

**MAY 19, 2016
MINUTES**

**HEMPSTEAD PUBLIC SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
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The regular meeting of the Hempstead Public Schools Board of Education was held in the high school auditorium, 201 President Street, Hempstead, New York 11550. The meeting was called to order at 7:10 P.M. All of the Board Members were present. The monthly presentations were Mrs. Djuana Wilson, special education department, Mr. Robert Rodriguez, registration department, Mrs. Janet Lovett, bilingual department and Mr. James Clark, Assistant Superintendent for Secondary Education report for Mr. Daniel Espina for technology. Public participation was entertained, all concerns were addressed by the Board, Superintendent and staff.

BOARD MEMBERS PRESENT:

LaMont E. Johnson	President
Maribel Touré	Vice President
JoAnn Simmons	Trustee
Gwendolyn Jackson	Trustee
Melissa Figueroa	Trustee

STAFF MEMBERS PRESENT:

Susan Johnson	Superintendent of Schools
Calvin Wilson	Interim Assistant Superintendent for Business & Operations
Dr. Rodney Gilmore	Associate Superintendent for Human Resources
James Clark	Assistant Superintendent for Secondary C & I
Regina Armstrong	Assistant Superintendent for Elementary C & I
Renee Hamilton	Executive Director for Testing, Research & Evaluation
Patricia Wright	District Clerk
John Sheahan	General Counsel
Richard Hamburger	Labor Counsel
David Pearl	Labor Counsel

Trustee Johnson moved, seconded by Trustee Touré to approve the consent calendar with the exception of items moved to executive session; Use of facilities "Hempstead Dons" and item d1 to d33.

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MOTION

YES 5

MOTION CARRIED

To approve the
consent calendar.

Trustee Johnson moved, seconded by Trustee Simmons to convene to executive session at 7:48 P.M. to discuss personnel.

MOTION

YES 5

MOTION CARRIED

To convene to
executive session

H. OTHER AGENDA ITEMS

1. a. **BE IT RESOLVED**, that that Board of Education approves the 3rd reading and adoption of new policy entitled Carbon Monoxide Policy. (Attached) The technical guidelines and specifications from New York State Education Department are attached for your review and information.
- b. **RESOLVED**, that the Board of Education approves the 1st reading of revisions to policy # 0100 " Equal Opportunity and Nondiscrimination.

2. BUSINESS & OPERATIONS

WARRANTS

- a. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to review the **Register of Bills** as follows:

General Funds (Warrants #71, 69, 68, 66); **Cafeteria/Lunch** (Warrant #11); **Federal** (Warrants #23, 22, 21).

TREASURER'S REPORT

- b. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to accept the **Treasurer's Reports for the period of March 2016.**

CONTRACTS

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- c. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to approve the Contract for services with JN Business Services Pupil Transportation Consultant, and authorizes the Board President to execute same.
- d. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to approve the Athletic Trainer agreement for the 2016-2017 school year, effective August 15, 2016 through June 30, 2017 with Winthrop University Hospital in the amount of \$30,000.00 and authorizes the President of the Board of Education to execute same.
- e. **BE IT RESOLVED**, that in settlement of a pending arbitration, the attached list of teachers assigned to administer NWEA testing be compensated in accordance with the collective bargaining agreement between the Hempstead Union Free School District and the Hempstead Classroom Teachers Association.

USE OF FACILITIES

*** All approvals are conditional based on the needs of the Hempstead School District. If the space requested by an outside group is needed by Hempstead students, the outside group will be cancelled.**

1. The group agrees to pay the specified fee, which is based on the "Fee Schedule" in Board of Education Policy.

Name	For Use Of	Date(s)
Economic Opportunity Commission of Nassau County, Inc. (Satellite-Hempstead Community Action Program, Inc. Contact: Mateo Flores (516) 486-2600	Barack Obama All Purpose Room for Summer Youth Program	Day: Tuesday to Thursday Date: July 5, to August 2, 2016 Time: 8 a.m. to 2:30 p.m. Cost: \$2,275.00 Insurance: On File Principal Approval: Approved
Hempstead Dons, Inc. Contact: Ricky Cooke (917) 435-5181	High School Auditorium and Cafeteria for Tribute to Don Ryan	Day: Saturday Date: July 23, 2016 Time: 6 p.m. to 10 p.m. Cost: \$1,323.00 Insurance: On File Principal Approval: Pending

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Hempstead High School Alumni 2006 Contact: Jennalyn Thomas (516) 467-6328	High School Cafeteria for 2006 School Reunion	Day: Saturday Date: August 27, 2016 Time: 6 p.m. to 2 a.m. Cost: \$1,693.00 Insurance: Pending Principal Approval: Pending
I am Dancers Contact: Tiara Adams (516) 984-4448	High School Auditorium for Dance Competition	Day: Saturday Date: June 18, 2016 Time: 4pm to 6pm Cost: \$1,450.00 Insurance: Pending Principal Approval: Approved

3. SPECIAL EDUCATION

RESOLVED, that the Board of Education **APPROVES** the Superintendent's recommendation to accept the recommendations of the CSE/CPSE meetings held on:

April 2016

4/1, 4/4, 4/5, 4/6, 4/7, 4/8, 4/11, 4/12, 4/13, 4/14, 4/15, 4/18, 4/19, 4/20, 4/21, 4/22

May 2016

5/2, 5/3, 5/4, 5/5, 5/6

4. PERSONNEL (see attached pages #1-9)

5. MISCELLANEOUS – TRIPS

WHEREAS, Franklin School is planning an out of state field trip to Club Getaway in Kent, CT on June 9, 2016.

BE IT RESOLVED, that the Board of Education approves the Superintendent's recommendation to permit 106 students and 12 chaperones from Franklin School to go on an out-of-state historical tour of Club Getaway in Kent, Connecticut on June 9, 2016. This trip is to reward the 5th grade students for their hard work during the school year and treat them to a fun-filled, adventurous and exciting day. Students will also engage in outdoor learning and team building activities.

