

**MINUTES
FEBRUARY 16, 2017**

**HEMPSTEAD PUBLIC SCHOOLS
BOARD OF EDUCATION
SPECIAL/REGULAR MEETING
FEBRUARY 16, 2017
MINUTES**

The special meeting of the Hempstead Public Schools Board of Education was held in the high school board room, 201 President Street, Hempstead, New York 11550. The meeting was called to order at 5:40 P.M. Three Trustees were present. (Touré, Figueroa & Gates) The purpose of the special meeting was for the Board to review a report the Superintendent search firm. Trustee Figueroa moved, to convene to executive session to review the report from the search firm. The motion died due to lack of a second to the motion. Trustee Jackson arrived at 5:50 P.M.

Trustee Figueroa moved, seconded by Trustee Jackson to convene to executive session to review the report from the search firm at 5:51 P.M.

MOTION	YES 3	MOTION CARRIED
To convene to executive session	NO 1 (Trustee Gates)	

Trustee Figueroa moved, seconded by Trustee Touré to reconvene to open session at 6:32 P.M.

MOTION	YES 4	MOTION CARRIED
To reconvene to open session		

Trustee Figueroa moved, seconded by Trustee Touré to convene to executive session at 6:34 P.M. for advice of legal counsel.

MOTION	YES 4	MOTION CARRIED
To convene to executive session		

Trustee Jackson moved, seconded by Trustee Figueroa to reconvene to open session at 6:55 P.M.

MOTION	YES 4	MOTION CARRIED
To reconvene to open session		

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The regular meeting took place in the high school auditorium, 201 President Street, Hempstead, New York 11550. All of the Board Members were present, Trustee Johnson arrived at 7:08 P.M. Dwight Pfennig, Senior Associate and Edward McCormick, Associate of Hazard, Young, Attea & Associates presented the Leadership Profile Report to the community. The floor was opened for a brief question and answer period. The Board proceed to the agenda. Public participation was entertained. All concerns were addressed by the board, Superintendent and staff.

BOARD MEMBERS PRESENT:

Maribel Touré	President
Gwendolyn Jackson	Vice President
Melissa Figueroa	Trustee
David B. Gates	Trustee
LaMont E. Johnson	Trustee

STAFF MEMBERS PRESENT:

Fadhilika Atiba-Weza	Interim Superintendent of Schools
Eddy Joseph	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
Patricia Wright	District Clerk
John Sheahan	General Counsel
David Pearl	Labor Counsel

Trustee Toure moved, seconded by Trustee Jackson to approve the consent calendar.

MOTION	YES 5	MOTION CARRIED
To approve the consent calendar		

Trustee Jackson moved, seconded by Trustee Touré to convene to executive session at 9:10 P.M. to discuss personnel.

MOTION	YES 4	MOTION CARRIED
To convene to executive session to discuss personnel	NO VOTE CAST 1 (Trustee Gates)	

H. OTHER AGENDA ITEMS

BOARD OF EDUCATION RESOLUTIONS

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BOARD OF EDUCATION OPERATIONS

- a. **RESOLVED**, that the Board of Education approves the minutes of the meetings held January 10,12 & 19, 2017 as submitted by the District Clerk.

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 #40, 38, 36); **Cafeteria/Lunch** (Warrants #6); **Federal** (Warrants #13, 12, 11); and **Capital** (Warrant #).

TREASURER'S REPORTS

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

Trustee Figueroa moved, seconded by Trustee Jackson to table the bid award as indicated.

BID AWARDS

- a. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to award "Cabling, Wireless, and Access Points materials and installation services" at the Prospect School:

Vendor	Amount
CORE BTS INC	\$54,781

Recommended by: Eddy Joseph

Purpose: Increase infrastructure student access for iPads

Goal: Improvement of student achievement

Source of Funds: General Fund A2630.22

MOTION

To table bid award

YES 3

NO 2 (Trustees Gated & Johnson)

MOTION CARRIED

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***Trustee Gates stated for the record, ‘this will have an impact on our children and at the last meeting it was agreed to pay BOCES to score exams and that was not budgeted.’

- b. RESOLVED**, that the Board of Education approves the Superintendent’s recommendation to award the bid for “High School Refrigeration Installation” to the lowest responsible vendor meeting specifications as follows:

Vendor	Amount
NASSAU FOOD SERVICE CO.	\$38,420

Recommended by: Eddy Joseph

Purpose: Facilitation of improved effectiveness of the Food Services

Goal: Facilities Improvement

Source of Funds: American Association Superintendent of America Grant (AASA)

- c. RESOLVED**, that the Board of Education approves the Superintendent’s recommendation to award the bid for “High School Digital Sign” to the lowest responsible vendor meeting specifications as follows:

Vendor	Amount
VISUAL INFORMATION SERVICES.	\$32,777

Recommended by: James Clark

Purpose: Installation of equipment for better communication in the High School Community

Goal: Facilities Improvement

Source of Funds: Persistent Persistently Struggling Schools Grant (PSSG) F2110.200

- d. RESOLVED**, that the Board of Education approves the Superintendent’s recommendation to contract with ALLIANT INSURANCE SERVICES, INC and provide “Look-Back/Stability Period Safe Harbor (1094/5C)” to the Hempstead U.F.S.D. as follows for the 2016/17 school year, effective January 2017 through June 2017:

Vendor	Amount
ALLIANT INSURANCE SERVICES, INC	\$2,500/Month

Recommended by: Eddy Joseph

Purpose: Improve employer requirements for Patient Protection and Affordable Care Act in order to be compliant with the rules of the Internal Revenue Service

Goal: Improvement of School District Finances

Source of Funds: General Fund A1310.400

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APPROPRIATION STATUS REPORT

a. NONE

BUDGET TRANSFERS

- b. RESOLVED**, that the Superintendent notifies the Board of Education of the following Budget Transfers over \$5,000. **None this month.**
- c. RESOLVED**, that the Superintendent notifies the Board of Education of the following Budget Transfers under \$5,000. **None this month.**

ITEMS D,E, & F (CANNON, SAVIN & TMJ) MOVED TO EXECUTIVE SESSION

**RESOLUTION: CANNON DESIGN, INC. ADDITIONAL SERVICE CONTRACT
ADJUSTMENT**

- d. WHEREAS**, in connection with the construction work at the Hempstead High School – SED Project No. 28-01-01-03-0-020-020 (the “Project”), the Project architect, Cannon Design, Inc. (“Cannon”) made claims for increases in its contract fee in excess of approximately \$90,000.00 for claimed additional services relating to, among other things, contractor caused Project delays, contractor performance disputes, and Project litigation support from 2008 through current;

WHEREAS, Cannon has made an additional claim for an increase in its contract fee for final site observations of work to be performed by separate contractors to achieve substantial completion of the Kenstar Contract;

WHEREAS, Cannon has agreed to settle all of its additional service fee claims at the following amounts: (i) for services provided through the current date - \$30,000.00, and (ii) for future final site visits to observe work to be performed by separate contractors to achieve substantial completion of the Kenstar Contract - \$4,394.33 (if 1-day visit) or \$6,515.53 (if 2-day visit);

BE IT RESOLVED, that the Hempstead Union Free School District Board of Education (the “Board”) authorizes the following:

1. Acceptance of Cannon settlement offer for contract fee increases at the following amounts: (i) for services provided through the current date - \$30,000.00, and (ii) for future final site visits to observe work to be performed by separate contractors to achieve substantial completion of the Kenstar Contract - \$4,394.33 (if 1-day visit) or \$6,515.53 (if 2-day visit).

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2. Authorizes the President of the Board or Superintendent of Schools to sign any settlement documents recommended by counsel to effect the authorization set forth herein.

**RESOLUTION: SAVIN ENGINEERS, P.C., ADDITIONAL SERVICE CONTRACT
ADJUSTMENT**

- e. WHEREAS**, in connection with the construction work at the Hempstead High School – SED Project No. 28-02-01-03-0-020-020 (the “Project”), the Project construction manager, Savin Engineers, P.C. (“Savin”), made claims for increases in its contract fee for alleged additional services, from 2008 through current, relating to, among other things, Project rescheduling and re-sequencing of work by the Hempstead Union Free School District (the “District”), contractor caused Project delays, contractor performance disputes, and Project litigation support in the amount of approximately \$128,539.30, plus interest;

WHEREAS, Savin commenced litigation against the District, which is currently pending, to recover its claims for contract fee increases (the “Savin Action”);

WHEREAS, Savin has made an additional claim for an increase in its contract fee for future coordination and management of work to be performed by separate contractors to achieve substantial completion of the Kenstar Contract;

WHEREAS, Savin, as represented by its counsel, has agreed to settle all of its additional service fee claims with the District at the following amounts: (i) for services provided through the current date, and to discontinue the Savin Action - \$74,000.00; and (ii) for future coordination and management of work to be performed by separate contractors to achieve substantial completion of the Kenstar Contract – to be billed on an hourly basis with an estimated budget/fee of \$15,200.00

BE IT RESOLVED, that the District’s Board of Education (the “Board”) authorizes the following:

1. Acceptance of Savin settlement offer to settle its claims for contract fee increases at the following amounts: (i) for services provided through the current date, and to discontinue the Savin Action - \$74,000.00 and (ii) for future coordination and management of work to be performed by separate contractors to achieve substantial completion of the Kenstar Contract – to be billed on an hourly basis with an estimated budget/fee of \$15,200.00
2. Authorizes the President of the Board to sign any settlement documents recommended by counsel to effect the authorization set forth herein.

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3. Authorizes the District's counsel to sign a stipulation of settlement and any additional document required by the Court to discontinue the Savin Action and to effect the settlement set forth herein.

RESOLUTION: TJM CONSTRUCTION CORP., CHANGE ORDER 3 / FINAL CLOSE-OUT

- f. **WHEREAS**, in connection with the construction work at the Hempstead High School – SED Project No. 28-02-01-03-0-020-020 (the “Project”), and upon review of the Project architect, Cannon Design, and construction manager, Savin Engineers, P.C., and in connection with the close-out of the Hempstead Union Free School District's (the “District's”) contract with TJM Construction Corp. (“TJM”), it is recommended that the District's Board of Education (the “Board”) resolve to accept the following Change Order (which will change the contract amount), as follows:

Change order #3 – Steel Curtain Wall Supports – Total Change Order Amount: \$24,744.24

- <u>The original Contract Sum was:</u>	<u>\$2,895,000.00</u>
- <u>Net Change by previous authorized Change Orders:</u>	<u>\$ 51,609.98</u>
- <u>The Contract Sum prior to this Change Order was:</u>	<u>\$2,946,609.98</u>
- <u>The Contract Sum will be increased by this Change Order:</u>	<u>\$ 24,744.24</u>
- <u>The New Contract Sum including this Change Order will be:</u>	<u>\$2,971,354.22</u>

BE IT RESOLVED, that the Board authorizes the following:

1. The President of the Board or Superintendent of Schools to sign TJM Change Order #3, and final payment of the retained contract balance, in the amount of \$4,466.10, following submission of a final payment application certification by Cannon and Savin.

