

**On March 25, 2026, the Communications Conference Committee met in the Syosset High School guidance resource center to discuss various topics with district administrators.**

Below is a summary of the question and answer session in the following order:

1. Elementary staffing (p. 1)
2. Special education (p. 2)
3. Athletics/Extracurriculars (p. 2-5)
4. Vaping (p. 5)
5. Facilities (p. 5)
6. Traffic (p. 6-7)

---

### **Elementary Staffing**

- 1. With the increase in enrollment over the past few years, how have you managed elementary staffing? Who makes this staffing decision?**

The District as a whole has seen an enrollment spike over the past decade. However, in recent years, enrollment at our elementary schools has plateaued, so staffing has remained stable. Staffing decisions are made by the administrative cabinet in collaboration with the building principals with final sign off from the Superintendent.

- 2. Has there been any consideration given to hiring assistant principals for the elementary schools?**

Our staffing focus assesses student needs (mental health, academic, discipline, social emotional, etc.) and we hire to directly meet those needs with students. Recently, we've included staffing increases in positions such as: social workers, psychologists, behavior analysts (BCBAs), guidance counselors at the middle and high school, interventionists, developmental learning specialists, elementary STEM administrator, elementary special education administrator, etc. This strategy allows us to hire individuals with a broader skill set and deeper expertise than a single elementary Assistant Principal might provide in each building and attend to the multitude of nuanced issues that present each day. By addressing "student-facing" issues, the principal is then available to lead the building, address the disciplinary concerns and focus on issues that may need a heightened level of attention and parental communication.

- 3. What are the criteria for hiring an assistant principal at each building?**

On the secondary level, there are many criteria laid out for each role depending on the needs of the building. Each individual has unique responsibilities ranging from discipline, to content area supervision, to facilities and operations, etc.

## **Special Education**

- 4. Why is the instructional support coordinator changed each year? The parent as well as the child would benefit from consistency of communicating with one person who knows the child's needs and has an existing rapport with the family.**

Instructional Support Teachers may change from year-to-year based on the classes they are assigned to teach. The teacher of record serves as the "case manager" for students and families and is responsible for supporting the implementation of the IEP. This role may also change each year, as it is important for the case manager to have direct contact time with the student. Scheduling and caseload distribution are key factors in determining these assignments.

At the middle and high school levels, however, guidance counselors typically remain consistent throughout a student's time in the building, providing an added layer of continuity and support.

## **Athletics/Extracurriculars**

- 5. What is the selection process for All-Conference and All-County sports awards?**

The number of all-conference and all-county selections usually depend on the team's finish, unless it is a sport, such as wrestling, where students earn individual recognition. The procedures sometimes vary based on each sport's coaching committee's procedures. Coaches nominate athletes for subjective sports and share statistics and impact on the team. Then the members of the coaching association (all Nassau County Head Coaches) vote.

### **Are they subjective or quantifiable?**

Most are subjective (team sports such as volleyball, basketball, etc..). Individual sports such as wrestling, track and field, and fencing are earned through individual records and sectional tournaments.

### **Where can the criteria for each sport be found?**

If they are in writing, it would be in a sport overview for a specific sport or the sport's handbook. Typically, they have a predetermined number of all-conference and all-county spots based on conference/classification.

- 6. Who manages booster clubs and monitors the funds?**

Each individual booster club is a separate private entity managed by non-school employees, typically parents or community members.

### **Is there an audit process?**

As private, independent organizations, booster clubs are not subject to the jurisdiction of the school district. We do not monitor their accounting practices or other governance matters.

**Are boosters and fundraising mandatory for team members, both varsity and junior varsity?**

Booster fundraising is not mandated by the coaching staff, nor does it preclude a student from being on a team.

**If not, can students who don't pay be excluded from booster benefits?**

No, if a student/family does not participate, they are not excluded from booster benefits.

**7. Is there an annual budget for each sports team?**

We do not limit our teams to a supply/equipment budget dollar amount. The athletic director annually works with the head coaches of each program, as well as the middle school staff, to assess all our programs' needs. Coaches are expected to request supplies they need through the athletic department. Over the past four years, every team has been able to receive all items on their lists.

