

AGENDA



**Glen Cove Board of Education
Board of Education
BOE MEETING
Tuesday, April 16, 2024, 7:30 pm - 9:00 pm
Glen Cove High School**

Via Livestream: www.glencoveschools.org

I. Opening Ceremony

- A. Salute to Flag
- B. Roll Call

II. Approval of Minutes of the Board of Education Meeting

Minutes of April 3, 2024 - Presented by District Clerk

III. Committee Reports

- A. Audit Committee
 - 1. Maureen Jimenez
 - 2. Meghan Lavine
 - 3. Maria Venuto
- B. Policy Committee
 - 1. Angela Raimo
 - 2. Anne Markoulis
 - 3. Lia Leone
- C. Facilities Report
 - Victoria Galante

IV. Superintendent Report

- A. Updates
 - 1. Junk Kouture
 - 2. Budget Adoption
 - 3. Beautiful Me
 - 4. High School and Middle School Highlights

V. Student Board Member Report

VI. Public Participation

This section gives opportunity to residents who wish to raise a question or make a brief statement on agenda items.

VII. Instructional Report

- A. Committee on Special Education
- B. Committee on Preschool Special Education
- C. New Course Proposal
- D. Adoption of District Plan

VIII. Business Affairs

- A. Finance
 - 1. Financial Reports
 - No Reports
- B. Operations
 - 1. Adoption of 2024-2025 Budget
 - 2. BOCES - 2024-2025 Budget
 - 3. Tax Certiorari
 - 4. Contract - Health and Allied Services
 - 5. Budget Transfers
 - 6. Permanent Substitute Teacher Rate Increase
 - 7. Contracts - Student Services
 - 8. Cooperative Bid Award

IX. Personnel

- A. Certified
 - 1. Letter Agreement (Teacher)
 - 2. Abolition of Position
 - 3. Appointment of Regular Substitute Teacher
 - 4. Appointment of Permanent Substitute Teacher
 - 5. Appointment of Regents Review Class Teachers (High School)
 - 6. Appointment of Regents Review Class Teachers (Middle School)
 - 7. Change in Status
 - 8. Rescission of Appointment
 - 9. Resignations
 - 10. Termination
- B. Classified
 - 1. Appointment of Senior Typists
 - 2. Appointment of School Monitor
 - 3. Requests for Leave of Absence
 - 4. Resignation
 - 5. Retirements

X. Unfinished Business

A. New Policy #9520.6 - 2nd Reading and Adoption

XI. New Business

XII. Board Comments

XIII. Public Participation

This section gives opportunity to residents who wish to raise a question or make a brief statement on matters including, but limited to, agenda items.

XIV. Executive Session (if necessary)

XV. Adjournment

Regular Meeting – Board of Education – April 16, 2024

VII. Instructional Report

A. Committee on Special Education

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the recommendations of the Committee on Special Education for Initial Placement Programs/Services for cases listed as per the attached from meetings and approves the authorization of funds to implement the special education programs and services.

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VII. Instructional Report

B. Committee on Preschool Special Education

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the recommendations of the Committee on Preschool Special Education for Initial Placement Programs/Services for cases listed as per the attached from meetings.

VII. Instructional Report

C. New Course Proposal

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the addition of the following course to the high school course manual for the 2024 – 2025 school year:

- Pure Editing .5 CR, 1/2 Year Course

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VI. Instructional Report

D. Adoption of District Plan

RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education adopts the District Plan, as attached.

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VIII. **Business Affairs**

B. Operations

1. Adoption of 2024 – 2025 Budget

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education adopts the 2024 – 2025 budget in the amount of \$113,416,040 which represents a 2.768% tax levy increase.

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VIII. **Business Affairs**

B. Operations

2. BOCES Administrative Operations Budget and Election of Trustees

I, Ida Johnson, District Clerk of the Board of Education of the Glen Cove School District, **DO HEREBY** certify that at the public meeting of said Board held on this 16th day of April 2024, a quorum being present, upon a motion duly made and seconded, and after opportunity for consideration and discussion, a majority of said Board cast votes for the candidates for the Board of Cooperative Educational Services of Nassau County whose names are marked with an “X” on the ballot form hereinabove attached, and **I DO HEREBY CERTIFY** that at said public meeting, a majority of said Board adopted the following resolution:

WHEREAS, the Board of Cooperative Educational Services of Nassau County (hereinafter “Nassau BOCES”) has proposed and presented its Proposed Administrative Operations Budget for the 2024/2025 school year (July 1, 2024 through June 30, 2025); now therefore

BE IT RESOLVED, that the Nassau BOCES Proposed Administrative Operations Budget for the 2024/2025 school year in the amount of twenty-seven million, one hundred thirty-one thousand, one hundred seventeen dollars (\$27,131,117) be, and hereby is,

<input type="checkbox"/> APPROVED BY THIS BOARD	<input type="checkbox"/> DISAPPROVED BY THIS BOARD
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The District Clerk is instructed to check the appropriate box to reflect the action taken by the Board, then sign and mail the ballot and certificate to Nassau BOCES.

IN WITNESS WHEREOF, I have signed this certificate as District Clerk of the Board hereto on this 16th day of April 2024.

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VIII. **Business Affairs**

B. Operations

3. Tax Certiorari

Whereas certiorari proceedings have been brought on behalf of the following and:

Whereas it is deemed to be in the best interest of the City School District of Glen Cove to resolve such proceedings:

Now, therefore be it resolved that the City School District of Glen Cove agrees to pay to the attorney of the following in full settlement. This resolution is made under the express understanding that the City of Glen Cove has agreed to pay any and all interest associated with the following hearing officer decisions, Supreme Court stipulations of settlements and certiorari claims:

By Law Offices of T. Van Wyck Cushny	
Lynn Gray \$17895.00 for Sec 23, Block F, Lot 1785 For the years 16/17-21/22	Robert Merrill \$34682.00 for Sec. 23, Block F, Lots 1752 & 1766 For the years 16/17-22/23
Austen T. Gray \$8247.00 for Sec. 23, Block F, Lot 1784 For the years 16/17-22/23	Kathleen K. Shea \$13266.00 for Sec. 23, Block 68, Lot 12 For the years 17/18-22/23
Breakdown of Total Due 05/31/2024	
Full Payment – Due 05/31/2024	\$74,090.00
Total Certioraris Due 05/31/2024	\$74,090.00

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VIII. **Business Affairs**

B. Operations

4. Contracts – Health and Allied Services

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the services as summarized below for the 2023-2024 Health and Allied Services and authorizes the President of the Board of Education to sign such contract upon approval.

District	Address	School/No. of Students	Services
Uniondale UFSD	933 Goodrich Street Uniondale, NY 11553	1 Student – Academy Charter 1 Student – St. Martin de Porres 26 Students – Kellenberg HS	Health and Allied Services
South Huntington UFSD	60 Weston Street Huntington Station, NY 11746	10 Students – St. Anthony’s HS 3 Students – LI School for the Gifted	Health and Allied Services
Syosset Central School District	99 Pell Lane Syosset, NY 11791	6 Students – Our Lady of Mercy Academy 10 Students-St. Edward the Confessor	Health and Allied Services

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VIII. **Business Affairs**

- B. Operations
- 5. Budget Transfers

RESOLVED, on the recommendation of the Superintendent of Schools, the Board approves the attached **2023.2024** budget transfers.

BUDGET TRANSFER(S)			
Account Code	Account Name	Transfer In	Transfer Out
A2630.500	Software – IT	28,891.00	
A2630.466	Repair/Replacement		28,891.00
TOTAL		\$28,891.00	28,891.00

To transfer funds as requested by the IT Coordinator for the purchase of Microsoft licensing due to expire May 1, 2024.

BUDGET TRANSFER(S)			
Account Code	Account Name	Transfer In	Transfer Out
A1620.507.25	SUPPLIES	\$40,000.00	
A1620.169	SUBSTITUTE SALARIES		\$40,000.00
TOTAL		\$40,000.00	\$40,000.00

To transfer funds as requested by Director of Building and Grounds for the purchase of custodial supplies.

VIII. **Business Affairs**

B. Operations

6. Permanent Substitute Teacher Rate Increase

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the motion to raise the permanent substitute teacher rate to \$150.00 per day effective April 17, 2024.

