



**NORTH BELLMORE UNION FREE SCHOOL DISTRICT
BOARD OF EDUCATION
MINUTES – NOVEMBER 10, 2022**

Business Meeting	Martin Avenue School 2616 Martin Avenue, Bellmore, NY 11710	7:30 PM
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The Business meeting of the North Bellmore Union Free School District Board of Education was held on Thursday evening, November 10, 2022, in the All Purpose Room of the Martin Avenue School at 2616 Martin Avenue, Bellmore, New York, and via Zoom Video Conference.

The following members of the Board of Education were present:

Melissa Cmar-Grote, President
Christine Malloy, Vice President
Rosemarie Corless
Nina Lanci
Christopher Nardo

Also present:

Marie Testa, Superintendent of Schools
Janet Pollitt, Assistant Superintendent for Curriculum and Instruction
Jacqueline Rehak, Assistant Superintendent for Business
Christopher Powers, District Counsel
Laurice Gunnels, District Clerk

CALL TO ORDER

The meeting was called to order at 6:45 p.m. Motion was made by Mrs. Cmar-Grote and seconded by Mrs. Malloy to move into an executive session. Motion was carried 5-0. The meeting reconvened at 8:00 p.m.

PLEDGE OF ALLEGIANCE

Mrs. Cmar-Grote led those present in the Pledge of Allegiance and in honor of Veteran’s Day extended a gratitude to all those who have served and continue to serve.

Mrs. Malloy read the District’s Mission Statement.

APPROVAL OF MINUTES

Mrs. Malloy moved that the Board of Education approve the minutes of the Business meeting of October 13, 2022. Mrs. Corless seconded and the motion was carried 5-0.

SPECIAL PRESENTATIONS
Saw Mill Road School:
Sixth Grade Representatives

Mrs. Testa welcomed the sixth-grade leaders this evening from the Saw Mill Road School and invited Mr. Madden, Assistant Principal, up to introduce the students. Mr. Madden spoke to the message of gratitude for this evening and he introduced the sixth-grade leaders to share this sentiment in their words on behalf of their friends and classmates at Saw Mill Road School.

Caitlin Anderson
Cody Gaskin
Nicholas Kute

Brien Malloy
Lila Radigan
Thomas Ryan

Cody set the stage for Saw Mill's presentation this evening. He shared the definition of gratitude, *a feeling or showing the appreciation of kindness*, and expressed on behalf the sixth-grade class they would speak tonight on what they're grateful for.

Beginning with Caitlin, she expressed gratitude to be a part of such a giving and supportive community i.e., for the successful candy drive for the Lions Club Polar Express and Community Cupboard, to the PTA for volunteering and organizing events such as the Halloween Boutique schoolwide, and scheduling special events for the sixth-grade class to ensure a memorable year.

Continuing with fun activities, Lila spoke of them being grateful for field trips, i.e., the DNA Laboratory, the Canoe trip, Project Adventure, and the sixth-grade track meet. She indicated in their experiences on field trips we are able to test our skills in science, math, etc., and work as a team or independently to solve problems while in a fun environment.

Thomas spoke of the classroom and appreciation of staff and teachers' time in developing amazing learning opportunities including switching classes in preparation for middle school, the book club project, etc., and expressed their excitement of once again being able to work in partners and groups.

Brien happily spoke of their gratitude and appreciation of relationships and friendships. He was excited to share their experience as sixth-grade leaders with their first-grade *buddies*, being able to visit them many times a week, i.e., reading books together, playing, and being an overall role model for them.

In conclusion, Nicholas expressed gratitude for leadership opportunities, i.e., being able to participate in student counsel and clubs like SADD, spread school spirit and setting examples of kindness by being respectful and complimenting others. He offered their appreciation for the BOE, and thanked them for their invitation this evening.

Mrs. Cmar-Grote on behalf of the BOE congratulated the children on an amazing job, and Mrs. Testa with the assistance of Mr. Rosof presented the students with certificates. Mrs. Testa expressed throughout their presentation hearing words illustrating fun and learning in the same sentence, and thanked them for their intricate view into the Saw Mill Road School through their voices.