K. PERSONNEL

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A. RESIGNATION – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to ACCEPT the resignation(s) from the following professional personnel for RETIREMENT / PERSONAL PURPOSES:

<u>Name</u>	<u>Position</u>	<u>Reason</u>
Rachel Blount Eff. 05/20/16	Associate Assistant Principal, High School	Letter of resignation submitted for resignation purposes
Sonja Taylor Eff. 06/25/16	Teaching Assistant Franklin School	Letter of resignation submitted for retirement purposes
Ethel George Eff. 06/25/16	Special Education Teacher, David Paterson School	Letter of resignation submitted for retirement purposes
Margaret Bohn Eff. 06/30/16	Elementary Teacher Jackson Main School	Letter of resignation submitted for retirement purposes
Rosemary Hamilton Eff. 07/01/16	Teaching Assistant Barack Obama	Letter of resignation submitted for retirement purposes

B. LEAVE(S) OF ABSENCE - RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPROVE the following LEAVE(S) OF ABSENCE REQUEST(S) for the following professional personnel:

<u>Name</u>	<u>Position</u>	<u>Reason</u>
Antonio Anderson Eff. 04/11/16 – 06/24/16	Teaching Assistant Front School	Letter requesting LOA/FMLA, without pay. (Documentation on file; letter received on 04/15/16 in the Human Resources office)
Brendalon Staton Eff. 05/04/16 – 06/24/16	Social Studies Teacher High School	Letter requesting an extension of of Medical Leave of Absence/FMLA, without pay. (Documentation on file; letter received on 05/02/16 in the Human Resources office)

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Steven Hodish
Eff. 05/16/16 – 06/24/16

Physical Education
Teacher, ABGS Middle
School

Letter requesting LOA/FMLA
without pay. (Documentation on file;
letter received on 05/06/16 in the
Human Resources office)

C. RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPOINT the following professional personnel

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Henry Williams Eff. 05/09/16 – 06/30/16	Interim Principal ABGS Middle School	\$166,155 – prorated

D1. RESOLVED, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Lindell Ray**, a probationary Social Worker in the Social Worker tenure area, it having been shown that Lindell Ray holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Lindell Ray to serve in the district will expire on 05/29/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Lindell Ray, effective **05/29/16** to the position of Social Worker in the **Social Worker** tenure area.

2. RESOLVED, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Ronald Simpkins**, a probationary Elementary Assistant Principal in the Elementary Assistant Principal tenure area, it having been shown that Ronald Simpkins holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Ronald Simpkins to serve in the district will expire on 06/30/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Ronald Simpkins, effective **06/30/16** to the position of Elementary Assistant Principal in the **Elementary Assistant Principal** tenure area.

3. RESOLVED, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Olga Young**, a probationary Associate Assistant Principal in the Associate Assistant Principal tenure area, it having been shown that Olga Young holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Olga Young to serve in the district will expire on 07/23/16. The Board of Education of the Hempstead

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Public Schools does hereby grant tenure and appoint to tenure, Olga Young, effective **07/23/16** to the position of Associate Assistant Principal in the **Associate Assistant Principal** tenure area.

4. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Lenique Bligen**, a probationary School Social Worker in the Social Worker tenure area, it having been shown that Lenique Bligen holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Lenique Bligen to serve in the district will expire on 08/31/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Lenique Bligen, effective **08/31/16** to the position of School Social Worker in the **School Social Worker** tenure area.

5. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Cherie Dortch**, a probationary School Social Worker in the School Social Worker tenure area, it having been shown that Cherie Dortch holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Cherie Dortch to serve in the district will expire on 08/31/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Cherie Dortch, effective **08/31/16** to the position of School Social Worker in the **School Social Worker** tenure area.

6. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Kelly Gaspari**, a probationary Elementary Education Teacher in the Elementary Education tenure area, it having been shown that Kelly Gaspari holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Kelly Gaspari to serve in the district will expire on 09/01/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Kelly Gaspari, effective **09/01/16** to the position of Elementary Education Teacher in the **Elementary Education** tenure area.

7. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Erika George**, a probationary Special Education Teacher in the Special Education tenure area, it having been shown that Erika George holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Erika George to serve in the district will expire on 09/01/16. The Board of Education of the Hempstead Public Schools does

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hereby grant tenure and appoint to tenure, Erika George, effective **09/01/16** to the position of Special Education Teacher in the **Special Education** tenure area.

8. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Steven Jacobs**, a probationary Physical Education Teacher in the Physical Education tenure area, it having been shown that Steven Jacobs holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Steven Jacobs to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Steven Jacobs, effective **09/02/16** to the position of Physical Education Teacher in the **Physical Education** tenure area.

9. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Jessica Verene**, a probationary Special Education Teacher in the Special Education tenure area, it having been shown that Jessica Verene holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Jessica Verene to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Jessica Verene, effective **09/02/16** to the position of Special Education Teacher in the **Special Education** tenure area.

10. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Arti Oliphant**, a probationary Elementary Education Teacher in the Elementary Education tenure area, it having been shown that Arti Oliphant holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Arti Oliphant to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Arti Oliphant, effective **09/02/16** to the position of Elementary Education Teacher in the **Elementary Education** tenure area.

11. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Allyson Parla**, a probationary School Psychologist in the School Psychologist tenure area, it having been shown that Allyson Parla holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Allyson Parla to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does

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hereby grant tenure and appoint to tenure, Allyson Parla, effective **09/02/16** to the position of School Psychologist in the **School Psychologist** tenure area.

12. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Nicole Drake**, a probationary Physical Education Teacher in the Physical Education tenure area, it having been shown that Nicole Drake holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Nicole Drake to serve in the district will expire on 09/02/16. the Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Nicole Drake, effective **09/02/16** to the position of Physical Education Teacher in the **Physical Education** tenure area.

13. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Darla Blanco**, a probationary Bilingual Elementary Education Teacher in the Bilingual Elementary Education tenure area, it having been shown that Darla Blanco holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Darla Blanco to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Darla Blanco, effective **09/02/16** to the position of Bilingual Elementary Education Teacher in the **Bilingual Elementary Education** tenure area.

14. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Lilly Salcedo**, a probationary ESL Teacher in the ESL tenure area, it having been shown that Lilly Salcedo holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Lilly Salcedo to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Lily Salcedo, effective **09/02/16** to the position of ESL Teacher in the **ESL** tenure area.

15. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Carmen Flores**, a probationary Bilingual Elementary Education Teacher in the Bilingual Elementary Education tenure area, it having been shown that Carmen Flores holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Carmen Flores to serve in the district will expire on 09/02/16. The Board of Education of the

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Hempstead Public Schools does hereby grant tenure and appoint to tenure, Carmen Flores, effective **09/02/16** to the position of Bilingual Elementary Education Teacher in the **Bilingual Elementary Education** tenure area.

16. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Michelle Lockhart**, a probationary Elementary Education Teacher in the Elementary Education tenure area, it having been shown that Michelle Lockhart holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Michele Lockhart to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Michelle Lockhart, effective **09/02/16** to the position of Elementary Education Teacher in the **Elementary Education** tenure area.

17. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Denise Rodriguez**, a probationary Elementary Education Teacher in the Elementary Education tenure area, it having been shown that Denise Rodriguez holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Denise Rodriguez to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Denise Rodriguez, effective **09/02/16** to the position of Elementary Education Teacher in the **Elementary Education** tenure area.

18. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Deborah T. Fennell**, a probationary Elementary Education Teacher in the Elementary Education tenure area, it having been shown that Deborah T. Fennell holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Deborah T. Fennell to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Deborah T. Fennell, effective **09/02/16** to the position of Elementary Education Teacher in the **Elementary Education** tenure area.

19. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Ericka Tillman**, a probationary Special Education Teacher in the Special Education tenure area, it having been shown that Ericka Tillman holds a valid New York

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State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Ericka Tillman to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Ericka Tillman, effective **09/02/16** to the position of Special Education Teacher in the **Special Education** tenure area.

20. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Marisa Gioia**, a probationary Elementary Education Teacher in the Elementary Education tenure area, it having been shown that Marisa Gioia holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Marisa Gioia to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Marisa Gioia, effective **09/02/16** to the position of Elementary Education Teacher in the **Elementary Education** tenure area.

21. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Michelle Pineda**, a probationary Bilingual Elementary Education Teacher in the Bilingual Elementary Education tenure area, it having been shown that Michelle Pineda holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Michelle Pineda to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Michelle Pineda, effective **09/02/16** to the position of Bilingual Elementary Education Teacher in the **Bilingual Elementary Education** tenure area.

22. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Linda St. John**, a probationary Elementary Education Teacher in the Elementary Education tenure area, it having been shown that Linda St. John holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Linda St. John to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Linda St. John, effective **09/02/16** to the position of Elementary Education Teacher in the **Elementary Education** tenure area.

23. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Richard Barkan**, a probationary Science Education Teacher in the Science Education tenure area, it having been shown that Richard Barkan holds a valid New

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York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Richard Barkan to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Richard Barkan, effective **09/02/16** to the position of Science Education Teacher in the **Science Education** tenure area.

24. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Janine Bright**, a probationary Science Education Teacher in the Science Education tenure area, it having been shown that Janine Bright holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Janine Bright to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Janine Bright, effective **09/02/16** to the position of Science Education Teacher in the **Science Education** tenure area.

25. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Matthew Dini**, a probationary Math Education Teacher in the Math Education tenure area, it having been shown that Matthew Dini holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Matthew Dini to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Matthew Dini, effective **09/02/16** to the position of Math Education Teacher in the **Math Education** tenure area.

26. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Earl Davis, Jr.**, a probationary Dean of Students in the Dean tenure area, it having been shown that Earl Davis, Jr. holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Earl Davis, Jr. to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Earl Davis, Jr., effective **09/02/16** to the position of Dean of Students in the **Dean** tenure area.

27. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Robert Kurtz**, a probationary Director of Social Studies in the Director of Social Studies tenure area, it having been shown that Robert Kurtz holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the

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aforementioned tenure area. It further having been shown that the probationary period of Robert Kurtz to serve in the district will expire on 09/02/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Robert Kurtz, effective **09/02/16** to the position of Director of Social Studies in the **Director of Social Studies** tenure area.

28. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Kaitlynn Kelly**, a probationary Elementary Education Teacher in the Elementary Education tenure area, it having been shown that Kaitlynn Kelly holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Kaitlynn Kelly to serve in the district will expire on 09/03/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Kaitlynn Kelly, effective **09/03/16** to the position of Elementary Education Teacher in the **Elementary Education** tenure area.

29. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Christina Dawydko**, a probationary Kindergarten Teacher in the Kindergarten tenure area, it having been shown that Christina Dawydko holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Christina Dawydko to serve in the district will expire on 10/20/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Christina Dawydko, effective **10/20/16** to the position of Kindergarten Teacher in the **Kindergarten** tenure area.

30. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Rozella Fibleuil**, a probationary Assistant Principal in the Assistant Principal tenure area, it having been shown that Rozella Fibleuil holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Rozella Fibleuil to serve in the district will expire on 08/17/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Rozella Fibleuil, effective **08/17/16** to the position of Assistant Principal in the **Assistant Principal** tenure area.

31. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Madeline Baez**, a probationary Assistant Principal in the Assistant Principal tenure area, it having been shown that Madeline Baez holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Madeline Baez to serve in the

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district will expire on 08/17/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Madeline Baez, effective **08/17/16** to the position of Assistant Principal in the **Assistant Principal** tenure area.

32. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Keesha Keller**, a probationary Assistant Principal in the Assistant Principal tenure area, it having been shown that Keesha Keller holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Keesha Keller to serve in the district will expire on 08/17/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Keesha Keller, effective **08/17/16** to the position of Assistant Principal in the **Assistant Principal** tenure area.

33. **RESOLVED**, that in compliance with the provisions of Section 3012 of the Education law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Superintendent of Schools that **Theresa Cucina**, a probationary Theatre Arts Teacher in the Theatre Arts tenure area, it having been shown that Theresa Cucina holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Theresa Cucina to serve in the district will expire on 11/24/16. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Theresa Cucina, effective **11/24/16** to the position of Theatre Arts Teacher in the **Theatre Arts** tenure area.

