

**REGULAR MEETING (Thursday, November 15, 2018)**

Generated by Patricia Wright on Thursday, November 29, 2018

**A. MEETING OPENING**

The regular meeting of the Hempstead Public Schools Board of Education was held in the high school auditorium, 201 President Street, Hempstead, New York 11550. The meeting was called to order at 7:16 P.M., moved by Trustee Stith and seconded by Trustee Ayala. All of the Board Members were present. Trustee Spleen arrived at 7:27 P.M. The Superintendent offered brief remarks. Public participation was entertained, all concerns were properly addressed by the Board, Superintendent and staff.

**BOARD MEMBERS PRESENT:**

LaMont Johnson, President  
Carmen Ayala, Vice President  
David Gates, Trustee  
Patricia Spleen, Trustee  
Randy Stith, Trustee

**STAFF MEMBERS PRESENT:**

Regina Armstrong, Acting Superintendent of Schools  
Rodney Gilmore, Ed. D. Associate Superintendent for Human Resources  
James Clark, Assistant Superintendent for Special Programs  
Djuana Wilson, Assistant Superintendent for Special Education  
Ahunna M. Akoma, Ed.D., Assistant Superintendent for Technology  
Patricia Wright, District Clerk  
John Sheahan, General Counsel  
Johnathan Scher, Labor Counsel  
Monte Chandler, Special Counsel

Procedural: 1. Pledge of Allegiance

Procedural: 2. Moment of Silence

**B. ACTING SUPERINTENDENT'S REMARKS****C. PRESIDENT'S REMARKS****D. COMMENDATIONS/PRESENTATIONS**

Action: 1. New Agenda Item

**E. OTHER AGENDA ITEMS**

**Trustee Ayala moved, seconded by Trustee Spleen to approve the consent calendar including addendum #'s 1& 2 with the exception of the items moved to executive session (Professiona personnel item V-Stewart, Civil Service item W-Huff, Jackson, itew W Civil Service Terminations.**

**MOTION****YES 5****MOTION CARRIED**

To approve the  
consent calendar

**Trustee Ayala moved, seconded by Trustee Gates to convene to executive session at 8:04 P.M. for legal counsel advice and personnl discussion.**

**MOTION****YES 5****MOTION CARRIED**

To convene to

executive session

Action (Consent): 1. Minutes

**1. RESOLVED**, that the Board of education approves the minutes of the meeting held September 27, 2018, October 3, 4, 15, 18, & 30 as submitted by the District Clerk.

#### F. BOARD OPERATIONS

Action: 1. New Agenda Item

**1. RESOLVED**, that the Board of Education approve the 3rd reading and adoption of replacement policy # 0110 "Sexual Harassment" and policy # 6550 "Claims Auditor" and 2nd reading of new policy "Social Media", and the 1st reading of revised policy # 5405 " Student Wellness".(Attached)

**2. RESOLVED**, that upon the acting superintendent's recommendation the board of education accept and approve the internal auditor (D'Arcangelo & Co.) report (risk assessment update and annual test work) dated June 22, 2018 (received November 5, 2018).

#### G. WARRANTS

Action (Consent): 1. Register of Bills

##### WARRANTS

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

**General Funds** (Warrants #13, 14, 9, 8, 5); **Cafeteria/Lunch** (Warrants #4); **Federal** (Warrants #11, 12, 10, 9) **Capital**(Warrants #).

#### H. REVENUE REPORTS

Action (Consent): 1. Revenue report

##### REVENUE STATUS REPORT

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to receive the **Revenue Status Report for the month of August 2018**.

#### I. APPROPRIATION REPORT

Action: 1. New Agenda Item

##### APPROPRIATION STATUS REPORT

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to receive the **Appropriation Status Report for the month of August 2018**.

#### J. TREASURER'S REPORTS

Action (Consent): 1. Monthly treasurer's report

##### TREASURER'S REPORT

**RESOLVED**, that the Board of Education accept the Reports as submitted by the District Treasurer. **Treasurer's Report for the month of August 2018**.

#### K. DONATION

**1. RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to accept a donation of new school supplies for Prospect Students from the International F. & A.M. Mason and Order of the Eastern Star, City Joint Council 13 of Hempstead. (See attached letter)

Action: 1. New Agenda Item

#### L. BUDGET TRANSFER

Action: 1. New Agenda Item

1. **RESOLVED**, that the Board of Education approve the Acting Superintendent's recommendation to approve the attached list of budget transfers.

#### M. BUSINESS & OPERATIONS

Action: 1. New Agenda Item

#### N. DISPOSAL OF EQUIPMENT

1. **RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to declare the two (2) Facility Department vehicles listed below obsolete:

##### Vehicle #8

Make: GMC

Model: Van

Year: 1994

Odometer: 96,102.4

Condition: Large hole in floor. Door on the driver's side swings open freely. Door locks do not work. Entire lower body is rotted, deteriorated. Transmission slips when in gear.

##### Vehicle #37

Make: Dodge

Model: Pick-Up Truck

Year: 1997

Odometer: 74,437

Condition: Door on the driver's side swings open freely. Engine does not work. Chassis is rotted, deteriorated. Transmission and driveshaft is missing. Vehicle is non-operational.

2. **RESOLVED**, that the Board of Education approves the attach lis to dispose of text books and other obsolete equipment from Front Street School, Technology Department and the A.B.G.S. Middle School, and furniture from the School Implementation Management Department. (Attached)

#### O. CONTRACTS/STIPULATION OF SETTLEMENT

1. **RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the Stipulation of Settlement and Release ("Stipulation") with the parents of the student identified on confidential schedule "A" and authorizes the President of the Board of Education to execute such Stipulation on behalf of the Hempstead Union Free School District.

2. **RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the Stipulation of Settlement and Release ("Stipulation") with the parent of the student identified on confidential schedule "B" and authorizes the President of the Board of Education to execute such Stipulation on behalf of the Hempstead Union Free School District.

3. **RESOLVED:** That the Board of Education approves the Superintendent's Recommendations to execute the attached Partnership Contracts with Educational Training Institute (CTE) for persistently struggling high school and authorizes the President of the Board to execute same.

**Purpose:** To create career pathway opportunities for students at Hempstead High School.

**Strategic Goal(s):** Students will have the opportunity to gain practical and hands on knowledge in the Culinary field.

**Funding Source:** PSSG Grant during 2018-19 School Year

**Amount:** \$127,500

**4. RESOLVED,** that the Board of Education approves the Acting Superintendent's recommendation enter into a Partnership agreement with LINCS. LINCS will implement parent engagement workshops on how to address bullying in schools and the community. The workshops will engage student and parents from both Secondary and Elementary schools to understand and use strategies that promote positive social interaction, in effort to reduce students' incidents of violence and bullying. Students from the Joseph McNeil School, Jackson Annex and ABGS Middle School will participate in this program from November 1, 2018 through March 31, 2019. This project will be paid for through My Brother's Keeper Challenge Grant at a cost of \$6000.00

RECOMMENDED BY: Mr. James Clark

Assistant Superintendent

STRATEGIC GOAL: Student Achievement

SOURCE OF FUNDS: My Brother's Keeper Challenge Program

#### **RESOLUTION TO APPROVE A 2017-2018 LEASE**

**5. RESOLVED,** upon the recommendation of the Acting Superintendent of Schools, the Board of Education hereby approves a lease of the building located at 28 Richardson Place, Hempstead, NY with the Roman Catholic Church of St. Ladislaus for the 2017-18 School Year at the annual rent of \$63,451.58 for use as administrative offices. The President of the Board is authorized to execute the lease upon approval by the Commissioner of Education.

#### **RESOLUTION TO APPROVE A 2017-2018 LEASE**

**6. RESOLVED,** upon the recommendation of the Acting Superintendent of Schools, the Board of Education hereby approves a lease of the building located at 436 Front Street, Hempstead, NY with the Roman Catholic Church of St. Ladislaus for the 2017-18 School Year at the annual rent of \$218,840.04 for use as a school. The President of the Board is authorized to execute the lease upon approval by the Commissioner of Education.

#### **RESOLUTION TO APPROVE A 2018-2019 LEASE**

**7. RESOLVED,** upon the recommendation of the Acting Superintendent of Schools, the Board of Education hereby approves a lease of the building located at 28 Richardson Place, Hempstead, NY with the Roman Catholic Church of St. Ladislaus for the 2018-19 School Year at the annual rent of \$66,675.12 for use as administrative offices. The President of the Board is authorized to execute the lease upon approval by the Commissioner of Education.

#### **RESOLUTION TO APPROVE A 2018-2019 LEASE**

**8. RESOLVED,** upon the recommendation of the Acting Superintendent of Schools, the Board of Education hereby approves a lease of the building located at 436 Front Street, Hempstead, NY with the Roman Catholic Church of St. Ladislaus for the 2018-19 School Year at the annual rent of \$223,216.92 for use as a school. The President of the Board is authorized to execute the lease upon approval by the Commissioner of Education.

#### **AGREEMENT WITH RENU**

**9. WHEREAS,** due to unforeseen weather circumstances on August 7, 2018, the Prospect School was struck by lightning causing fire and water damage throughout the building; and

**WHEREAS**, the repairs to the Prospect School and remediation of the damage are essential to preserve the District's property and to ensure the continued education of students and the health and safety of students and staff; and

**NOW THEREFORE, IT IS RESOLVED**, that upon the recommendation of the Acting Superintendent of Schools, the Board of Education hereby approves the Agreement with RENU Contracting and Restoration Inc., 1215 Sunrise Highway, Copiague, NY 11726, without the necessity of competitive bidding, and authorizes the Board President to execute the Agreement.

#### **RESOLUTION TO AMEND LEASE AGREEMENT**

**10. WHEREAS**, the Board of Education entered into a lease agreement with The R.C. Church of St. Catherine of Sienna to lease as temporary quarters, the school building located 990 Holzheimer Street Franklin Square, New York, on September 11, 2018; and

**WHEREAS**, the terms of said lease agreement provided for monthly rental payments to the R.C. Church of St. Catherine of Sienna in an amount of fifty-one thousand nine dollars and sixty cents (\$51,009.60) during the 2018-2019 school year; and

**NOW, THEREFORE, BE IT RESOLVED**, that upon the recommendation of the Acting Superintendent of Schools, the Board of Education hereby agrees to amend said lease adding additional office space, to require a monthly rental amount of fifty-one thousand five hundred seventeen dollars and three cents (\$51,517.03) starting with the December 1, 2018 payment until the expiration of the lease; and

**BE IT FURTHER RESOLVED**, that the President of the Board of Education is hereby authorized to execute a written amendment to the lease agreement subject to compliance with New York State Education Department regulations.

#### **P. INTERNSHIPS**

#### **Q. FACILITIES**

#### **R. CURRICULUM & INSTRUCTION**

#### **S. SPECIAL EDUCATION**

#### **T. PUPIL PERSONNEL SERVICES**

#### **U. MISCELLANEOUS- TRIPS**

**1. WHEREAS**, the A.B.G.S. Middle School is planning an out of state field trip to Ogdensburg, New Jersey on November 28, 2018

**RESOLVED**, that the Board of Education approves the Superintendent's recommendation to permit 60 students and 6 chaperones from the Middle School to go to Sterling Hill Mining Museum in Ogdensburg, New Jersey on November 28, 2018. All pertinent information is on file.

#### **V. PERSONNEL**

**RESOLVED**, that the Board of Education approves the Acting 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>
<b>Stewart moved to executive session</b>		
Tamika Stewart <b>Eff. 11/26/18 - 6/30/19</b> School Building Leader, Initial, Eff. 12/14/13	Assistant Principal Middle School (Leave replacement for J. Hill - Interim Director of Athletics)	\$110,697 (Level 5, St. 9) - pro- rated Recommended By: Adrian Manuel Purpose: Leave Replacement
Dana Goldstein <b>Eff. 12/3/18</b> (4-year Probationary Period, 12/2/22), ESL, Supplementary., Eff. 12/15/16	ENL Teacher Middle School (replacing L. Salcedo - resigned)	\$66,411 (Level 5, St. 4) - pro-rated Recommended By: Adrian Manuel Purpose: Fill Vacant Position
Sandra Nicotra <b>Eff. 12/3/18</b> (4-year Probationary Period, 12/2/22), ESL, Eff. 3/24/15	ENL Teacher Jackson Annex (replacing A. Applewhaite - resigned)	\$63,937 (Level 5, St. 3) - pro-rated Recommended By: Sheena Burke Purpose: Fill Vacant Position
Todd Mitnick <b>Eff. 11/26/18</b> (4-year Probationary Period, 11/25/22), Childhood Education (Grades 1-6), Eff. 1/29/14	Elementary Teacher A.B.G.S Middle School (replacing K. Amoia - resigned)	\$63,937 (Level 5, St.3) - pro-rated Recommended By: Adrian Manuel Purpose: Fill Vacant Position
Kristie Hasin <b>Eff.12/3/18</b> (4-year Probationary Period, 12/2/22), Speech and Language Disabilities, Initial, Eff. 6/6/18	Speech Language Teacher A.B.G.S Middle School (replacing J. Monroe- retired)	\$68,877 (Level 9 , St.1) - pro-rated Recommended By: Djuana Wilson Purpose: Fill Vacant Position
Ebony Keys <b>Eff. 12/3/18</b> (4-year Probationary Period, 12/2/22), Teaching Assistant, Level I, Eff. 9/21/18	Teaching Assistant Marshall School (replacing P. Phillips - retired)	\$24,231 (Level 2, St.1) - pro-rated Recommended By: Juanita Diaz Purpose: Fill Vacant Position

**LEAVE(S) OF ABSENCE - RESOLVED, that the Board of Education approves the Acting 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>
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Elia Estevez Eff. 11/1/18 - 2/1/19	Math Teacher High School	Letter requesting Medical leave of Absence/FMLA, with pay. (Letter received on 10/12/18 in the Human Resources Office. Medical documentation on file).
Theron Grinage Eff. 1/2/19 - 2/13/19	Social Studies Teacher A.B.G.S. Middle School	Letter requesting Paternity leave of Absence/FMLA with pay (Letter received on 11/5/18 in the Human Resources Office. Medical documentation on file).

