

**MINUTES
DECEMBER 21, 2017**

**HEMPSTEAD PUBLI SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
DECEMBER 21, 2017
MINUTES**

The regular meeting of the Hempstead Public Schools Board of Education was held in the Jackson Main School auditorium, 451 Jackson Street, Hempstead, New York 11550. The meeting was called to order at 7:05 P.M. All of the Board Members were present. There was a performance for the Jackson Main Chorus prior to the start of the meeting. The Superintendent offered remarks and presented an update on the high school graduation rate. Public participation was entertained, all concerns were addressed by the Board, Superintendent and staff.

BOARD MEMBERS PRESENT:

Maribel Touré	President
Gwendolyn Jackson	Vice President
David B. Gates	Trustee
LaMont Johnson	Trustee
Randy Stith	Trustee
Jack Bierwirth	Trustee-Ex-Officio

STAFF MEMBERS PRESENT:

Shimon Waronker, Ed. D.	Superintendent of Schools
Lawrence Dobroff	Assistant Superintendent for Business & Operations
Rodney Gilmore, Ed. D.	Assistant Superintendent for Human Resources
James Clark	Assistant Superintendent for Secondary C & I
Regina Armstrong	Assistant Superintendent for Elementary C & I
Ahunna Akoma, Ed. D.	Assistant Superintendent for Technology
Djuana Wilson	Special Education
Andrew Hardwick	Supervisor of Security
Timothy Gregg	Facilities
John Sheahan	General Counsel
Jonathan Scher	Labor Counsel

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

MOTION	YES 5	MOTION CARRIED
To approve the consent calendar		

Trustee Stith moved, seconded by Trustee Johnson for the district to Clerk to resume reading public participation card from now and moving forward.

MOTION	YES 3	MOTION CARRIED
District clerk to read	NO 2 (Trustees Touré & Jackson)	
Public participation cards		

Dr. Bierwirth for the record: *"1st Special and emergency meeting when there is no emergency An emergency that cannot wait until a regular scheduled board meeting and hand carries either by board members or administration, when there is no emergency or when such resolutions could have been published earlier and/or held until a regular scheduled board meeting. 1st Hempstead was warned about this specifically by the Office of the state comptroller in December 2014, district legal counsel recently gave the same opinion, 2nd the board has yet to follow through with what I understood was unanimously agreed upon regarding the crucial first step of a long term facilities plan demolishing Rhodes and building a new elementary school on the site and beginning the process of removing portables, many of which are 30-40 years old. If this is the unanimous feel of the board then surely the board would resolve differences of opinion of when the vote will be put up and start engaging the community in an effort to put up a bond and asking architects and engineers for their recommendation for a comprehensive a strategy, there is no reason why they could not be present to present this at the next board meeting, 3rd and by far the most important I believe that the community and the staff are looking for the board and the superintendent to put aside their differences with each other at least for a portion of each meeting to show leadership in addressing critical issues, such as safety and security in a proactive fashion working together."*

Trustee Gates informed the Board of the village renaming Angevine Avenue Joseph McNeil Way on February 27, 2018 and reminded them of the previously pass resolution to rename Franklin School on August 18, 2011. He requested that this be accepted and honor the resolution that was approved.

Trustee Johnson moved, seconded by Trustee Gates to convene to executive session for legal counsel at 10:23 P.M.

MOTION	YES 5	MOTION CARRIED
To convene to executive Session for legal counsel		

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Trustee Jackson moved, seconded by Trustee Stith to reconvene to open session at 10:57 P.M.

MOTION	YES 5	MOTION CARRIED
To reconvene to open session		

Trustee Stith moved, seconded by Trustee Johnson to direct the District Clerk to read the hand carried items presented by Trustee Stith.

MOTION	YES 3	MOTION CARRIED
District Clerk to read hand carried items.	NO 2 (Trustees Touré & Jackson)	

OTHER AGENDA ITEMS

- a. **RESOLVED**, that that Board of Education approves the minutes of the meetings held October 31, 2017, November 9, 20, & 29, 2017 and December 7, 2017 as submitted by the District Clerk.
- b. **RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the designation of Alvin McDaniel as the District's Records Access Officer effective December 22, 2017 at no additional cost to the district.
- c. **RESOLVED**, upon the recommendation of the Superintendent of Schools, the Board of Education approves the Superintendent's determination and response regarding the appeal of denial of records dated October 25, 2017.

Trustee Jackson moved, seconded by Trustee Touré to approve partition removal as indicated.

- d. **WHEREAS**, the Superintendent of schools recommends removal of a partition wall at the High School cafeteria during the period of December 25, 2017 to December 29, 2027 ("Project"); and

WHEREAS, the Project is subject to classification under the State Environmental Quality Review Act ("SEQRA"); and

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WHEREAS, the replacement, rehabilitation and/or reconstruction of a facility which does not exceed any threshold of Section 617.4 of the SEQRA Regulation is properly classified as a Type II action requiring no further review under SEQRA;

NOW, THEREFORE, BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools the Board of Education hereby declares itself the agency on the Project and determines that the Project is a Type II action requiring no further review under SEQRA;

BE IT RESOLVED, that the Board of Education approve the Project to remove the partition wall at the High School cafeteria during the period of December 25, 2017 through December 29, 2017, within the scope of the existing budget and appropriations.

MOTION	NO 2 (Trustees Gates & Johnson)	MOTION FAILED
To approve	ABS. 1 (Trustee Stith)	
partition removal	YES 2 (Trustees Touré & Jackson)	

Trustee Gates moved, seconded by Trustee Johnson to approve discontinuance as indicated and amended in bold italics.

- e. **RESOLVED**, that the Board of Education voluntarily discontinues the action pending in the Albany Supreme Court under the caption "Board of education of the Hempstead UFSD, vs. NYS Education Commissioner" with Index Number 907642-17 and authorizes the Chandler Law Firm, PLLC to file a notice of voluntarily discontinuance in this matter and/or execute a stipulation of discontinuance; and

IT IS FURTHER RESOLVED, that the Board of Education hereby approves a change of attorney from Raiser & Kenniff, P. C. to The Chandler Law firm, PLLC in the matter captioned "Board of Education of

the Hempstead UFSD vs. NYS Education Commissioner", Index Number 907642-17, and authorizes the President of the Board of Education ***or any Trustee of the Board of Education*** to execute the Consent to Change Attorney to implement this change.

MOTION	YES 3	MOTION CARRIED
To approve	ABS. 1 (Trustee Touré)	
discontinuance as amended	NO 1 (Trustee Jackson)	

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Trustee Touré moved, seconded by Trustee Jackson to authorize payment to Raiser & Kenniff as indicated.

- f. **WHEREAS**, the Board of Education has passed resolution providing that, until further action by the Board, the District shall not pay Raiser & Kenniff, P.C. ("Firm") any monies for any purported services rendered by the firm to the district;

NOW THEREFORE, the Board of Education hereby discontinues such prohibition, and hereby directs the Assistant Superintendent of Business to pay Raiser & Kenniff, P.C. for services rendered to the District in accordance with retainer agreements previously authorized by the Board of Education.

MOTION

To authorize payment
to Raiser & Kenniff

NO 3

YES 2 (Trustee Touré & Jackson)

MOTION CARRIED

- g. **WHEREAS**, the Hempstead High School theatre department is planning an overnight field trip to Villa Roma Resort in Callicoon, NY on January 5, 6, & 7th, 2018 to attend the New York State Theatre Education Association's 21st Annual High School Theatre Conference in Villa Roma Road, Callicoon, NY.

BE IT RESOLVED, that the Board of Education approves the Superintendent's recommendation to permit 15 students, and 3 chaperones from the High School theatre department to attend the New York State Theatre Education Association's 21st Annual High School Theatre Conference in Villa Roma Road, Callicoon, NY on January 5, 6, 7, 2018. This trip will help to strengthen students' ability to perform in the theatre arts. The cost for this trip is \$125.00 paid by the students. All pertinent information is on file.

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 #37, 33, 35); **Cafeteria/Lunch** (Warrants #4); **Federal** (Warrants #10, 9).

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TREASURER'S REPORT

- b. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to receive the **Treasurer's Report for October 2017**.

APPROPRIATION STATUS REPORT

- c. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to receive the **Appropriation Status for November 2017**.

BUDGET TRANSFERS

- d. **RESOLVED**, that the Board of Education approve the transfer of funds from the District's Technology Hardware code: A2630.220-15-0000 to the BOCES Technology Hardware Code: 2630.490-26-0001 in the amount of \$180,000 to complete the replacement of obsolete WYSE workstations and begin the replacement of Dell workstations in the classrooms that have reached end-of-life.