E. **WHEREAS**, the following professional staff were appointed by the Board of Education to a probationary position; and

WHEREAS, the professional staff have been informed that the Superintendent does not intend to recommend tenure; and

WHEREAS, the professional staff have requested that the Board of Education not terminate employment and has agreed to extend the probationary period; and

WHEREAS, the Board of Education has no legal or other obligation to agree to this request, but is willing to do so in this instance as set forth in a letter of agreement that has been executed by this administrator.

**MAY 19, 2016
MINUTES**

BE IT RESOLVED, the probationary period of the following professional staff is extended as follows:

<u>Name</u>	<u>Currently Due to Expire</u>	<u>Extended to and will expire</u>
April Riviere	09/01/16	09/01/17
Daniella Jesus	09/01/16	09/01/17
Mary Jordan	09/01/16	09/01/17
Erica Azzara	09/01/16	09/01/17
Regina Conte Perretti	09/02/16	09/02/17
Delon Callender	09/02/16	09/12/17
Carolina Flores	10/19/16	10/19/17

2. CIVIL SERVICE PERSONNEL

A. Superintendent's recommendation to APPROVE the following LEAVE(S) OF ABSENCE REQUEST(S) for the following:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Porscha Mitchell Eff. 03/09/16 – 06/30/16	School Lunch Monitor, P/T Franklin School	Extension of Personal Leave of Absence without pay.
Wilma Fortunato Eff. 05/05/16 – 06/17/16	Bilingual Typist Clerk, High School	Requesting Medical Leave of Absence, with pay, utilizing accrued sick time. (Medical documentation on file. Letter received in the Office of Human Resources on 4/15/16)

B. RESIGNATION(S) – RESOLVED, that the Board of Education approves the Superintendent's recommendation to accept the resignation(s) from the following for RETIREMENT / PERSONAL PURPOSES:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Ann Rosenzweig Eff. 07/01/16	Typist Clerk, Prospect School	Letter of resignation received for retirement purposes.
Coretta James Eff. 09/30/16	Library Aide, Middle School	Letter of resignation received for retirement purposes.

**MAY 19, 2016
MINUTES**

Trustee Simmons moved, seconded by Trustee Figueroa to reconvene to open session at 12:36 A.M.

MOTION	YES 5	MOTION CARRIED
To reconvene to open session		

Trustee Johnson moved, seconded by Trustee Touré to approve the items moved to executive session Hempstead Dons, and items D1- to D33 and hand carry items 1-6

MOTION	YES 5	MOTION CARRIED
To approve items put in executive session and hand carried items as indicated		

**HAND-CARRY ITEMS
MAY 19, 2016**

1. **RESOLVED**, that the Board of Education appoints the law firm of Hamburger, Maxson, Yaffe & McNally, LLP, Labor Counsel for the District to serve as counsel of record, and defend the defendants' interests in an action filed in the United States District Court for the Eastern District of New York, under Docket Number 16-cv-01914, at the agreed AIG hourly rates. This resolution supersedes any prior resolution of the Board of Education appointing the Scher Law Firm to matter 5.5 of the document entitled 12-1-15 TSLF List of Labor Cases {Arbs,3020-a Cases, ILPs, Lit & EEOC/SDHR cases (AIG) & General Matters."
2. **RESOLVED**, that the Board of Education hereby directs the District Clerk to contact Nassau BOCES and request a list of possible interim superintendent to be presented to the Board of Education; and

FURTHER RESOLVED, that upon receipt of the list, the list shall be distributed to the members of the Board of Education for their review; and

FURHER RESOLVED, that after having a chance to review the list, a special meeting be held at which time the Board of Education shall discuss the possible candidates and schedule interviews. Review of the Nassau BOCES list of possible candidates shall not preclude the Board of Education from interviewing and appointing candidates not included on the list provided by Nassau BOCES.

3. **RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby authorizes the law firm of Guercio & Guercio, LLP to initiate a due

**MAY 19, 2016
MINUTES**

process complaint/demand for an impartial hearing against the parent of the student named in the Confidential Schedule "A" on behalf of the Board of Education

- 4. RESOLVED**, that the Board of Education approves the Superintendent's recommendation that The Salerno Brokerage Corp. 117 Oak Drive, Syosset NY 11791 serves as the broker of record effective May 20, 2016 for the following policies:

Coverage:	Property
Policy #:	36005905L10
Policy Dates:	8/1/15 - 16
Carrier:	Pacific Indemnity
Coverage:	Primary Student Accident
Policy #:	2015PSA01
Policy Dates:	7/1/15 – 16
Carrier:	Commercial Travelers Mutual Insurance Company
Coverage:	Excess Student Accident
Policy #:	SRG0009140133-A
Policy Dates:	7/1/15 – 16
Carrier:	National Union Fire Insurance Company of Pittsburgh, PA
Coverage:	Umbrella Liability
Policy #:	N06570756003
Policy Dates:	8/1/15 – 16
Carrier:	ACE American Insurance Company
Coverage:	School Leaders Errors & Omissions
Policy #:	015930032
Policy Dates:	8/1/15 – 16
Carrier:	National Union Fire Insurance Company of Pittsburgh, PA
Coverage:	Inland Marine
Policy #:	45-46-71-82-EUC
Policy Dates:	8/1/15 – 16
Carrier:	Federal Insurance Company
Coverage:	Auto Insurance
Policy #:	12UENAL9369K1
Policy Dates:	8/1/15 – 16
Carrier:	Sentinel Insurance Company Limited
Coverage:	School – Bond
Policy #:	GVT052903602
Policy Dates:	7/1/15 – 16
Carrier:	Great American Insurance Group

**MAY 19, 2016
MINUTES**

5. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation that Choice Plans, Inc., 1802 Hempstead Tpke., East Meadow, NY 11554, serves as the broker of record effective June 1, 2016 for the following policies:

- Cigna Dental Policies
DPPO and DHMO No. 3337003
- EmblemHealth/Vytra
No. 4140186
- Empire Blue Cross/Blue Shield
Group No. 377173 (sub groups D1, D2 et.al.)
- HIP/EmblemHealth
No. 1007678

6. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation that the issuance of a "TANS" not to exceed \$30,000,000 for the 2016-2017 school year.