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Darla Blanco Eff. 10/1/18 - 3/30/19	Teacher -Empire After School Program at Front Street	Change Title FROM <u>Teaching Assistant</u> TO <u>Teacher</u> and Salary FROM <u>\$23.99/hr.</u> TO <u>\$45.00/hr.</u>
Corinne Fee-Thompson Eff. 10/9/18 - 11/16/18	Special Education Teacher David Paterson	Change Maternity Leave of Absence/FMLA FROM <u>without pay</u> . TO <u>with pay</u> .
Olga Vides Eff. 11/8/18 - 2/1/19	Teaching Assistant Jackson Main	Change Maternity Leave Effective Start Date FROM <u>11/14/18</u> TO <u>11/8/18</u>
Kirsten Fogarty Eff. 10/18/18 - 11/7/18	Math Teacher Middle School	Change Childcare Leave Return Date FROM <u>11/17/19</u> TO <u>11/7/18</u>

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **CHANGE** the following Board Action: Change the (P.M.) Start time for the following Bus Monitors at David Paterson from 3:15 P.M. to 2:30 P.M for the 2018-2019 School Year.

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Shakeya Bullock	Lunch Monitor	Contractual Hourly Rate
Shaquasia Smith	Lunch Monitor	Contractual Hourly Rate

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **CHANGE** the following Board Action: Change the (A.M.) End time for the following Breakfast Monitors at Jackson Annex from 8:15 A.M. to 8:45 A.M for the 2018-2019 School Year.

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Ameisha Cowan	Breakfast Monitor	Contractual Hourly Rate

Natasha Dixon  
Stacey Williams

Breakfast Monitor Contractual Hourly Rate  
Breakfast Monitor (Sub) Contractual Hourly Rate

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Ivonne Garcia Eff. 10/30/18	Elementary Teacher Middle School	Letter of resignation received for personal reasons
Herman Gonzalez Eff. 1/30/19	Social Studies Teacher High School	Letter of resignation received for personal reasons
Patricia Philips Eff. 10/31/18	Teaching Assistant Marshall School	Letter of resignation received for retirement purposes
Rosetta Langlois Eff. 11/30/18	Elementary Teacher Barack Obama	Letter of resignation received for retirement purposes
Vernon Pearson Eff. 10/26/18	Math Teacher High School	Letter of resignation received for retirement purposes

**RESOLVED, that the Board of Education approves the Acting Superintendent’s recommendation to RESCIND the following appointments.**

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Ashleigh Jones Eff. 11/16/18	Elementary Teacher Front Street	Letter of resignation from the AIS Program
Grace Dong Janeo Eff. 10/31/18	Special Ed. Teacher Middle School	Letter or resignation from the National Honor Society Advisor

**RESOLVED, that the Board of Education approves the Acting Superintendent’s recommendation to RECLASSIFY the following Adult Education personnel for the 2018-2019 School Year.**

**Recommend By:** Susan Thompson

<u>NAME</u>	<u>LOCATION</u>	<u>Compensation</u>
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Carol Davis Eff. 11/19/18	Adult Ed. Teacher Middle School	\$35.72/hr. (reclassify from Sub. Teacher to Step 1 Teacher)
Nicole Marquardt Eff. 11/19/18	Adult Ed. Teacher Middle School	\$35.72/hr. (reclassify from Sub. Teacher to Step 1 Teacher)
Rubiela Pardo Eff. 11/19/18	Adult Ed. Teacher Middle School	\$37.90/hr. (reclassify from Step 1 Teacher to Step 2 Teacher)
Martha Romero Eff. 11/19/18	Adult Ed. Teacher Middle School	\$37.90/hr. (reclassify from Step 1 Teacher to Step 2 Teacher)

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel to implement the School Comprehensive Education Plan for the 2018/19 school year (Not to exceed 2 hours a month - Grant Funding - SIGa)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
<b><u>BARACK OBAMA</u></b>		
Kelly Fairclough	Administrator	\$94.34/hr.
Cynthia Moore-Drayton	Administrator - Sub	\$94.34/hr.
Bernadette Johnson	Teacher	\$40.54/hr.
Vickie McMillan	Teacher	\$40.54/hr.
Kimberly Hale	Teacher	\$40.54/hr.
Cynthia Perez	Teacher	\$40.54/hr.
Jean Gonzalez	Teacher	\$40.54/hr.

<b><u>DAVID PATERSON</u></b>		
Gary Rush	Administrator	\$94.34/hr.
Keesha Keller	Administrator - Sub	\$94.34/hr.
Linda St. John	Teacher	\$40.54/hr.
Kisha Matos	Teacher	\$40.54/hr.
Michelle Pineda	Teacher	\$40.54/hr.
Lisa Byers	Teacher	\$40.54/hr.
Raina Lewis	Psychologist	\$40.54/hr.
Angela Daubon	Social Worker	\$40.54/hr.
Florene Toliver	Teaching Assistant	\$23.99/hr.

<b><u>JACKSON ANNEX</u></b>		
Sheena Burke	Administrator	\$94.34/hr.
Rozella Fibleuil	Administrator - Sub	\$94.34/hr.
Ronda Brown-Walker	Teacher	\$40.54/hr.
Nicole Brown	Teacher	\$40.54/hr.
Elisabeth Crawford	Teacher	\$40.54/hr.

Arti Oliphant	Teacher	\$40.54/hr.
Desiree Randall	Teacher	\$40.54/hr.
Leticia Scott	Teacher	\$40.54/hr.
Tannya Sparacio	Teacher	\$40.54/hr.
Meredith Van Schuyler	Teacher	\$40.54/hr.
Tyisha McFadden	Teaching Assistant	\$23.99/hr.

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel as Home Tutors for the 2018-2019 School Year.

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>COMPENSATION</u>
Kim Sanders	Elem. Teacher	District	\$40.54/hr.

**RESOLVED**, that the Board of Education approved the Superintendent's recommendation to **APPOINT** the following professional personnel to teach a sixth period class (as needed) to accommodate increased enrollment at Hempstead High School, effective November 16, 2018

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Dagoberto Echeverria Eff.11/16/18 - until newhire	Bil. Social Studies Teacher	1/5th of Salary
Cheryl McCue Eff.11/16/18 - 1/31/19	Special Education Teacher	1/5th of Salary

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel to work during the Hempstead High School 's Tiger Academy, effective September 6, 2018 through June 21, 2019 (Tuesday and Thursday; Teacher and Teaching Assistants, 3:15 p.m. – 7:15 p.m).

**RECOMMENDED BY:** Stephen Strachan  
**PURPOSE:** Regents Prep and Credit Recovery

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Donald Jackson	US History/Global	\$40.54/hr.

**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 2018-2019 school year (grant funded)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Winifred Oyeboode	Special Ed. Teacher	\$40.54/hr.

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel for the upcoming High School Play Production to be performed on December 14-15, 2018.

**Recommended by:** Angel Perez

**Purpose:** To prepare students for the High School play production.

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>COMPENSATION</u>
Timothy Dolan	Director	High School	\$3,500.00

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPROVE** the following personnel for the Empire State Afterschool Program - Effective November 8, 2018 - March 30, 2019 - (Monday - Friday, 3:00 PM - 7:00 PM and Saturdays, 8:30 AM - 1:30 PM)

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>COMPENSATION</u>
Ronald Simpkins	Administrator-Sub	Joseph McNeil	\$95/hr. (Max 6 hr/wk)
Joseph Watts	Teaching Assistant	Joseph McNeil	\$25.00 hr. (Max 4 hr/wk)
Anita Reynolds	Teaching Assistant	Joseph McNeil	\$25.00/hr. (Max 4hr.wk)
Otis Beacoat	Lunch Monitor	Joseph McNeil	\$21.00/hr. (Max 4 hr./wk)
Khalik Watts	Teacher Assistant	Joseph McNeil	\$25.00/hr. (Max 4hr./wk)
Beatrice Lamidi	Teacher - (Sub)	David Paterson	\$45.00/hr. (Max 4hr./wk)
Silviana Mestizo	Teacher - (Sub)	David Paterson	\$45.00/hr. (Max 4hr./wk)
Michelle Pineda	Teacher -	David Paterson	\$45.00/hr. (Max 4hr//wk)
Wanda Arroya	Community Liaison	District Wide	\$25.00/hr. (Max 4 hr/wk)
Jada Gillenwater	Community Liaison	District Wide	\$25.00/hr. (Max 4 hr/wk)
Sharese Hawkins	Community Liaison	District Wide	\$25.00/hr. (Max 4 hr/wk)
Christopher Costa	Community Liaison	District Wide	\$25.00/hr. (Max 4 hr./wk)
Tanika Cullum	Clerical	H.H.S. Annex	Contractual Hourly Rate

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPROVE** the following Security personnel for the Afterschool Programs during the 2018-2019 school year: (Monday - Friday, 3:30 PM - 5:30 PM and Saturdays, 8:00 AM - 1:00 PM)

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>COMPENSATION</u>
Leticia Nelson	Security Aide	Joseph McNeil	Contractual Hourly Rate
Walter Everett	Security Aide	Jackson Main	Contractual Hourly Rate
Carrie Tiller	Security Aide	Barack Obama	Contractual Hourly Rate
Kenneth Taylor	Security Aide-Sub	Barack Obama	Contractual Hourly Rate
Leonardo Gonzalez	Security Aide-Sub	Barack Obama	Contractual Hourly Rate
Maria Guevara	Security Aide-Sub	Barack Obama	Contractual Hourly Rate
Nathaniel Armstead	Security Aide	Jackson Annex	Contractual Hourly Rate
Cinthia Benavides	Security Aide	Jackson Annex	Contractual Hourly Rate
Celeste Henderson	Security Aide	Jackson Annex	Contractual Hourly Rate

David James	Security Aide	Front School	Contractual Hourly Rate
Sorita Adkins	Security Aide	Front School	Contractual Hourly Rate

**APPOINTMENT(S) – RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following Hempstead Teacher Center personnel for the 2018 – 2019 school year: (TRACT grant funded)

<b><u>INSTRUCTOR</u></b>	<b><u>POSITION</u></b>	<b><u>COMPENSATION</u></b>
Maria Cady	Director	\$1,000 / per month for 10 months

**APPOINTMENT(S) – RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **COMPENSATE** the following professional personnel for clinical sessions related to Medicaid reimbursement as follows for the 2018 – 2019 school year.

<b><u>INSTRUCTOR</u></b>	<b><u>POSITION</u></b>	<b><u>COMPENSATION</u></b>
Patricia Nicoletti	Speech Pathologist	\$2,000
Patricia Crespo	Speech Pathologist	\$2,000
Regina Conte Perretti	Speech Pathologist	\$2,000
Cynthia Harty	Speech Pathologist	\$2,000
Lisa Anne Byers	Speech Pathologist	\$2,000
Sharon Inkles-Offenberg	Speech Pathologist	\$5,880
Aimee Marro	Speech Pathologist	\$2,000
Pam Leibowitz	Speech Pathologist	\$2,000
Winsome Brown-Cooke	Social Worker	\$5,880
Kim Bullock	Social Worker	\$2,000
Mark Collins	Social Worker	\$2,000
Angela Daubon	Social Worker	\$2,000
Cherie Dortch	Social Worker	\$2,000
Lisa Byrd-Watkins	Social Worker	\$2,000
Cynthia Terrell	Social Worker	\$2,000

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel as Teacher Mentors for the 2018-2019 school year (No more than (2) mentee's per mentor - not to exceed 38 hours per mentee)

**RECOMMENDED BY:** HCTA Committee

**PURPOSE:** Provide support, mentoring and professional development to new teachers with initial certifications.

<b><u>NAME</u></b>	<b><u>POSITION/LOCATION</u></b>	<b><u>COMPENSATION</u></b>
Elias Mestizo	Mentor Coordinator	\$3,500
Christina Ambrosio	Teacher Mentor	\$40.54/hr.
Kellie Wilson-McNeal	Teacher Mentor	\$40.54/hr.