CONTRACTS/STIPULATION OF SETTLEMENT

CURRICULUM & INSTRUCTION/ GOALS

- A. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to enter into a partnership agreement with CulturePlay. CulturePlay will implement Project CREATE a college Experience and Technology Exploration program which will engage students from the elementary and middle schools. Project CREATE will be paid by **My Brother's Keeper Challenge Grant for the 2016-2017 school year**.

Recommended: Mr. James Clark

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Associate Superintendent for Secondary Curriculum and Instruction

Strategic Goal: Student Achievement

1. We believe that all students can learn and we will strive to ensure all students will have access to the best resource, and that they are made available in fair and equitable manner.

Source of Funds: My Brother's Keeper Challenge Grant amount of \$391.055
NYSED Awarded Grant for Hempstead School District 2016-2017

RESOLVED, that the Board of Education Approves the Superintendent's recommendation to enter into a partnership agreement with LINC'S. LINC'S will implement Project OLWEUS a Bullying Prevention Program which will engage students from the elementary, middle, high schools and staff. Project OLWEUS will be paid by **My Brother's Keeper Challenge Grant for the 2016-2017 school year.**

Recommended: Mr. James Clark
Associate Superintendent for Secondary Curriculum and Instruction

Strategic Goal: Student Achievement

1. We believe that all students can learn and we will strive to ensure all students will have access to the best resource, and that they are made available in fair and equitable manner.

Source of Funds: My Brother's Keeper Challenge Grant amount of \$391.055
NYSED Awarded Grant for Hempstead School District 2016-2017

- b. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to enter into a partnership agreement with The Children's Aid Society National Center for Community Schools. The Children's Aid Society National Center Schools will implement: Facilitating a strategic planning process, Conducting Needs and Assets assessments at two levels, Building Public Awareness and Buy-In, Addressing Financing and Sustainability Issues, Partner Capacity Assessment, Study Visits, will build capacity of schools, school district of the community school strategy, and NCCS looks forward to initiating a partnership with Hempstead's Leaders over the next six months as work together to improve outcomes for children, families, schools and neighborhoods. Project will be paid by **Community School set Aside Foundation Aid for Community School program for the 2017 school year.**

Recommended: Mr. James Clark
Associate Superintendent for Secondary Curriculum and Instruction

Strategic Goal: Student Achievement

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1. We believe that all students can learn and we will strive to ensure all students will have access to the best resource, and that they are made available in fair and equitable manner.

Source of Funds: Community Schools Set-Aside of amount of \$3,123,056 in Hempstead School District Aid Allocation in the 2016-2017 Enacted State Budget. NYSED District Code 280201

USE OF FACILITIES

- I. **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.**

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)
NONE		

The group requests a waiver of the specified fee, which is based on the “Fee Schedule” in Board of Education Policy.

Name	For Use Of	Date(s)
Village of Hempstead Police Athletic League, Inc. Contact: Detective Aiken (516) 478-6529	Middle School Lower Gym for Lacrosse Practice	Day: Monday and Friday Date: Feb. 27, 2017 to April 28, 2017 Time: 5:00 pm to 6:30 pm Cost: \$3,850.00 Insurance: On file Principal Approval: Approved

J.

SPECIAL EDUCATION

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

January 2017

1/3, 1/4, 1/5, 1/6, 1/10, 1/11, 1/12, 1/13, 1/17, 1/18, 1/19, 1/23, 1/24, 1/25, 1/26, 1/27, 1/30, 1/31

K.

MISCELLANEOUS – TRIPS

- a. **WHEREAS**, the Hempstead High School is planning an out of state field trip to Medieval Times in Lyndhurst, NJ on March 10, 2017.

BE IT RESOLVED, that the Board of Education approves the Superintendent's recommendation to permit 50 students and 5 chaperones from Hempstead High School to go on a field trip to Medieval Times in Lyndhurst, New Jersey on March 10, 2017.

Recommended by: Stephen Strachan, Principal
Hempstead High School

Purpose: To expose students to the historical and cultural existence of the middle age

Goal: The improvement of student achievement

Source of Funding: Persistently Struggling Schools Grant

- b. **WHEREAS**, the Hempstead High School Track team is planning an out of state, overnight field trip on April 26-29, 2017 to the University of Pennsylvania to participate in the Penn Relay.

BE IT RESOLVED, that the Board of Education approves the Superintendent's recommendation to permit 11 girls, 10 boys and 3 chaperones from the High School Track team to participate in the Penn Relay at the University of Pennsylvania, Philadelphia, on April 26 - 29, 2017. The bus is scheduled to leave the Hempstead High School at approximately 1:00 p.m. on April 26th and return to the high school at 11:00 a.m. on April 29, 2017.