**Is the budget the same for each team?**

The budget is not the same for each team. Some sports such as football, lacrosse, swimming, and gymnastics can be more expensive due to safety equipment and uniforms that need to be replaced each year for hygiene reasons. A sport like Cross Country is less equipment-intensive.

**What is the frequency for each team getting new uniforms?**

Since July 2022, every team across the district has received new uniforms. Typically, uniforms have a 5-8 year lifespan, but it depends on the level of physical contact.

**Are old uniforms cycled down to middle schools or do they get new uniforms too?**

In the past, old uniforms were cycled down to the middle school level. However, over the past four years, the district has replaced the old and usually too big uniforms with new (mostly reversible), size-appropriate uniforms.

**What about equipment?**

We evaluate all equipment on a yearly basis to make sure it is developmentally appropriate for the students, in good condition, and do not pose any safety concerns. We repair and replace as needed. Sometimes, repairing equipment is not cost effective. We have replaced a number of our soccer goals, lacrosse goals, protective padding, and backboards in our facilities in recent years.

**At what age is equipment no longer supplied to a student?**

Certain equipment like football helmets only have a 10 year lifespan, so it is possible that they fail an inspection and need to be replaced. After 10 years they can no longer be certified, even if they are in perfect condition. Some equipment can last for many years. It is possible for larger items to last for 10-20 years. It really depends on the sport, the use, and the wear and tear.

- 8. Other districts have youth clinics for their sports teams that are run through their school district, often led by HS coaches (paid) and HS players (volunteer), starting at elementary age. Why don't all sports have these ongoing clinics to introduce each sport to our youth in the community? Can the district budget for and make that happen?**

Some of our teams do run occasional youth clinics through their booster clubs. District-run clinics or camps would create logistical challenges and unbudgeted costs. Participants would have to be students of the district, properly insured, and medically cleared. We would need to hire staff for coaching positions, but our coaches typically have summer jobs or family commitments during the time these clinics would be offered. Creating these programs might divert resources from supporting existing and emerging athletic programs. During Covid, the District did create off-season "open gym" opportunities for students in many sports during the summer. Typically the coaching staff from each sport will take turns staffing these open gyms so students get extra opportunities to refine their skills.

- 9. Why isn't there an athletic trainer or nurse at middle school athletic events? Can there be a nurse in the building until athletic events are over?**

All of our coaches are certified in first aid, CPR and AED. Our trainers work our high school events and sometimes have to prioritize where they are positioned based on the contact level of the sport. We do assign our athletic trainers to our middle school football games as this is required by NYSED due to the classification of a collision sport. It is uncommon for districts to have athletic trainers at the middle school level. Many districts struggle to secure athletic trainers even for their high school contests. By contrast, Syosset has 3 Athletic Trainers.

There is no requirement for nurses to be at athletic events, so the district's contractual arrangement with nurses does not contain a provision for working these events. All coaches are trained in first aid and CPR/AED and they are our the first response for athletic emergencies. Any emergency that would require medical personnel should result in an immediate 911 call to local emergency responders to address serious athletic injuries.

- 10. What training do each of the sports coaches have with regard to addressing injury, if there is no athletic trainer or nurse present?**

As per NYSED regulations, all Board of Education approved coaches and volunteers are required to be a certified teacher and hold a valid certificate in first aid, CPR, and AED. All non-teachers are required to apply for a NYSED Temporary or Permanent Coaching License specific to the sport they are coaching. Requirements include application to NYSED, first aid, CPR, and AED from a nationally recognized organization such as the American Red Cross or the American Heart Association, completion of identification and reporting of child abuse workshop, School Violence Prevention and Interventions (SAVE), DASA Training, and Fingerprint Clearance (through Identigo). All of our coaches are in compliance with NYSED Regs. Additionally, all of our coaches complete their annual concussion certification through the NFHS. Any injury that cannot be addressed with simple first aid should result in a call for an emergency response.