Patricia Nicoletti	Teacher Mentor	\$40.54/hr.
Sharon Edmonston	Teacher Mentor	\$40.54/hr.
Desiree Randall	Teacher Mentor	\$40.54/hr.
Deshaun Lewter	Teacher Mentor	\$40.54/hr.
Steve Izzo	Teacher Mentor	\$40.54/hr.
Juanita Cepeda Winfield	Teacher Mentor	\$40.54/hr.
Kisha Matos	Teacher Mentor	\$40.54/hr.
Elyse Amos	Teacher Mentor	\$40.54/hr.
Linda St. John	Teacher Mentor	\$40.54/hr.
Michelle Pineda	Teacher Mentor	\$40.54/hr.
April Riviere	Teacher Mentor	\$40.54/hr.
Meghan Foote	Teacher Mentor	\$40.54/hr.
Brenda Allen	Teacher Mentor	\$40.54/hr.
Laurie Hamilton	Teacher Mentor	\$40.54/hr.
Marion Hutchinson	Teacher Mentor	\$40.54/hr.
Beverly Robinson	Teacher Mentor	\$40.54/hr.
Penny Bacon	Teacher Mentor	\$40.54/hr.
Barbara Intrieri	Teacher Mentor	\$40.54/hr.
Grace Dong-Janeo	Teacher Mentor	\$40.54/hr.
Daphne Pradella	Teacher Mentor	\$40.54/hr.
Cheryl McCue	Teacher Mentor	\$40.54/hr.
Betsy Leib	Teacher Mentor	\$40.54/hr.

**RESOLVED, that the Board of Education APPROVES the Acting Superintendent's recommendation to APPROVE the following professional personnel to enter data into the PowerSchool system - Not to exceed 6 hours per week from November 16, 2018 - December 21, 2018 and from February 1, 2019 through March 29, 2019. (Grant Funded Title III)**

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>COMPENSATION</u>
Lizz Sarceno	ENL Teacher	Pupil Personnel	\$40.54/hr.
Yeraldin Columbel	Parent Liaison	Pupil Personnel	\$40.54/hr.
Luisa Delarosa	Clerk Typist	Pupil Personnel	Contractual Hourly Rate
Jose Marte	Clerk Typist	Pupil Personnel	Contractual Hourly Rate

**RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to APPOINT the following professional personnel as COACHES for**

**the WINTER/SPRING Season during the 2018-2019  
School Year.**

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>COMPENSATION</u></b>
Joshua Carlock Eff. 11/26/18 - 3/3/19	Varsity Boys Swim Asst.	\$1,965
Christopher McGuire Eff. 11/20/18 - 3/17/19	Programmer/Boys Clock Operator	\$1,933
Daren Faulk Eff. 11/19/18 - 3/17/19	Varsity Girls Basketball	\$7,811
Linda Lopez Eff. 3/18/19 - 6/2/19	Varsity Girls Badminton	\$4,330
Anita Reynolds Eff. 3/18/19 - 6/2/19	JV Girls Badminton	\$3,018
Noel Acevedo Eff. 3/4/19 - 6/19/19	Varsity Softball	\$5,949
Robert Polcha Eff. 3/4/19 - 6/19/19	JV Softball	\$4,338
Jean Collins Eff. 3/4/19 - 6/19/19	Equipment Manager	\$5,360
Wesley Harkless Eff. 3/4/19 - 6/9/19	Lacrosse Scorekeeper	\$1,277
Corrine Fee- Thompson Eff. 3/4/19 - 6/9/19	Varsity Girls Lacrosse	\$6,046
Michael Higgins Eff. 3/4/19 - 6/19/19	Varsity Boys Track	\$5,901
Ramon Mills Eff. 4/1/19 - 6/7/19	MS School Boys Lacrosse	\$3,442
Martha Higgins Eff. 4/1/19 - 6/7/19	MS School Boys Track	\$3,470
Leasia Shabazz- Earth	MS School Girls Track	\$3,470

Eff. 4/1/19 -  
6/7/19

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel for **FRONT SCHOOL - AIS PROGRAM, EFFECTIVE** for the 2018-2019 school year, Tuesday and Thursday -3:30 PM -5:30 PM as needed, pending enrollment and attendance – (SIGa Grant Funded.)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Antonia Torres-Gearity	Elementary Teacher	\$40.54/hr.

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel for **FRONT SCHOOL - AIS PROGRAM, EFFECTIVE** for the 2018-2019 school year, Monday and Tuesday -3:45 PM -5:45 PM as needed, pending enrollment and attendance – (SIGa Grant Funded.)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Katiti Mays	Teaching Assistant	\$23.99/hr.
Crystal Miller	Teaching Assistant	\$23.99/hr.

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel for **JACKSON ANNEX - AIS PROGRAM, EFFECTIVE** for the 2018-2019 school year, Tuesday, Thursday, Friday's - 6:55 AM - 7:55 AM for Administrators and 7:10 AM - 8:10 AM for Teachers. Saturdays - 8:30 AM - 1:00 PM for Administrators, Clerical, Security and Custodians and 9:00 AM - 12:30 PM for Teachers and Teaching Assistants - as needed, pending enrollment and attendance – (SIGa Grant Funded.)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
<b><u>JACKSON ANNEX</u></b>		
Sheena Burke	Administrator	\$94.34/hr.
Rozella Fibleuil (Sub)	Administrator (sub)	\$94.34/hr.
Jennifer Abramowitz	Teacher	\$40.54/hr.
Brittany D'Arienzo	Teacher	\$40.54/hr.
Christie Grauna	Teacher	\$40.54/hr.
Markella Papouls	Teacher	\$40.54/hr.
Nicole Brown	Teacher (Sub)	\$40.54/hr.
Heather Sharkey	Teacher (Sub)	\$40.54/hr.

### **SATURDAY ACADEMY**

Sheena Burke	Administrator	\$94.34/hr.
Rozella Fibleuil	Administrator (Sub)	\$94.34/hr.
Yvette Adams-Estes	Teacher	\$40.54/hr.
Christian Bustamante	Teacher	\$40.54/hr.
Sharon Edmonston	Teacher	\$40.54/hr.
Darlene Homere	Teacher	\$40.54/hr.
Lavern Lariosa	Teacher	\$40.54/hr.

Desiree Randall	Teacher	\$40.54/hr.
Leticia Scott	Teacher	\$40.54/hr.
Heather Sharkey	Teacher	\$40.54/hr.
Tannya Sparacio	Teacher	\$40.54/hr.
Candace Collins-Motley	Teaching Assistant	\$23.99/hr.
Gale Deans-Forrester	Teaching Assistant	\$23.99/hr.
Myriam Kai	Teaching Assistant	\$23.99/hr.
Sharon Webster	Teaching Assistant	\$23.99/hr.
Sharon Daniel	Clerical	Contractual Hourly Rate
Nathaniel Armstead	Security Aide	Contractual Hourly Rate
Cinthia Benavides	Security Aide	Contractual Hourly Rate
Celeste Henderson	Security Aide (Sub)	Contractual Hourly Rate
Count Edwards	Custodial	Contractual Hourly Rate
Halver Griffiths	Custodial	Contractual Hourly Rate

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel for **JOSEPH MCNEIL - AIS PROGRAM. EFFECTIVE** for the 2018-2019 school year, Saturdays 8:30 am-1:00 pm for **ADMINISTRATORS, CLERICAL, SECURITY & CUSTODIANS** and **Teachers & TA's 9:00 - 12:30 p.m. - as needed, pending enrollment and attendance – (SIGa Grant Funded.)**

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
<b><u>JOSEPH MCNEIL</u></b>		

Renee Wright	Administrator	\$94.34/hr.
Sandra Powell	Administrator (Sub)	\$94.34/hr.
Carol Williams	Teacher	\$40.54/hr.
DeShaun Lewter	Teacher	\$40.54/hr.
Charlena Supriana	Teacher	\$40.54/hr.
Diane Green	Teacher	\$40.54/hr.
Michael Levine	Teacher	\$40.54/hr.
Michelle Lockhart	Teacher (Sub)	\$40.54/hr.
Vanessa Dossous	Teacher (Sub)	\$40.54/hr.
Felicia Morrow	Teacher (Sub)	\$40.54/hr.
Anita Reynolds	Teaching Assistant	\$23.99/hr.
Joseph Watts	Teaching Assistant	\$23.99/hr.
Lynette Priester	Teaching Assistant	\$23.99/hr.
Alan Cason-Ephraim	Teaching Assistant	\$23.99/hr.
Lesley Jennings-Hillord	Teaching Assistant	\$23.99/hr.
Charmelle Hood	Teaching Assistant (Sub)	\$23.99/hr.
Bernice Smith	Clerical	Contractual Hourly Rate
Latisha Nelson	Security Aide	Contractual Hourly Rate
Angie Holloway	Security Aide (Sub)	Contractual Hourly Rate
Patricia Clark	Custodian	Contractual Hourly Rate

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel for **A.B.G.S. MIDDLE SCHOOL - AIS PROGRAM. EFFECTIVE** for the 2018-2019 school year, Weekly



- 4:05 pm-6:05 pm for ADMINISTRATORS,CLERICAL, SECURITY & CUSTODIANS and 3:30 pm -5:30 pm for Teachers & TA's, Saturdays 8:30 am-1:00 pm for ADMINISTRATORS, CLERICAL, SECURITY & CUSTODIANS and Teachers & TA's from 9:00-12:30 p.m. - as needed, pending enrollment and attendance – (SIGa Grant Funded.)

**NAME****MIDDLE SCHOOL****POSITION****COMPENSATION**

Neclisha Davis	Teacher	\$40.54/hr.
Mishka Fox	Teacher	\$40.54/hr.
Wendy Eisner	Teacher	\$40.54/hr.
Marion Hutchinson	Teacher	\$40.54/hr.
Mariam Trice	Teacher	\$40.54/hr.
Adriane Turner (substitute TA)	Teacher	\$23.99/hr.

**RESOLVED**, that the Board of Education **APPROVES** the Acting Superintendent's recommendation to **APPOINT** the following professional personnel as **CLUB ADVISORS** for the 2018-2019 school year:

**NAME****POSITION****LOCATION****COMPENSATION****DAVID****PATERSON**

Lisa Dunn Lockhart	Spirit Club	David Paterson	\$40.54/hr.
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**HIGH SCHOOL**

Diana Perez	Mock Trial	High School	\$40.54/hr.
Rhonda Moore	Young Ladies Club	High School	40.54/hr.
Donald Jackson	National History Club	High School	\$40.54/hr.
Dana Falcone	Freshman Class Advisor	High School	\$1,100
Jennifer Salgado	Key Club	High School	\$1,600
Kuwata Williams	Sophomore Class	High School	\$1,500

**BARACK OBAMA**

Derek Deans	Basketball	Barack Obama	Contractual Hourly Rate
Sherman Robinson	Basketball	Barack Obama	Contractual Hourly Rate
Sean Holloway	Basketball	Barack Obama	Contractual Hourly Rate
Yadira Basantes	Latin Dance	Barack Obama	\$23.99/hr.