CONTRACT FOR SERVICES

- e. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to approve the confidential agreement and release to recover the amount of \$3,350.11 as a result of the utility audit by Prime Auditors, and authorizes the Board President to execute said agreement. (see attached agreement)

EQUIPMENT DISPOSAL

- f. **RESOLVED** that the Board of Education approve the Superintendent's recommendation to dispose of as obsolete the following computer equipment.

SETTLEMENTS

BID AWARDS

- g. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to approve the Dry Cleaning Services bid for Security Staff uniforms to the following:

VENDOR

AMOUNT

Turnpike Cleaners, Inc.

\$6.20/week (for each staff member)

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Budget Line – Available	Budget Amount	Money Committed	Proposed Cost	Money
162045007000	\$65,000	\$27,665	\$27,000	\$10,335

ITEM h PULLED

- h. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to approve the Financial Statements for the 2016-2017 school year prepared by EFPR Group, LLC.

INTERNSHIPS

- a. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to allow Ms. Kellene Allen, Math Teacher at the ABGS Middle School, to do an Administrative Internship Supervision at a building and district level. Ms. Allen will be supervised by Ms. Rowena Costa, Assistant Principal at the ABGS Middle School, for the building level (250 hrs.), and by Ms. Regina Armstrong, Associate Superintendent for Elementary Curriculum & Instruction, for the District Level (100 hrs.) This internship will be for a total of 350 hours beginning December 2017 and ending February 2018. All internship activities must take place prior and after school hours. Ms. Allen is enrolled in the NYIT School Leadership and Technology Program at NYIT School of Interdisciplinary Studies & Education.
- b. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to allow Mr. Thomas Moran, Math Teacher at the ABGS Middle School, to do an Administrative Internship Supervision at a building and district level. Mr. Moran will be supervised by Mr. Henry Williams, Assistant Principal at the ABGS Middle School, for the building level (250 hrs.), and by Ms. Regina Armstrong, Associate Superintendent for Elementary Curriculum & Instruction, for the District Level (100 hrs.) This internship will be for a total of 350 hours beginning December 2017 and ending August 2018. All internship activities must take place prior and after school hours. Mr. Moran is enrolled in the NYIT School Leadership and Technology Program at NYIT School of Interdisciplinary Studies & Education.
- c. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to allow Ms. Neclisha D. Davis, Math Teacher at the ABGS Middle School, to do an Administrative Internship Supervision at a building and district level. Ms. Davis will be supervised by Dr. Johnetta Hill, Assistant Principal at the ABGS Middle School, for the building level (250 hrs.), and by Ms. Regina Armstrong, Associate Superintendent for Elementary Curriculum & Instruction, for the District Level (100 hrs.) This internship will be for a total of 350 hours beginning December 2017 and ending

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February 2018. All internship activities must take place prior and after school hours. Ms. Davis is enrolled in the NYIT School Leadership and Technology Program at NYIT School of Interdisciplinary Studies & Education.

- d. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to allow Ms. Raymie A. Tand, Art Teacher at the ABGS Middle School, to do an Administrative Internship Supervision at a building level. Ms. Tand will be supervised by Mr. Hank Williams, Assistant Principal at the ABGS Middle School. This internship will be for a total of 300 hours beginning January 24, 2018 and ending May 2, 2018. All internship activities must take place prior and after school hours. Ms. Tand is enrolled at New York University's Steinhardt School of Culture, Education and Human Development, within the Department of Administration, Leadership and Technology.

CURRICULUM & INSTRUCTION

Empire State After School Program

ITEM a PULLED

- a. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to accept the award for the Empire State After school Program through the Office of Family and Children Services (OFCS). The district will receive \$1.4 million dollars yearly for 5 years with a total award amount of \$7,016,000. The grant will service students and parents in the following schools: Barack Obama, David Paterson, Franklin, Front, Jackson Annex, Jackson Main, ABGS Middle School, and Hempstead High School. The grant funded period is: September 1, 2017 through August 31, 2022.

ITEM b PULLED

- b. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to appoint Wayne K. Redman as the Project Coordinator for the Empire State After school Program with the effective start date of January 2, 2018 – August 31, 2022 (pending grant funding). Salary will be funded through the Empire State After school grant at a cost of \$85,000 per year. This position is subject to a contractual agreement.

Recommended by: James Clark

Compensation: \$85,000

Funding Source: Empire State After school Program

Purpose: To provide direct oversight of the Empire State After school grant and serve as the liaison between the District, selected partners and Office of Family and Children Services.

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Strategic Goal: Student Achievement

Name	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Wayne K. Redman	Empire State After school Program	\$332,300	\$0	\$85,000	\$247,300

Trustee Johnson moved, seconded by Trustee Gates to approve contract with Nassau BOES

- c. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to enter into a contractual agreement with Nassau BOCES for scoring of the high school regents for January 2018. A letter of intent (LOI) has been composed between BOCES and the district to utilize OSC World as the full service electronic assessment vendor to score both the constructed response/essay items and multiple choice sections for a total cost of \$72,378.00. The LOI is attached.

MOTION

To approved contract
with BOCES

NO 3

YES 2 (Trustees Touré & Jackson)

MOTION FAILED

J.

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.

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

K.

SPECIAL EDUCATION

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

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November 2017

11/1, 11/2, 11/3, 11/6, 11/7, 11/8, 11/9, 11/13, 11/14, 11/15, 11/16, 11/17, 11/20, 11/21, 11/22, 11/27, 11/28, 11/29, 11/30

PUPIL PERSONNEL SERVICES

L.

MISCELLANEOUS – TRIPS

M. PERSONNEL

PERSONNEL

- A. 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>
Jamie Campanelli Eff. 2/3/18-5/14/18	Teacher, Jackson Main School	Letter requesting a Maternity Leave of Absence/FMLA, with pay utilizing accrued sick time; remainder without pay. (Letter received on November 7, 2017 in Human Resources. Medical Documentation on file)
Boontipa Reichert Eff. 12/18/17-3/23/18	Teaching Assistant, David Paterson School	Letter requesting a Maternity Leave of Absence/FMLA, with pay utilizing accrued sick time; remainder without pay. (Letter received on November 14, 2017 in Human Resources. Medical Documentation on file)
Raymond Munoz Eff. 11/15/17-2/7/18	Teacher, Franklin School	Letter requesting a Sick Leave of Absence/FMLA, with pay utilizing accrued sick time. (Letter received on November 14, 2017 in Human Resources. Medical Documentation on file)

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Stephanie Bryan-Pryce
Eff. 12/4/17-1/2/18

Teacher, Franklin School

Letter requesting a Sick Leave of Absence/FMLA, with pay utilizing accrued sick time; remainder without pay. (Letter received on November 21, 2017 in Human Resources. Medical Documentation on file)

Silviana Mestizo
Eff. 11/20/17-12/22/17

Teacher, David Paterson School

Letter requesting a Leave of Absence/FMLA, without pay eff. 11/20/17 – 12/15/17 remainder with pay, utilizing accrued sick time eff. 12/18/17-12/22/17. (Letter received on November 20, 2017 in Human Resources)

Anu Kapoor
Eff. 12/1/17-12/15/17

Teaching Assistant,
Prospect School

Letter requesting an extension of leave of Absence/FMLA, with pay utilizing accrued sick time; remainder without pay. (Letter received on November 17, 2017 in Human Resources. Medical Documentation on file)

Shakim Davis
Eff. 12/28/17 – 2/22/18

Teacher, David Paterson School

Letter requesting a Maternity and Childcare Leave of Absence/FMLA, with pay utilizing accrued sick time; remainder without pay. (Letter received on November 7, 2017 in Human Resources. Medical Documentation on file)

Donna Melcer
Eff. 12/13/17-1/18/18

ELA Teacher, Middle School

Letter requesting a Sick Leave of Absence/FMLA, with pay utilizing accrued sick time. (Letter received on December 12, 2017 in Human Resources. Medical Documentation on file)

- B. 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:**

NAME**POSITION****REASON**

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Delon Callender Eff. 12/16/17	Science Teacher, ABGS Middle School	Letter of resignation received for personal reasons.
Elizabeth McDermott Eff. 1/22/18	Bilingual Elementary Teacher, Jackson Main School	Letter of resignation received for retirement purposes.
Anthony Defendis Eff. 1/5/18	Health Teacher, Middle School	Letter of resignation received for retirement purposes.