Recommended By: Dr. Robert Cincotta
Director of Athletics

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Purpose: Participate in Track & Field Relay and also to do a campus visit

Goal: Student Achievement

Source of Funding: The Athletic Budget

- c. **WHEREAS**, the A.B.G.S. Middle School is planning an out-of-state field trip to visit the White House and tour the Nation's Capital, Washington, DC on May 9th, 11th or May 12, 2017.

BE IT RESOLVED, that the Board of Education approves the Superintendent's recommendation to permit 50, students from grades 6, 7, and 8, and 5 chaperones from the Middle School to visit the White House, the Bureau of Engraving and Printing, and tour the Capital on either May 9th, 11th or May 12, 2017. These dates have been submitted to the White House for approval. Dates are granted on a first-come first-serve basis. However, the Middle School will be informed of their decision only 10 days before the requested tour date due to security reasons.

Recommended by: Hank Williams
Principal, ABGS Middle School

Purpose: To expose students to the historical sites and monuments of our Nation's Capital, including a tour of the White House

Goals: The improvement of student achievement

Source of Income: The trip will be paid for by the students at a cost of \$25.00 per student

- d. **WHEREAS**, The Hempstead High School students, are planning an overnight out of state field trip to Washington D.C. and Maryland **from Thursday, March 23, 2017 to Saturday, March 25, 2017** to tour several colleges and universities as well as cultural excursions.

BE IT RESOLVED, that the Board of Education approves the Superintendent's recommendation to allow approximately fifty (50) students from the Hempstead High School, and thirty (30) chaperones to visit Washington D.C. and Maryland **from Thursday, March 23, 2017 to Saturday, March 25, 2017**. This trip will allow our students to tour several colleges and universities as well as cultural excursions. In addition, it will give them the opportunity to gain early awareness and readiness for undergraduate programs. Funding for this trip will be paid in full by Nassau Community

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College NYGEAR UP. There will be no cost to parents, students or the Hempstead School District. All pertinent information is on file.

- e. **WHEREAS**, The Hempstead High School students, are planning an overnight out of state field trip to Philadelphia, PA **from Monday, April 10 to Tuesday, April 11, 2017** to tour several colleges and universities as well as cultural excursions.

BE IT RESOLVED, that the Board of Education approves the Superintendent's recommendation to allow approximately twenty-five (25) students from the Hempstead High School, and thirty (30) chaperones to visit Philadelphia, PA **from Monday, April 10 to Tuesday, April 11, 2017**. This trip will allow our students to tour several colleges and universities as well as cultural excursions. In addition, it will give them the opportunity to gain early awareness and readiness for undergraduate programs. Funding for this trip will be paid in full by Nassau Community College NYGEAR UP. There will be no cost to parents, students or the Hempstead School District. All pertinent information is on file.

K. PERSONNEL

- 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>
Sharon Brooks-Armstrong Eff. 03/06/17	Art Teacher, Middle School	Letter of resignation submitted for retirement purposes.
Stacey Eason Eff. 02/11/17	Middle School Wrestling Coach	Letter of resignation received for personal reasons.

ITEM B MOVED TO EXECUTIVE SESSION

- 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), WITHOUT PAY**, for the following professional personnel:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Russell Cohen Eff. 02/02/17 – 05/01/17	Elementary Teacher – Middle School	Letter requesting an Extension of Medical Leave of Absence, without pay. (Medical documentation on file; letter received on 2/1/17 in Human Resources office)

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Ali Khayyam
Eff. 02/27/17 – 06/23/17

Elementary Teacher –
Middle School

Letter requesting a Medical Leave of
Absence/FMLA, with pay utilizing accrued
sick time. (Medical documentation of file;
Letter received on 2/3/17 in Human
Resources office)

- C. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following professional personnel: (In order to be eligible for tenure, an individual receiving a probationary appointment as a classroom teacher or building principal must receive an annual composite or overall APPR rating of Highly Effective or Effective in at least three of the four preceding years. If the individual receives a rating of Ineffective in the final year of the probationary period, he or she will not be eligible for tenure at that time)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Cristal Levine Eff. 03/13/17 (4-year probationary period, 03/12/21, Childhood Ed., 1-6 Initial, Eff. 09/01/13 Resume/Certification enclosed)	Elementary Teacher, Franklin School (Replacing A. Carrenard, resigned)	\$61,483 – prorated (Lv. 5, St. 2) Recommended by: S. McBeth Purpose: Improve Student learning and achievement Source of Funds: General Strategic Goal: Student Achievement

- D. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPROVE** the following personnel as **PROJECT DIRECTOR** for the MY Brother's Keeper Challenge Grant Program for the 2016-2017 school year (Monday, Tuesday and Thursday, 2:00 pm – 6:00 pm; Saturdays, 8:30 am – 12:00 pm; not to exceed 15-20 hours per week):

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Jennifer Joseph Eff. 03/06/16 – 08/31/17	Project Director (Part-time), Districtwide	\$30,000 Recommended by: James Clark Source of Funds: MBKCG Purpose: To assist in the coordination of districtwide college readiness workshops to increase student achievement and social emotional learning of students Strategic Goal: Student Achievement

- E. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following personnel as **COACHES** for the **SPRING** season of the 2016-2017 School Year:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Linda Lopez	Varsity Girls Badminton	\$4,330