School Board Recognition

Mrs. Testa, continuing on the focus of gratitude, addressed the BOE in celebration of Board Appreciation month. She, on behalf of her team and the North Bellmore community, graciously thanked the Board for their voluntary service and timeless hours dedicated to structuring and maintaining the high standards set forth in the core values and mission of this district for the students and their families.

In further recognition of the BOE, words of appreciation, dedication, and gratitude were offered by Mr. Rosof, on behalf of the North Bellmore Principals' Association, Mrs. Malone, representing the Paraprofessional Unit, Mrs. Pirozzi, of the North Bellmore Teacher's Association, and Mrs. Roach for the members of the CSEA. Gift cards were presented as honorary donations on their behalf in the support of the families of North Bellmore, cards signed by the students districtwide, a donation on behalf of the BOE in recognition of Juvenile Diabetes by the CSEA, and other sentiments in gratitude.

PUBLIC COMMENTS

(Agenda Items Only)

Mrs. Malloy inquired what feedback with respect to the Multi-Tier System for Support (MTSS) has been received in terms of the assessment process, and are there discrepancies between what you're seeing from the I-Ready and F&Ps in comparison to the end of the year with ELA/Math assessments.

Mrs. Pollitt thanked Mrs. Malloy for the question, and in response began by complimenting Dr. Williams on her extensive work in creating this comprehensive system. With respect to teacher feedback, Mrs. Pollitt explained that the building principals held student review meetings with the teachers, and at the Leadership Team Meeting (LTM) this week, the principals shared their results. She explained there are discrepancies, i.e., F/Ps can be more subjective while the I-Ready can be affected by the technology-based portion, and thus the need for the multi-tier system. Mrs. Pollitt stressed MTSS is a collaborative process, not one particular tool, coupled with continually reviewing and making modifications to come up with the best system of support to meet the individual need.

Mrs. Lanci, on behalf of the BOE, thanked Mrs. Pollitt for the comprehensive, detail-oriented user-friendly report, and offered an appreciation of the extensive work to develop it.

CORRESPONDENCE

Mrs. Cmar-Grote advised that the Board received correspondence and it was discussed in Executive Session.

TREASURER'S REPORT

Mrs. Lanci moved that the Board of Education approve the Treasurer's report for the month ended September 30, 2022. Mrs. Corless seconded and motion carried 5-0.

BOARD COMMITTEE / HIGH SCHOOL REPORTS

Mrs. Lanci said the Board met last Wednesday, November 2. She proudly reported The Field of Flags is now present outside of Mephram again and, today, News 12 was on site as the school and students honored the Towers of Tunnel Foundation by climbing up and down the stairs to mirror the steps taken by those on 9/11. Mrs. Lanci spoke of the Cosmetology Program at Calhoun High School,

BOARD COMMITTEE / HIGH SCHOOL REPORTS
(continued)

and indicated Calhoun is one of few schools in the state to have the ability to administer the test. Students and staff were present to demonstrate styling techniques and explain all aspects of the program including network and marketing skills. She was happy to report that BMCHSD had a positive annual external audit review, and in the normal course of business, the BOE accepted donations, approved contracts, and excised equipment. The next meeting will be held on December 7.

FINANCE

The Board of Education acknowledged the review of the warrants that have been approved by the Claims Auditor for the month of October 2022.

SUPERINTENDENT'S REPORT/BUSINESS REPORT: Bond Update

Mrs. Testa and Mrs. Rehak addressed the upcoming bond vote. Mrs. Testa reminded all that on October 13 the BOE approved the Bond Vote resolution and reiterated and highlighted those projects as previously discussed in prior meetings to be included in the \$39,018,234 Bond:

- HVAC system replacement in all buildings as recommended by district architect and engineer, an ongoing recommendation where the district continued to maintain the old equipment in buildings ranging in age between 65 to 98 years old.
- ADA accessibility – Americans with Disabilities Act became law in 1990. Currently Martin Avenue is the only building with an elevator. Elevators will be installed in JGD and Saw Mill Road schools.
- School playgrounds – Playgrounds are included as part of a community request. North Bellmore currently does not have a public park and grant funding/donations are limited for new playgrounds.