Trustee Simmons moved, seconded by Trustee Jackson to adjourn the meeting at 12:41 A.M.

MOTION
Meeting adjourned

YES 5

MOTION CARRIED

Respectfully submitted:

Patricia Wright
District Clerk

CARBON MONOXIDE DETECTOR POLICY

As per the New York State Education Department Carbon Monoxide Regulations, we must install carbon monoxide detectors in any building that has appliances, devices or systems that may emit carbon monoxide or an attached garage.

Carbon monoxide detectors shall be installed as per New York State Education Department Regulations, the locations will be shown on each building's floor layout map.

Procedures to be followed if a carbon monoxide alarm goes off:

- 1- Whoever hears the audible signal from the carbon monoxide detector, is to proceed to the nearest fire alarm pull station and pull the alarm.
- 2- All building occupants are to exit the building.
- 3- When the fire department arrives, a building administrator is to notify them, that the alarm was pulled, because of a carbon monoxide detector sounded an alarm.
- 4- The person who pulled the alarm is to notify a building administrator where the alarm was heard, so it can be related to the fire department.
- 5- Building occupants may not re-enter the building until the fire chief says that it is safe to do so.

EQUAL OPPORTUNITY AND NONDISCRIMINATION

The Board of Education, its officers and employees, shall not discriminate in its programs and activities against students on the basis of actual or perceived race, color, weight, national origin, creed, religion, religious practice, marital status, sex, age, sexual orientation, gender (including gender identity and expression), disability, or deny access under the Boy Scouts of America Equal Access Act. The district will provide notice of this policy in accordance with federal and state law and regulation.

This policy of nondiscrimination includes access by students to educational programs, counseling services for students, course offerings, and student activities, as well as recruitment and appointment of employees and employment pay, benefits, advancement and/or terminations.

A finding that an individual has engaged in conduct in violation of this policy may result in disciplinary action and/or filing of a report with third parties in the manner prescribed by the district code of conduct, the law or applicable contract.

Nothing in this policy shall be construed to prohibit a denial of admission into, or exclusion from, a course of instruction or activity based on a person's gender that would be permissible under the law, or to prohibit, as discrimination based on disability, actions that would be permissible under the law.

Annual Notification

At the beginning of each school year, the district shall publish a notice of the established grievance procedures for resolving complaints of discrimination to parents/guardians, employees, students and the community. The public notice shall:

1. inform parents, employees, students and the community that education programs, including but not limited to vocational programs, are offered without regard to actual or perceived race, color, weight, national origin, creed, religion, religious practice, marital status, sex, age, sexual orientation, gender (including gender identity and expression), disability, or under the Boy Scouts of America Equal Access Act.
2. provide the name, address and telephone number of the person designated to coordinate activities concerning discrimination; and
3. be included in announcements, bulletins, catalogues, and applications made available by the district.

The District has designated a Compliance Officer to handle inquiries regarding the District's non-discrimination policies. The District's Compliance Officer can be contacted at 185 Peninsula Boulevard, Hempstead, New York 11550, Phone (516) 434-4020; email:

rgilmore@hempsteadschools.org. The procedure for resolving complaints of sex discrimination, including sexual harassment and sexual violence are covered by policy 0110.

All complainants and those who participate in the investigation of a complaint in conformity with state law and district policies, who have acted reasonably and in good faith, have the right to be free from retaliation of any kind.

The Board authorizes the Superintendent of Schools to establish such rules, regulations and procedures necessary to implement and maintain this policy.

Cross-ref: 0110, Sexual Harassment/Sex Discrimination
 0115, Student Harassment and Bullying Prevention and Intervention
 5020.2 Racial Harassment of Students
 5030, Student Complaints and Grievances
 5300, Code of Conduct
 9140.1, Staff Complaints and Grievances
 9150, Policy Against Discrimination and Harassment

Ref: Age Discrimination in Employment Act of 1967 29 U.S.C. §621 *et seq.*
 Age Discrimination Act of 1975, 42 U.S.C. §6101 *et seq.*
 Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*
 Title VI, Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq.* (nondiscrimination based on race, color, and national origin in federally assisted programs)
 Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.* (nondiscrimination based on race, color, religion, sex, and national origin in employment)
 Title IX, Education Amendments of 1972, 20 U.S.C. §1681 *et seq.* (nondiscrimination based on sex)
 §504, Rehabilitation Act of 1973, 29 U.S.C. §794
 Individuals with Disabilities Education Law, 20 U.S.C §§1400 *et seq.*
 Genetic Information Nondiscrimination Act of 2008 P.L. 110-233
 34 C.F.R. §§ 100.6, 104.8, 106.9, 110.25
 Executive Law §290 *et seq.* (New York State Human Rights Law)
 Boy Scouts of America Equal Access Act, 20 U.S.C. § 7905
 Education Law §§10-18 (The Dignity for All Students Act)
 Education Law §§313(3), 3201, 3201-a

Adoption date:

EQUAL OPPORTUNITY AND NONDISCRIMINATION REGULATION

The procedures set forth in this regulation do not supersede any protection complainants are provided under existing state or federal law.

Definitions

1. *Complainant* shall mean an applicant, employee, student or vendor who alleges that they have been subjected to discrimination, which may be a violation of this policy, as well as a violation of federal or state law or associated regulations, which has affected him/her.
2. *Complaint* shall mean any alleged act of discrimination which may be a violation of this policy, which may also violate federal and state civil rights laws or associated regulations.
3. *Compliance Officer* shall mean the employee designated by the Board of Education to coordinate efforts to comply with and carry out responsibilities under the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act, Title IX of the Education Amendments, the Americans with Disabilities Act (ADA), and the Age Discrimination Act. The District's designated Compliance Officer is: Dr. Rodney Gilmore. The Compliance Officer can be contacted at 185 Peninsula Boulevard, Hempstead, New York 11550, Phone (516) 434-4020; email: rgilmore@hempsteadschools.org.