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Eff. 03/13 – 05/28/17

Anita Reynolds	JV Girls Badminton	\$3,018
Eff. 03/13 – 05/28/17		

Joseph Merolle	Varsity Baseball	\$5,949
Eff. 03/06 – 06/11/17		

Ronald Mahoney	Varsity Baseball Asst.	\$4,015
Eff. 03/06 – 06/11/17		

Nicole Drake	Varsity Softball	\$5,949
Eff. 03/06 – 06/11/17		

Noel Acevedo	Varsity Softball Asst.	\$4,015
Eff. 03/06 – 06/11/17		

Jean Collins	Equipment Manager	\$5,360
Eff. 03/06 – 06/11/27		

Wesley Harkless	Lacrosse Scorekeeper	\$1,277
Eff. 03/28 – 06/04/17		

Corrine Fee-Thompson	Varsity Girls Lacrosse	\$6,046
Eff. 03/06 – 06/11/17		

Sigrid Alexandre	Varsity Girls Lacrosse Asst.	\$4,015
Eff. 03/06 – 06/11/17		

William Cherry	Varsity Boys Lacrosse	\$6,046
Eff. 03/06 – 06/11/17		

Eric Sacher	Varsity Boys Lacrosse Asst.	\$4,015
Eff. 03/06 – 06/11/17		

Frankle Gauthier	Varsity Boys Tennis	\$3,503
Eff. 03/13 – 06/04/17		

Lenroy Raffington	Varsity Girls Track	\$4,818
03/06 – 06/11/17		

Rebecca Gilbert	Middle School Girls Track	\$3,470
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Eff. 03/06 – 06/11/17

Alexia Santiago	Varsity Girls Track Assistant	\$2,209
Eff. 03/06 – 06/11/17		

Michael Higgins	Varsity Boys Track	\$5,901
03/06 – 06/11/17		

Marques McFarlin	Middle School Boys Track	\$3470
03/28 – 06/01/17		

Robert Polcha	JV Softball	\$4,338
Eff. 03/06 – 06/11/17		

Robert Graziosi	Middle School Girls Lacrosse	\$3,442
Eff. 03/28 – 06/01/17		

Thomas Moran	Middle School Girls Lacrosse	\$2,337
Eff. 03/28 – 06/01/17	Asst.	

Ramond Mills	Middle School Boys	\$3,442
Eff. 03/28 – 06/01/17	Lacrosse	

F. RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPOINT the following personnel for the DAVID PATERSON SCHOOL'S "I CAN" SATURDAY PROGRAM, EFFECTIVE November 1, 2016 – May 27, 2017 from 8:30 am – 12:30 p.m. – as needed, pending enrollment and attendance – SIG grant funded.

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Dexter Smith	Cleaner	Contractual Hourly Rate

G. RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPOINT the following personnel for the HEMPSTEAD HIGH SCHOOL'S TIGER ACADEMY EFFECTIVE September 1, 2016 – June 23, 2017 (Monday through Friday; TEACHERS and TEACHING ASSISTANTS, 3:15 pm – 7:15 p.m.; ADMINISTRATORS, CLERICAL AND SECURITY, 4:15 p.m. – 7:15 p.m.) – as needed, pending enrollment and attendance – approved on the 10/20/16 Docket)(PSSG Grant Funding)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Natalie Camacho	ELL Teacher	\$40.54/hr
Desrine Farquharson	Living Environment	\$40.54/hr

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- H. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following professional personnel as **TEACHER MENTOR** for the 2016 – 2017 school year (No more than two (2) mentees per mentor – not to exceed 38 hours per mentee) (General fund):

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
April Whitfield	Teacher Mentor	\$40.54/hr
Vanessa Applewhaite-Senior	Teacher Mentor	\$40.54/hr

- I. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following staff for the English as a Second Language Adult English Class, effective March 2, 2017 – May 25, 2017 (Thursdays, 3:30 pm – 4:30 pm at Franklin School). (Strategic Goals: Student achievement. To develop parents English Literacy skills so they are better able to help students at home; Source of Funds: Title I)

<u>NAME</u>	<u>POSTION</u>	<u>COMPENSATION</u>
Denise Rodriguez	ESL Teacher	\$40.54/hr
Jaelle Mann-Tineo	ESL Teacher	\$40.54/hr

- J. **APPOINTMENT(S) RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT PER DIEM SUBSTITUTE TEACHERS** for the 2016 - 17 School Year:

<u>NAME</u>	<u>CERTIFICATION</u>	<u>COMPENSATION</u>
Ella Paige	Pre-Kindergarten, Kindergarten And Grades 1-6	All year \$125 per day

2. CIVIL SERVICE PERSONNEL

- A. **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>
Latrana Sherrill Eff. 01/31/17	School Lunch Monitor, P/T, Prospect School	Letter of resignation received for personal reasons.
Linneth McGregor Eff. 12/10/16	Food Server, FT – Marshall School	Letter of resignation received for retirement purposes.