**11. What is the District’s responsibility versus student individual responsibility for travel costs (hotel/bus) for athletics (tournaments, Nationals, States, etc.)? And clubs (DECA/Forensics, Music, Theater, etc.)?**

If a team qualifies for a playoff through Section VIII, the District takes care of the hotels and transportation. If a team elects to participate in a competition outside of the region, the individual students are responsible for their transportation and lodging. The school district pays for the coaches’ and chaperones’ lodging, meals, and any overnight chaperone expenses. For clubs, out-of-pocket cost to students is dependent upon the nature and role of the trip (i.e., competition team, academic, travel, social enjoyment/experience) the overall cost is also tied to fund raising efforts of the clubs/groups.

**Vaping**

**12. Has the district looked into installing vape detectors in the school bathrooms and the locker room? If yes, when will they be installed?**

The District had unsuccessful pilots of earlier generations of vape detectors. The District will soon perform a pilot of a new generation of vape sensors in select restrooms in the High School beginning in April. Hardware installation is currently underway and our pilot is designed for a controlled environment to test their accuracy before expanding it to all bathrooms.

**Facilities**

**13. During the pandemic, strict and rigorous cleaning protocols were in place. Has that changed?**

In August 23, 2024, the District published a [Health & Safety FAQ](#) which outlined that the District has returned to pre-COVID cleaning and disinfecting protocols

**14. What are the current protocols for all spaces in all buildings? Is there a schedule that is followed? How frequently are the bathrooms cleaned?**

The District has Custodial Cleaning Guidelines that outline and specify specific cleaning and disinfecting schedules and tasks. These guidelines were prepared using NYS, CDC and generally acceptable cleaning guidelines for schools. The Director of Facilities reviews these guidelines periodically with the Head Custodians who have the responsibility of carrying out cleaning protocols and guidelines. Included in these guidelines is frequency of building cleaning tasks. Bathrooms are cleaned during the evening shifts. At multiple points throughout the day, those that are “high traffic” are attended to during the day shift. Custodians also “spot check” bathrooms during the daytime to restock supplies. If during the daytime, a bathroom requires cleaning, staff can go to the Head Custodian and make this request.