As a focus this evening, Mrs. Testa and Mrs. Rehak reviewed the outreach resources available to the community on the North Bellmore website under Capital Projects/Bond 2022:

- Bond Information Video.
- Bond Information Newsletter (will also be mailed to residents this week).
- Bond FAQs consisting of most frequently asked questions.
- Bond Tax Impact Calculator to determine the individual tax levy.
- Voter Information including directions for military voters and absentee ballots.
- 2022 State Mandated five-year Building Condition Survey as requested is now available for viewing on the website.

Mrs. Rehak reminded of upcoming important dates:

- Bond Presentations at the North Bellmore Public Library on Wednesday, November 16 at 11 a.m., and Thursday, November 17 at 6:30 p.m.
- Bond Fair, Wednesday, November 30, 6:30 to 9:00 p.m. at Saw Mill Road School.

**SUPERINTENDENT'S
REPORT/BUSINESS REPORT:
Bond Update
(continued)**

- Bond Vote, Thursday, December 8, 6:00 a.m. to 9:00 p.m. at Newbridge Road School.

Questions were presented by the BOE as follows:

Mrs. Cmar-Grote - Are we allowed to use more than one contractor? Mrs. Rehak responded affirmatively and offered as an example the security vestibule project where one contractor was used for JGD and Saw Mill, and a second contractor was utilized for Park, Newbridge, and Martin.

Mr. Nardo – With respect to the other projects that would be done if funds are available, can we itemize those? Mrs. Rehak clarified first with Mr. Nardo those projects in question were those contained in the B-List. She indicated while the details regarding those are currently not included in the newsletter, she suggested they can be put into the FAQ's. Mrs. Rehak stressed the B-list cannot be done until the A-list is completed and only if funds are remaining.

Mr. Nardo - Does the newsletter contain information about the bond fairs? – Mrs. Rehak responded the bond fair information is contained in the postcard. She indicated other means of outreach planned will be via connect ed in addition to the postcard mailing to the residents of North Bellmore.

PERSONNEL REPORT

Mrs. Corless moved to approve the Personnel Report dated November 10, 2022. Mrs. Malloy seconded and motion carried 5-0.

STAFF DEVELOPMENT

Mrs. Corless moved to approve the Staff Development report dated November 10, 2022. Mrs. Malloy seconded and motion carried 5-0.

CPSE/CSE REPORTS

Mrs. Corless moved that the Board of Education approve the CPSE and CSE reports dated November 3, 2022. Mrs. Lanci seconded and motion carried 5-0.

CONSENT AGENDA

Mrs. Lanci moved that the Board of Education approve Items 13.1 through 13.6. Mrs. Corless seconded and the motion was carried 5-0.

**NEW BUSINESS
CONTRACTS**

13.1 **BE IT RESOLVED**, that the Board of Education approve the following contracts for the 2022/23 school year:

- Bellmore UFSD
- Garden City UFSD
- Just for Kids Physical Therapy
- Nassau Neuropsychological Services, PLLC

ELECTION INSPECTORS

13.2 **BE IT RESOLVED** that the North Bellmore UFSD Board of Education appoint the following election inspectors for the 2022 District Bond Vote and the 2023 Annual Budget Vote and School Board Election:

**ELECTION INSPECTORS
(continued)**

District Employees- Dianne Agoglia, Michael Bevilacqua, Kim Boschert, June Carbone, Kim Cavanaugh, Lisa Danz, Theresa Foti, Monica Gargano, Eileen Giovino, Karen Guerra, Laurice Gunnels, Jaclyn Laddomada, Kathy Lazaar, Carol Leroux, Marianne Lulic, Jack Newman, Mary Grace Roach, Susan Salvo, Carol Sena at their current hourly rate and any overtime that is applicable.

Sub-Clericals- Anne Barbera and Barbara Fillios at their current contracted hourly rate of pay.

Non-district Employee- Justine Barbera-Brazas at an hourly rate of \$15.00.

NBTA AGREEMENT

13.3 **BE IT RESOLVED**, that the Board of Education hereby approves an agreement with the North Bellmore Teachers Association dated October 24, 2022 (attached).

