on the proposed budget, President Ludmar remarked on all of the amazing things going on in the District. From the start of the UPK program, Parent University, Cheerleaders setting off on a National Competition thanks to the involvement of so many parents, the middle school play, senior night basketball event, the upcoming CASA presentation, bringing so many aspects of the community together. He went on to speak about how impressed the Agricultural Commissioner, and others visiting the District today, were with our students. The recognition by people who are not part of our district really made clear the experiences and opportunities we are trying to bring to our students. He explained that this evening will be a different approach to the budget. We are facing a serious loss of funding from LIPA, something we have been grappling with and fighting for so many years and this has informed what is being presented tonight.

#### **Presentation of the 2023-2024 Proposed Budget--8:00 p.m.**

Dr. Zublionis explained that this budget presentation will be different than presentations over the last decade. He explained that we have passed through the mountains of clarity and into the mountains of cost. He further explained that while other districts are dealing with rising costs and inflation as well, we are also dealing with the loss of LIPA revenue.

Dr. Zublionis and Mr. Pappas presented the proposed budget for 2023-2024. They explained the goals that went into formulating the budget which included: remain sensitive to the fiscal pressures faced by residents; reduce costs and seek other revenue sources; continue to align all instructional programs with the SVOs and strategic plan; maintain all existing programs and resources while meeting the new and evolving needs of students; continue to strengthen academic support to bridge learning loss due to the pandemic; continue outdoor learning programs and provide security to protect students; provide a strong program of professional development; continue to provide a robust network infrastructure and technology; maintain our facilities to provide a safe and healthy learning environment including a Turf Field and Dance Space. The challenges that went into formulating the budget were also covered. These included adapting to the impact of LIPA/Nassau County Settlement, the long term state resources available to school districts, the impact of inflation on the cost of goods and services and the

impact of interest rates on debt service and long-term borrowing for the 2019 Bond. Dr. Zublionis explained how the share of the tax classes has shifted in the last 20 years with class 1 (homeowners) share going up from 54.5% to 83.4% while utilities (of which LIPA was a part) going down from 30.3% to 8.4%. Dr. Zublionis then explained the budget development process. First with the Superintendent meeting with the administrative team to discuss the goals and assumptions – administrators were asked to formulate zero-based budget proposals, develop course offering and staffing audits – expenditures for the past five years were reviewed, health and safety protocols and related facilities needs were reviewed as well as trends to project health care and other employee benefit cost. Dr. Zublionis explained that the original budget pressures equaled approximately \$10.6M and after finding efficiencies and other efforts in reducing those pressures they were able to reduce that to \$4.4M. He went on to explain that this year the District will realize a revenue loss of \$3.5M; \$2.35M loss from LIPA and \$1.15 from the Marcellino/Lavine Grant which was depleted last year. He reviewed the budget drivers and the percent of the budget increase that represents; employee benefits is the highest percentage of those. New items in the budget are .1 Dance position (this increases a position from .9 to full-time) and the addition of a part-time athletic trainer. In addition, \$350,000 to be budgeted toward the high school turf field and dance space resources. The administration is recommending this amount be used in combination with a county grant and amending the 2016 capital reserve to utilize funds already in that reserve. The total proposed 2023-2024 budget is \$120,354,393.60 a 3.786% increase over last year's budget. This represents a proposed tax levy increase of 3.685%. Dr. Zublionis explained that the estimated maximum allowable tax levy increase is 5.617%. He further explained the reason for this is because the tax cap formula allows for adjustments based on certain items including: changes in payments in lieu of taxes (PILOTs) from the current year to next year; changes in capital expenditures including debt service for capital expenditure purposes from the current year to next year; allowance for any portion of the prior year's maximum tax levy not utilized (our tax levy for prior year was less than the allowable maximum). Dr. Zublionis then explained that the tax cap/tax levy does not refer to the tax on an individual property, it is the total amount of taxes that may be levied on all classes; the share of that levy, and the taxable value for each specific home is determined by Nassau County. Dr. Zublionis suggested residents go onto the county website [landrecordsviewer.com](http://landrecordsviewer.com) to view their specific information.