- 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>
Tatiana Mott Eff. 1/2/18 (4 Year Probationary Period, 1/1/22, Student with Disabilities., Gr. 1-6, Initial, eff. 6/17/15)	Teacher, David Paterson School (Replacing J. Scotto) – resigned	\$63,937 (Lv. 5, St. 3) RECOMMENDED BY: Gary Rush PURPOSE: Fill Vacant Position STRATEGIC GOAL: Student Achievement
Maria Fernandez Eff. 1/2/18 (4 year Probationary Period, 1/1/22, Childhood Education., Gr.1-6, Initial, Eff. 12/13/14)	Bilingual Elementary Teacher, Franklin School (new position)	\$61,483 (Lv. 5, St. 2) RECOMMENDED BY: Sandra Powell PURPOSE: Fill Position due to enrollment STRATEGIC GOAL: Student Achievement
Reginald Carolina Eff. 1/2/18 (4 Year Probationary Period, 1/1/22, Teaching Level III, Eff. 2/1/06)	Teaching Assistant, High School (Replacing Nicole Henry - resigned)	\$29,164 (Lv. 4, St. 3) RECOMMENDED BY: Kenneth Klein PURPOSE: Fill Vacant Position STRATEGIC GOAL: Student Achievement
Meagan Hennessey Eff. 1/2/18 (4 Year Probationary Period, 1/1/22, Biology, Gr. 7-12, Initial, Eff.	Science Teacher, Middle School - Delon Callender (resigned)	\$66,411 (Lv. 5, St. 4) RECOMMENDED BY: Adrian Manuel PURPOSE: Fill Vacant Position STRATEGIC GOAL: Student Achievement

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11/17/16

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Tatiana Mott	A2110.120.02	1,000,000	622,486	0	377,514
Maria Fernandez	A2110.120.01	3,500,000	3,203,744	36,989	259,267
Reginald Carolina	A2110131231017	75,000	10,250	0	64,750
Meagan Hennessey	A2110130231014	9,017,244	4,451,119	0	4,451,119

Trustee Jackson moved, seconded by Trustee Touré to approve items D & E as indicated

- D. RESOLVED, that the Board of Education approves the Superintendent's recommendation to CERTIFY the following personnel as APPR Evaluators.**

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>
Lisaura Moreno	Assistant Principal	High School
Cynthia Moore-Drayton	Assistant Principal	Jackson Main
Celeste Coleman	Assistant Principal	Barack Obama
Lurdez Berrios	Dean of Students	High School

- E. RESOLVED, that the Board of Education approves the Superintendent's recommendation to CERTIFY the following personnel as APPR Lead Evaluators.**

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>
Adrian Manuel	Principal	Middle School
Sandra Powell	Principal	Franklin
Kenneth Klein	Principal	High School
Juanita Diaz	Principal	Marshall School

MOTION

YES 5

MOTION CARRIED

To approve items D & E

- F. RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPOINT the following Club Advisors for the 2017-2018 school year:**

Barack Obama
Name

Club

Compensation

Maria Sotomayor	Girl Scout	Contractual Hourly Rate
Maxine Robinson	Girl Scout – Substitute	Contractual Hourly Rate
Yadira Basantes	Latin Culture Dance Club	\$23.99 hr.

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**High School
Name**

Deborah Doyle Fisher

Tri-M

\$40.54 hr.

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Maria Sotomayor	A2850150341001	160,000	78,112	499	81,389
Yadira Basantes	A2850150341001	160,000	78,611	624	80,765
Doyle Fisher	A2850150341001	160,000	79,235	1,040	79,725
Maxine Robinson	A2850150341001	160,000	80,275	0	79,725

- G. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **CHANGE** the following Board Action:

NAME

POSITION

REASON

David Paterson

Terry Higgs

Drama Club Advisor

Change salary from \$1,500 to \$1,100

- H. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following personnel as Extra and Co-Curricular Service Assignment III for 2017-2018 school

NAME

POSITION

COMPENSATION

Jackson Annex

Roy Fortunato

Music Teacher

\$2,908

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Roy Fortunato	A2850150341001	160,000	79,235	2,908	77,857

- I. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following personnel for DAVID PATTERSON AIS AFTERSCHOOL PROGRAM, EFFECTIVE- January 6, 2018 – April 28, 2018 (Tuesdays and Thursdays from 3:30 p.m. – 5:30 p.m.; ADMINISTRATORS, CLERICAL AND SECURITY, 4:05 p.m. – 6:05 p.m.) Saturdays 9:00 a.m. -12:30 p.m.; Teachers and Teaching Assistants and 8:00 a.m.-1:00 p.m for ADMINISTRATORS, CLERICAL SECURITY AIDES AND CUSTODIANS) – as needed, pending enrollment and attendance – SIG grant funded.

NAME

SUBJECT/POSITION

COMPENSATION

Ann-Marie Lindsay

Substitute Clerical

Contractual Hourly Rate

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NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Ann-Marie Lindsay	F2110160183003	13,000	3,120	2,640	7,240

- J. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following personnel for DAVID PATERSON, SATURDAY ACADEMY EFFECTIVE- January 6, 2018 –April 28, 2018 (Tuesdays and Thursdays from 3:30 p.m. – 5:30 p.m.; ADMINISTRATORS, CLERICAL AND SECURITY, 4:05 p.m. – 6:05 p.m.) Saturdays 9:00 a.m. -12:30 p.m.; Teachers and Teaching Assistants and 8:00 a.m.-1:00 p.m for ADMINISTRATORS, CLERICAL SECURITY AIDES AND CUSTODIANS) as needed, pending enrollment and attendance – SIG Grant Funded.

NAME SUBJECT/POSITION COMPENSATION

Suzette McMillan Sub-Clerical Contractual Hourly Rate

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Suzette McMillan	F2110160183003	13,000	0	2,830	10,170

- K. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following personnel as TRANSLATORS for the 2017-2018 school year: (Title III Funding):

NAME POSITION COMPENSATION

Tracey Saint-Brice Translator – Jackson Main \$40.54/hr.

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Tracey Saint-Brice	F2110150187002	149,232	138,363	600	10,269

- L. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following Club Advisors for the 2017-2018 school year:

Barack Obama

Name Club Compensation

Roger Silverblatt Reading Club \$40.54/hr.

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Roger Silverblatt	A2850150341001	160,000	96,832	1,135	62,033

- M. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPROVE** the following personnel for the LIBERTY PARTNERSHIP Program (not to exceed 40 hours) for the 2017-2018 school year (grant funded)

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Name
Tamara Darien

Compensation
\$40.54/hr.

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Tamara Darien	A2110130186002	11,000	0	1,622	9,378

- N. **RESOLVED**, that the Board of Education approves the Superintendent's Stipulation of Agreement to settle two HSCSA grievances between the District and the HSCSA, to clarify Article XXX (c) of the contract, and resolve the grievance filed by the HSCSA and authorizes the Superintendent to execute the stipulation.
- O. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following SMART SCHOLAR ADVISOR: (Monday to Saturday - Max 6 hrs. per week) – SIG 6 Funding

NAME **POSITION** **COMPENSATION**

Jennifer Garcia
Eff. 12/22/17

Smart Scholar, High
School

\$40.54/ hr.
RECOMMENDED BY: Kenneth Klein
PURPOSE: Coordination and oversight of smart scholars early college programs at the High School
STRATEGIC GOAL: Increase College and Career Readiness

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Jennifer Garcia	F2110150183006	380,000	310,632	6,324	63,044

- P. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following Personnel for the District with **NEWCOMERS After School Program** for December 14, 2017 (Mandatory Training – 3:30pm-5:30pm) and January 2, 2018 – April 26, 2018) - Title III Funding – Administrators- \$94.34 hr./Teachers - \$40.54 hr.

