Draft

Agenda

Glen Cove Board of Education

Wednesday, November 18, 2026 at 7:30 PM

Glen Cove High School

Via Livestream: www.glencoveschools.org

Page

1. Opening Ceremony - 6:00PM

A. Anticipated Executive Session

B. Return to Public Session - 7:30PM

C. Salute to the Flag

D. Roll Call

2. Approval of Minutes of the Board of Education Meeting

A. Minutes of October 21, 2026 Presented by District Clerk 5

Glen Cove Board of Education- Regular Meeting - Oct 21 2026 - Minutes - Html

3. Board Recognition:

1. **Class of 2027 - Top Ten Student Recognitions**
2. **PSAT/NMSQT National Merit Commendation- Student Recognition**
3. **Coca-Cola Scholarship - Semifinalist - Student Recognition**
4. **Faculty Recognition**

4. Committee Reports

A. Audit
   1. Anne Markoulis
   2. Brett Miller
   3. Maria Venuto

B. Policy
   1. Lia Leone
   2. Brett Miller
   3. Robert Nosek

C. Education
   1. Maureen Jimenez
   2. Lia Leone
   3. Anne Markoulis

D. Facilities
   1. Brett Miller
   2. Robert Nosek
   3. Maria Venuto

5. Public Comment on Agenda Items

6. Student Board Member Report

Draft

7. Superintendent Report

A. Updates
1. High School Profile
2. Portrait of a Graduate - Progress Update

8. Instructional Report

A. Committee on Special Education - BOE INSTRUCTIONAL REPORT - CSE.pdf 32

B. Committee on Preschool Education - BOE INSTRUCTIONAL REPORT - CPSE.pdf 48

9. Business Affairs

A. Finance - 56
1. Treasurer's Report - Month of September 2026 September 2026 Treasurer's Report.pdf
2. Financial Reports -
a. Bank Reconciliations - Month of September 2026 September 2026 Bank Reconciliations.pdf
b. Revenue Budget Status Report - Month of September 2026 September 2026 Revenue Status Report.pdf
c. Appropriation Budget Status Report - Month of September 2026 September 2026 Appropriation Status Report.pdf
d. Register of Bills - Month of September 2026 September 2026 Register of Bills.pdf
e. Check Registers - Month of September 2026 September 2026 Check Registers.pdf

B. Operations 210
1. Excessing Middle School Library Books - (1)BOE BUSINESS AFFAIRS - OPERATIONS - Excessing of Books.pdf
2. Donation - Furniture (2)BOE BUSINESS AFFAIRS - OPERATIONS - Donation -Furniture.pdf
3. Contract - Consultant -(3)BOE BUSINESS AFFAIRS - OPERATIONS - Contract - Consultant.pdf
4. Excessing Equipment - (4)BOE BUSINESS AFFAIRS - OPERATIONS - Excessing Equipment.pdf
5. Field Trip - Jiminy Peak Ski Trip - (5)BOE BUSINESS AFFAIRS - OPERATIONS - Field Trip.pdf
6. Donation - FAME - (6)BOE BUSINESS AFFAIRS - OPERATIONS - Donation FAME.pdf
7. Contract -Student Services Contract -(7)BOE BUSINESS AFFAIRS - OPERATIONS Contracts.pdf
8. Budget Transfer 2026-2027 - (8)BOE -BUSINESS AFFAIRS - OPERATIONS Budget Transfer 26-27.pdf
9. Contract - Intermunicipal Agreement - (9) BOE BUSINESS AFFAIRS - OPERATIONS - Contract Intermunicipal Agreement.pdf

10. Acceptance of Independent Audit Report -(10)BOE BUSINESS AFFAIRS - OPERATIONS Acceptance of Independent Audit Report.pdf

10. Personnel

A. Certified - 11-18-26 BOE CERTIFIED PERSONNEL AGENDA.pdf 593

1. Memorandum of Agreement (Glen Cove Educational Administrators' Association)
2. Appointment of Probationary Teacher
3. Request for Leave of Absence
4. Appointment of Regular Substitute Teachers
5. Appointment of 6th Period Class Teachers
6. Appointment of Winter Coaches
7. Resignations

B. Classified - 11-18-26 BOE CLASSIFIED PERSONNEL AGENDA.pdf 602

1. Employee Agreements (Unaligned Personnel)
2. Appointment of Cleaner
3. Appointment of Senior Administrative Clerk
4. Appointment of School Monitor
5. Appointment of Per Diem Substitute Food Service Helper
6. Appointment of Emergency Medical Technician - Winter 2026-27
7. Request for Leave of Absence
8. Resignations

C. Other- NA

11. Unfinished Business 613

1. **Second Reading and Adoption: GC Policy # 9250.6 EXPRESSION OF BREAST MILK IN THE WORKPLACE (Revision)** **GC Policy #9250.6 EXPRESSION OF BREAST MILK IN THE WORK PLACE.pdf**
2. **Second Reading and Adoption: GC Policy # 5205-R ELIGIBILITY FOR COCURRICULAR AND EXTRA CURRICULAR ACTIVITIES REGULATION** **5205-R Eligibility for Cocurricular and Extracurricular Activities Regulation.pdf**

12. New Business- 617

1. **Student Disciplinary Appeal -(1)BOE NEW BUSINESS - Student Disciplinary Appeal.pdf**
2. **Designation of Board of Education Representative(s) to the Nassau BOCES Budget Review Committee 2027-2028 -(2)BOE NEW BUSINESS - Designation of Board of Education Representative(s).pdf**

13. Public Comment

14. Board Comments:

15. Adjournment

16. Executive Session (if neccessary)

8. 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.