The Board discussed the presentation. All trustees acknowledged the challenges faced this year with rising costs, the loss of revenue from LIPA, and the work that went into keeping the costs where they are without sacrificing the values of a North Shore education. Questions raised were what the ramifications are on future budgets by remaining below the tax cap limit; how to maintain infrastructure; what mechanisms are in place for projects that need to be done with limited life span, such as the turf field. In addition, the total cost of the turf field was requested. There was a suggestion to revisit the expenditure of the electronic sign. Questions regarding the use of reserves and whether there is a plan for the use of reserves. It was noted that the average budget increase since the District began in 1956 is 6.7% and this budget increase is much lower at 3.76%. Concern was raised that the budget strategy does not impact the equity of providing what families may not be able to provide, such as school meals, remediation, mental health services. Questions surrounding secondary enrollment in courses and when those numbers might be available, affecting staffing. A question was raised about the glidepath for utilizing the settlement funds from LIPA and whether there is another mechanism for borrowing for TANs or BANs to lower interest costs, possibly a legislative effort.

Mr. Pappas explained that not going to the tax cap limit does affect future budgets, however districts are able to roll over that amount into future budgets, if necessary. He further explained that this year they felt it was important to keep the budget under the limit because of all the pressures, and considering what the community can bear. Dr. Zublionis addressed projects with limited life spans. He explained that we were one of the first Districts to have a turf field and these surfaces are played on

more, not just by our teams but by community sporting teams as well. He further explained that given the demands it would be a burden to place the replacement of the field entirely in the budget. The estimated cost for replacing the field is between \$1.4-1.6M without the track and with contingencies (such as what is found once the turf is taken off), however there is much built in that may not be needed. For other projects, they will look to a capital reserve if that is possible, as debts fall off, and as interest rates go down. Mr. Pappas spoke about the use of reserves. He explained that in order to keep the tax rate down they are using a small portion of reserves, they do not want reserves to get too low, so they are being used strategically. He further explained that there is a plan to use them over the next few years to make up for the loss of LIPA funds. Regarding maintaining the level of support and services for families in the budget, Dr. Zublionis explained that he spoke with Mr. Doherty about this, and he feels comfortable that we are maintaining all supports in this budget. Dr. Zublionis also noted that the state has approved funds to continue the UPK program next year. Regarding course selection and staffing, Dr. Zublionis explained that they are working to get course requests earlier so if changes need to be made that will happen before budget adoption. Dr. Zublionis explained that they presented an initial model on the glidepath for utilizing the LIPA settlement and will update that model as they get closer to the adoption of the budget. Regarding the possibility of other options on borrowing, Mr. Pappas explained that we do get better interest rates than an average person, however rates are high right now. He explained that we do not get our tax revenue until late fall and still must pay salaries through summer and start of school. He also explained that we are not permitted to borrow from ourselves through reserves. President Ludmar clarified the reason the school district must borrow through Tax Anticipation Notes (TANs) is to maintain cash flow. 80% of our cost is personnel and revenue is received from taxes in lump sums. President Ludmar also reviewed how a capital reserve is created and funded. He further explained that the capital reserve established in 2016 has funds left in it after completing some of the voter approved projects. At this point the recommendation is to ask the community to amend the reserve to add a specific project and spend the funds already in it. There will be more information coming on this. President Ludmar added that tonight's presentation and discussion has been the big picture and the next two meetings the Board will be discussing each line of the budget. He went on to say that the tax cap would allow an increase of 5.6% and they are making a choice of leaving \$1.66M on the table, which they believe is being fiscally responsible. He further stated that using one-time money is not replaceable. \$2M has been received from the settlement with LIPA, \$500,000 has already been used and \$1M will be used this year, leaving \$500,000. Another \$750,000 is due in July but we will be losing another \$2.8M in revenue. President Ludmar clarified that the \$2.5M increase in employee benefits is the District's share. Employees also pay a share of the benefits, and their share has also been increased. He also clarified that the increases in staffing reflected in the budget (clerical, custodians, coaches) were for hires made this past year and not for positions being added next year. He noted that health care increases went into effect in January which made it difficult to underspend the budget, and commended the administration for still being able to find efficiencies.

Finally, President Ludmar thanked the administration for the presentation and for making difficult concepts more clear. He also thanked the members of the Community Budget Forum for attending the meeting.