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>DAYS</u>	<u>HOURS</u>
Janet Lovett	Bilingual Administrator	District	Mon-Thurs	4:00pm-5:30pm
Kelly Fairclough	School Administrator	Barack Obama	Mon-Tues	4:00pm-5:30pm
Gary Rush	School Administrator	David Paterson	Tues/Thurs	4:00pm-5:30pm
Keesha Keller	School Administrator	David Paterson	Tues/Thurs	4:00pm-5:30pm
Yeraldin Columbel	Bilingual Parent Liaison	District	Mon-Thurs	3:30pm-5:30pm
Jaelle Mann-Tineo	Bilingual Teacher	Franklin School	Tues/Thurs	3:30pm-5:30pm
Denise Rodriguez	Bilingual Teacher	Franklin School	Tues/Thurs	3:30pm-5:30pm
Victoria Basantes	Bilingual Teacher	Barack Obama	Mon/Tues	3:30pm-5:30pm

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Heather Hudson	Bilingual Teacher	Barack Obama	Mon/Tues	3:30pm-5:30pm
Elias Mestizo	Bilingual Teacher	Jackson Annex	Mon/Thurs	3:30pm-5:30pm
Caroline Vollmer	Bilingual Teacher	Jackson Annex	Mon/Thurs	3:30pm-5:30pm
Maria Fernandez	Bilingual Teacher	David Paterson	Tues/Thurs	3:30pm-5:30pm
Mercedes Pillier	Bilingual Teacher	Middle School	Tues/Thurs	2:45pm-4:45pm
Steven Lux	Bilingual Teacher	Middle School	Tues/Thurs	2:45pm-4:45pm
Richard Cardenas	Bilingual Teacher	High School	Mon/Wed	3:15pm-5:15pm
Carlos Ventura	Bilingual Teacher	High School	Mon/Wed	3:15pm-5:15pm
Mercedes Pillier	Bilingual Teacher	High School	Mon/Wed	3:15pm-5:15pm
Beatriz Kresofsky	Bilingual Teacher	High School	Mon/Wed	3:15pm-5:15pm
Carolina Perez	School Counselor	District	Mon-Thurs	3:30pm-5:30pm
Natalie Jacques	School Counselor	District	Mon-Thurs	3:30pm-5:30pm
Natalie Gueriacha	School Counselor	District	Mon-Thurs	3:30pm-5:30pm
Luis Diaz	On Call – Substitute	District	Mon-Thurs	3:30pm-5:30pm
Lizz Sarceno	On Call – Substitute	District	Mon-Thurs	3:30pm-5:30pm
Victoria Basantes	On Call – Substitute	District	Wed/Thurs	3:30pm-5:30pm

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Janet Lovett	F2110150187002	202,232	27,644	7,925	166,663
Kelly Fairclough	F2110150187002	202,232	35,569	3,962	162,701
Gary Rush	F2110150187002	202,232	39,531	3,962	158,739
Yeraldin Columbel	F2110150187002	202,232	43,493	3,962	154,777
Jaelle Mann-Tineo	F2110150187002	202,232	47,455	2,270	152,507
Denise Rodriguez	F2110150187002	202,232	49,725	2,270	150,237
Victoria Basantes	F2110150187002	202,232	51,995	2,270	147,967
Heather Hudson	F2110150187002	202,232	54,265	2,270	145,697
Elias Mestizo	F2110150187002	202,232	56,535	2,270	143,427
Caroline Vollmer	F2110150187002	202,232	58,805	2,270	141,157
Maria Fernandez	F2110150187002	202,232	61,075	2,270	138,887
Mercedes Pillier	F2110150187002	202,232	63,345	2,270	136,617
Steven Lux	F2110150187002	202,232	65,615	2,270	134,347
Richard Cardenas	F2110150187002	202,232	67,885	2,270	132,077
Carlos Ventura	F2110150187002	202,232	70,155	2,270	129,807
Mercedes Pillier	F2110150187002	202,232	72,425	2,270	127,537
Beatriz Kresofsky	F2110150187002	202,232	74,695	2,270	125,267
Carolina Perez	F2110150187002	202,232	76,965	2,270	122,997

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Natalie Jacques	F2110150187002	202,232	79,235	2,270	120,727
Natalie Gueriacha	F2110150187002	202,232	81,505	2,270	118,457
Luis Diaz	F2110150187002	202,232	83,775	2,270	116,187
Lizz Sarceno	F2110150187002	202,232	86,045	2,270	113,917
Victoria Basantes	F2110150187002	202,232	88,315	2,270	111,647

- Q. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following professional personnel as **COACHES** for the **FALL/WINTER** season of the 2017 – 2018 school year:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
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Penny Bacon Eff. 1/16/18-3/21/18	Middle School Basketball Coach	\$3,398
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Nicholas Wisz Eff. 1/16/18-3/21/18	Middle School Basketball Assistant	\$2,355
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NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Penny Bacon	A2855150351004	317,240	196,185	3,398	117,657
Nicholas Wisz	A2855150351004	317,240	199,583	2,355	115,302

Trustee Touré moved, seconded by Trustee Jackson to approve the recall as indicated

- R. RECALL(S) – RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **RECALL** the following Professional Personnel from the Preferred Eligibility List, effective January 29, 2018:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
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Hendrick Colbert Eff. 1/29/18	Science Teacher, High School Annex / Alternative School	\$83,670-prorated (Lv. 5, Step 11)
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NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Hendrick Colbert	A2110130231015	9,016,245	7,324,241	41,835	1,650,169

MOTION

To approve recall

YES 5

MOTION CARRIED

- S. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **CHANGE** the following Board Action: **MIDDLE SCHOOL AIS AFTER SCHOOL PROGRAM**

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NAME

POSITION

REASON

Alphonso Persico

Teacher

Adjust salary from \$40.54/hr. to \$60.00/hr..

- T. 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 **Jose Membreno**, a probationary **Bilingual Math Teacher** in the **Bilingual Math Education** tenure area, it having been shown that **Jose Membreno** 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 **Jose Membreno** to serve in the district will expire on **01/11/18**. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, **Jose Membreno**, effective **1/11/18** to the position of **Bilingual Math Teacher** in the **Bilingual Math Teacher** tenure area.
- U. 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 **Natalie Camacho**, a probationary **ESL Education Teacher** in the **ESL Education** tenure area, it having been shown that **Natalie Camacho** 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 **Natalie Camacho** to serve in the district will expire on **1/4/18**. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, **Natalie Camacho**, effective **1/4/18** to the position of **ESL Education Teacher** in the **ESL Education** tenure area.
- V. 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 **Michael Khayan Baikian**, a probationary **Bilingual Math Education Teacher** in the **Bilingual Math Education** tenure area, it having been shown that **Michael Khayan Babikian** 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 **Michael Khayan Babikian** to serve in the district will expire on **1/11/18**. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, **Michael Khayan Babikian**, effective **1/11/18** to the position of **Bilingual Math Education Teacher** in the **Bilingual Math Education** tenure area.
- W. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPROVE** the following professional personnel to complete the **COMPREHENSIVE EDUCATION PLAN (C.E.P.)** for the 2017 – 2018 school year: (not to exceed 10 hours; SIG A grant)

NAME

Location

COMPENSATION

Beverly Robinson

Middle School

\$40.54/hr.

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Beverly Robinson	A2110130321012	1,423,657	837,697	944	585,016

CHANGE FROM – COMPREHENSIVE EDUCATION PLAN (C.E.P.):

- X. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **CHANGE** the following professional personnel to complete the **COMPREHENSIVE**

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EDUCATION PLAN (C.E.P.) for the 2017 – 2018 school year: (not to exceed 10 hours; SIG A grant)

<u>NAME</u>	<u>Location</u>	<u>COMPENSATION</u>
Mishka Fox	Middle School	\$60.00/hr.
Marion Hutchinson	Middle School	\$60.00/hr.
Donna Garcia	Middle School	\$60.00/hr.
Diascara Sanchez	Middle School	\$23.99/hr.
Sonia Weber Findleyson	Middle School	\$23.99/hr.

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Mishka Fox	F2110150183006	241,700	4,796	(405)	237,309
Marion Hutchinson	F2110150183006	241,700	4,391	(405)	237,714
Donna Garcia	F2110150183006	241,700	3,986	(405)	238,119
Diascara Sanchez	F2110150183006	241,700	3,581	(405)	238,524
Sonia Weber Findleyson	F2110150183006	241,700	3,176	(405)	238,929

CHANGE TO: MIDDLE SCHOOL AIS AFTERSCHOOL PROGRAM:

RESOLVED, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following personnel for **MIDDLE SCHOOL AIS AFTERSCHOOL PROGRAM, EFFECTIVE October 21, 2017 – May 18, 2018 (Monday, Tuesdays and Thursdays from 2:45 p.m. – 4:45 p.m. – 7th - 8th Grade; 3:30 p.m.-5:30 p.m. 6th Grade; ADMINISTRATORS, CLERICAL AND SECURITY, 4:05 p.m. – 6:05 p.m.; Saturdays 8:30 a.m. - 12:30 p.m.; Teachers and Teaching Assistants and 8:00 a.m.-1:00 p.m for ADMINISTRATORS, CLERICAL SECURITY AIDES AND CUSTODIANS) – as needed, pending enrollment and attendance – (Title I funded)**

<u>NAME</u>	<u>Location</u>	<u>COMPENSATION</u>
Mishka Fox	Middle School	\$60.00/hr.
Marion Hutchinson	Middle School	\$60.00/hr.
Donna Garcia	Middle School	\$60.00/hr.
Diascara Sanchez	Middle School	\$23.99/hr.