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VIII. **Business Affairs**

B. Operations

7. Contracts – Student Services

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the student service contracts as summarized below and authorizes the President of the Board to sign such contract upon approval:

Provider: Behavior Change Success Corp
Address: 331 Eastlake Ave.
Massapequa Park, NY 11762
Service: Multiple Related Services
Rate: See attached fee schedule

Provider: Blue Sea Educational Consulting Inc.
Address: 1038 West Jericho Turnpike.
Smithtown, NY 11787
Service: Multiple Related Services
Rate: See attached fee schedule

Provider: Nicholas Center Ltd.
Address: 382 Main Street, Suite 205.
Port Washington, NY 11050
Service: Multiple Related Services
Rate: See attached fee schedule

Provider: Pro Performance Physical Therapy & Wellness PLLC.
Address: 70 Glen Street Suite 380.
Glen Cove, NY 11542
Service: Physical Therapy Services
Rate: See attached fee schedule

Provider: Denise Wright
Address: 331 Eastlake Ave.
Massapequa Park, NY 11762
Service: ABA Services
Rate: See attached fee schedule

Provider: Jonathan Cooper
Address: 322 Charles St.
West Hempstead, NY 11552
Service: Psychological Counseling Services &
Behavior Intervention Services
Rate: See attached fee schedule

Provider: Access 7
Address: 6080 Jericho Tpke Suite 200.
Commack, NY 11725
Service: multiple Related Services
Rate: See attached fee schedule

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VIII. Business Affairs

B. Operations

8. Cooperative Bid Award

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education awards the Nassau County School Buildings Association 2024-2025 Cooperative Bid for Playground Installation, Repair and Inspection, opened on Thursday, April 4, 2024 to the following contractors:

- 1. Playground Purchase and Installation**
 - A) Big Toy: NZL Equipment, Inc.**
 - B) Burke: American Recreational Products**
 - C) Gametime: NZL Equipment, Inc.**
 - D) Landscape: NZL Equipment, Inc.**
 - E) Playcraft Systems: NZL Equipment, Inc.**
 - F) Play & Park Structures: NZL Equipment, Inc.**
 - G) Ultra-Play: NZL Equipment, Inc.**
- 2. Playground Site Preparation**
NZL Equipment, Inc.
- 3. Playground Removal & Disposal**
 - A) Pea Gravel: NZL Equipment, Inc.**
 - B) Wood Fiber: NZL Equipment, Inc.**
 - C) Structures: NZL Equipment, Inc.**
- 4. Playground Repair**
NZL Equipment Inc.
- 5. Playground Inspections**
Playground Medic
- 6. Playground Safety Surfaces – Materials and Install**
 - A) Engineered Wood Fiber: NZL Equipment, Inc.**
 - B) Blown-in EWF: American Recreational Products**
- 7. Rubber Tiles – Materials and Install**
 - A) Burke: American Recreational Products**
 - B) Landscape Structures: NZL Equipment**
 - C) Play & Park: NZL Equipment, Inc.**
- 8. Synthetic Turf – Materials and Install**
 - A) Burke: American Recreational Products**
 - B) Play & Park Structures: NZL Equipment Inc.**
 - C) Turf Tek: NZL Equipment Inc.**
- 9. Playground Safety Surfaces-Materials & Install**
 - A) Poured In Place Rubber-New Install: American Recreational Products**
 - B) Poured in Place Rubber-Repair: NZL Equipment Inc.**
- 10. Synthetic Turf Repairs**
NZL Equipment Inc.

11. Playground Safety Surfaces-Materials Only

A) Rubber Tile:

Play & Park - NZL Equipment, Inc.

Burke – American Recreational Products

B) Engineered Wood Fiber: American Recreational Products

C) Wear Mats:

1. 1" thick: NZL Equipment, Inc.

2. 1-1/2" thick: NZL Equipment

3. 2" thick: NZL Equipment

Book	Policy Manual
Section	9000 Personnel
Title	EXPRESSION OF BREAST MILK IN THE WORK PLACE
Code	9520.6

Employees of the School District have the right to express breast milk in the workplace.

Making a Request to Express Breast Milk at Work

Employees wishing to request a room or other location to express breast milk in the workplace should do so by submitting a written request to their direct supervisor or individual designated by the School District for processing such requests with reasonable advance notice. The School District will respond to this request for a room or other location to express breast milk in writing within five (5) days of its receipt of the request. In addition, the Superintendent of Schools or designee will notify the employee who needs to express breast milk during the workday of the plan for providing the employee with breaks for this purpose.