#### **Comments from the Public - 9:50 p.m.**

Jeff Price, Sea Cliff, asked what form of revenue generation the District is thinking about and asked how the community can help in that effort. Dr. Zublionis explained that some of the ideas are through the summer program, a child care program, tuition for non-resident students. He went on to say he needs to speak with counsel about what is legal for school districts in this regard, but he would love to partner with the community on this effort.

Regular Business

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

Personnel

Resignation - Certified

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts the resignation of Margaret Shay Scott, Teaching Assistant, effective February 3, 2023

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 Brittany Matalon, Elementary from Step 3 of the MA+30 salary schedule to Step 3 of the MA+45 salary schedule, effective February 1, 2023

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an increment for advanced study for Matthew Boniberger, Special Education, from Step 2 of the BA+30 salary schedule to Step 2 of the MA salary schedule, effective February 1, 2023

Amendment to Appointment- Certified

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby amends the September 8, 2022 appointment of Nicholas Rusinyak as follows:

Nicholas Rusinyak's appointment as a regular substitute (leave replacement) social studies position is hereby extended through June 30, 2023 (previously January 31, 2023)

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby amends the October 13, 2022 appointment of Christopher Hurley as follows:

Christopher Hurley's appointment as a regular substitute (leave replacement) physical education position is hereby extended through February 17, 2023 (previously January 31, 2023)

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby amends the December 1, 2022 appointment of Anne Marie Burden as follows:

Anne Marie Burden's regular substitute (leave replacement) appointment is effective through February 1, 2023 (previously February 8, 2023)

Leave of Absence - Certified

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby grants an unpaid leave of absence to Stephanie Donnelly, Physical Education, effective February 1, 2023 through June 30, 2023

Leave of Absence/Part-time Appointment - Certified

BE IT RESOLVED that, on the recommendation of the Superintendent, and due to special circumstances, the Board of Education of the North Shore Central School District hereby approves a leave of absence for teaching assistant Anne Marie Burden, with such leave to commence February 1, 2023 and end June 30, 2023

BE IT FURTHER RESOLVED that Anne Marie Burden be appointed to a .4 encumbered position in the teaching assistant tenure area for the period February 1, 2023 through June 30, 2023

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 Stephanie Piacentino, World Language (Italian), on Step 1 of the MA salary schedule, effective February 8, 2023 through March 23, 2023

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 February 3, 2023 through March 1, 2023

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves a part-time (.8) regular substitute (leave replacement) appointment for Meaghan Hynes, Social Studies, on Step 1 of the MA salary schedule effective January 23, 2023 through June 30, 2023

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves a regular substitute (leave replacement) appointment for Jaclyn Stevens, Physical Education, on Step 5 of the MA+15 salary schedule, effective February 27, 2023 through June 30, 2023

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves a regular substitute (leave replacement) appointment for David Menchel, English, on Step 1 of the MA salary schedule, effective February 3, 2023 through March 3, 2023

Teacher Overage

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves a .2 overage for Ryan Bridgwood, Mathematics, effective February 13, 2023 through June 23, 2023

Per Diem Substitutes

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves the addition of the following names to the per diem substitute list:

| Name              | Category                |
|-------------------|-------------------------|
| Bradley Naddell   | Teacher Substitute      |
| Juliana Forsander | Teacher Aide Substitute |
| Daryn Weiner      | Teacher Aide 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:

| Middle School            |                   |      |
|--------------------------|-------------------|------|
| Clubs Level 2            | Advisor           | Step |
| Art Club                 | Benjamin Benfield | 2    |
|                          | Lauren Gibbs      | 1    |
| High School              |                   |      |
| Dramatics                |                   |      |
| Accompanist-Musical      | John Brautigam    | 1    |
| Coach                    |                   |      |
| Varsity Women’s Lacrosse | Jaclyn Stevens    | 1    |

Prior to approval the Board thanked North Shore CASA for supporting this program and for all of the work they have been doing for the community. President Ludmar said this program will be for all ninth through twelfth graders and eighth graders will be zooming in. In addition, any student aged 12 and up are able to participate with parental permission.