8. 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.

Regular Meeting – Board of Education – November 18, 2026

9. **Business Affairs**

B. Operations

1. Excessing Middle School Library Books

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the excessing of Middle School Library books as outlined on the attached list.

Regular Meeting – Board of Education – November 18, 2026

9. **Business Affairs**

B. Operations

2. Donation –Furniture

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education accepts, with gratitude, a donation from, Travis Basile of furniture (2 sofas, chair and ottoman) as outlined on the attached.

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9. **Business Affairs**

B. Operations

3. Contract – Consultant

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the contract/proposal with More Than Behavior LLC. The proposal will be paid for by Universal Pre-K grant funds.

Provider	Address	Service	Rate
More Than Behavior LLC as represented by Jennifer Ventimiglia and Lead Consultant Dr. Maureen Martin	91 Samantha Drive Coram, NY 11530	Professional development and coaching for district co-teaching teams	$1200 for each completed session, up to sixteen sessions and a maximum total of $20,000. This rate includes preparation, travel, mileage, materials and expenses. Contract ends June 30, 2027

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9. **Business Affairs**

B. Operations

4. Excessing Equipment

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the excessing of equipment as outlined on the attached lists.

- Two vehicles
- Ice-machine

9. **Business Affairs**

B. Operations

5. Field Trip

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the Ski Club field trip to Jiminy Peak, Massachusetts, from January 29, 2027, to January 31, 2027, as outlined on the attached.

9. **Business Affairs**

B. Operations

6. Donation –FAME

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education accepts, with gratitude, a donation from FAME Friends of Arts & Music Enrichment in the amount of $1076.00 for the transportation costs associated with the Carter Kench event. Donation made to the Glen Cove City School district as outlined on the attachment.

9. **Business Affairs**

B. Operations

7. Contracts

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: Dr. Sharone N. Gilbert
Address: 3 Meadow Road
Old Westbury, NY 11568
Service: Educational, Psychological & Neuropsychological
Rate: Per Attached Rate Schedule

Regular Meeting – Board of Education – November 18, 2026

9. **Business Affairs**

B. Operations

8. Budget Transfers

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the attached 2026-2027 budget transfer.

BUDGET TRANSFER(S)			
Account Code	**Account Name**	**Transfer In**	**Transfer Out**
A 9010 800	NYS Retirement	$ 91,712.00	
A 9030 800	Social Security		$ 91,712.00
Total		**$ 91,712.00**	**$ 91,712.00**
To transfer funds to cover NYS ERS invoice			

BUDGET TRANSFER(S)			
Account Code	**Account Name**	**Transfer In**	**Transfer Out**
A 1430 495	BOCES Srvs	$ 10,098.17	
A 1620 164 25	Salary Security DW		$ 10,098.17
Total		**$ 10,098.17**	**$ 10,098.17**
To transfer funds to cover HR document scanning			

9. **Business Affairs**

B. Operations

9. Contracts – Intermunicipal Agreement

BE IT RESOLVED, that the Board of Education of the Glen Cove City School District hereby authorizes the School District to cooperate with the Locust Valley Central School District for the transportation of Glen Cove City School District students to and from the music festival events subject to the terms and conditions of an Intermunicipal Agreement.

BE IT FURTHER RESOLVED, that the Board of Education of the Glen Cove City School District hereby approves the Intermunicipal Agreement attached hereto and authorizes the Board President to execute the Agreement on behalf of the Board of Education.

Regular Meeting – Board of Education – November 18, 2026

9. **Business Affairs**

B. Operations

10. Acceptance of Independent Audit Report

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education accepts the independent audit report for the fiscal year ending June 30, 2026, as presented by the district's external auditing firm of O'Connor Davies, LLP on October 21, 2026.

Book. Policy Manual
Section 9000 Personnel
Title EXPRESSION OF BREAST MILK IN THE WORK PLACE
Code 9520.6
Status Active
Adopted April 16, 2024

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

Making a Request to Express Breast Milk at Work

If an employee wants to express breast milk at work, they need to give employers reasonable advance notice, generally before returning to the workplace if the employee is on leave. This advance notice is to allow the School District time to find an appropriate location and adjust schedules if needed. 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. 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 meet with an employee who needs to express breast milk during the workday to establish a 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 provide employees with a thirty (30) minute paid break for the purpose of expressing breast milk each time the employee has a reasonable need to express breast milk. In the event the employee requires additional time to express breast milk, the employee will be permitted to utilize then-existing paid breaks or meal time for said purpose. Employees will be allowed to take a longer unpaid break if needed. Employees may opt to take shorter breaks. The aforementioned paid break time will be provided for up to three years following childbirth.