Prohibited Discrimination

Discrimination prohibited under this policy, includes, but is not limited to, discrimination on the basis of actual or perceived race, color, weight, national origin, creed, religion, religious practice, marital status, sex, age, sexual orientation, gender (including gender identity and expression), disability, or to deny equal access to Boy Scouts and other designated youth groups.

Investigation / Resolution

The investigation and resolution of any complaints alleging an action prohibited by the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act, the ADA, or the Age Discrimination Act shall be dealt with in the following prompt, equitable and impartial manner:

A. Stage I--Compliance Officer

1. As soon as practicable, if possible within thirty (30) days after the events giving rise to the allegation, the complainant shall file a complaint, preferably in writing using the district's complaint form, with the Compliance Officer. The Compliance Officer may informally discuss the complaint with the complainant. He/She shall promptly and thoroughly

investigate the matter. All employees and students of the school district shall cooperate with the Compliance Officer in such investigation.

2. Within thirty (30) working days of receipt of the complaint, the Compliance Officer shall make a finding in writing that there has or has not been a violation of the Civil Rights Act, Section 504 of the Rehabilitation Act or the ADA. Such finding will be submitted to the complainant and the respondent. If additional time is needed to make a finding, a written status report shall be submitted to all parties, including the complainant and respondent, indicating the need for additional time. In the event the Compliance Officer finds that there has been a violation, he/she shall propose a resolution of the complaint.
3. If the complainant or respondent is not satisfied with the finding of the Compliance Officer, or with the proposed resolution of the complaint, the aggrieved party may, within ten (10) days after he/she has received the report of the Compliance Officer, file a written request for review by the Superintendent of Schools.

B. Stage II--Superintendent of Schools

1. The Superintendent may request that the complainant, respondent, the Compliance Officer, student, or any member of the school district staff present a written statement to him/her setting forth any information that such person has relative to the complaint and the facts surrounding it.
2. The Superintendent shall notify all parties concerned as to the time and place when an informal hearing will be held where such parties may appear and present oral and written statements supplementing their position in the case.
3. The Superintendent shall render a determination in writing within thirty (30) working days of receipt of the request. Such determination shall include a finding that there has or has not been a violation of the Civil Rights Act, Section 504 of the Rehabilitation Act or the ADA, and if applicable, a proposal for equitably resolving the complaint. If additional time is needed to render a determination, a written status report shall be submitted to all parties, including the complainant and respondent, indicating the need for additional time.
4. If the complainant or respondent is not satisfied with the determination of the Superintendent or the proposed resolution, the aggrieved party may, within ten (10) days after its receipt, file with the Clerk of the Board of Education, a written request for review by the Board.

C. Stage III--Board of Education

1. When a request for review by the Board has been made, the Superintendent shall submit all written statements and other materials concerning the case to the President of the Board.
2. The Board shall notify all parties concerned, including complainant and respondent, of the time and place when a hearing will be held.
3. The Board shall render a decision in writing within thirty (30) working days of receipt of the request. If additional time is needed to render a decision, a written status report shall be submitted to all parties, including the complainant and respondent, indicating the need for additional time.

Adoption date:

HEMPSTEAD UNION FREE SCHOOL DISTRICT

NOTICE OF NON-DISCRIMINATION

This notification is to certify that The Hempstead Union Free School District does not discriminate on the basis of race, color, weight, religion, religious practice, creed, national origin, ethnic group, political affiliation, gender (including gender identity and expression), age, marital status, sex, sexual orientation, pregnancy, military status, veteran status, genetic pre-disposition or carrier status, ancestry, disability or any other legally protected status in its employment opportunities or educational/vocational programs or activities, and provides equal access to the Boy Scouts and other designated youth groups.

Anyone who believes he/she has been subjected to prohibited discrimination, harassment or retaliatory behavior or who has witnessed anyone engaging in such prohibited activity should immediately contact his or her supervisor (if an employee) and/or the District's designated Compliance Officer at the contact information below. If, for any or no reason, an individual is hesitant to bring the matter to the attention of his or her supervisor (if an employee) or the District's designated Compliance Officer, a report can be properly made to the Superintendent of Schools. Inquiries concerning the non-discrimination policies and procedures may be referred to the District's designated Compliance Officer, or to the U.S. Department of Education, Office for Civil Rights, at the contact information below. Complaints of sexual harassment or discrimination are covered by policy 0110.

The District's designated Compliance Officer responsible for the above compliances is Dr. Rodney Gilmore. The Compliance Officer can be contacted at 185 Peninsula Boulevard, Hempstead, New York 11550, Phone (516) 434-4020; email: rgilmore@hempsteadschools.org. The Compliance Officer will provide information, including complaint procedures, to any student, employee or person who feels that his or her rights have been violated.

You may also contact the U.S. Department of Education's New York Office for Civil Rights, 32 Old Slip, 26th Floor, New York, NY 10005; Phone: (646) 428-3800; email: ocr.newyork@ed.gov.

EQUAL OPPORTUNITY AND NONDISCRIMINATION

The Board of Education, its officers and employees, shall not discriminate in its programs and activities against students on the basis of actual or perceived race, color, weight, national origin, creed, religion, religious practice, marital status, sex, age, sexual orientation, gender (including gender identity and expression), disability or predisposing genetic characteristic, or deny access under the Boy Scouts of America Equal Access Act. The district will provide notice of this policy in accordance with federal and state law and regulation—

This policy of nondiscrimination includes access by students to educational programs, counseling services for students, course offerings, and student activities, as well as recruitment and appointment of employees and employment pay, benefits, advancement and/or terminations—

The Board of Education, its officers and employees shall not discriminate against students on the basis of actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex, sexual orientation, or gender (including gender identity and expression).

A finding that an individual has engaged in conduct in violation of this policy may result in disciplinary action and/or filing of a report with third parties in the manner prescribed by the district code of conduct, the law or applicable contract.

Nothing in this policy shall be construed to prohibit a denial of admission into, or exclusion from, a course of instruction or activity based on a person's gender that would be permissible under the law, or to prohibit, as discrimination based on disability, actions that would be permissible under the law.