**RESOLVED**, that the Board of Education approves the Superintendent's recommendation to **APPROVE** the following personnel as Instructional Coach for the 2018-2019 School Year - (Title I Funding)

**RECOMMENDED BY:** Janet Lovett

**PURPOSE:** To turnkey information to peers and to ensure compliance with SED regulations for ENL/Bilingual students.

<u>NAME</u>	<u>LOCATION</u>	<u>COMPENSATION</u>
Victoria Basantes	Bilingual Education	\$11,706 (Service Assignment I)

**W. CIVIL SERVICE PERSONNEL**  
**CIVIL SERVICE PERSONNEL**

**APPOINTMENTS(S) - RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following **CIVIL SERVICE** Personnel:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Mary Cash Eff. 9/17/18  <b>Huff moved to executive session</b>	Account Clerk, Business Office	\$50,323-prorated (Lv. 4, St. 10) <b>RECOMMENDED BY:</b> Brigid Villareale <b>PURPOSE:</b> Fill vacant position
Karen Huff Eff. 11/26/18	Food Server, PT, District	\$11.29/hr (Lv. 01A, St. 1) <b>RECOMMENDED BY:</b> Yohanna Arevalo <b>PURPOSE:</b> Replacing K. Norwood, terminated
Michelle Parsons Eff. 11/26/18	School Lunch Monitor, PT, Marshall School	\$12.47/hr (Lv. 10A, St. 1) <b>RECOMMENDED BY:</b> Juanita Diaz <b>PURPOSE:</b> New Position
Larry Gore Eff. 11/26/18  <b>Jackson moved to executive session</b>	School Lunch Monitor, PT, Front St.	\$12.47/hr (Lv. 10A, St. 1) <b>RECOMMENDED BY:</b> Arlise Carson <b>PURPOSE:</b> Replacing P. Pyatt, retired
Brian Jackson Eff. 11/26/18	Supervising Groundskeeper, Grounds	\$54,943-prorated (Lv. 4, St. 10) <b>RECOMMENDED BY:</b> Allan Wakefield <b>PURPOSE:</b> Replacing J. Tyson, retired
Dwayne Thomas Eff. 11/26/18	Custodian, Marshall School	\$55,477-prorated (Lv. 3, St.13) <b>RECOMMENDED BY:</b> Allan Wakefield <b>PURPOSE:</b> To fill vacant position
Jamel Cummings Eff. 11/26/18	Custodian, Prospect School	\$40,622-prorated (Lv. 3, St. 5) <b>RECOMMENDED BY:</b> Allan Wakefield <b>PURPOSE:</b> To fill vacant position
Bryan Donadio Eff. 12/3/18	Custodian, High School	\$48,235-prorated (Lv. 3, St. 8) <b>RECOMMENDED BY:</b> Allan Wakefield <b>PURPOSE:</b> Replacing A. Finney, retired
Darren Bridges Eff. 12/9/18	Custodian, Front St.	\$48,235-prorated (Lv. 3, St. 8) <b>RECOMMENDED BY:</b> Allan Wakefield <b>PURPOSE:</b> To fill vacant position

Andi-Jay Silvera Eff. 12/10/18	Custodian, Middle School	\$39,520-prorated (Lv. 3, St. 4) <b>RECOMMENDED BY:</b> Allan Wakefield <b>PURPOSE:</b> To fill vacant position
Darrell Thompson Eff. 11/26/18	Cleaner, PT-Sub, District-wide	\$12.00/hr. <b>RECOMMENDED BY:</b> Allan Wakefield <b>PURPOSE:</b> Expand substitute list. Services to be utilized by district as required.
Manuel Duffis Eff. 11/26/18	Cleaner, PT-Sub, District-wide	\$12.00/hr. <b>RECOMMENDED BY:</b> Allan Wakefield <b>PURPOSE:</b> Expand substitute list. Services to be utilized by district as required.
Gloria Thompson Eff. 11/26/18	Cleaner, PT-Sub, District-wide	\$12.00/hr. <b>RECOMMENDED BY:</b> Allan Wakefield <b>PURPOSE:</b> Expand the substitute list. Services to be utilized by district as required
Robert Valmir Eff. 11/26/18	Cleaner, PT-Sub, District-wide	\$12.00/hr. <b>RECOMMENDED BY:</b> Allan Wakefield <b>PURPOSE:</b> Expand the substitute list. Services to be utilized by district as required
David Perkins Eff. 11/26/18	Cleaner, PT-Sub, District-wide	\$12.00/hr. <b>RECOMMENDED BY:</b> Allan Wakefield <b>PURPOSE:</b> Expand the substitute list. Services to be utilized by district as required

**RESIGNATION – RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **ACCEPT** the resignation(s) from the following Civil Service personnel for **RETIREMENT/PERSONAL PURPOSES**:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
William Thomas Eff. 11/15/18	Cleaner, P/T, Sub District	Letter of resignation received for personal reasons.
Joseph Lloyd Eff. 11/15/18	Cleaner, P/T,Sub District	Letter of resignation received for personal reasons.
Jovan Trice Eff. 9/4/18	School Lunch Monitor, PT - Joseph McNeil School	Letter of resignation received to accept appointment as a Teaching Assistant.
Mone'Jah Brown Eff. 9/4/18	School Lunch Monitor, PT - Prospect School	Letter of resignation received for personal reasons.
Monique Newsom Eff. 10/23/18	Food Server, PT-Sub David Paterson	Letter of resignation received for personal reasons.
Vincent Burris Eff. 12/29/18	Cleaner, FT, Marshall School	Letter of resignation received for retirement purposes.

Brian Jackson Eff. 11/23/18	Groundskeeper, Grounds	Letter of resignation received contingent upon appointment as Supervising Groundskeeper.
Mary Cash Eff. 9/14/18	Typist Clerk, Business Office	Letter of resignation received contingent upon appointment as Account Clerk.
Jamel Cummings Eff. 11/23/18	Groundskeeper, Grounds	Letter of resignation received contingent upon appointment as a Custodian.
Dwayne Thomas Eff. 11/23/18	Cleaner, FT, Marshall	Letter of resignation received contingent upon appointment as a Custodian.
Darren Bridges Eff. 12/8/18	Cleaner, PT-Sub	Letter of resignation received contingent upon appointment as a Custodian.
Andi-Jay Silvera Eff. 12/9/18	Cleaner, PT-Sub, District	Letter of resignation received contingent upon appointment as a Custodian.

### **CIVIL SERVICE TERMINATIONS MOVED TO EXECUTIVE SESSION**

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

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>REASON</u></b>
Employee #4498 Eff. 11/19/18	School Lunch Monitor, PT	Failure to report to work.
Employee # 4765 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
Employee #4386 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
Employee #4734 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
Employee #4770 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
Employee #4753 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
Employee #4728 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
Employee #4314 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
<b># 4769 PULLED BY HR</b> Employee #4769 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability

**LEAVE OF ABSENCE - RESOLVED**, that the Board of Education approves the Acting 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>
Joey T. Mosley Eff. 9/25/18 - 12/25/18	Messenger, District	Letter requesting a Sick Leave of Absence/FMLA at half pay. (Letter received in Human Resources on 11/6/18. Medical documentation on file)
Rendy Bruce Eff. 10/9/18 - 12/15/18	Security Aide, Marshall School	Letter requesting a Sick Leave of Absence, with pay, utilizing accrued sick time; remainder at half pay. (Letter received in Human Resources on 10/26/18. Medical documentation on file)
Luisa Delarosa Eff. 11/14/18 - 11/29/18	Bil. Typist Clerk, Bilingual Office	Letter requesting a Medical Leave of Absence, with pay, utilizing accrued sick time. (Letter received in Human Resources on 11/6/18. Medical documentation on file)
Jonathan Ayala Eff. 1/2/19 - 2/6/19	Security Aide, H.S. Annex	Letter requesting a Paternity Leave with pay, utilizing accrued sick time. (Letter received in Human Resources on 11/7/18. Medical documentation on file.)

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to **RESCIND** the following Civil Service appointment:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Rochelle Argroe Eff. 10/19/18	Cleaner, PT-Sub	Never reported to work

### ADDENDUM NOVEMBER 15, 2018

1. **RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to approve the attached contract with BookSmart Accounting for the financial administration/closeout of all 17-18 and 18-19 federal/state grants.
2. **RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to accept the terms and conditions of the International Baccalaureate ("IB) contract as reviewed by general counsel.

**Trustee Stith moved, seconded by Trustee Gates to reconvene to open session at 11:23 P.M.**

<b>MOTION</b>	<b>YES 5</b>	<b>MOTION CARRIED</b>
To reconvene to open session		

**Trustee Johnson moved, seconded by Trustee Sitht to approve the appointment of the leave replacement AP**

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
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**Stewart moved to executive**

**session**

Tamika Stewart  
**Eff. 11/26/18 - 6/30/19**  
 School Building Leader, Initial,  
 Eff. 12/14/13

Assistant Principal  
 Middle School  
 (Leave replacement for J. Hill - Interim  
 Director of Athletics)

\$110,697 (Level 5, St. 9) -  
 pro-rated  
 Recommended By: Adrian  
 Manuel  
 Purpose: Leave  
 Replacement

**MOTION****YES 5****MOTION CARRIED**

To approve the appointment of  
 the leave replacement AP

**Trustee Stith moved, seconded by Trustee Johnson to approve the appointment of the P/T Food Server**

**Huff moved to executive  
 session**

Karen Huff  
 Eff. 11/26/18

Food Server, PT,  
 District

\$11.29/hr (Lv. 01A, St. 1)  
**RECOMMENDED BY:** Yohanna Arevalo  
**PURPOSE:** Replacing K. Norwood,  
 terminated

**MOTION****YES 5****MOTION CARRIED**

To approve the appointment  
 of P/T Food Server

**Trustee Johnson moved, seconded by Trustee Stith to approve the appointment of the grounds supervisor.**

**Jackson moved to executive  
 session**

Brian Jackson  
 Eff. 11/26/18

Supervising Groundskeeper,  
 Grounds

\$54,943-prorated (Lv. 4, St.  
 10)  
**RECOMMENDED BY:** Allan  
 Wakefield  
**PURPOSE:** Replacing J. Tyson,  
 retired

**MOTION****YES 5****MOTION CARRIED**

To approve the appointment  
 of the grounds supervisor

**Trustee Stith moved, seconded by Trustee Johnson to approve the civil service terminations as indicated.**

**TERMINATION – RESOLVED, that the Board of Education approves the Acting Superintendent’s recommendation to TERMINATE the employment of the following Civil Service personnel:**

**NAME****POSITION****REASON**

Employee #4498 Eff. 11/19/18	School Lunch Monitor, PT	Failure to report to work.
Employee # 4765 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
Employee #4386 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
Employee #4734 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
Employee #4770 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
Employee #4753 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
Employee #4728 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability
Employee #4314 Eff. 11/19/18	Cleaner, P/T, Sub	Unavailability

**MOTION****YES 5****MOTION CARRIED**

To approve civil service  
terminations

**ADDENDUMS  
NOVEMBER 15, 2018**

**Trustee Stith moved, seconded by Trustee Ayala to approve to provide indemnification and defence for Board Members**

**3. RESOLVED**, that the Board of Education hereby approves requests for defence and indemnification submitted by members of the Board of Education identified in confidential attachment "A" in connection with the lawsuit captioned Dr. Varleton McDonald -v- Hempstead UFSD and confers upon the members of the Board of Education the benefits and protections of section 18 of the Public Officers Law and Section 3811 of the Education Law.

**MOTION****YES 5****MOTION CARRIED**

To approve indemnification  
and defence

**Trustee Stith moved, seconded by Trustee Gates to approve to commence litigation as indicated**

**4. RESOLVED**, that the Board of Education authorizes the Scher Law Firm, LLP to commence litigation against the New American Initiative and Lorriane Scorsone to recover compensatory damages, punitive damages and indemnity costs incurred by the District.

**MOTION****YES 5****MOTION CARRIED**

To approve commence litigation

**X. ADJOURNMENT**

**Trustee Stith moved, seconded by Trustee Ayala to adjourn the meeting at 11:27 P.M.**

**MOTION**

**YES 5**

**MOTION CARRIED**

Meeting adjourned

Respectfully submitted:

Patricia Wright, District Clerk



(X) Required  
( ) Local  
(X) Notice

## SEXUAL HARASSMENT

The Board of Education recognizes that harassment of students, staff and certain "non-employees" (which includes contractors, subcontractors, vendors, consultant and other persons providing services pursuant to a contract, or their employees) on the basis of sex, gender and/or sexual orientation is abusive and illegal behavior that harms targets and negatively impacts the school culture by creating an environment of fear, distrust, intimidation and intolerance. The Board further recognizes that preventing and remedying such harassment in schools is essential to ensure a healthy, nondiscriminatory environment in which students can learn and employees and "non-employees" can work productively.

Sex-based harassment can be comprised of two types of behavior: sexual harassment and/or gender-based harassment. Sexual harassment is unwelcome conduct of a sexual nature, which can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature (see regulation 0110-R for examples). Gender-based harassment includes verbal, nonverbal or physical aggression, intimidation or hostility that is based on actual or perceived gender and sexual stereotypes (see regulation 0110-R for examples). Sexual or gender-based harassment of a student can deny or limit the student's ability to participate in or to receive benefits, services, or opportunities from the school's program.

The Board is committed to providing an educational and working environment that promotes respect, dignity and equality and that is free from all forms of sexual harassment. To this end, the Board condemns and strictly prohibits all forms of sexual harassment on school grounds, school buses and at all school-sponsored activities, programs and events including those that take place at locations outside the district, or outside the school setting if the harassment impacts the individual's education or employment in a way that violates their legal rights.

Sexual harassment is considered a form of employee misconduct and sanctions will be enforced against individuals engaging in sexual harassment and against supervisory and managerial personnel who knowingly allow such behavior to continue.