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.

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.

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 ensure 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.

Members-only attachment

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 notify all employees in writing through email or printed memo when a room or other location has been designated for breast milk expression. The School District will provide this policy in writing to all employees when they are hired and 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

Adoption date: April 16, 2024

Last Revised:

Members-only attachment

Members-only attachment

Book Policy Manual

Section 5000 Students

Title ELIGIBILITY FOR COCURRICULAR AND EXTRACURRICULAR ACTIVITIES REGULATION

Code 5205-R

Status Active

Adopted July 6, 2022

In order to improve learning and promote increased academic success, the following Extracurricular and Interscholastic Eligibility regulation will be implemented.

1. If a student fails three (3) or more classes for the quarter, the student will be ineligible to participate for the next quarter in extracurricular activities for the duration of that entire quarter. The ineligibility will carryover from the fourth quarter to the first quarter of the following school year *unless* the student passes the classes that were failed by the end of the school year or successfully passes the classes during summer school.
2. If a student fails two (2) classes, they will be placed on probation for one (1) quarter. If a student fails two (2) classes during the fourth quarter they will remain on probation for the duration of the first (1st) quarter of the new school year. The student will be removed from probation if they pass the classes by the end of the school year or successfully pass the classes they had failed during summer school. To remain eligible, it is the student's responsibility to attend required extra help sessions and make up all missed assignments, tests, class work, etc. A bi-weekly progress report which is designed to monitor student's attendance at extra help sessions will be mandatory. Failure to do so will result in a student's suspension or removal from the activity for one week.
3. If a student fails to show continued incremental academic improvement and effort, according to the teacher, then he/she will be deemed ineligible. The Academic Eligibility Committee will be responsible for the determination.
4. All entering 9th graders will have their final 8th grade report cards evaluated by the High School Eligibility Committee. Their eligibility will be based upon the same eligibility requirements that all other high school students must meet (see (1) and (2) above). However, if the entering 9th grade student is deemed ineligible during the first (1st) quarter, they should be placed on probation.
5. A student, who has an unexcused absence, or is out for reasons of illness, cannot participate in any extracurricular activity during that school day, including but not limited to, after-school activities.
6. A student cannot participate in any extracurricular activities for that school day if he/she arrives after 9 a.m. without a legal excuse.
7. An appeals committee consisting of the principal or his designee, athletic director, coach of the sport/advisor of the activity, guidance counselor and one content area teacher will meet on a regular basis to review student status and academic eligibility.
8. A student who has been suspended from school, in-school or out-of-school, cannot participate in any extra-curricular activity during the period of suspension. The suspension period is inclusive of weekends, school holidays and any activities scheduled outside the school day for the duration of the suspension.

Adoption date: July 6, 2022

Last Revised:

Members-only attachment

Regular Meeting – Board of Education – November 18, 2026

12. **New Business**

1. Student Disciplinary Appeal

Recommended Board Action:
Education Law § 3214(3)(c)(1)
Consideration and determination of an appeal submitted by a parent concerning the Superintendent's disciplinary suspension determination, pursuant to New York State Education Law § 3214(3)(c)(1).

Regular Meeting – Board of Education – November 18, 2026

12. **New Business**

2. Designation of Board of Education Representative(s) to the Nassau BOCES Budget Review Committee 2027-2028.

WHEREAS, the Nassau Board of Cooperative Educational Services (Nassau BOCES) conducts an annual budget development and review process to provide component school districts with an opportunity to review, discuss, and provide input regarding proposed programs, services, and expenditures for the upcoming fiscal year; and
WHEREAS, the Nassau BOCES Budget Review Committee provides an opportunity for representatives of component school districts to participate in the review and discussion of the proposed Nassau BOCES budget and to provide input on behalf of their respective districts; and
WHEREAS, the Board of Education recognizes the importance of active participation in the Nassau BOCES budget review process to ensure that the interests and perspectives of the District are appropriately represented; and
WHEREAS, the Board of Education wishes to discuss and consider the designation of one or more members of the Board of Education to represent the District on the Nassau BOCES Budget Review Committee for the 2027–2028 budget process;
NOW, THEREFORE, BE IT RESOLVED, that the Board of Education shall discuss and consider the recommendation and designation of one or more members of the Board of Education to serve as the District's representative(s) on the Nassau BOCES Budget Review Committee for the 2027–2028 budget process; and
BE IT FURTHER RESOLVED, that following discussion, the Board of Education may identify and recommend the Board member(s) who will represent the District during the Nassau BOCES Budget Review Committee meetings and related budget review activities; and
BE IT FURTHER RESOLVED, that the District Clerk is authorized and directed to communicate the Board's designation to Nassau BOCES and provide any required information regarding the appointed representative(s).
BE IT FURTHER RESOLVED, that the designated representative(s) shall serve in this capacity for the duration of the 2027–2028 Nassau BOCES budget review process, unless otherwise determined by the Board of Education.

Designee(s):_____

_____

Motion: _____
Second: _____
Vote: _____
Date: _____

District Clerk Signature_____