Annual Notification

At the beginning of each school year, the district shall publish a notice of the established grievance procedures for resolving complaints of discrimination to parents/guardians, employees, students and the community. The public notice shall:

1. inform parents, employees, students and the community that education programs, including but not limited to vocational programs, are offered without regard to actual or

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perceived race, color, weight, national origin, ~~ethnic group~~ creed, religion, religious practice, ~~disability~~ marital status, sex, age, sexual orientation, or gender (including gender identity and expression); ~~_____~~), disability, or under the Boy Scouts of America Equal Access Act.

2. ~~_____~~ provide the name, address and telephone number of the person designated to coordinate activities concerning discrimination; and ~~_____~~

3. ~~_____~~ be included in announcements, bulletins, catalogues, and applications made available by the district ~~_____~~.

The Hempstead School District's Title IX representative ~~District~~ has been designated as Compliance Officer to handle inquiries ~~inquires~~ regarding the district's ~~District's~~ non-discrimination policies. ~~Contact information~~ The District's Compliance Officer can be contacted at 185 Peninsula Boulevard, Hempstead, New York 11550. Phone (516) 434-4020; email: reilmore@hempsteadschools.org. The procedure for the Title IX representative is available on the district's website. Complaints ~~resolving complaints~~ of sex discrimination, including sexual harassment, discrimination and harassment ~~sexual violence~~ are covered by policy 0110 and 9150.

All complainants and those who participate in the investigation of a complaint in conformity with state law and district policies, who have acted reasonably and in good faith, have the right to be free from retaliation of any kind. ~~_____~~

The Board authorizes the Superintendent of Schools to establish such rules, regulations and procedures necessary to implement and maintain this policy ~~_____~~.

Cross-ref: ~~_____~~

~~_____~~ 0110. Sexual Harassment/Sex Discrimination

~~_____~~ 0115. Student Harassment and Bullying Prevention and Intervention

~~_____~~ 5020.2 Racial Harassment of Students

~~_____~~ 5030. Student Complaints and Grievance ~~_____~~ Grievances

~~_____~~ 5300. Code of Conduct

~~_____~~ 9140.1. Staff Complaints and Grievances ~~_____~~

~~_____~~ 9150 ~~9150~~. Policy Against Discrimination and Harassment

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Ref: _____

_____ Age Discrimination in Employment Act of 1967 29 U.S.C. § 621 *et seq.* _____

_____ Age Discrimination Act of 1975, 42 U.S.C. § 6101 *et seq.*
Americans with Disabilities Act, 42 U.S.C. § 12101 *et seq.* _____

_____ Title VI, Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.*
(nondiscrimination based on race, color, and national origin in federally assisted programs); _____

_____ Title VII, Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.*
(nondiscrimination based on race, color, religion, sex, and national origin in employment); _____

_____ Title IX, Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.*
(nondiscrimination based on sex); _____

_____ § 504, Rehabilitation Act of 1973, 29 U.S.C. § 794; _____

_____ Individuals with Disabilities Education Law, 20 U.S.C. §§ 1400 *et seq.* _____

_____ Genetic Information Nondiscrimination Act of 2008 P.L. 110-233
34 C.F.R. §§ 100.6, 104.8, 106.9, 110.25; _____

_____ Executive Law § 290 *et seq.* (New York State Human Rights Law); _____

_____ Boy Scouts of America Equal Access Act, 20 U.S.C. § 7905 _____

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Education Law §§10-18 (The Dignity for All Students Act)
Education Law §§313(3), 3201, 3201-a;

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Policy Adopted: June 3, 2010

Policy revision adopted: June 28, 2012

Adoption date:

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0100-R
**EQUAL OPPORTUNITY AND NONDISCRIMINATION
REGULATION**

The procedures set forth in this regulation do not supersede any protection complainants are provided under existing state or federal law.

Definitions:

1. Complainant shall mean an applicant, employee or student or vendor who alleges that there has been subjected to discrimination, which may be a violation of the Civil Rights Act of 1964, as amended, Section 504, as well as a violation of federal or the Americans with Disabilities Act (ADA) state law or associated regulations, which affects him/her.

2. Complaint shall mean any alleged act of discrimination which may be a violation of the Civil Rights Act of 1964, as amended, Section 504 or ADA, this policy, which may also violate federal and state civil rights laws or associated regulations.

3. Compliance Officer shall mean the employee designated by the Board of Education to coordinate efforts to comply with and carry out responsibilities under the Civil Rights Act of 1964, Section 504 and the ADA of the Rehabilitation Act, Title IX of the Education Amendments, the Americans with Disabilities Act (ADA), and the Age Discrimination Act. The District's designated Compliance Officer is: Dr. Rodney Gilmore. The Compliance Officer can be contacted at 185 Peninsula Boulevard, Hempstead, New York 11550. Phone (516) 434-4020; email: rgilmore@hempsteadschools.org.

Prohibited Discrimination

Discrimination prohibited under this policy, includes, but is not limited to, discrimination on the basis of actual or perceived race, color, weight, national origin, creed, religion, religious practice, marital status, sex, age, sexual orientation, gender (including gender identity and expression), disability, or to deny equal access to Boy Scouts and other designated youth groups.

Investigation/Resolution

The investigation and resolution of applicant, staff or student any complaints alleging any action prohibited by the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act, the ADA, or the ADA Age Discrimination Act shall be dealt with in the following prompt, equitable and impartial manner:

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----- I. Within

2. Within ~~45~~³⁰ thirty (30) working days of receipt of the complaint, the Compliance Officer shall make a finding in writing that there has or has not been a violation of the Civil Rights Act, Section 504 of the Rehabilitation Act or the ADA. Such finding will be submitted to the complainant and the respondent. If additional time is needed to make a finding, a written status report shall be submitted to all parties, including the complainant and respondent, indicating the need for additional time. In the event the Compliance Officer finds that there has been a violation, he/she shall propose a resolution of the complaint.