Using Break Time for Breast Milk Expression

Employees will be permitted to use their paid break time or meal time to express breast milk. The School District will also provide employees with unpaid break time at least every three (3) hours for employees to express breast milk at the request of the employee. Unpaid breaks provided for the expression of breast milk will be at least twenty (20) minutes. Employees will be allowed to take a longer unpaid break if needed. Employees may opt to take shorter unpaid breaks.

Employees who work remotely have the same rights to unpaid time off for the purpose of expressing breast milk, as all other employees who perform their work in-person.

An employee will be permitted to work before or after their normal shift to make up any time used as unpaid break time to express breast milk, as long as this time falls within the normal work hours of the School District. Employees will not be required to make up their unpaid break time. In addition, an employee may voluntarily choose to continue to work while expressing breast milk in the lactation room.

Time working while expressing breast milk must be compensated. The time requested by an employee for the purpose of expressing breast milk will be provided for up to three years following childbirth.

Lactation Room Requirements

In addition to providing the necessary time during the workday, the School District will provide employees with a private room or alternative location for the purpose of breast milk expression. Space provided for breast milk expression will be close to the work area of the employee(s) using the space and will be in walking distance, and the distance to the location should not significantly extend an employee's needed break time. However, if the designated lactation room where such break will be taken is not close to an employee's work station, the provided break will be at least thirty (30) minutes.

If a separate room or space is not available for lactation, the School District may use a vacant office or other available room on a temporary basis. This room must not be accessible to the public or other

employees while an employee is using it for breast milk expression. The space provided for breast milk expression cannot be a restroom or toilet stall.

A separate space may not be available for every nursing employee. The School District may dedicate a single room or other location for breast milk expression. Should more than one employee at a time require access to a lactation room, the School District may dedicate a centralized location to be used by all employees.

As a last resort, an available cubicle may be used for breast milk expression. A cubicle can only be used if it is fully enclosed with a partition and is not otherwise accessible to the public or other employees while being used for breast milk expression. The cubicle walls must be at least seven feet tall to insure the employee's privacy.

In the event the School District would suffer undue hardship in providing a space in accordance with the above requirements, the School District will still provide a room or other location (other than a restroom or toilet stall) that is in close proximity to the work area where an employee can express breast milk in privacy and that meets as many of the requirements as possible. Undue hardship is defined as "causing significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of the employer's business." Notwithstanding the foregoing, the School District will not deny an employee the right to express breast milk in the workplace due to difficulty in finding a location.

To ensure privacy, if the lactation room has a window, it must be covered with a curtain, blind or other covering. In addition, the lactation space should have a door equipped with a functional lock. If this is not possible (such as in the case of a fully enclosed cubicle), as a last resort, an employer must utilize a sign advising the space is in use and not accessible to other employees or the public.

The room or other location must:

- Be close to an employee's work area
- Provide good natural or artificial light
- Be private – both shielded from view and free from intrusion
- Have accessible, clean running water nearby
- Have an electrical outlet (if the workplace is supplied with electricity)
- Include a chair
- Provide a desk, small table, desk, counter or other flat surface

The space designated for expressing breast milk must be maintained and clean at all times.

If a refrigerator is available in the building in which the employee is assigned, the employee will be permitted to use the refrigerator to store breast milk. However, the School District is not responsible for and cannot ensure the safekeeping of expressed milk stored in any refrigerator in the workplace. Employees are required to store all expressed milk in closed containers and bring milk home each evening.

Complaints

The School District will not discriminate against an employee who chooses to express breast milk in the workplace.

If an employee believes that they are experiencing retaliation for expressing breast milk in the workplace, or that their employer is in violation of this policy, the employee may contact the New York State Department of Labor's Division of Labor Standards at 1-888-52-LABOR, via email at

LSAsk@labor.ny.gov, or by personally filing a complaint at the nearest Labor Standards office. A list of offices is available at dol.ny.gov/location/contact-division-labor-standards. Complaints are confidential.

In addition to such other rights the employee may have, the employee may exercise their rights under the federal PUMP Act by filing a complaint with the U.S. Department of Labor. Information concerning an employee's rights under the PUMP Act can be found at dol.gov/agencies/whd/pump-at-work.

The School District will provide this policy in writing to all employees on an annual basis at the start of the school year. Employers are also required to provide the policy to employees as soon as they return to work following the birth of a child.

Cross Ref: 0100 Equal Opportunity

Ref: 29 USC §218d (Breastfeeding Accommodations in the Workplace)
Labor Law §206-c