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Mishka Fox	F2110150182218	1,389,333	1,349,498	5,400	34,435
Marion Hutchinson	F2110150182218	1,389,333	1,354,898	5,400	29,035
Donna Garcia	F2110150182218	1,389,333	1,360,298	5,400	23,635
Diascara Sanchez	F2110150182218	1,389,333	1,365,698	5,400	18,235
Sonia Weber Findleyson	F2110150182218	1,389,333	1,371,098	2,160	14,995

- Y. 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 January 2, 2018 – June 20, 2018 (Monday through Friday;**

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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.

RECOMMENDED BY: Kenneth Klein

PURPOSE: Regents Prep and Credit Recovery

STRATEGIC GOAL: Student Achievement

NAME**SUBJECT****COMPENSATION**

Lurdez Berrios

Administrator (Sub)

\$94.34/hr.

Marvin Perez

Bilingual Math

\$60.00/hr.

Austin Cobbs

Security Aide

Contractual Hourly Rate

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Lurdez Berrios	F2110150185102	380,000	278,640	19,623	81,737
Marvin Perez	F2110150185102	380,000	298,263	16,200	65,537
Austin Cobbs	A1620181251000	2,885,325	2,237,472	7,560	640,293

- Z. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following personnel for the **HEMPSTEAD HIGH SCHOOL'S SATURDAY ACADEMY** **EFFECTIVE** December 9, 2017 – June 20, 2018 (**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.**

RECOMMENDED BY: Kenneth Klein

PURPOSE: Regents Prep and Credit Recovery

STRATEGIC GOAL: Student Achievement

NAME**SUBJECT****COMPENSATION**

Lurdez Berrios

Sub Administrator

\$94.34/hr.

Carey Gray

Sub Administrator

\$94.34/hr.

Lisaura Moreno

Sub Administrator

\$94.34/hr.

Kristen Kelly

Social Studies Teacher

\$60.00/hr.

Robert Amoroso

ELA

\$60.00/hr.

Austin Cobbs

Security Aide

Contractual Hourly Rate

Mark Ferro

Security Aide

Contractual Hourly Rate

Celeste Henderson

Security Aide

Contractual Hourly Rate

Wilma Fortunato

Clerical

Contractual Hourly Rate

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Lurdez Berrios	F2110150185102	380,000	314,463	0	65,537
Carey Gray	F2110150185102	380,000	314,463	0	65,537
Lisaura Moreno	F2110150185102	380,000	314,463	0	65,537

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Kristen Kelly	F2110150185102	380,000	314,463	7,200	58,337
Robert Amoroso	F2110150185102	380,000	321,663	7,200	51,137
Austin Cobbs	A1620181251000	2,885,325	2,245,032	690	639,603
Mark Ferro	A1620181251000	2,885,325	2,245,722	690	638,913
Celeste Henderson	A1620181251000	2,885,325	2,246,412	690	638,223
Wilma Fortunato	A1620181251000	2,885,325	2,247,102	690	637,533

- AA. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPOINT** the following professional personnel for the 2017-2018 School Year:

NAME

POSITION

COMPENSATION

Jacqueline Dennis
Eff. 2017-2018

Youth Employment
Coordinator

\$11,706 (Service Assignment I)

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Jacqueline Dennis	A2110130321013	2,053,124	1,715,783	11,706	325,635

ITEM AB. PULLED

- AB. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPROVE** the following personnel for the Empire State After School Program – Effective January 2, 2018-August 31, 2018 - (Monday – Friday, 3:00 pm – 7:00 pm and Saturdays, 8:30 am – 1:30 pm. Staff cannot work more than one after school program at a time. The maximum of 6 hours per week with the exception of the Physical Education Program (Districtwide).

RECOMMENDED BY: James Clark and Regina Armstrong

PURPOSE:

STRATEGIC GOAL: Student Achievement

NAME

POSITION

LOCATOIN

COMPENSATION

Gary Rush	Administrator	David Paterson	\$95.00/hr.
Keesha Keller	Sub-Administrator	David Paterson	\$95.00/hr.
Kelly Fairclough	Administrator	Barack Obama	\$95.00/hr.
Celeste Coleman	Sub-Administrator	Barack Obama	\$95.00/hr.
Sheena Burke	Administrator	Jackson Annex	\$95.00/hr.
Rozella Fibleuil	Sub-Administrator	Jackson Annex	\$95.00/hr.
Ronald Simpkins	Administrator	Franklin	\$95.00/hr.
Sandra Powell	Sub-Administrator	Franklin	\$95.00/hr.
Cynthia Moore-Drayton	Administrator	Jackson Main	\$95.00/hr.
Richard Brown	Sub-Administrator	Jackson Main	\$95.00/hr.
Arlise Carson	Administrator	Front School	\$95.00/hr.

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Lisa Wiley	Sub-Administrator	Front School	\$95.00/hr.
Henry Williams	Administrator	Middle School	\$95.00/hr.
Rowena Costa	Sub-Administrator	Middle School	\$95.00/hr.
Lisaura Moreno	Administrator	High School	\$95.00/hr.
Glenn O'Neil	Sub-Administrator	High School	\$95.00/hr.
Michael Talavera	Music Teacher	Front School	\$45.00/hr.
Todd Trotman	Swim Coach	High School	\$45.00/hr.
Joshua Carlock	Life Guard	High School	\$45.00/hr.

Name	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Michael Talavera	F2110150182400	\$332,300	\$85,000	\$5400 (\$45 per hour)	\$193,300
Todd Trotman	F2110150182400	\$332,300	\$193,300	\$7200 (\$45 per hour)	\$186,100
Josh Carlock	F2110150182400	\$332,300	\$200,500	\$7200 (\$45 per hour)	\$124,600
Gary Rush Keesha Keller	F2110150182400	\$332,300	\$207,700	\$11,400 (\$95 per hour)	\$113,200
Kelly Fairclough Celeste Coleman	F2110150182400	\$332,300	\$219,100	\$11,400 (\$95 per hour)	\$101,800
Sheena Burke Rozella Fibleuil	F2110150182400	\$332,300	\$230,500	\$11,400 (\$95 per hour)	\$90,400
Ronald Simpkins Sandra Powell	F2110150182400	\$332,300	\$241,900	\$11,400 (\$95 per hour)	\$79,000
Cynthia Drayton Richard Brown	F2110150182400	\$332,300	\$253,300	\$11,400 (\$95 per hour)	\$67,600
Arlise Carson Lisa Wiley	F2110150182400	\$332,300	\$264,700	\$11,400 (\$95 per hour)	\$56,200
Henry Williams Rowena Costa	F2110150182400	\$332,300	\$276,100	\$11,400 (\$95 per hour)	\$44,800
Lisaura Moreno Glenn O'Neil	F2110150182400	\$332,300	\$287,400	\$11,400 (\$95 per hour)	\$33,400

AC. RESOLVED, that the Board of Education approves the Superintendent's recommendation to **CHANGE** the following Board Action:

NAME

POSITION

REASON

Jennifer Sanchez
Eff. 1/2/18

Bilingual Science Teacher,
Middle School

Change effective start date from 12/20/17
to 1/2/18

2. CIVIL SERVICE PERSONNEL

A. RESIGNATION(S) - RESOLVED, that the Board of Education approves the Superintendent's recommendation to **ACCEPT** the following resignation(s) from the following Civil Service employees for **RETIREMENT/PERSONAL PURPOSES**:

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<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Myriam Preciado Eff. 12/16/17	School Lunch Monitor, P/T, Front School	Letter of resignation received for personal reasons.
Barbara Wilson Eff. 1/2/18	Food Server, F/T, High School	Letter of resignation received for retirement purposes.
Michael Gregg, Jr. Eff. 11/22/17	Cleaner, F/T, High School, PM	Letter of resignation received to accept appointment as Groundskeeper
Bernice Cannon Eff: 12/22/17	Clerk Typist, P/T, Districtwide	Letter of resignation received for personal reasons.
Alexandra Tory Eff. 12/23/17	Bil. Typist Clerk, Front School	Letter of resignation received for personal reasons.