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

Acceptance of a Donation from NS CASA to the North Shore School District

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby accepts a donation in the amount of \$11,500 from NS CASA to the North Shore CSD to offset the cost of a presentation on substance abuse by Christopher Herren (Herren Talks) for students and parents

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

Approval of a Memorandum of Understanding (MOU) with Robert Kaletcher (Security Personnel)

BE IT RESOLVED, That the Board of Education of the North Shore Central School District approve a Memorandum of Understanding (MOU) between the School District and Robert Kaletcher, Security Employee

On motion of President Ludmar and seconded by Trustee Galati and all in favor, action items #12a Approval of an Agreement between the North Shore CSD and Memasi Engineers and Architecture (Boundary/Topographic Survey) and #12b Approval of an Agreement between the North Shore CSD and Memasi Engineers and Architecture (Design Work-HS Sign) were tabled until there is enough details to finalize said agreements.

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

Approval of an Agreement between the North Shore CSD and Memasi Engineers and Architecture (GH Maintenance Facility)

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves an Agreement between the School District and Memasi Architecture Engineering PLLC, for professional engineering services to provide professional construction administration services on an as-needed basis in connection with the construction of the Glen Head Maintenance Facility, at an hourly rate per the attached fee schedule (covered by insurance); and

BE IT FURTHER RESOLVED, That the Board of Education 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 an Agreement between the North Shore CSD and Herren Talks

BE IT RESOLVED, That the Board of Education of the North Shore CSD hereby approves an agreement between the School District and Herren Talks to provide a student assembly and evening presentation on substance abuse, co-sponsored with NSCASA, on February 15, 2023; and

BE IT FURTHER RESOLVED, That the Board of Education 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 Mosca noted that some of the change orders were credits (money coming back to the district).

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

Approval of Change Orders from Icon Construction Group, Inc.

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves Change Order #GC-03 from Icon Construction Group, Inc. for Phase 2 bond work at Glen Head and Glenwood Landing Elementary School in the amount of \$15,000 (credit)

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves Change Order #GC-04 from Icon Construction Group, Inc. for Phase 2 bond work at Glen Head Elementary School, Glenwood Landing Elementary School and Sea Cliff Elementary School in the amount of \$57,423.36 (credit)

Approval of Change Order from Stalco Construction, Inc.

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves change order #GC-03 from Stalco Construction, Inc. for phase 2 bond work at the North Shore High School, in the amount of \$46,346.26 (additional)

Approval of Change Orders from Hirsch & Co., LLC

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves change order #PC-02 from Hirsch & Co., LLC, for phase one bond work at the North Shore Middle School in the amount of \$7,272.73 (additional)

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves change order #PC-03 from Hirsch & Co., LLC, for phase one bond work at the North Shore Middle School in the amount of \$2,141.31 (additional)

Approval of Change Orders from Thermo Tech Combustion, Inc.

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves change order #MC-01 Contract #2 GH from Thermo Tech Combustion, Inc. for phase one bond work at the Glen Head Elementary School in the amount of \$15,000 (credit)

BE IT RESOLVED, That the Board of Education of the North Shore Central School District hereby approves change order #MC-01 Contract #3 GWL from Thermo Tech Combustion, Inc. for phase one bond work at the Glenwood Landing Elementary School in the amount of \$11,740 (credit)

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

Approval of Stipulation of Settlement

BE IT RESOLVED that the Board of Education of the North Shore Central School District hereby approves the terms and conditions of the Stipulation of Settlement resolving a certain matter between the District and the parents of a youngster classified by the District's CSE and identified by student number 363627383; and

BE IT FURTHER RESOLVED that the Board of Education authorizes the President of the Board to execute said Stipulation of Settlement as approved on the Board's behalf.

**Unfinished Business**

There was no unfinished business discussed.



### **New Business**

Trustee Macari thanked Dr. Zublionis for all of the work involved in getting the UPK program off the ground. She said there was a lot of excitement in the buildings for the first day and it was wonderful to see.

Trustee Cashman confirmed that funding from the state has been approved for the program for the next year. Dr. Zublionis explained it was difficult finding space this year with all of the construction going on, and therefore the program started mid-year. He went on to say they will start the lottery for next year's UPK in March for a September start. He thanked the Board for their support throughout the process.

### **Adjournment**

At 10:00 p.m. the meeting was adjourned.

Elizabeth Ciampi  
District Clerk