Plainview-Old Bethpage CSD
2026-2027 Proposed Budget



Budget Workshop #4
Human Resources
& Safety



Board of Education Meeting
March 25, 2026

Points of Pride: Human Resources 2025-2026

- Ensured the efficient use of existing staffing resources by carefully reviewing needs and exploring internal solutions prior to recommending new positions, supporting both fiscal responsibility and effective resource management.
- Streamlined hiring systems to ensure the timely recruitment and onboarding of staff, minimizing vacancies and maintaining continuity of services for students.
- Hired, managed, and maintained a pool of highly qualified substitute teachers to effectively cover all instructional vacancies without disruption to ensure continuity of instruction for students.
- Maintained consistent oversight and enforcement of staff attendance protocols, in collaboration with the building principals, to ensure District Policy and Collective Bargaining Agreements are implemented.
- Supported a continual focus on strengthening redundancy and cross-training to support both instructional and non-instructional functions, ensuring operational continuity and efficiency.
- Provided oversight of K–12 student registration processes, including residency verification, and maintained weekly reporting on new entrants and exiting students to support accurate enrollment tracking.
- Worked in collaboration with the District Policy Committee to update over 20 policies, regulations, and exhibits, ensuring alignment with recent legal changes and District needs.

Planned Initiatives: Human Resources 2026-2027

- Conduct a comprehensive analysis of non-instructional staff assignments to evaluate the efficient, balanced, and effective use of resources across the District.
- Continue support of the efficient use of existing staffing resources by carefully reviewing needs and exploring internal solutions prior to recommending new positions, supporting fiscal responsibility and effective resource management.
- Continue the refinement of job descriptions and postings to ensure clear communication of the roles, expectations, and responsibilities for each position, enabling candidates to make informed decisions about applying.
- Continuous recruitment and management of a pool of highly qualified substitute teachers to effectively cover instructional vacancies and ensure continuity of instruction for students.

Historical Perspective: Human Resources Budget

2025-2026 Actual Budget	2026-2027 Proposed Budget	Budget-to-Budget $ Difference	Budget-to-Budget % Difference
$157,900	$154,150	- $3,750	-2.37%

Points of Pride: Safety & Security 2025-2026

- Maintained a continual focus on open communication and collaboration with the Nassau County Police Department, Homeland Security, and the Plainview Fire Department to support District safety and emergency preparedness.
- Security personnel across the District provides consistent visibility and enforcement of safety protocols to support a safe and secure learning environment for students and staff.
- Hired, managed, and maintained a pool of highly qualified substitute security guards to effectively cover all absences without disruption to ensure continuity of building security.
- Oversaw all District security systems to ensure reliable access to camera systems and footage, lockdown systems, the RAVE Panic application for coordination with Nassau County Police, and vape deterrent systems, enhancing a safe learning environment for students and staff.
- Implemented all safety requirements under Desha's Law, including the purchase of 35 additional AEDs, strategic placement to ensure a three-minute response time, clear signage, establishment of Districtwide Cardiac Emergency Response Teams, CPR/AED training for over 100 staff members, and daily visual inspections by security staff to ensure compliance.
- Maintained a continual focus on replacing end-of-life security system components to ensure safety and operational reliability, including the replacement of approximately 20% of District security cameras this year.

Planned Initiatives: Safety & Security 2026-2027

- Strengthen communication and collaboration with the Nassau County Police Department, Homeland Security, and the Plainview Fire Department to support District safety and emergency preparedness.
- Enhance emergency response protocols for lockdowns by integrating the RAVE Panic application with the one-button lockdown system, creating redundancy and improving ease of use for staff.
- Recruit and maintain a pool of highly qualified substitute security guards to effectively cover absences and ensure continuity of building security.
- Continue with the replacement of end-of-life security system components, including cameras and vape detection sensors, to ensure safety and operational reliability.
- Improve the security camera system by increasing building-level storage capacity to ensure seamless and timely access for administrators to playback footage.
- Expand training opportunities for staff in CPR/AED use and emergency response protocols for cardiac-related emergencies, supporting ongoing compliance with Desha's Law and strengthening Districtwide preparedness and response capacity.

Historical Perspective: Safety & Security Budget

2025-26 Budget	2026-27 Proposed Budget	Budget-to-Budget $ Difference	Budget-to-Budget % Difference
$371,826	$368,661	-$3,165	-0.85%

Questions & Discussion

Your Vote Matters!



Tuesday, May 19, 2026

- 6:00am-9:00pm
- Jamaica Avenue School
- Mattlin Middle School-Administration Offices

2026-2027 Budget Website