B. 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>
Okeya Ireland Eff. 1/2/18	School Lunch Monitor, PT, Marshall School, Lv. 10A, St. 1, \$12.47/hr	RECOMMENDED BY: Juanita Diaz PURPOSE: Replacing Ruby Henderson STRATEGIC GOAL: Student Achievement
Robert Bishop Eff. 1/2/18	Attendance Aide, High School, Lv. 21, St. 4, \$29,006 (prorated)	RECOMMENDED BY: Robert Rodriguez PURPOSE: Replacing A. Banks, resigned STRATEGIC GOAL: Student Achievement
Gary Lisman Eff. 1/2/18	Groundskeeper, Central Maintenance, Lv. 3, St. 1, 35,421 (prorated)	RECOMMENDED BY: Timothy Gregg PURPOSE: New Position STRATEGIC GOAL: Operations
Barrington McDaniel Eff. 1/8/18	Sr. Maintainer, Central Maintenance, Lv. 4, St. 6, 50,131 (prorated)	RECOMMENDED BY: Timothy Gregg PURPOSE: Replacing J. Reinhardt, retired STRATEGIC GOAL: Operations
Reggie Abney Eff. 1/2/18	Cleaner, F/T, High School, Lv. 2, St. 3, \$37,986 (prorated)	RECOMMENDED BY: Timothy Gregg PURPOSE: Reclassify and appoint from P/T to F/T, replacing G. Simmons, terminated STRATEGIC GOAL: Operations

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Sandra Rogers
Eff. 1/2/18

Cleaner, F/T, High School Annex,
Lv. 2, St. 1, \$34,986 (prorated)

RECOMMENDED BY: Timothy Gregg
PURPOSE: Reclassify and appoint from P/T to
F/T – Student population
STRATEGIC GOAL: Operations

Dontia Mack
Eff. 1/2/18

Cleaner, P/t-Sub, Districtwide
\$12.00/hr.

RECOMMENDED BY: Timothy Gregg
PURPOSE: Expand pool of substitutes
STRATEGIC GOAL: Facilities

LeRoy Matthews
Eff. 1/2/18

Cleaner, P/t-Sub, Districtwide
\$12.00/hr.

RECOMMENDED BY: Timothy Gregg
PURPOSE: Expand pool of substitutes
STRATEGIC GOAL: Facilities

Tamara Knowell
Eff. 1/2/18

Cleaner, P/t-Sub, Districtwide
\$12.00/hr.

RECOMMENDED BY: Timothy Gregg
PURPOSE: Expand pool of substitutes
STRATEGIC GOAL: Facilities

Damien Gunter
Eff. 1/2/18

Cleaner, P/t-Sub, Districtwide
\$12.00/hr.

RECOMMENDED BY: Timothy Gregg
PURPOSE: Expand pool of substitutes
STRATEGIC GOAL: Facilities

Timothy Hall
Eff. 1/2/18

Cleaner, P/T-Sub, Districtwide,
\$12.00/hr.

RECOMMENDED BY: Timothy Gregg
PURPOSE: Expand pool of substitutes
STRATEGIC GOAL: Facilities

Joseph Lloyd
Eff. 1/2/18

Cleaner, P/T-Sub, Districtwide,
\$12.00/hr.

RECOMMENDED BY: Timothy Gregg
PURPOSE: Expand pool of substitutes
STRATEGIC GOAL: Facilities

Carlise Cornelius
Eff. 1/2/18

Typist Clerk, F/T, 12 months,
A.B.G.S. Middle School, Lv. 1A, St. 5,
4, \$33,571 (prorated)

RECOMMENDED BY: Adrian Manuel
PURPOSE: Replacing Joyce Parker -
Retired
STRATEGIC GOAL: Student
Achievement

Lia Mancz
Eff. 1/2/18

Typist Clerk, F/T, 12 months,
Prospect School, Lv. 1A, St. 5,
\$34,778 (prorated)

RECOMMENDED BY: Carol Eason
PURPOSE: Replacing A. Rosenzweig,
retired
STRATEGIC GOAL: Student
Achievement

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Mary-Louise Powell
Eff. 1/16/18

Typist Clerk, F/T, 12 months,
Administration Office, Lv. 1A, St. 5,
\$34,778 (prorated)

RECOMMENDED BY: James Clark
PURPOSE: Replacing Marcella Moran -
Resigned
STRATEGIC GOAL: Student
Achievement

Robert Ramirez
Eff. 1/2/18

Security Aide, P/T, Adult Education,
Lv. 14A, St. 1, \$14.97/hr.

RECOMMENDED BY: Susan Thompson
PURPOSE: Fill Vacant Position
STRATEGIC GOAL:

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Okeya Ireland	A2110192231001	644,000	127,221	0	516,779
Robert Bishop	A2805177401000	242,629	0	0	242,629
Gary Lisman	A1620181251000	3,055,302	2,237,472	17,711	800,119
Barrington McDaniel	A1620181251000	3,055,302	2,255,183	0	800,119
Reggie Abney	A1620181251000	3,055,302	2,255,183	0	800,119
Sandra Roberts	A1620181251000	3,055,302	2,255,183	20,980	779,139
Dontia Mack	A1620181251000	3,055,302	2,276,163	2,496	776,643
LeRoy Matthews	A1620181251000	3,055,302	2,278,659	2,496	774,147
Tamara Knowell	A1620181251000	3,055,302	2,281,155	2,496	771,651
Damien Gunter	A1620181251000	3,055,302	2,283,651	2,496	769,155
Timothy Hall	A1620181251000	3,055,302	2,286,147	2,496	766,659
Joseph Lloyd	A1620181251000	3,055,302	2,288,643	2,496	764,163
Carlise Cornelius	A2610160341000	238,862	187,311	0	51,551
Lia Mancz	A2610160341000	238,862	187,311	0	51,551
Mary-Louise Powell	A2610160341000	238,862	187,311	0	51,551
Robert Ramirez	F2340160185601	191,400	112,915	5,838	72,647

- C. 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 Civil Service personnel:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Annette Greer Eff. 11/16/17-3/20/18	Typist Clerk, Administration Office	Letter requesting a Medical Leave of Absence/FMLA, without pay. (Letter received on November 16, 2017 in Human Resources).

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Terry Dickey
Eff. 11/13/17-12/31/17

Maintenance, District

Letter requesting a Medical Leave of Absence/FMLA with pay utilizing accrued sick time; remainder without pay. (Letter received on November 16, 2017 in Human Resources.)

Shonika Truesdale
Eff. 11/18/17-1/31/18

Lunch Monitor, Jackson Annex

Letter requesting a personal leave of absence, without pay. (Letter received on November 16, 2017 in Human Resources.)

Minnie Pearsall
Eff. 1/22/18 – 3/22/18

Cleaner, Prospect School

Letter requesting a Medical Leave of Absence/FMLA, with pay, utilizing accrued sick days (Letter received on 12/12/17 in Human Resources).

Jamell Jones
Eff. 1/2/18 – 6/30/18

Security Aide, F/T, Middle School

Letter requesting a Personal Leave of Absence, without pay. (Letter received on 12/12/17 in Human Resources)

Felicia Agu
Eff. 12/19/17 – 2/1/18

Registered Professional School Nurse, Academy Charter School

Letter requesting a Sick Leave of Absence, with pay, utilizing accrued sick days. (Letter received on 12.14.17 in Human Resources)

- D. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **RESCIND** the following appointment:

NAME**POSITION****REASON**

Santi Chattergoon
Eff. 2017-2018 School Yr.