Under various state and federal laws, students, employees and "non-employees" have legal protections against sexual harassment in the school environment as described above. The district's Code of Conduct also addresses appropriate behavior in the school environment. Sexual harassment can occur between persons of all ages and genders.

In order for the Board to effectively enforce this policy and to take prompt corrective measures, it is essential that all targets of sexual harassment and persons with knowledge of sexual harassment report the harassment immediately. The district will promptly investigate all complaints of sexual harassment, either formal or informal, verbal or written. To the extent possible, all complaints will be treated in a confidential manner. Limited disclosure may be necessary to complete a thorough investigation. If the complainant reports that they feel unsafe at school due to the nature of the complaint, the district will determine if accommodations need to be made until the issue is resolved.

If, after appropriate investigation, the district finds that a student, an employee, "non-employee" or a third party has violated this policy, prompt corrective action will be taken in accordance with the applicable collective bargaining agreement, contract, district policy and state law. Individual nondisclosure agreements may only be used as permitted by law, described in the accompanying regulation. Mandatory arbitration clauses are prohibited in all district contracts and agreements.

All complainants and those who participate in the investigation of a complaint of sexual harassment have the right to be free from retaliation of any kind.

The Superintendent of Schools is directed to develop and implement regulations for reporting, investigating and remedying allegations of sexual harassment. These regulations are to be attached to this policy. In addition, training programs shall be established for students and employees to raise awareness of the issues surrounding sexual harassment and to implement preventative measures to help reduce incidents of sexual harassment. Age-appropriate instructional materials will be incorporated into the curriculum to educate students so that they can recognize and reduce the incidence of sexual harassment.

This policy shall be posted in a prominent place in each district facility, on the district's website, and shall also be published in student registration materials, student, parent and employee handbooks, and other appropriate school publications.

A committee of administrators, teachers, parents, students and the school attorney shall be convened annually to review this policy's effectiveness and compliance with applicable state and federal law, and to recommend revisions to Board.

Ref: Education Amendments of 1972, Title IX, 20 U.S.C. §1681 *et seq.*  
Title VII of Civil Rights Act (1964), 42 U.S.C. §2000-e; 34 CFR §100 *et seq.*  
Executive Law §296-d (prohibition of sexual harassment of non-employees)  
Labor Law §201-g (required sexual harassment policy and training)  
Civil Practice Law and Rules §§5003-b (nondisclosure agreements optional); 7515 (mandatory arbitration prohibited)  
General Obligations Law §5-336 (nondisclosure agreements optional)  
*Davis v. Monroe County Board of Education*, 526 U.S. 629, 652 (1999)  
*Gebser v. Lago Vista Independent School District*, 524 U.S. 274 (1998)  
*Faragher v. City of Boca Raton*, 524 U.S. 775 (1998)  
*Burlington Industries v. Ellerth*, 524 U.S. 742 (1998)  
*Oncale v. Sundowner Offshore Services, Inc.*, 523 U.S. 75 (1998)  
*Franklin v. Gwinnett County Public Schools*, 503 U.S. 60 (1992)  
*Meritor Savings Bank, FSB v. Vinson*, 477 U.S. 57 (1986)  
Office for Civil Rights *Revised Sexual Harassment Guidance* (January 19, 2001)  
Office for Civil Rights, *Dear Colleague Letter: Sexual Harassment Issues* (2006)  
Office for Civil Rights, *Dear Colleague Letter: Bullying* (October 26, 2010)

Adoption date:

## SEXUAL HARASSMENT REGULATION

This regulation is intended to create and preserve an educational and working environment free from unlawful sexual harassment on the basis of sex, gender and/or sexual orientation in furtherance of the district's commitment to provide a healthy and productive environment for all students, employees and "non-employees" (i.e., contractors, subcontractors, vendors, consultant and other persons providing services pursuant to a contract, or their employees) that promotes respect, dignity and equality.

### Sexual Harassment Defined

"Sexual harassment" means unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature.

"Gender-based harassment" means verbal, non-verbal or physical aggression, intimidation or hostility that is based on actual or perceived gender identity or expression.

Sexual or gender-based harassment occurs when:

1. submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of an employee's or "non-employee's" employment or a student's education (including any aspect of the student's participation in school-sponsored activities, or any other aspect of the student's education); or
2. submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting an employee's or "non-employee's" employment or a student's education; or
3. the conduct or communication has the purpose or effect of substantially or unreasonably interfering with an employee's or "non-employee's" work performance or a student's academic performance or participation in school-sponsored activities, or creating an intimidating, hostile or offensive working or educational environment.

### Unacceptable Conduct

School-related conduct that the district considers unacceptable and which may constitute sexual harassment includes, but is not limited to, the following:

1. rape, attempted rape, sexual assault, attempted sexual assault, forcible sexual abuse, hazing, and other sexual and gender-based activity of a criminal nature as defined under the State Penal Law;
2. unwelcome sexual invitations or requests for sexual activity in exchange for grades, promotions, preferences, favors, selection for extracurricular activities or job assignments, homework, etc.;
3. unwelcome and offensive public sexual display of affection, including kissing, making out, groping, fondling, petting, inappropriate touching of one's self or others, sexually suggestive dancing, and massages;

4. any unwelcome communication that is sexually suggestive, sexually degrading or implies sexual motives or intentions, such as sexual remarks or innuendoes about an individual's clothing, appearance or activities; sexual jokes; sexual gestures; public conversations about sexual activities or exploits; sexual rumors and "ratings lists;" howling, catcalls, and whistles; sexually graphic computer files, messages or games, etc;
5. unwelcome and offensive name calling or profanity that is sexually suggestive, sexually degrading, implies sexual intentions, or that is based on sexual stereotypes or sexual orientation, gender identity or expression;
6. unwelcome physical contact or closeness that is sexually suggestive, sexually degrading, or sexually intimidating such as the unwelcome touching of another's body parts, cornering or blocking an individual, standing too close, spanking, pinching, following, stalking, frontal body hugs, etc.;
7. unwelcome and sexually offensive physical pranks or touching of an individual's clothing, such as hazing and initiation, "streaking," "mooning," "snuggies" or "wedgies" (pulling underwear up at the waist so it goes in between the buttocks), bra-snapping, skirt "flip-ups," "spiking" (pulling down someone's pants or swimming suit); pinching; placing hands inside an individual's pants, shirt, blouse, or dress, etc.;
8. unwelcome leers, stares, gestures, or slang that are sexually suggestive; sexually degrading or imply sexual motives or intentions;
9. clothing with sexually obscene or sexually explicit slogans or messages;
10. unwelcome and offensive skits, assemblies, and productions that are sexually suggestive, sexually degrading, or that imply sexual motives or intentions, or that are based on sexual stereotypes;
11. unwelcome written or pictorial display or distribution of pornographic or other sexually explicit materials such as magazines, videos, films, Internet material, etc.;
12. any unwelcome behavior based on sexual stereotypes and attitudes that is offensive, degrading, intimidating, or demeaning, including, but not limited to:
  - a. disparaging remarks, slurs, jokes about or aggression toward an individual because the person displays mannerisms or a style of dress inconsistent with stereotypical characteristics of the person's sex;
  - b. ostracizing or refusing to participate in group activities with an individual during class projects, physical education classes or field trips because of the individual's sex, gender expression or gender identity;
  - c. taunting or teasing an individual because they are participating in an activity not typically associated with the individual's sex or gender

For purposes of this regulation, action or conduct shall be considered "unwelcome" if the student, employee or non-employee did not request or invite it and regarded the conduct as undesirable or offensive. In addition, in the remainder of this regulation, the term sexual harassment will refer to both sexual and gender-based harassment.

#### Determining if Prohibited Conduct is Sexual Harassment

Complaints of sexual harassment will be thoroughly investigated to determine whether the totality of the behavior and circumstances meet any of the elements of the above definition of sexual harassment and should therefore be treated as sexual harassment. Not all unacceptable conduct with sexual connotations may constitute sexual harassment. In many cases (other than

quid pro quo situations where the alleged harasser offers academic or employment rewards or threatens punishment as an inducement for sexual favors), unacceptable behavior must be sufficiently severe, pervasive and objectively offensive to be considered sexual harassment. If the behavior doesn't rise to the level of sexual harassment, but is found to be objectionable behavior, the individual will be educated and counseled in order to prevent the behavior from continuing.

In evaluating the totality of the circumstances and making a determination of whether conduct constitutes sexual harassment, the individual investigating the complaint should consider:

1. the degree to which the conduct affected the ability of the student to participate in or benefit from his or her education or altered the conditions of the student's learning environment or altered the conditions of the employee's or "non-employee's" working environment;
2. the type, frequency and duration of the conduct;
3. the identity of and relationship between the alleged harasser and the subject of the harassment (e.g., sexually based conduct by an authority figure is more likely to create a hostile environment than similar conduct by another student or a co-worker);
4. the number of individuals involved;
5. the age and sex of the alleged harasser and the subject of the harassment;
6. the location of the incidents and context in which they occurred;
7. other incidents at the school; and
8. incidents of gender-based, but non-sexual harassment.

#### Reporting Complaints

Any person who believes he or she has been the target of sexual harassment by a student, district employee, "non-employee" or third party related to the school is required to report complaints as soon as possible after the incident in order to enable the district to effectively investigate and resolve the complaint. Targets are encouraged to submit the complaint in writing; however, complaints may be filed verbally.

Complaints should be filed with the Principal or the Title IX coordinator.

Any school employee who receives a complaint of sexual harassment from a student shall inform the student of the employee's obligation to report the complaint to the school administration, and then shall immediately notify the Principal and/or the Title IX coordinator. School employees receiving complaints of sexual harassment from "non-employees" shall direct the complainant to the Building Principal.

In order to assist investigators, targets should document the harassment as soon as it occurs and with as much detail as possible including: the nature of the harassment; dates, times, places it has occurred; name of harasser(s); witnesses to the harassment; and the target's response to the harassment.

# POLICY TO COMBAT SEXUAL HARASSMENT

## Introduction

Hempstead Union Free School District is committed to maintaining a workplace free from sexual harassment. Sexual harassment is a form of workplace discrimination. The District has a zero-tolerance policy for any form of sexual harassment, and all employees are required to work in a manner that prevents sexual harassment in the workplace. This Policy is one component of Hempstead Union Free School District's commitment to a discrimination-free work environment.

Sexual harassment is against the law. All employees have a legal right to a workplace free from sexual harassment, and employees can enforce this right by filing a complaint internally with the District, or with a government agency or in court under federal, state or local antidiscrimination laws.

## Policy:

1. The District's Policy applies to all employees, applicants for employment, interns, whether paid or unpaid, contractors and persons conducting business with the District.
2. Sexual harassment will not be tolerated. Any employee or individual covered by this policy who engages in sexual harassment or retaliation will be subject to remedial and/or disciplinary action, up to and including termination.
3. Retaliation Prohibition: No person covered by this Policy shall be subject to adverse employment action including being discharged, disciplined, discriminated against, or otherwise subject to adverse employment action because the employee reports an incident of sexual harassment, provides information, or otherwise assists in any investigation of a sexual harassment complaint. The District has a zero-tolerance policy for such retaliation against anyone who, in good faith complains or provides information about suspected sexual harassment. Any employee of the District who retaliates against anyone involved in a sexual harassment investigation will be subjected to disciplinary action, up to and including termination. Any employee, paid or unpaid intern, or non-employee<sup>1</sup> working in the District who believes they have been subject to such retaliation should inform a supervisor, manager, or Rodney Gilmore, Ed. D., the Associate Superintendent for Human Resources, who is hereby

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<sup>1</sup> A non-employee is someone who is (or is employed by) a contractor, subcontractor, vendor, consultant, or anyone providing services in the workplace. Protected non-employees include persons commonly referred to as independent contractors, "gig" workers and temporary workers. Also included are persons providing equipment repair, cleaning services or any other services provided pursuant to a contract with the District.

appointed with the authority to handle such matters. Any employee, paid or unpaid intern or non-employee who believes they have been a victim of such retaliation may also seek compensation in other available forums, as explained below in the section on Legal Protections.

4. Sexual harassment is offensive, is a violation of our policies, is unlawful, and subjects the District to liability for harm to victims of sexual harassment. Harassers may also be individually subject to liability. Employees of every level, who engage in sexual harassment, including managers and supervisors who engage in sexual harassment or who knowingly allow such behavior to continue, will be penalized for such misconduct.

5. The District will conduct a prompt, thorough and confidential investigation that ensures due process for all parties, whenever the District receives a complaint about sexual harassment, or otherwise knows of possible sexual harassment occurring. Effective corrective action will be taken whenever sexual harassment is found to have occurred. All employees, including managers and supervisors, are required to cooperate with any internal investigation of sexual harassment.

6. All employees are encouraged to report any harassment or behaviors that violate this policy. The District will provide all employees a complaint form for employees to report harassment and file complaints.