ITEM B MOVED TO EXECUTIVE SESSION

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B. TERMINATION(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to TERMINATE the following Civil Service personnel:

<u>NAME</u>	<u>POSITION</u>
Employee #4502 Eff. 02/17/17	School Lunch Monitor, P/T, Franklin School
Employee #4456 Eff. 02/17/17	School Lunch Monitor, P/T, Franklin School
Employee # 4234 RESIGNED-NOT TERMINATED	
Employee #4234 Eff. 02/17/17	School Lunch Monitor, P/T, Franklin School
Employee #4101 Eff. 02/17/17	School Lunch Monitor, P/T, Prospect School

C. APPOINTMENT(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following CIVIL SERVICE PERSONNEL:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
DeShawn Ringgold Eff. 02/27/17	School Lunch Monitor, P/T, Barack Obama, Lv. 10A, St. 1, \$12.47/hr	Replacing K. Austin, resigned.
Enija Vlahov Eff. 02/27/17	Registered Professional School Nurse, Academy Charter School (Middle), Lv. 8, St. 2, \$35,619 (prorated)	New Position Recommended by: Deborah DeLong Source of Funds: General Fund Purpose: Compliance with NYSED Regulations Strategic Goal: Student Achievement

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Nancy Fragala
Eff. 02/27/17

Food Service Helper, P/T-
Sub, High School, Lv. 01A,
St. 1, \$11.29/hr

Replacing B. Gustitus, resigned.

ITEM D MOVED TO EXECUTIVE SESSION

- D. RECALL(S) – RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **RECALL** the following Civil Service Personnel:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Annette Greer Eff. 02/27/17	Assistant Supervisor of Transportation	\$79,306 (prorated) Lv. 18, St. 9
Deborah Lewis Eff. 02/27/17	Library Aide	\$43,088 (prorated) Lv. 4A, St. 7

- E. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **RECLASSIFY** the following Civil Service Employee:

<u>NAME</u>	<u>REASON</u>
Barbra Gant-Johnson Eff. 02/27/17	Registered Professional School Nurse – 12 months, Lv. 16, St. 11, \$58,723 (prorated)

Reclassify from 10 months to 12 months. Replacing F. Tagufa who retired.

ITEM F MOVED TO EXECUTIVE SESSION

- F. 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>
Celeste Henderson 12/07/16 – 02/13/17	Security Aide – High School	Letter requesting a FMLA without pay. (Medical documentation on file. Letter received on 01/11/17 in the Human Resources Office)

ITEM G MOVED TO EXECUTIVE SESSION

- G. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPROVE OVERTIME** Compensation for the 2016-2017 School Year for the following:

<u>NAME</u>	<u>REASON</u>
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Tanika Cullum

To assist with completing all related data: Level 0, Cohort, ASOFT (testing) and civil rights. (Not to exceed 20 hours per month)

Recommended by: Regina Armstrong

Source of Funds: General

Strategic Goals: Student achievement. To maintain data files in response to NYSED rules and regulation, ensuring all students are properly tagged in district's Student Management System, as well as other relevant data that must be pushed up to the NYSED.

Pauline Simpson-Haughton

To assist with the fiscal aspects of the grants. (not to exceed 15 hours per month)

Recommended by: Regina Armstrong

Source of funds: Grand Funded Title I

Strategic Goals: To align the school district's budget to other strategic goals.

ITEM H MOVED TO EXECUTIVE SESSION

H. RESOLVED, that the Board of Education accepts the Superintendent's recommendation to appoint Lana Cato-Inniss, Human Resource Specialist, to perform human resource services at \$500 per day, effective February 27, 2017 through June 30, 2017.

Recommended by: Rodney Gilmore

Purpose: To assist with the organization of the Office of Human Resources

Source of Funds: General Funds. Unused funds from the retirement of an employee

Strategic Goals: Effective Management of the School Districts Resources
Improvement of Human Res

Trustee Jackson moved, seconded by Trustee Figueroa to reconvene to open session at 12:07 A.M.

MOTION

YES 5

MOTION CARRIED

To reconvene to
open session

Trustee Touré moved, seconded by Trustee Jackson to approve items D,E, & F (CANNON, SAVIN & TMJ)

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ITEMS D,E, & F (CANNON, SAVIN & TMJ) MOVED TO EXECUTIVE SESSION

**RESOLUTION: CANNON DESIGN, INC. ADDITIONAL SERVICE CONTRACT
ADJUSTMENT**

d.WHEREAS, in connection with the construction work at the Hempstead High School – SED Project No. 28-01-01-03-0-020-020 (the “Project”), the Project architect, Cannon Design, Inc. (“Cannon”) made claims for increases in its contract fee in excess of approximately \$90,000.00 for claimed additional services relating to, among other things, contractor caused Project delays, contractor performance disputes, and Project litigation support from 2008 through current;

WHEREAS, Cannon has made an additional claim for an increase in its contract fee for final site observations of work to be performed by separate contractors to achieve substantial completion of the Kenstar Contract;

WHEREAS, Cannon has agreed to settle all of its additional service fee claims at the following amounts: (i) for services provided through the current date - \$30,000.00, and (ii) for future final site visits to observe work to be performed by separate contractors to achieve substantial completion of the Kenstar Contract - \$4,394.33 (if 1-day visit) or \$6,515.53 (if 2-day visit);

BE IT RESOLVED, that the Hempstead Union Free School District Board of Education (the “Board”) authorizes the following:

2. Acceptance of Cannon settlement offer for contract fee increases at the following amounts: (i) for services provided through the current date - \$30,000.00, and (ii) for future final site visits to observe work to be performed by separate contractors to achieve substantial completion of the Kenstar Contract - \$4,394.33 (if 1-day visit) or \$6,515.53 (if 2-day visit).
2. Authorizes the President of the Board or Superintendent of Schools to sign any settlement documents recommended by counsel to effect the authorization set forth herein.