Breakfast/Bus Monitor,
Marshall School

Declined position

Trustee Jackson moved, seconded by Trustee Touré to approve terminations as indicated

- E. **TERMINATION – RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **TERMINATE** the employment of the following Civil Service personnel:

NAME**POSITION****REASON**

Employee # 3979
Eff. 12/21/17

Cleaner, P/T Substitute,
Districtwide

Termination due to unavailability

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Employee # 4129 Eff. 12/21/17	Cleaner, P/T Substitute, Districtwide	Termination due to unavailability
Employee # 4314 Eff. 12/21/17	Cleaner, P/T Substitute, Districtwide	Termination due to unavailability
Employee # 4386 Eff. 12/21/17	Cleaner, P/T Substitute, Districtwide	Termination due to unavailability
Employee #4463 Eff. 12/21/17	Cleaner, P/T Substitute, Districtwide	Termination due to unavailability
Employee # 4468 Eff. 12/21/17	Cleaner, P/T Substitute, Districtwide	Termination due to unavailability
Employee # 4088 Eff. 12/21/17	Cleaner, P/T Substitute, Districtwide	Termination due to unavailability

**MOTION
To approve terminations
as indicated**

**NO 3
YES 2 (Trustees Touré & Jackson)**

MOTION FAILED

- F. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **CHANGE** the following Board Action:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
DeVaughn Ferguson	Groundskeeper, Central Maintenance	Change effective resignation date from 8/31/17 to 9/29/17.
Michael Gregg, Jr.	Groundskeeper, Central Maintenance	Adjust salary from \$35,421 (Lv. 3, St. 1) to \$40,622 (Lv. 3, St. 5)

- G. **RESOLVED** that the board of Education approves the Superintendent's recommendation to **APPOINT** the following Personnel to work overtime to meet the needs within the **SECURITY DEPARTMENT**. Effective December 21, 2017, after regular scheduled work day (not to exceed 15 hours per month).
Recommended By: Andrew Hardwick
Purpose: To provide clerical assistance in regards to the Security Department
Strategic Goal: Compliance

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
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**MINUTES
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Bernice Smith	Sr. Typist Clerk	Contractual hourly rate			
NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Bernice Smith	A162016425	265,000	34,753	2,700	227,547

- H. **RESOLVED** that the board of Education approves the Superintendent's recommendation to **APPOINT** the following Personnel to work overtime to meet the needs within the MIDDLE SCHOOL, for the 2017-2018 school year, after regular scheduled work day (not to exceed 6 hours per week in total).
Recommended By: Adrian Manuel
Purpose: To provide clerical assistance in regards to the clerical responsibilities for clerical vacancies.
Strategic Goal: Compliance

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Rena Davis	Typist Clerk	Contractual hourly rate
Seddis Parke	Typist Clerk	Contractual hourly rate
Lourdes Rivera	Bilingual Typist Clerk	Contractual hourly rate

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Rena Davis	A202016008	310,000	309,059	300	641
Seddis Parke	A202016008	310,000	309,359	300	341
Lourdes Rivera	A202016008	310,000	309,659	300	41

- I. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **CHANGE** the following Board Action (as stipulated in the grievance between the District and the HSCSA)

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Devon Hammond Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 20, \$48,947 (prorated)	Change salary from Lv. 10, St. 5, \$40,105
Walter Everett Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 20, \$48,947 (prorated)	Change salary from Lv. 10, St. 5, \$40,105
Pamela Parsley Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 12, \$47,747 (prorated)	Change salary from Lv. 10, St. 5, \$40,105
Safdar Siddiqi Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 13, \$48,347 (prorated)	Change salary from Lv. 10, St. 5, \$40,105
Leticia Nelson Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 18, \$48,947 (prorated)	Change salary from Lv. 10, St. 5, \$40,105
Pierre Page Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 13, \$48,347 (prorated)	Change salary from Lv. 10, St. 5, \$40,105

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Larry McCloud Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 6, \$41,876 (prorated)	Change salary from Lv. 10, St. 3, \$36,099
Jean Leon Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 6, \$41,876 (prorated)	Change salary from Lv. 10, St. 3, \$36,099
Angie Kelly-Benn Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 7, \$42,715 (prorated)	Change salary from Lv. 10, St. 3, \$36,099
Sandra Flores Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 7, \$42,715 (prorated)	Change salary from Lv. 10, St. 3, \$36,099
Jacqueline Brown Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 7, \$42,715 (prorated)	Change salary from Lv. 10, St. 3, \$36,099
Austin Cobbs, Jr. Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 5 \$40,105 (prorated)	Change salary from Lv. 10, St. 2, \$34,107
Jonathan Ayala Eff. 10/23/17	Security Aide, F/T-12 months, Lv. 10, St. 3, \$36,099 (prorated)	Change salary from Lv. 10, St. 1, \$32,253
Bridgett Burroughs Eff. 08/28/17	Registered Professional School Nurse, 12 months, P.P.S., Lv. 16, St. 8, \$53,400	Change salary from Lv. 16, St. 4, \$46,300

NAME	Budget Line	Budget Amount	Money Committed	Proposed Cost	Money Available
Devon Hammond	A162016425	265,000	0	6,631	258,369
Walter Everett	A162219103	265,000	6,631	6,631	251,738
Pamela Parsley	A16221912591000	265,000	13,262	5,732	246,006
Safdar Siddiqi	A162219108	265,000	18,994	6,182	239,824
Leticia Nelson	A162219108	265,000	25,176	6,631	233,193
Pierre Page	A162219109	265,000	31,807	6,732	226,461
Larry McCloud	A16221912591000	265,000	38,539	5,777	220,684
Jean Leon	A162219109	265,000	44,316	5,777	214,907
Angie Kelly-Benn	A162219108	265,000	50,093	4,962	209,945
Sandra Flores	A162219109	265,000	55,055	4,962	204,983
Jacqueline Brown	A162219108	265,000	60,017	4,962	200,021
Austin Cobbs, Jr.	A162219109	265,000	64,979	4,499	195,522
Jonathan Ayala	A16221912591000	265,000	69,478	2,885	192,637
Bridgett Burroughs	A2815160311000	0		5,916	

Trustee Johnson moved, seconded by Trustee Gates to convene to executive session for the 2nd time at 11:15 P.M. to discuss personnel and legal counsel

MOTION

YES 5

MOTION CARRIED

MINUTES

DECEMBER 21, 2017

To convene to
executive session

Trustee Stith moved, seconded by Trustee Johnson to reconvene to open session at 1:52 A.M.

MOTION	YES 4	MOTION CARRIED
To reconvene to open session	NOT SEATED 1 (Trustee Jackson)	

Trustee Stith moved, seconded by Trustee Gates to approve hand carry # 1

**12-21-17 HAND CARRY # 1
RESOLUTION TO SUSPEND POLICY #2342**

RESOLVED, the Board of Education waives policy 2342 requiring the agenda, together with supporting background materials to be distributed to Board members seven days in advance of a Board meeting, and the Board shall permit the consideration of the hand-carry resolutions presented at the December 21, 2017 meeting of the Board; and it is further:

RESOLVED, the waiver of policy 2342 is effective only for the hand-carry resolutions considered at the December 21, 2017 meeting.

MOTION	YES 3	MOTION CARRIED
To approve hand carry # 1	NO 2 (Trustees Touré & Jackson)	

Trustee Stith moved, seconded by Trustee Gates to approve hand carry #2

**12-21-17 HAND CARRY # 2
RESOLUTION TO ADOPT POLICY # 9520.3**

RESOLVED, that the Board *approves the 1st reading* adepts of the Administrative Leave with Pay Policy, in the form attached to this resolution, effective immediately.

MOTION	YES 3	MOTION CARRIED
To approve hand carry # 2	NO 2 (Trustees Touré & Jackson)	

Trustee Stith moved, seconded by Trustee Gates to approve hand carry #3

**12-21-17 HAND CARRY # 3
RESOLUTION TO SUSPEND POLICY #6741 AND POLICY #2280**

MINUTES

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RESOLVED, that the Board suspends policy 6741, to the extent it requires the Board to obtain written proposals via the Request for Proposals (RFP) process, for professional services, to permit the Board to hire Special Counsel, since (1) purchasing professional services does not require competitive bidding, as stated in policy #6741, (2) the appointment of a school attorney falls within the professional services exception to competitive bidding requirements of General Municipal Law §104-b, and (3) the Commissioner of Education recently ruled (decision #17,188, dated September 17, 2017) that the hiring of consultants, and other professionals such as lawyers, are exempt from bidding requirements and may be hired on the basis of skill and successful prior engagements; and it is further:

RESOLVED, that the Board is engaging Special Counsel, for professional services, to permit the Board to use such Special Counsel to investigate the circumstances surrounding the publishing of the RFP, the responses to the RFP, the negotiations of the contract, the drafting of the contract and the engagement of the New American Initiative ("NAI"), and any and all services rendered by NAI, the processing of payments made to NAI, and the receipt of payments by NAI, since the hiring of consultants, and other professionals such as lawyers, are exempt from bidding requirements and may be hired on the basis of skill and successful prior engagements; and it is further:

RESOLVED, that the Board suspends policy 6741 and policy 2280, to the extent such policies apply and require a recommendation from the Superintendent to hire a professional service provider that is exempt from competitive bidding, for the purpose of permitting the Board to hire Gerstman, Schwartz and Malito, with offices located at 1399 Franklin Avenue, Suite 200, Garden City, NY, as Special Counsel in the absence of a recommendation from the Superintendent; and it is further:

RESOLVED, that the Board is applying policy 6741, to the extent such policy applies, to engage and hire Gerstman, Schwartz and Malito, with offices located at 1399 Franklin Avenue, Suite 200, Garden City, NY, as Special Counsel to investigate the circumstances surrounding the publishing of the RFP, the responses to the RFP, the negotiations of the contract, the drafting of the contract and the engagement of the New American Initiative ("NAI"), and any and all services rendered by NAI, the processing of payments made to NAI, for a legal fee not to exceed Five Thousand Dollars (\$5,000.00), and an hourly fee of \$235.00 not to exceed \$5,000.00 to permit the District to publish an RFP for such Special Counsel services for such investigation.