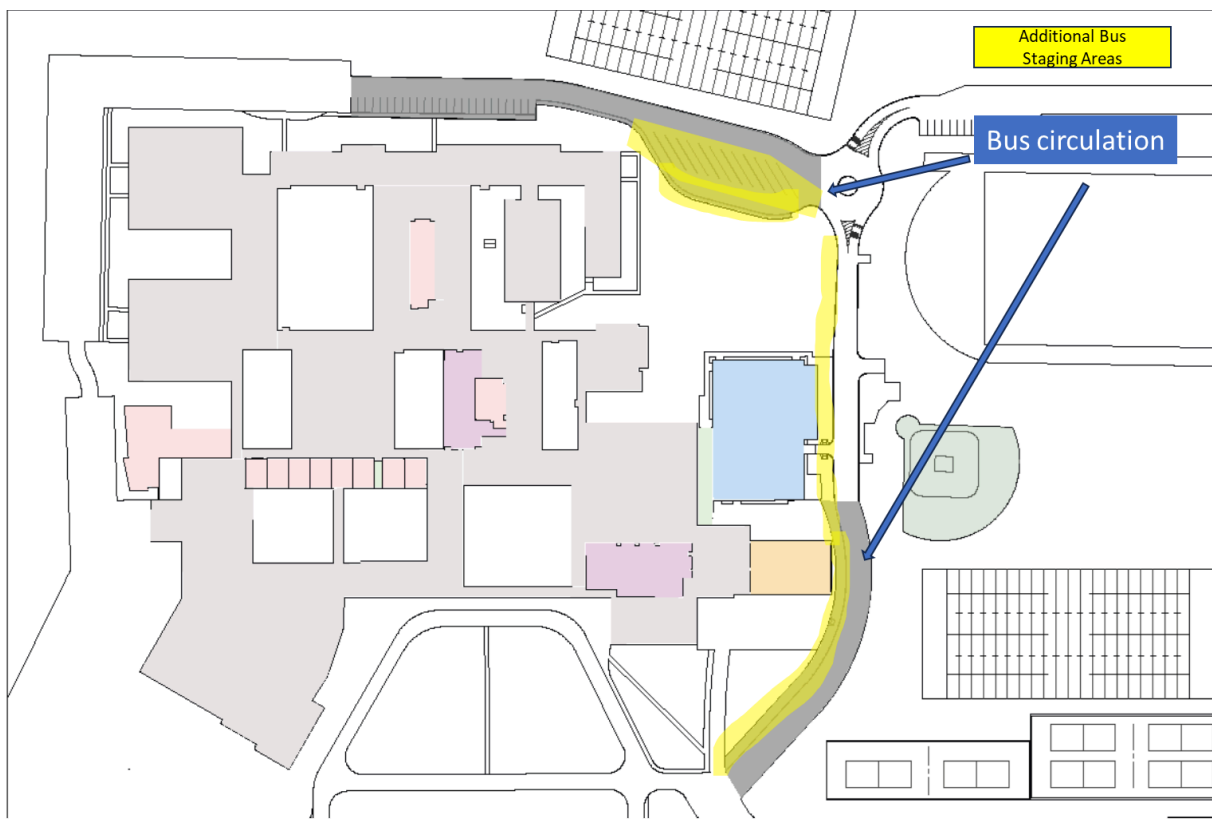
## Traffic

### 15. Can the new high school bus loop be explained/illustrated?

Right now, buses load students in the loop at SHS. Because we have so many buses, many of them must wait on Southwoods Road. Students must wait for the first “wave” of buses to leave before the next wave can take up position in the circle and load. In all, it takes three “waves” of loading before the last bus starts its dismissal run. Each wave must fully load with students and pull away before the next wave of buses can arrive and stage in the circle for loading.

The Bus Loop project creates additional curb and sidewalk area behind the building. This has several benefits:

- Buses will stage along this additional curb, allowing more buses to load simultaneously, so more students and buses will leave in “wave one,” leading to better on-time performance for the subsequent middle school and elementary school dismissal runs.
- Currently, every bus must exit the high school loop onto Southwoods road. This single exit for some 60 buses creates a bottleneck, especially for buses turning left, which can in turn prevent the buses behind them from exiting the circle, which then prevents the next wave from entering to load. Having some buses exit behind the turf field bleachers to Pell Ln. will reduce the number of buses exiting via the bottleneck.



**16. How will this affect South Woods traffic while easing high school traffic? Will the South Woods traffic loop change as well?**

We do not anticipate any impact to South Woods Middle School traffic. If anything, more South Woods buses will be on-time or early as a result of not being bottlenecked at the high school. We also have no plans to change the South Woods Middle School traffic pattern at this time. But, once it's in operation, we will continuously evaluate the new configuration to find opportunities for optimization.

**17. Can the traffic loop at HBT be reevaluated too? The buses and the cars are sometimes on the same line in the morning together on Ann Drive. It creates a lot of traffic and can be unsafe as the streets are very narrow (especially with the snow on the ground this season). Is there any way the buses can just come in and out on Lesley Drive?**

We will be doing extensive site work on the HBT Middle School parking lot and curbs during the summer of 2027 (as was done for South Woods during the summer of 2025). We will look for opportunities to optimize dismissal during the design phase of that project.

The District is unable to solely use Lesley Drive for entry and exit, as this would create congestion on nearby streets and lead to increased traffic and delays for the school. Currently, buses use both Ann Drive and Lesley Drive to distribute bus/vehicle volume and keep traffic moving steadily.

If all buses were routed through Lesley Drive only, several issues would occur:

- **Traffic congestion:** Thirty full-size school buses arriving within a short arrival window would exceed the roadway's capacity, causing buses to queue along Lesley Drive.
- **Neighborhood backup:** The line of stopped buses would extend into surrounding residential streets, blocking driveways and restricting normal neighborhood traffic.
- **Emergency access concerns:** Congested roadways may delay emergency vehicles needing access to the school or nearby homes.
- **Arrival delays for students:** Bus backups would slow unloading times and could cause students to arrive late to school.
- **Increased safety risks:** Longer bus lines increase the likelihood of unsafe passing, turning conflicts, and driver frustration among non-school traffic.

We continually review traffic patterns and welcome feedback, but any adjustments must balance parent convenience, student safety, roadway capacity, and community impact. At this time, maintaining distributed bus entry routes remains the safest and most effective operational plan.