7. Managers and supervisors are required to report any complaint that they receive, or any harassment that they observe, to Rodney Gilmore, Ed. D.

8. This policy applies to all employees, paid or unpaid interns, and non-employees and all must follow and uphold this policy. This policy must be posted prominently throughout the District and be provided to employees upon hiring.

### What Is "Sexual Harassment"?

Sexual harassment is a form of sex discrimination and is unlawful under federal, state, and local law. Sexual harassment includes harassment on the basis of sex, sexual orientation, gender identity and the status of being transgender.

Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex when:

- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment, even if the complaining individual is not the intended target of the sexual harassment;
  - Such conduct is made either explicitly or implicitly a term or condition of employment;
- or

- Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual's employment.

A sexually harassing hostile work environment consists of words, signs, jokes, pranks, intimidation or physical violence which are of a sexual nature, or which are directed at an individual because of that individual's sex. Sexual harassment also consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient, which cause the recipient discomfort or humiliation, which interfere with the recipient's job performance.

Sexual harassment also occurs when a person in authority tries to trade job benefits for sexual favors. This can include hiring, promotion, continued employment or any other terms, conditions or privileges of employment. This is also called "quid pro quo" harassment.

Any employee who feels harassed should complain so that any violation of this policy can be corrected promptly. Any harassing conduct, even a single incident, can be addressed under this policy.

### Examples of sexual harassment

The following describes some of the types of acts that may be unlawful sexual harassment and that are strictly prohibited:

- Physical assaults of a sexual nature, such as:
  - Touching, pinching, patting, grabbing, brushing against another employee's body or poking another employees' body;
  - Rape, sexual battery, molestation or attempts to commit these assaults.
- Unwanted sexual advances or propositions, such as:
  - Requests for sexual favors accompanied by implied or overt threats concerning the victim's job performance evaluation, a promotion or other job benefits or detriments;
  - Subtle or obvious pressure for unwelcome sexual activities.
- Sexually oriented gestures, noises, remarks, jokes or comments about a person's sexuality or sexual experience, which create a hostile work environment.
- Sexual or discriminatory displays or publications anywhere in the workplace, such as:
  - Displaying pictures, posters, calendars, graffiti, objects, promotional material, reading materials or other materials that are sexually demeaning or pornographic.



This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace.

- Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity and the status of being transgender, such as:
  - Interfering with, destroying or damaging a person's workstation, tools or equipment, or otherwise interfering with the individual's ability to perform their job;
  - Sabotaging an individual's work;
  - Bullying, yelling, name-calling.

#### Who can be a target of sexual harassment?

Sexual harassment can occur between any individuals, regardless of their sex or gender. New York Law protects employees, paid or unpaid interns, and non-employees, including independent contractors, and those employed by companies contracting to provide services in the workplace. A perpetrator of sexual harassment can be a superior, a subordinate, a coworker or anyone in the workplace including an independent contractor, contract worker, vendor, client, customer or visitor.

#### Where can sexual harassment occur?

Unlawful sexual harassment is not limited to the physical workplace itself. It can occur while employees are traveling for business or at employer sponsored events or parties. Calls, texts, emails, and social media usage by employees can constitute unlawful workplace harassment, even if they occur away from the workplace premises or not during work hours.

#### What is "Retaliation"?

Unlawful retaliation can be any action that would keep a worker from coming forward to make or support a sexual harassment claim. Adverse action need not be job-related or occur in the workplace to constitute unlawful retaliation.

Such retaliation is unlawful under federal, state, and local law. The New York State Human Rights Law protects any individual who has engaged in "protected activity." Protected activity occurs when a person has:

- filed a complaint of sexual harassment, either internally or with any anti-discrimination agency;
- testified or assisted in a proceeding involving sexual harassment under the Human Rights Law or other anti-discrimination law;
- opposed sexual harassment by making a verbal or informal complaint to management, or by simply informing a supervisor or manager of harassment;
- complained that another employee has been sexually harassed; or
- encouraged a fellow employee to report harassment.

### Reporting Sexual Harassment

Preventing sexual harassment is everyone's responsibility. The District cannot prevent or remedy sexual harassment unless it knows about it. Any employee, paid or unpaid intern or non-employee who has been subjected to behavior that may constitute sexual harassment is encouraged to report such behavior to an administrator, or a supervisor, or to Rodney Gilmore, Ed. D. Anyone who witnesses or becomes aware of potential instances of sexual harassment should report such behavior to an administrator, or a supervisor, or to the Associate Superintendent for Human Resources.

Reports of sexual harassment may be made verbally or in writing. A form for submission of a written complaint is attached to this Policy, and all employees are encouraged to use this complaint form. Employees who are reporting sexual harassment on behalf of other employees should use the complaint form and note that it is on another employee's behalf.

Employees, paid or unpaid interns or non-employees who believe they have been a victim of sexual harassment may also seek assistance in other available forums, as explained below in the section on Legal Protections.

### Supervisory Responsibilities

All administrators or supervisors who receive a complaint or information about suspected sexual harassment, observe what may be sexually harassing behavior or for any reason suspect that sexual harassment is occurring, are required to report such suspected sexual harassment to the Associate Superintendent for Human Resources.

In addition to being subject to discipline if they engaged in sexually harassing conduct themselves, administrators or supervisors will be subject to discipline for failing to report suspected sexual harassment or otherwise knowingly allowing sexual harassment to continue. Supervisors and managers will also be subject to discipline for engaging in any retaliation.

## Complaint And Investigation Of Sexual Harassment

All complaints or information about suspected sexual harassment will be investigated, whether that information was reported in verbal or written form. Investigations will be conducted in a timely manner, and will be confidential to the extent possible.

An investigation of any complaint, information or knowledge of suspected sexual harassment will be prompt and thorough, and should be completed within 30 days. The investigation will be confidential to the extent possible. All persons involved, including complainants, witnesses and alleged perpetrators will be accorded due process to protect their rights to a fair and impartial investigation.

Any employee may be required to cooperate as needed in an investigation of suspected sexual harassment. Employees who participate in any investigation will not be retaliated against.

Investigations will be done in accordance with the following steps:

- Upon receipt of complaint, the Associate Superintendent for Human Resources will conduct an immediate review of the allegations, and take any interim actions, as appropriate. If complaint is oral, encourage the individual to complete the "Complaint Form" in writing. If he or she refuses, prepare a Complaint Form based on the oral reporting.
- If documents, emails or phone records are relevant to the allegations, take steps to obtain and preserve them.
- Request and review all relevant documents, including all electronic communications.
- Interview all parties involved, including any relevant witnesses;
- Create a written documentation of the investigation (such as a letter, memo or email), which contains the following:
  - A list of all documents reviewed, along with a detailed summary of relevant documents;
  - A list of names of those interviewed, along with a detailed summary of their statements;
  - A timeline of events;
  - A summary of prior relevant incidents, reported or unreported; and
  - The final resolution of the complaint, together with any corrective actions action(s).
- Keep the written documentation and associated documents in the employer's records.
- Promptly notify the individual who complained and the individual(s) who responded of the final determination and implement any corrective actions identified in the written document.
- Inform the individual who complained of their right to file a complaint or charge externally as outlined below.

## Legal Protections And External Remedies

Sexual harassment is not only prohibited by the District, but is *also* prohibited by state, federal, and local law. Aside from the internal process at the District, employees may also choose to pursue legal remedies with the following governmental entities at any time.

### New York State Division of Human Rights (DHR)

The Human Rights Law (HRL), codified as N.Y. Executive Law, art. 15, § 290 et seq., applies to employers in New York State with regard to sexual harassment, and protects employees, paid or unpaid interns and non-employees regardless of immigration status. A complaint alleging violation of the Human Rights Law may be filed either with DHR or in New York State Supreme Court.

Complaints with DHR may be filed any time within one year of the harassment. If an individual did not file at DHR, they can sue directly in state court under the HRL, within one year of the alleged discrimination. See, N.Y. Education Law § 3813. An individual may not file with DHR if they have already filed a HRL complaint in state court.

Complaining internally to the District does not extend your time to file with DHR or in Court. The one year is counted from date of the most recent incident of harassment. You do not need an attorney to file a complaint with DHR, and there is no cost to file with DHR.

DHR will investigate your complaint and determine whether there is probable cause to believe that discrimination has occurred. Probable cause cases are forwarded to a public hearing before an administrative law judge. If discrimination is found after a hearing, DHR has the power to award relief, which varies but may include requiring the District to take action to stop the harassment, or redress the damage caused, including paying monetary damages, attorneys' fees and civil fines.

DHR's main office contact information is:

NYS Division of Human Rights  
One Fordham Plaza, Fourth Floor  
Bronx, New York 10458  
(718) 741-8400  
[www.dhr.ny.gov](http://www.dhr.ny.gov)

Contact DHR at (888) 392-3644 or visit [dhr.ny.gov/complaint](http://dhr.ny.gov/complaint) for more information about filing a complaint. The website has a complaint form that can be downloaded, filled out, notarized and mailed to DHR. The website also contains contact information for DHR's regional offices across New York State.

## United States Equal Employment Opportunity Commission (EEOC)

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act (codified as 42 U.S.C. § 2000e et seq.). An individual can file a complaint with the EEOC anytime within 300 days from the harassment. There is no cost to file a complaint with the EEOC. The EEOC will investigate the complaint, and determine whether there is reasonable cause to believe that discrimination has occurred, at which point the EEOC will issue a Right to Sue letter permitting the individual to file a complaint in federal court.

The EEOC does not hold hearings or award relief, but may take other action including pursuing cases in federal court on behalf of complaining parties. Federal courts may award remedies if discrimination is found to have occurred.

If an employee believes that he/she has been discriminated against at work, he/she can file a "Charge of Discrimination." The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (1-800-669-6820 (TTY)), visiting their website at [www.eeoc.gov](http://www.eeoc.gov) or via email at [info@eeoc.gov](mailto:info@eeoc.gov)

If an individual filed an administrative complaint with DHR, DHR will file the complaint with the EEOC in order to preserve the right to proceed in federal court.

## Local Protections

Many localities enforce laws protecting individuals from sexual harassment and discrimination. An individual should contact the county, city or town in which they live to find out if such a law exists.

## Contact the Local Police Department

If the harassment involves physical touching, coerced physical confinement or coerced sex acts, then the conduct may constitute a crime. Contact the local police department.

The Board of Education will designate and appoint a claims auditor for the district. The claims auditor shall serve at the pleasure of the Board. The claims auditor shall report directly to the Board. The claims auditor may not be a member of the Board of Education; the clerk or treasurer of the Board; the Superintendent of Schools or other official of the district responsible for business management; the person designated as purchasing agent; and/or clerical or professional personnel directly involved in accounting and purchasing functions of the district. The claims auditor shall require any request to substantially deviate from established claim auditing procedures be placed in writing with a reason justifying such request. The claims auditor shall promptly provide such written request to the Board of Education.

The claims auditor is responsible for formally examining, allowing or rejecting all accounts, charges, claims or demands against the school district. The auditing process should determine:

1. that the proposed payment is for a valid and legal purpose;
2. that the obligation was incurred by an authorized district official;
3. that the items for which payment is claimed were in fact received or, in the case of services, that they were actually rendered;
4. that the obligation does not exceed the available appropriation; and
5. that the submitted voucher is in proper form, mathematically correct, does not include previously paid charges, and is in agreement with the purchase order or contract upon which it is based.

The claims auditor shall provide periodic written reports as may be requested by the Board.

Cross-ref:

6650, Internal Audit Function

Ref:

Education Law 1604 (35); 1709(2)(a); 1724; 2509; 2526; 2554(b)

8 NYCRR 170.2

*Matter of Levy*, 22 EDR 559 (1953)

Adoption date: March 23, 2006

Hempstead Union Free School District

## SOCIAL MEDIA

Social media are powerful communications tools that have a significant impact on organizational and professional reputations. Social media are defined as media designed to be disseminated through social interaction, created using highly accessible publishing techniques.

The term "social media" includes, but is not limited to:

- Social Networking Sites (Facebook, Myspace, Foursquare, Linkdin)
- Micro-blogging Sites (Twitter)
- Blogs (including school district and personal blogs, as well as comments)
- Video and Photo Sharing Websites (Flickr, YouTube, Instagram)
- Forums and Discussion Boards (Google Groups, Yahoo! Groups)
- Online Encyclopedias (Wikipedia, Sidewiki)
- Electronic Communication (Email, Texting and Snapchat)

When acting in a professional role using social media, employees are expected to follow the same behavioral standards online as they would in the classroom. The same laws, professional expectations, and guidelines for interacting with co-workers, students and parents apply to teachers and other employees when acting in a professional capacity on-line. When a teacher or employee is interacting with students on-line, a teacher/employee is presumed to be acting in his or her professional capacity. At all times, a teacher/employee is expected to utilize social media in a manner consistent with his or her capacity as a role model for students.