MOTION

YES 3

MOTION CARRIED

To approve hand carry # 3 **NO 2** (Trustees Touré & Jackson)

MINUTES

DECEMBER 21, 2017

Trustee Stith moved, seconded by Trustee Gates to approve hand carry #4

12-21-17 HAND CARRY # 4

**RESOLUTION TO SUSPEND THE DISTRICT'S CONTRACT WITH
THE NEW AMERICAN INITIATIVE ("NAI") FOR TEN DAYS
AND FURTHER TERMINATING THE NAI CONTRACT ON TEN (10) DAYS NOTICE**

RESOLVED, that on December 21, 2017, the New American Initiative is hereby suspended from rendering any further services to the District, whether pursuant to the Board Resolution that was adopted on June 27, 2017, or the contract executed on July 12, 2017, and the District's Business Office is directed that NAI is suspended effective immediately from (1) representing the Hempstead Union Free School District, its Board members, and employees, (2) rendering services to the District, or (3) receiving payment from the District for any alleged services rendered by NAI, which suspension shall last until January 15, 2018, unless the NAI contract is terminated sooner; and it is further:

RESOLVED, that on December 21, 2017, the Board is directing the District Clerk to sign a letter on December 22, 2017, as Notice pursuant to ¶D(4) of the contract between NAI and the District, in the form attached hereto as an exhibit, to be sent by personal delivery or by Registered Mail Return Receipt Requested, or Certified Mail Return Receipt Requested, to notify NAI that the Contract between the District and NAI is terminated effective January 13, 2018 (terminated upon 10 days' notice), pursuant to ¶D(1)(a) of the contract between NAI and the District; and it is further:

RESOLVED, that Dini Gourarie is not to be physically present upon the real property of the District, effective immediately (effective from and after December 21, 2017).

RESOLVED, that NAI is directed to, to the extent it has not done so already, turnover all communications between NAI and any member of the District's Board of Education or an employee of the District to the Special Counsel appointed by the Board this same day, or on any subsequent day for such purpose, to investigate the circumstances surrounding the publishing of the RFP, the responses to the RFP, the negotiations of the contract, the drafting of the contract and the engagement of the New American Initiative ("NAI"), and any and all services rendered by NIA, the processing of payments made to NAI, and the receipt of payments by NAI; and it is further:

RESOLVED, until further Action by the Board, the District shall not pay to NAI any monies for any purported services it may have rendered to the District; and it is further:

RESOLVED, the District Clerk is directed to send a copy of this resolution by email and overnight delivery to NAI within 24 hours of the adoption of this resolution.

MINUTES

DECEMBER 21, 2017

MOTION

YES 3

MOTION CARRIED

To approve hand carry # 4 **NO 2** (Trustees Touré & Jackson)

Trustee Stith moved, seconded by Trustee Gates to approve hand carry #5

**12-21-17 HAND-CARRY #5
RESOLUTION EXCESSING THE MASTER TEACHERS
EFFECTIVE IMMEDIATELY**

RESOLVED, effective immediately the District is excessing the Master Teachers who were hired by Board resolution passed on June 27, 2017 on the premise that their positions would be funded with Title 1 Grant Funds covering the cost thereof, but subsequently, (1) Title 1 Funds were determined to be inapplicable to cover such costs, (2) the General Funds for the budget for elementary schools did not include the cost of such positions in the 2017-2018 budget passed by the electorate, and the use of such General Funds is depleting funds that were earmarked for other budgeted items; and (3) because the positions of Master Teacher have not been added to the District's Table of Organization, and are not covered by the HCTA Contract; and it is further

RESOLVED, that the individuals in the Master Teacher positions shall no longer be employees of the District effective December 22, 2017.

MOTION

YES 3

MOTION CARRIED

To approve hand carry # 5 **NO 2** (Trustees Touré & Jackson)

Trustee Stith moved, seconded by Trustee Johnson to adjourn the meeting at 2:15 A.M.

MOTION

YES 5

MOTION CARRIED

Meeting adjourned

Respectfully submitted:

Patricia Wright
District Clerk

ADMINISTRATIVE LEAVE OF ABSENCE WITH PAY POLICY

The Board of Education has the legal authority to place an employee on Administrative leave of absence with pay pending matters that would make it appropriate to remove the employee from the active employment of the District, and to keep that employee on payroll, while not subjecting that employee to discipline. For example, the District may wish to place an employee on administrative leave with pay (1) when an investigation is being conducted by the District relating to misconduct or questionable judgment or conduct, (2) pending the commencement of disciplinary action, whether by the filing and service of disciplinary charges against the employee, or otherwise. This policy formally documents how the Board of Education should act in this regard concerning the exercise of such legal authority.

In light of the fact that special circumstances may arise in the course of operating the District and managing the Superintendent's work to direct its work force, where it may become necessary for the Board of Education to remove an employee from the work place and from active work in the District, the Board of Education in such instances may grant Administrative Leave with Pay to such employee.

Placement of an employee on an Administrative Leave of Absence with Pay shall not be used for disciplinary purposes and shall not be a substitute for a suspension appropriately imposed pursuant to N.Y. Education Law and/or the District's collective bargaining agreements, where the Board determines that discipline is warranted.

For example, where an employee is either about to take leave or return therefrom in accordance with Civil Service Law §§ 71, 72 or 73, and a medical examination would serve the best interests of the District prior to that employee either leaving from or returning to active employment at the School District, an employee may be placed on an Administrative Leave of Absence with Pay to facilitate the medical examination by a doctor or medical care provider of the School District's choosing.

As another example, where an employee is subject to disciplinary action, by Charges and Specifications under N.Y. Civil Service Law § 75, if the Superintendent of Schools determines that it is necessary or in the best interests of the School District to remove a particular employee from the work place until the issue of guilt under the preferred Charges and Specifications, and if the School District would need more time to have said issue resolved in excess of the time permitted by the N.Y. Civil Service Law, then the Superintendent may place an employee on an Administrative Leave of Pay with Pay to bridge the gap between (1) the time that the Charges and Specifications are to be preferred and (2) the time of the holding of a hearing on the issue of guilt under the preferred Charges and Specifications. The decision to place an employee on an Administrative Leave of Absence with Pay in this situation only, shall be within the sole discretion of the Superintendent and subject to the approval of the Board (which approval may be granted before or after the decision has been made by the Superintendent).

As another example, where the Board of Education has rejected the Superintendent's recommendation to grant tenure and the employee has been provided with N.Y. Education Law § 3031(b) notice of the Board's intention to issue a final determination that tenure will not be granted, the Board may place an employee on an Administrative Leave of Absence with Pay to

bridge the gap between (1) the time that the Board has made its advisory vote under N.Y. Education Law § 3031(b) and (2) the time the Board makes a final determination that tenure is not granted pursuant to N.Y. Education Law § 3031(b). The decision to place an employee on an Administrative Leave of Absence with Pay in this situation only, shall be within the sole discretion of the Board.

An employee placed on an Administrative Leave of Absence with Pay will be paid for each regular workday that he/she is out from work but will not accrue vacation, sick, personal, holiday or other paid benefit days while out from work on an Administrative Leave of Absence with Pay.

An employee on such paid leave shall, continue to be covered by the District's health insurance and shall continue to have payments made on his/her behalf to the New York State & Local Retirement System during such Administrative Leave with Pay.

The foregoing policy shall be applied so as to provide Administrative Leave of Absence with Pay for a period not in excess of sixty (60) consecutive working days. At or before the sixtieth (60th) consecutive working day, the Board of Education shall determine whether it will take steps, as permitted by N.Y. Education Law or by the District's collective bargaining agreements with the District's unions or under a private contract between the employee and the District, to seek to discipline against the employee for the alleged misconduct that may have been the subject of an investigation, or to extend the period of such leave to permit such investigations to continue, if necessary.

The decision to grant such leave shall be within the sole discretion of the Board of Education.

Legal Basis For Policy:

Appeal of Parker, N.Y. Commissioner of Education Decision No. 17,054 (2017).

Appeal of Kavanaugh, N.Y. Commissioner of Education Decision No. 16,897 (2016).