**BUILDING LEVEL DIGNITY
ACT COORDINATORS**

13.4 **BE IT RESOLVED**, that the Board of Education approves the appointment of the following employees to serve as Building Level Dignity Act Coordinators for the 2022-23 school year:

- John G. Dinkelmeyer School: Danica Brugge, Principal
Keri Dejak, Psychologist
- Martin Avenue School: James O’Brien, Principal
Dr. Lindsay Rich
- Newbridge Road School: Amanda Licci, Principal
Cheryl Lange-Glass, Psychologist
- Park Avenue School: Michael DeBlasio, Principal
Jillian Sears, Social Worker
- Saw Mill Road School: Jeffrey Rosof, Principal
Daniel Madden, Assistant Principal
Jo Ann Signorelli, Social Worker

**NBUFSD 403(b)
RETIREMENT PLAN:
Section 5.4 Restated and
Amended**

13.5 WHEREAS, the North Bellmore UFSD(“District”) maintains the North Bellmore UFSD 403(b) Retirement Plan (“Plan”); and

WHEREAS, the Plan was duly adopted on the 1st day of January, 2009 by the District’s Board of Education (“Board”); and

WHEREAS, the Board desires to restate and amend the Plan as regards section 5.4 Hardship Withdrawals;

NOW, THEREFORE, BE IT RESOLVED that section 5.4 of the Plan is hereby restated and amended to read as follows:

5.5 Hardship Withdrawals

(a) Hardship withdrawals shall be permitted under the Plan to the extent permitted by the Individual Agreements controlling the Account assets to be withdrawn to satisfy the hardship.

**NBUFSD 403(b)
RETIREMENT PLAN:
Section 5.4 Restated and
Amended
(continued)**

(b) The Individual Agreements shall provide for the exchange of information among the Employer or Employer's agent and the Service Provider(s) to the extent necessary to implement the Individual Agreements, including, in the case of a hardship withdrawal that is automatically deemed to be necessary to satisfy the Participant's financial need (pursuant to Section 1.401(k)-1(d)(3)(iv)(E) of the Income Tax Regulations). In addition, in the case of a hardship withdrawal that is not automatically deemed to be necessary to satisfy the financial need (pursuant to Section 1.401(k)-1(d)(3)(iii)(B) of the Income Tax Regulations), the Service Provider shall obtain information from the Employer or other Service Provider(s) to determine the amount of any plan loans and rollover accounts that are available to the Participant under the Plan to satisfy the financial need.

(c) Safe Harbor Contributions/QNECs/QMACs. Effective 1/1/2020, hardship distributions are permitted from Qualified Non-Elective Contributions, Qualified Matching Contributions or contributions used to satisfy the safe harbor requirements of Code sections 401(k)(12) or 401(k)(13), or 401(m)(11) or 401(m)(12), if available under the Plan and not held in a Custodial Account.

(d) Amount Necessary to Satisfy Need Requirement. Effective 1/1/2020, a distribution will be determined to satisfy an immediate and heavy financial need only if the three criteria listed below are met:

i. The distribution is not in excess of the amount required to satisfy the financial need (including any amounts necessary to pay any federal, state or local income taxes or penalties reasonably anticipated to result from the distribution);

ii. The Participant has obtained all other currently available distributions, other than hardship distributions, under any deferred compensation plan, whether qualified or nonqualified, maintained by the Employer; and

iii. The Participant has represented (in writing or by an electronic medium) that he has insufficient cash or other liquid assets to satisfy the financial need.

(e) Six-Month Suspension. Effective 1/1/2020, the Plan will not initiate a six-month suspension period on Elective Deferrals (and after-tax contributions) following a hardship distribution.

(f) Loan Requirement. Effective 1/1/2020, Participants are not required to take all available nontaxable loans before applying for a hardship distribution.