**RESOLUTION: SAVIN ENGINEERS, P.C., ADDITIONAL SERVICE CONTRACT
ADJUSTMENT**

e.WHEREAS, in connection with the construction work at the Hempstead High School – SED Project No. 28-02-01-03-0-020-020 (the “Project”), the Project construction manager, Savin Engineers, P.C. (“Savin”), made claims for increases in its contract fee for alleged

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additional services, from 2008 through current, relating to, among other things, Project rescheduling and re-sequencing of work by the Hempstead Union Free School District (the "District"), contractor caused Project delays, contractor performance disputes, and Project litigation support in the amount of approximately \$128,539.30, plus interest;

WHEREAS, Savin commenced litigation against the District, which is currently pending, to recover its claims for contract fee increases (the "Savin Action");

WHEREAS, Savin has made an additional claim for an increase in its contract fee for future coordination and management of work to be performed by separate contractors to achieve substantial completion of the Kenstar Contract;

WHEREAS, Savin, as represented by its counsel, has agreed to settle all of its additional service fee claims with the District at the following amounts: (i) for services provided through the current date, and to discontinue the Savin Action - \$74,000.00; and (ii) for future coordination and management of work to be performed by separate contractors to achieve substantial completion of the Kenstar Contract – to be billed on an hourly basis with an estimated budget/fee of \$15,200.00

BE IT RESOLVED, that the District's Board of Education (the "Board") authorizes the following:

3. Acceptance of Savin settlement offer to settle its claims for contract fee increases at the following amounts: (i) for services provided through the current date, and to discontinue the Savin Action - \$74,000.00 and (ii) for future coordination and management of work to be performed by separate contractors to achieve substantial completion of the Kenstar Contract – to be billed on an hourly basis with an estimated budget/fee of \$15,200.00
4. Authorizes the President of the Board to sign any settlement documents recommended by counsel to effect the authorization set forth herein.
3. Authorizes the District's counsel to sign a stipulation of settlement and any additional document required by the Court to discontinue the Savin Action and to effect the settlement set forth herein.

RESOLUTION: TJM CONSTRUCTION CORP., CHANGE ORDER 3 / FINAL CLOSE-OUT

f.WHEREAS, in connection with the construction work at the Hempstead High School – SED Project No. 28-02-01-03-0-020-020 (the "Project"), and upon review of the Project architect, Cannon Design, and construction manager, Savin Engineers, P.C., and in connection with the close-out of the Hempstead Union Free School District's (the

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“District’s”) contract with TJM Construction Corp. (“TJM”), it is recommended that the District’s Board of Education (the “Board”) resolve to accept the following Change Order (which will change the contract amount), as follows:

Change order #3 – Steel Curtain Wall Supports – Total Change Order Amount: \$24,744.24

- The original Contract Sum was:	<u>\$2,895,000.00</u>
- Net Change by previous authorized Change Orders:	<u>\$ 51,609.98</u>
- The Contract Sum prior to this Change Order was:	<u>\$2,946,609.98</u>
- The Contract Sum will be increased by this Change Order:	<u>\$ 24,744.24</u>
- The New Contract Sum including this Change Order will be:	<u>\$2,971,354.22</u>

BE IT RESOLVED, that the Board authorizes the following:

1. The President of the Board or Superintendent of Schools to sign TJM Change Order #3, and final payment of the retained contract balance, in the amount of \$4,466.10, following submission of a final payment application certification by Cannon and Savin.

MOTION	YES 4	MOTION CARRIED
To approve items	ABS. 1 Trustee Figueroa)	
D,E, & F (CANNON, SAVIN & TMJ)		

Trustee Touré moved, seconded by Trustee Gates to approve request for LOA

ITEM B (professional personnel) MOVED TO EXECUTIVE SESSION

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), WITHOUT PAY**, for the following professional personnel:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Russell Cohen Eff. 02/02/17 – 05/01/17	Elementary Teacher – Middle School	Letter requesting an Extension of Medical Leave of Absence, without pay. (Medical documentation on file; letter received on 2/1/17 in Human Resources office)
Ali Khayyam Eff. 02/27/17 – 06/23/17	Elementary Teacher – Middle School	Letter requesting a Medical Leave of Absence/FMLA, with pay utilizing accrued sick time. (Medical documentation of file; Letter received on 2/3/17 in Human Resources office)

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MOTION

YES 5

MOTION CARRIED

To approve request
for LOA

Trustee Touré moved, seconded by Trustee Jackson to approve the civil service termination and resignation as indicated.

ITEM B (civil service personnel) MOVED TO EXECUTIVE SESSION

B.TERMINATION(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to TERMINATE the following Civil Service personnel:

NAME

POSITION

Employee #4502
Eff. 02/17/17

School Lunch Monitor, P/T,
Franklin School

Employee #4456
Eff. 02/17/17

School Lunch Monitor, P/T,
Franklin School

**Employee # 4234
RESIGNED-NOT
TERMINATED**

Employee #4234
Eff. 02/17/17

School Lunch Monitor, P/T,
Franklin School

Employee #4101
Eff. 02/17/17

School Lunch Monitor, P/T,
Prospect School

MOTION

YES 5

MOTION CARRIED

To approve civil service termination & resignation

Trustee Touré moved, seconded by Trustee Johnson to approve the civil service recalls.