- B. Stage II—Superintendent of Schools—

1. The Superintendent may request that the complainant, respondent, the -Compliance Officer, -student, or any member of the school district -staff present a written statement to -him/her setting forth any information that such person has relative to the complaint and the facts surrounding it.
2. The Superintendent shall notify all parties concerned as to the time and place when an ~~Informal~~informal hearing will be held where such parties may appear and present oral and written statements -supplementing their position in the case. Such hearing shall be held within 15 school days of the receipt of the appeal by the Superintendent.

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Rehabilitation Act or the ADA, and -if applicable, a proposal for equitably resolving the complaint. ~~----- If additional time is needed to render a determination, a written status report shall be submitted to all parties, including the complainant and respondent, indicating the need for additional time.~~

- ~~2.~~
4. ~~-----~~ If the complainant ~~or respondent~~ is not satisfied with the determination of the Superintendent, ~~or the complainant proposed resolution, the aggrieved party may, within 45 ten (10) days after its receipt, file with the Clerk of the Board of Education, a written request for review by the Board.~~

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~~C. Stage III -- Board of Education~~

- ~~1.~~
1. ~~-----~~ When a request for review by the Board has been made, the Superintendent shall submit all written statements and other materials concerning the case to the President of the Board. ~~-----~~

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- ~~2.~~
2. ~~-----~~ The Board shall notify all parties concerned, including complainant and respondent, of the time and place when a hearing will ~~hearing will be held within 15 school days of the receipt of the request of the complainant. All parties concerned shall have the right to present further statements and testimony at such hearing.~~

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- ~~3.~~
3. ~~-----~~ The Board shall render a decision in writing within ~~45 days after the hearing has been concluded~~ thirty (30) working days of receipt of the request. If additional time is needed to render a decision, a written status report shall be submitted to all parties, including the complainant and respondent, indicating the need for additional time.

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~~-----~~ Policy Regulation Adopted: June 3, 2010 ~~-----~~

~~-----~~ Adoption date: ~~-----~~

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EXTRACT OF MINUTES

**Meeting of the Board of Education of
Hempstead Union Free School District,
in the County of Nassau, New York.**

May 19, 2016

*** * ***

A regular meeting of the Board of Education of Hempstead Union Free School District, in the County of Nassau, New York, was held in said School District, on May 19, 2016, at 7:00 o'clock P.M. (Prevailing Time).

There were present: LaMont E. Johnson, President of the Board of Education, and Maribel Touré, JoAnn Simmons, Gwen Jackson & Melissa Figueroa

Also present: Patricia W. Wright, District Clerk

*** * ***

Board Member Johnson, offered the following resolution and moved its adoption:

**TAX ANTICIPATION NOTE RESOLUTION OF HEMPSTEAD
UNION FREE SCHOOL DISTRICT, NEW YORK, ADOPTED
MAY 19, 2016, AUTHORIZING THE ISSUANCE OF NOT TO
EXCEED \$30,000,000 TAX ANTICIPATION NOTES IN
ANTICIPATION OF THE RECEIPT OF TAXES TO BE LEVIED
FOR THE FISCAL YEAR ENDING JUNE 30, 2017**

**RESOLVED BY THE BOARD OF EDUCATION OF HEMPSTEAD UNION
FREE SCHOOL DISTRICT, IN THE COUNTY OF NASSAU, NEW YORK, AS FOLLOWS:**

Section 1. Tax Anticipation Notes (herein called "Notes") of Hempstead Union Free School District, in the County of Nassau, New York (herein called "District"), in the principal amount of not to exceed \$30,000,000, and any notes in renewal thereof, are hereby authorized to be issued pursuant to the provisions of Sections 24.00 and 39.00 of the Local Finance Law, constituting Chapter 33-a of the Consolidated Laws of the State of New York (herein called "Law").

Section 2. The following additional matters are hereby determined and declared:

(a) The Notes shall be issued in anticipation of the collection of real estate taxes to be levied for school purposes for the fiscal year commencing July 1, 2016 and ending June 30, 2017, and the proceeds of the Notes shall be used only for the purposes for which said taxes are levied.

(b) The Notes shall mature within the period of one year from the date of their issuance.

(c) The Notes are not issued in renewal of other notes.

(d) The total amount of such taxes remains uncollected at the date of adoption of this resolution.

Section 3. The Notes hereby authorized shall contain the recital of validity prescribed by Section 52.00 of the Law and shall be general obligations of the District, and the faith and credit of the District are hereby pledged to the punctual payment of the principal of and interest on the Notes and unless the Notes are otherwise paid or payment provided for, an amount sufficient for such payment shall be inserted in the budget of the District and a tax sufficient to provide for the payment thereof shall be levied and collected.

Section 4. Subject to the provisions of this resolution and the Law, and pursuant to Sections 50.00, 56.00, 60.00 and 61.00 of the Law, the power to sell and issue the Notes authorized pursuant hereto, or any renewals thereof, and to determine the terms, form and contents, including the manner of execution, of such Notes, and to execute arbitrage certifications relative thereto, is hereby delegated to the President of the Board of Education, the chief fiscal officer of the District.

Section 5. The Notes shall be executed in the name of the District by the manual signature of the President of the Board of Education, the Vice President of the Board of Education, the District Treasurer, the District Clerk, or such other officer of the District as shall

be designated by the chief fiscal officer of the District, and shall have the corporate seal of the District impressed or imprinted thereon which corporate seal may be attested by the manual signature of the District Clerk.

Section 6. This resolution shall take effect immediately.

The adoption of the foregoing resolution was seconded by Board Member Touré and duly put to a vote on roll call, which resulted as follows:

AYES: 5

NOES: 0

The resolution was declared adopted.

DISTRICT CLERK'S CERTIFICATE

I, Patricia W. Wright, being the duly appointed and acting District Clerk of Hempstead Union Free School District, in the County of Nassau, State of New York, HEREBY CERTIFY that the foregoing annexed extract from the minutes of a meeting of the Board of Education of said District duly called and held on May 19, 2016, has been compared by me with the original minutes as officially recorded in my office in the Minute Book of said Board of Education and is a true, complete and correct copy thereof and of the whole of said original minutes so far as the same relates to the subject matters referred to in said extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of said District this 20th day of May, 2016.

(SEAL)

Patricia Wright
District Clerk