(g) Modification of Repair Expense. Between 1/1/18 and 2/17/19, the plan modified the safe harbor immediate and heavy financial need expense relating to damage to a principal residence (i.e., §1.401(k)-1(d)(3)(iii)(B)(6) and Basic Plan Document 5.5(g)) to include expenses for the repair of damage to the Employee's principal residence that would qualify for the casualty deduction under Code

**NBUFSD 403(b)
RETIREMENT PLAN:
Section 5.4 Restated and
Amended
(continued)**

section 165. Effective 2/19/19, the plan modified the safe harbor immediate and heavy financial need expense relating to damage to a principal residence (i.e., §1.401(k)-1(d)(3)(iii)(B)(6)) to include expenses for the repair of damage to the Employee's principal residence that would qualify for the casualty deduction under Code section 165 (determined without regard to section 165(h)(5) and whether the loss exceeds 10% of adjusted gross income).

(h) New Safe Harbor Financial Need Provision. Effective 1/1/2020, the following immediate and heavy financial need will be considered as a safe harbor criteria for hardship distributions in addition to the safe harbor financial need provisions outlined in 5.5(g) of the Basic Plan Document and §1.401(k) - 1(d)(3)(iii)(B):

i. Expenses and losses (including loss of income) incurred by the Employee on account of a disaster declared by the Federal Emergency Management Agency (FEMA) under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, provided that the Employee's principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster.

**NBUFSD MULTI TIERED
SYSTEM OF SUPPORT
(MTSS)**

13.6 **BE IT RESOLVED**, that the Board of Education approve the North Bellmore School District Multi-Tiered System of Support (MTSS) Plan: Educational Equity for All (attached).

DONATION

Mrs. Lanci moved that the Board of Education accept a donation from Mr. and Mrs. Anthony Milohnic of a check in the amount of \$1,000.00 to be used to purchase mathematics material to enhance existing K-7 classroom materials at Park Avenue School. Mrs. Malloy seconded and the motion carried 5-0.

Mrs. Cmar-Grote extended gratuity on behalf of the Board to the Milohnic family on their generosity.

OLD BUSINESS

None.

PUBLIC COMMENTS

Mrs. Erhard (Taft Street) – *I saw on Twitter that our superintendent took part in a leadership county PD. Can you tell us about this?* Mrs. Testa responded that she did participate in a New York State professional development last week with the New York State Council of School Superintendents. She was invited to speak at LIU Post about leadership, being a female leader, a woman in education, and how to maneuver through opportunities successfully. She expressed while 78 to 85 percent of faculty and staff are female, there's only 27 percent that are female Superintendents. As part of the NYS Council of School Superintendent's initiative Mrs. Testa expressed there is a woman's initiative used to help mentor female leaders in all various domains, and described the inspiration experience in which she's honored and fortunate to work with very talented individuals.

**PUBLIC COMMENTS
(continued)**

Mrs. Erhard (Taft Street) - *What happens if the bond doesn't pass?* Mrs. Testa indicated if the bond doesn't pass the BOE will have to discuss and re-evaluate options moving forward. She said the HVAC alone costs \$34 MM and funding a project of this magnitude would take 20 plus years to complete during which other prioritized repairs will become an issue such as the roofs. Mrs. Rehak further explained if the work was done under a capital reserve, the funding and spending must be voter approved as does a bond, and reiterated the timeframe to complete a project of this size. Mrs. Rehak stressed maintenance of the HVAC system in the interim will only increase as some parts required must be custom made due to the outdated systems. Mrs. Testa in furtherance indicated that while the district is fully aware of the state of economy today and the potential tax impact upon the residents of North Bellmore, stressed the importance of this work based upon the Building Condition Survey, and the age of the equipment and buildings in question.

Mrs. Testa as a form of clarification mentioned that the BOE received a question last month with respect to the cost of a revote and indicated the amount quoted in response was \$10,000 which was based on a budget revote. To clarify, Mrs. Rehak explained the budget vote costs are shared with the BMCHSD as North Bellmore runs their vote as well. Thus, Mrs. Rehak indicated the cost for a bond revote is in excess of \$20,000 since North Bellmore will bear the full expense.

EXECUTIVE SESSION

None.

ADJOURNMENT

On a motion by Mrs. Lanci, seconded by Mrs. Malloy, and carried 5-0, the Board of Education meeting was adjourned at 9:40 p.m. The next meeting will be held on Tuesday, December 6. Mrs. Cmar-Grote on behalf of the Board wished all a happy and healthy Thanksgiving.

Respectfully submitted,

Laurice Gunnels
District Clerk