ITEM D MOVED TO EXECUTIVE SESSION

D. RECALL(S) – RESOLVED, that the Board of Education approves the Superintendent's recommendation to RECALL the following Civil Service Personnel:

NAME _____

POSITION

COMPENSATION

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Annette Greer Eff. 02/27/17	Assistant Supervisor of Transportation	\$79,306 (prorated) Lv. 18, St. 9
Deborah Lewis Eff. 02/27/17	Library Aide	\$43,088 (prorated) Lv. 4A, St. 7

MOTION	YES 2 (Trustee Gates & Johnson)	MOTION FAILED
To approve civil service recalls	NO 3	

Trustee Figueroa moved, seconded by Trustee Touré to approve civil service LOA

ITEM F MOVED TO EXECUTIVE SESSION

F. 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>
Celeste Henderson 12/07/16 – 02/13/17	Security Aide – High School	Letter requesting a FMLA without pay. (Medical documentation on file. Letter received on 01/11/17 in the Human Resources Office)

MOTION	YES 5	MOTION CARRIED
To approve civil service LOA		

Trustee Johnson moved, seconded by Trustee Touré to approve overtime compensation for Tanika Cullum as indicated

MOTION	YES 2 (Trustee Gates & Johnson)	MOTION FAILED
To approve overtime Compensation T. Cullum	NO 3	

Trustee Figueroa moved, seconded by Trustee Touré to approve overtime compensation for Pauline Simpson-Haughton as indicated

MOTION	YES 5	MOTION CARRIED
To approve overtime compensation Pauline Simpson-Houghton		

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ITEM G MOVED TO EXECUTIVE SESSION

- G. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPROVE OVERTIME** Compensation for the 2016-2017 School Year for the following:

NAME

REASON

Tanika Cullum

To assist with completing all related data: Level 0, Cohort, ASOFT (testing) and civil rights. (Not to exceed 20 hours per month)

Recommended by: Regina Armstrong

Source of Funds: General

Strategic Goals: Student achievement. To maintain data files in response to NYSED rules and regulation, ensuring all students are properly tagged in district's Student Management System, as well as other relevant data that must be pushed up to the NYSED.

Pauline Simpson-Haughton

To assist with the fiscal aspects of the grants. (not to exceed 15 hours per month)

Recommended by: Regina Armstrong

Source of funds: Grand Funded Title I

Strategic Goals: To align the school district's budget to other strategic goals.

Trustee Figueroa moved, seconded by Trustee Touré to approve the appointment of and HR Specialist.

ITEM H MOVED TO EXECUTIVE SESSION

- I. RESOLVED**, that the Board of Education accepts the Superintendent's recommendation to appoint Lana Cato-Inniss, Human Resource Specialist, to perform human resource services at \$500 per day, effective February 27, 2017 through June 30, 2017.

Recommended by: Rodney Gilmore

Purpose: To assist with the organization of the Office of Human Resources

Source of Funds: General Funds. Unused funds from the retirement of an employee

Strategic Goals: Effective Management of the School Districts Resources
Improvement of Human Resources

MOTION

To approve HR

YES 2 (Trustee Gates & Johnson)

NO 3

MOTION FAILED

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Specialist appointment

Trustee Figueroa moved, seconded by Trustee Touré to approve the settlement agreement for employee # 1249

WHEREAS, on April 1, 2016, Employee Number 1249 (“Complainant” or “Claimant”) filed a Verified Complaint with the New York State Division of Human Rights (“SDHR”) under Case No. 10180745 which charge was deemed cross-filed with the Equal Employment Opportunity Commission (“EEOC”) under Federal Charge No. 16GB60215 charging the School District with unlawful discriminatory practices; and

WHEREAS, in the interests of avoiding the cost, expense and uncertainties of a possible trial and other litigation, the parties desire to resolve all claims asserted in the SDHR Complaint, the EEOC Complaint (collectively, “the Matters”); and

WHEREAS, without any admission of any wrongdoing or liability by or on the part of any party hereto, the parties have reached an agreement to compromise, settle, resolve and terminate all claims, disputes and the Matters asserted by Complainant or which could have been asserted by Complainant or which may otherwise have been available to Complainant or existed arising from Complainant’s employment with the School District or in any possible manner related thereto, as of the date of this Resolution;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education hereby approves and adopts the Settlement Agreement and with it the resolution of all of the Matters as between the School District and the Complainant which Settlement Agreement shall be kept on file in the District’s Office of Human Resources pursuant to its terms; and

IT IS FURTHER RESOLVED that the Board hereby authorizes the Board President or her authorized designee to execute the Settlement Agreement on behalf of the District.

MOTION	YES 4	MOTION CARRIED
To approve settlement agreement for employee # 1249	ABS. 1 (Trustee Gates)	

Trustee Figueroa moved, seconded by Trustee Jackson to adjourn the meeting at 12:15A.M.

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MOTION
Meeting adjourned

YES 5

MOTION CARRIED

Respectfully submitted:

Patricia Wright
District Clerk