The following rules are applicable to all employees, faculty and staff regarding social media:

1. Employees, faculty and staff have no expectation of privacy in anything posted on the Internet using social media and/or social networking websites (like MySpace or Facebook).
2. Employees, faculty and staff must not misrepresent their personal views as those of the District. When an employee might be perceived online as an agent of the District, the employee needs to be clear that he/she is sharing his/her views as an individual and not as a representative of the District.
3. All employees, faculty and staff of the District who participate in social networking websites shall not post any data, documents, photos or inappropriate information on any website that might result in a disruption of the classroom and/or the school environment or the health, safety and well-being of students. This determination will be made by the Superintendent.
4. Inappropriate fraternization via the Internet and/or social media between employees, faculty or staff and students is prohibited.

5. Faculty is expected to conduct themselves in a manner consistent with their obligations as a role model when communicating with students via social media. Faculty communication with students via social media shall: (1) be consistent with his or her professional obligations as a role model; (2) not constitute bullying, harassment and/or discrimination; and (3) provide each student in a class with an equal opportunity to engage in the mode and manner of communication in order to avoid any favoritism or appearance of impropriety.
6. Access of social networking websites for individual use during school hours is prohibited. District employees shall maintain separate personal and professional accounts while using all forms of social media. Employees must never use their District e-mail account or password in conjunction with a personal social networking or social media site.
7. Employees shall not use the District logos, wordmarks, athletic logos, or any other marks or images on their personal online sites. Employees shall not use the District's name to promote or endorse any product, cause or political party or candidate.
8. Employees shall not post confidential or proprietary information about the District, its students, its alumni or District employees. Employees shall use good ethical judgment and follow District policies, as well as state and federal privacy laws.
9. The Board prohibits all conduct, including online activity, which may constitute bullying, harassment, and/or a violation of Board Policy, State and federal laws including the Dignity for All Students Act.
10. All use of social media utilizing the District's computers and/or network shall be subject to and comply with the District's Acceptable Use Policy.



## STUDENT WELLNESS

Given the documented connection between proper nutrition, adequate physical activity and educational success, the Board of Education adopts the following goals and authorizes the following actions to provide district students with a school environment that promotes student health and wellness and reduces childhood obesity.

For purposes of this policy, "school campus" means all areas of district property accessible to students during the school day; "school day" means the period from the midnight before to 30 minutes after the end of the official school day; and "competitive food" means all food and beverages other than meals reimbursed under federal food programs available for sale to students on the school campus during the school day.

### I. Foods and Beverages Available to Students on School Campus During the School Day

The Board recognizes that a nutritious, well-balanced, reasonably-portioned diet is essential for student wellness. To help students possess the knowledge and skills necessary to make nutritious food choices for a lifetime, the district shall ensure that all foods and beverages available in school promote good nutrition, balance, and reasonable portion sizes. The district shall ensure that all foods and beverages available for sale to students on the school campus during the school day meet or exceed the program requirements and nutrition standards found in federal regulations.

To accomplish this, the Board directs that the district serve healthy and appealing foods and beverages at district schools, following state and federal nutrition guidelines, as well as safe food preparation methods.

#### A. School Meals – the district shall:

1. Include fruits, vegetables, salads, whole grains, and low fat items at least to the extent required by federal regulations.
2. Encourage students to try new or unfamiliar items.
3. Make efforts to ensure that families are aware of need-based programs for free or reduced-price meals and encourage eligible families to apply.
4. Consider serving produce and food from local farms and suppliers.
5. Make free drinking water available at locations where meals are served.

#### B. Meal Scheduling – the district shall:

1. Provide adequate time to eat.
2. Schedule lunchtime between normal lunch hours (11 a.m. - 1 p.m.)

C. Foods and Beverages Sold Individually (e.g., a la carte, vending machines, school stores) – the district shall:

1. Ensure that all such items meet the nutrition standards set in federal regulations for competitive foods regarding whole grains, fruits, vegetables, calories, fat, saturated fats, trans fats, sugar, sodium, and caffeine.
2. Permit the sale of fresh, frozen or canned fruits and vegetables, if processed pursuant to federal regulations, as exempt from the nutrition standards.
3. Work with existing vendors or locate new vendors that will comply with nutrition standards.

D. Fund-Raising Activities – the district shall:

1. Ensure that all fundraisers selling food or beverages to students on school campus during the school day meet the competitive foods nutrition standards set in federal regulations for whole grains, fruits, vegetables, calories, fat, saturated fats, trans fats, sugar, sodium, and caffeine.
2. Promote non-food items to sell, or activities (physical or otherwise) in which to participate.
3. Student groups conducting fundraisers which take place off the school campus or outside the school day must obey this policy.
4. Outside organizations (e.g., Parent groups, booster clubs) conducting fundraisers which take place off the school campus or outside the school day are encouraged to follow this policy.

E. School and Class Parties, Celebrations, and Events where food and beverages are provided, but not sold – the district shall:

1. This section applies to all school and classroom parties, snacks which have been brought in for the class or school, celebrations, food provided to learn about cultures or countries, and other events where food is provided but not sold.
2. Schools shall set guidelines for the frequency and content of classroom and school-wide celebrations where food and beverages are provided.
3. The district shall promote the use of food and beverage items which meet the standards for competitive foods and beverages, promote non-food activities, and discourage foods and beverages which do not meet those standards, at celebrations.
4. Model the healthy use of food as a natural part of celebrations.

F. Marketing of Foods and Beverages

1. Any food or beverage that is marketed on school grounds during the school day must meet at least the federal nutrition standards for competitive items.
2. This restriction applies to all school buildings (interior and exterior), school grounds, school buses and other vehicles used to transport students, athletic fields, structures, parking lots, school publications, and items such as vending machines, equipment, posters, garbage cans, or cups.

3. Marketing includes all advertising and promotions: verbal, written, or graphic, or promotional items.
4. This restriction does not apply to personal opinions or expression, or items used for educational purposes.
5. This restriction applies to all purchases and contracts made after the effective date of this provision.

## II. Physical Activity

Physical activity is an important factor in staying healthy and being ready to learn. The Board encourages every student to develop the knowledge and skills necessary to perform a variety of physical activities, to regularly participate in physical activity, and to appreciate and enjoy physical activity as an ongoing part of a healthy lifestyle. In addition, staff, families, and community are encouraged to participate in and model physical activity as a valuable part of daily life. The district's Physical Education program shall adhere to the curricular requirements of the Commissioner of Education and the New York State Learning Standards.

### A. Physical Education

1. Students shall engage in physical education for at least the minimum number of hours or days per week under State requirements.
2. Physical Education classes shall incorporate the appropriate NYS Learning Standards.
3. Promote, teach and provide opportunities to practice activities that students enjoy and can pursue throughout their lives (e.g., yoga, fitness walking, step aerobics).
4. The performance or withholding of physical activity shall not be used as a form of discipline or punishment.

### B. Recess

1. Maintain daily allotment of recess time for elementary school.
2. Recess shall not be used for punishment or reward.
3. Permit scheduling recess before lunch.
4. Recess will be held outdoors whenever possible, and indoors during the most inclement weather, at the discretion of the Building Principal.

### C. Physical Activity in the Classroom

1. Promote the integration of physical activity in the classroom, both as activity breaks and as part of the educational process (e.g., kinesthetic learning).
2. If the district is under severe time or space constraints, consider meeting the state requirements for Physical Education through collaborative and integrative in-classroom activity, under the supervision of a Physical Education teacher.

#### D. Extracurricular Opportunities for Physical Activity

1. Promote clubs and activities that meet the various physical activity needs, interests, and abilities of all students (e.g., walking, hiking and climbing, snowshoeing), including before and after school activities.
2. Promote students walking/biking to school (with proper storage of bicycles), safe routes to school, and "walking" school buses.
3. The setting of extracurricular activity eligibility participation requirements does not constitute withholding opportunities.

#### III. Nutrition Promotion and Education

The Board believes that nutrition promotion and education is a key component in introducing and reinforcing healthy behaviors in students. Nutrition promotion and education that teaches the knowledge, skills, and values needed to adopt healthy eating behaviors shall be integrated into the curriculum. Nutrition promotion and education information shall be offered throughout the school campus including, but not limited to, school dining areas and classrooms. Staff members who provide nutrition promotion and education shall be appropriately certified and trained. The district's broader Health Education program shall incorporate the appropriate New York State Learning Standards.

The Board's goals for nutrition promotion and education include that the district will:

1. Include nutrition education as part of not only health education classes, but also classroom instruction in subjects such as math, science, language arts, social sciences and elective subjects.
2. Include enjoyable, developmentally appropriate, culturally relevant, participatory activities, such as contests, promotions, taste testing, farm visits, and school gardens.
3. Promote fruits, vegetables, whole grain products, low fat dairy products, safe and healthy food preparation methods, and health enhancing nutrition practices.
4. Emphasize caloric balance between food intake and energy expenditure.
5. Teach media literacy with an emphasis on food marketing.

#### IV. Other School-Based Activities

The district may implement other appropriate programs that help create a school environment that conveys consistent wellness messages and is conducive to healthy eating and physical activity. Such activities may include, but are not limited to, health forums or fairs, health newsletters, parent outreach, employee health and wellness activities, limiting the use of food as a reward, reviewing food marketing and advertising in school, hosting or promoting community-wide events, and offering wellness-related courses in the district's adult education program.

#### V. Implementation

The Board shall designate the School Lunch Manager as District Wellness Coordinator responsible for ensuring that the provisions of this policy are carried out throughout the district.

The Board may also designate one person in each building as School Wellness Coordinator to ensure that the wellness activities and actions are being implemented at the building level.

#### VI. Monitoring and Review

The School Lunch Manager, as District Wellness Coordinator, shall report every three years to the Board and the public on the implementation and effectiveness of this policy. Every three years, the District Wellness Coordinator, in consultation with appropriate personnel and advisory committees, shall monitor and review the district's wellness activities to determine the extent that district schools are complying with this policy, how this policy compares to model wellness policies, and the progress made toward attaining the goals of this policy and whether this policy is having a positive effect on increasing student wellness and decreasing childhood obesity in the district. Based on those results, this policy, and the specific objectives set to meet its goals, may be revised as needed.

Parents, students, food service professionals, physical education teachers, school health professionals, school administrators, the general public, and the school board shall be provided with the opportunity to participate in the development, implementation and periodic review and update of this wellness policy. To do this, the district shall establish an advisory committee, and invite participation via notices in school publications; staff and student announcements, handbooks and memos; the district website; and outreach to school-associated organizations interested persons and those with valuable expertise.

The district shall inform and update the public (including parents, students and others in the community) about the content and implementation of this wellness policy by posting this policy (and any updates) on the district website and in each school lunch area, referencing the policy and its availability on school publications and notices, and providing information about new and ongoing wellness policy activities to parents, staff and students via established communication channels.

The district shall monitor and review the implementation and effectiveness of this policy by conducting:

1. Periodic informal surveys of Building Principals, classroom staff, and school health personnel to assess the progress of wellness activities and their effects.
2. Periodic checks of the nutritional content of food offered in the cafeterias for meals and a la carte items, and sales or consumption figures for such foods.
3. Periodic checks of the nutritional content of food available in vending machines, and sales or consumption figures for such foods.
4. Periodic checks of the amount of time students spend in Physical Education classes, and the nature of those activities.
5. Periodic checks of extracurricular activities of a physical nature, in the number of offerings and rates of participation by students.
6. Periodic checks of student mastery of the nutrition education curriculum.
7. Periodic completion of relevant portions of the CDC School Health Index.
8. Periodic review of data currently collected by the district, including:

- a. attendance data, particularly absences due to illness;
  - b. test scores;
  - c. rates of suspension, discipline, and violent incidents;
  - c. physical education scores on flexibility, endurance, and strength (i.e., fitness test results);
  - d. student BMI (Body Mass Index) statistics, as collected in accordance with the State Department of Health efforts; and
  - e. revenues generated from vending machines and a la carte food items.
9. Periodic surveys of student/parent opinions of cafeteria offerings and wellness efforts.
  10. Periodic review of professional staff development offered which focuses on student wellness.
  11. NYSSBA's Student Wellness Assessment Checklist [every three years] to review the effectiveness of this policy.

## VII. Recordkeeping

The district shall keep records as required by federal regulations, including documentation of the following: this policy; the district's community involvement activities described above; that the policy is made available to the public; the assessments done every three years; how the public is informed of the assessment results; and when and how the policy is reviewed and updated.

Ref: P.L. 111-296 (The Healthy, Hunger-Free Kids Act of 2010), §204 amending 42 USC §1758b  
 P.L. 108-265 (Child Nutrition and WIC Reauthorization Act of 2004), §204  
 42 USC §§1758(f)(1); 1766(a) (Richard B. Russell National School Lunch Act)  
 42 USC §1779 (Child Nutrition Act)  
 7 CFR §§210.10; 210.11; 210.12; 210.15; 210.18; 210.30 (National School Lunch Program participation requirements – nutrition standards for lunch and competitive foods; community involvement; recordkeeping; state review; local wellness policy)  
 7 CFR §§220.8; 220.12 (School Breakfast Program participation requirements – nutrition standards for meals and competitive foods)  
 8 NYCRR Part 135 (Health and Physical Education curricular requirements); §114.1 (School Breakfast Program Requirements)  
*Appeal of Phillips*, 37 EDR 204 (1997) (dec. no. 13,843) (physical education requirements)  
*Appeal of Williams*, 32 EDR 621 (1993) (dec. no. 12,934) (physical education requirements)

Adoption date:

## LOCAL WELLNESS POLICY COMMITTEE

1. Regina Armstrong – Superintendent
2. Yohana Arevalo – Food Service Director
3. Brigid Villareale – Assistant Superintendent
4. Carol Easton - Principal
5. Melissa Garvin – Clerk
6. Marco Martinez – Head Cook



**Alverta B. Gray Schultz**  
Middle School  
70 Greenwich Street  
Hempstead, NY 11550  
516-434-4309  
Fax: 516-483-2549

**Dr. Adrian Manuel**  
Principal  
Ext. 4301

[amanuel@hempsteadschools.org](mailto:amanuel@hempsteadschools.org)

**Mr. Hank Williams**  
Assistant Principal  
Ext. 4304

[hwilliams@hempsteadschools.org](mailto:hwilliams@hempsteadschools.org)

**Dr. Johnetta Hill**  
Assistant Principal  
Ext. 4305

[jhill@hempsteadschools.org](mailto:jhill@hempsteadschools.org)

**Mrs. Patricia Rosado**  
Assistant Principal  
Ext. 4336

[prosado@hempsteadschools.org](mailto:prosado@hempsteadschools.org)

**Mr. Earl Davis Jr.**  
Dean of Students  
Ext. 4306

[edavis@hempsteadschools.org](mailto:edavis@hempsteadschools.org)



**Excellence in Education**

## Textbooks Recommended to be Discarded at ABGS Middle School 11/5/18

Submitted by: A. Manuel, Principal

Textbook Name	Number of Copies
Glencoe Mathematicas	65
Glencoe Mathematics	78
Math Connect	48
Prentice Hall Mathematics	67
Glencoe Teen Health	52
Literature Works	69
Amsco Integrated Mathematics	13
Pearson Keystone Building Bridges	23
Health Discovery	8
Elements to Literature	28
McGraw Hill Middle School Math	44
Reading Literature	34
Spanish is Fun	24
McDougal Mathematics Course 3	18





185 Peninsula Blvd.  
Hampstead, NY 11550

Regina Armstrong  
Acting Supt. of Schools  
(516) 434-4000 Ext. 4010  
Fax: (516) 292-0933

Rodney Gilmore, Ed.D.  
Associate Superintendent  
for Human Resources  
(516) 434-4000 Ext. 4021  
Fax: (516) 564-0356

James E. Clark  
Associate Superintendent  
for Strategic Initiatives  
(516) 434-4000 Ext. 4014  
Fax: (516) 292-0933

Deborah DeLong  
Assistant Superintendent  
for Pupil Personnel Services  
(516) 434-4000 Ext. 4151  
Fax: (516) 292-7692

Ahunna Akoma, Ed.D.  
Assistant Superintendent  
For Technology  
(516) 434-4000 Ext. 4101  
Fax: (516) 500-9949

TO: Ed Cullen  
FROM: Dr. Ahunna M. Akoma *AMA*  
SUBJECT: Resolution for Board Approval  
DATE: November 8, 2018

Please arrange to have the following resolution presented at the next Board of Education meeting.

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

Item	Manufacturer	Model	Location	Serial Number
Projector	Promethean	PRM-30	McNeil Media	60724580
Board	Promethean	ABV378PRO	McNeil Media	C1006041166
Projector	Promethean	PRM-30	McNeil Media	60724566
Board	Promethean	ABV378PRO	McNeil Media	C1007091198
Wyse terminal	Dell wyse	Rx0L	100 Main	24EDJ801747
Monitor	Dell	1908FPt	100 Main	CN0D307J74445920G47L
Monitor	Dell	1908FPt	100 Main	CN0D307J74445920G2KL
Monitor	Dell	1908FPt	100 Main	CN0D307J74445920G2ML
Desktop	Dell	Optiplex 755	100 Main	4WV4PJ1
Wyse Terminal	Dell	Rx0L	100 Main	24EDJ800210wq
Wyse Terminal	Dell	Rx0L	100 Main	24EDJ801245
Wyse Terminal	Dell	Rx0L	100 Main	24EDJ800198
Wyse Terminal	Dell	Rx0L	100 Main	24EDJ800393
Wyse Terminal	Dell	Rx0L	100 Main	24EDJ800137
Wyse Terminal	Dell	Rx0L	100 Main	24EDJ801221
Wyse Terminal	Dell	Rx0L	100 Main	24EDJ801097
Laptop	Dell	Latitude E6400	100 Main	4ZDNKJ1
Board	Promethean	ABV378PRO	JM	C1007300632
Projector	Promethean	PRM-30	JM	60724570
Board	ENO	370-0330-00	JM	N/A
Desktop	Dell	Optiplex 755	JA	D2T4PJ1
Desktop	Dell	Optiplex 760	JA	4HG4SK1
Desktop	Dell	Optiplex 755	JA	CFPTCG1
Laptop	HP	NC6400	JM	MXL7280VM3
Laptop	HP	NC6400	JM	MXL7390187
Laptop	HP	NC6400	JM	MXL72506QS
Laptop	HP	NC6400	JM	MXL73904MD
Laptop	HP	NC6400	JM	MXL6460JPP

Laptop	HP	NC6400	JM	MXL73909CB
Desktop	Dell	Optiplex 755	JM	BWV4PJ1
Desktop	Dell	Optiplex 755	JM	HNDTCG1
Desktop	Dell	Optiplex 755	JM	92T4PJ1
Monitor	Dell	17" Monitor	JM	CN0D307J7444592OG4M L
Monitor	Dell	17" Monitor	JM	CN0D307J7444592QC8Q L
Monitor	Dell	19" Monitor	JM	N/A
Projector	Promethean	PRM-30	HS	60724243
Board	Promethean	ABV378PRO	HS	C1007230083
Projector	Promethean	PRM-30	HS	60724228
Board	Promethean	ABV378PRO	HS	C1007230216
Projector	Promethean	PRM-30	HS	60724237
Board	Promethean	ABV378PRO	HS	C1007230222
Board	Promethean	ABV378PRO	ABGS MS	C1002220158
Projector	Promethean	PRM-30	ABGS MS	60724258
Board	Promethean	ABV378PRO	ABGS MS	C1002220169
Board	Promethean	ABV378PRO	ABGS MS	C1005141124
Board	Promethean	ABV378PRO	ABGS MS	C1006041168
Board	Promethean	ABV378PRO	ABGS MS	C1002220160
Board	Promethean	ABV378PRO	ABGS MS	C1005141121



October 4, 2018

Hempstead Board of Education Trustees  
185 Peninsula Boulevard  
Hempstead, NY 11550

Dear Board of Education,

Front Street Elementary is requesting approval to dispose of the following books:

Social Studies series Grade 1 -My World Harcourt Brace & Company 1997  
ISBN 0-15-302037-7 85 hardcover textbooks

Social Studies series Grade 5- America's Story Harcourt Brace & Company  
1997 ISBN0-15-302042-3 75 hardcover textbooks

Thanks for your attention in this matter.

Front Street School  
436 Front Street  
Hempstead, NY 11550

Mrs. Arlise Carson  
Principal  
[acarson@hempsteadschools.org](mailto:acarson@hempsteadschools.org)  
(516) 434-4550 Ext. 4551  
Fax: (516) 489-5701

Mrs. Mann-Tineo  
Assistant Principal  
[jmann@hempsteadschools.org](mailto:jmann@hempsteadschools.org)  
(516) 434-4550 Ext. 4561  
Fax: (516) 489-5701

To



Hempstead Public Schools  
201 President Street  
Hempstead, NY 11550

Reina Jovin  
School Implementation  
Management  
[riovin@hempsteadschools.org](mailto:riovin@hempsteadschools.org)  
(516) 434 4248

Lorraine Henry  
Secretary  
[lhenvr@hempsteadschools.org](mailto:lhenvr@hempsteadschools.org)  
(516) 434 4247

## Memorandum

To: Ms. Regina Armstrong  
Ms. Patricia Wright

From: Ms. Reina Jovin

Date: August 1, 2018

Re: BOE Approval to Dispose of Old and Broken Furniture

I am writing to request BOE approval for the removal of old and broken furniture.

Below is a list of the items.

	<u>Qty.</u>	<u>Description</u>
<u>HHS</u>	<u>ABGS</u>	
22	18	Small Science Tables
19	20	Large Science Tables
2	4	Book Shelves
27	10	Cabinets
3		Office Desks
3		Wood Cabinets (2 small & 1 large)
2		Tall Tan Metal Cabinets (1- 5 tier large)

Thank you so much.

*Ms. Reina Jovin*  
*Director of School Implementation Management*

**INTERNATIONAL F. & A.M. MASONS AND ORDER OF THE EASTERN STAR**

**CITY JOINT COUNCIL 13**

**HEMPSTEAD NY 11550**

President

Bro. Randi Harrison

Vice President

Sis. Teresa Davis

October 9, 2018

To: Hempstead Public School Board Members

Subject: Donation of school supplies for the Students of Prospect School

Good Afternoon,

I am the president of the City Joint Council 13 located in Hempstead, New York 11550. I am as are several of my members Hempstead Public Schools Alumni. Our Mission is to serve and support our community where needed. After hearing of the lightning strike and fire at Prospect School our members, thankful that no one was injured and had the heartfelt desire to help in any way possible. We understand that investing in the youth of Hempstead is investing in our future.

The Brothers and Sisters of City Joint Council would be grateful if you would grant us permission to present a token gift of encouragement to the students of new school supplies we have purchased. It is just our way of relieving some of the stresses that may come with being in a new building, riding buses and new routine. Thank you in advance for your consideration.

Sincerely

Brother Randi Harrison  
516-2-312-6086  
President City Joint Council 13

BUDGET TRANSFER FROM	LINE NAME (FROM)	AVAILABLE BALANCE	BUDGET TRANSFER TO
Resolution # 1			
A 1310.161-22-1000	SALARY- BUSINESS OFFICE	\$ 674,356.55	A 1310.160-22-1000
Resolution # 2			
A 2010.400-23	CONTRACTUAL	\$ 290,091.65	A 2010.150-23-1000
Resolution #3			
A 1310.161-22-1000	SALARY- BUSINESS OFFICE	\$ 624,356.55	A 1320.402-22
Resolution #4			
A 2110.130-23-1015	SALARIES- TEACHERS 9-12	\$ 11,207,721.53	A 1420.403-22
Resolution #5			
A 2110.130-23-1015	SALARIES- TEACHERS 9-12	\$ 11,057,721.53	A 1620.540-25
A 2110.130-23-1015	SALARIES- TEACHERS 9-12	\$ 10,907,721.53	A 1620.543-25
A 2110.130-23-1015	SALARIES- TEACHERS 9-12	\$ 10,901,721.53	A 1621.463-25

REASON: TO PAY  
INVOICES RECEIVED  
AND TO UPDATE  
SALARY LINES

LINE NAME (TO)	DOLLAR AMOUNT	AVAILABLE BALANCE AFTER BUDGET TRANSFER
SALARY- ASST. BUSINESS MGR	\$ 50,000.00	\$ 624,356.55
TRANSFER TOTAL:	\$ 50,000.00	
SALARY- ASST. SUPT C & I	\$ 50,000.00	\$ 240,091.65
TRANSFER TOTAL:	\$ 50,000.00	
ACCOUNTING SERVICES	\$ 75,000.00	\$ 549,356.55
TRANSFER TOTAL:	\$ 75,000.00	
LABOR COUNSEL	\$ 150,000.00	\$ 11,057,721.53
TRANSFER TOTAL:	\$ 150,000.00	
CUSTODIAL SUPPLIES	\$ 150,000.00	\$ 10,907,721.53
SWIMMING POOL SUPPLIES	\$ 6,000.00	\$ 10,901,721.53
CONTRACTUAL EXPENSES	\$ 85,000.00	\$ 10,816,721.53
TRANSFER TOTAL:	\$ 241,000.00	

**GRAND TOTAL:** \$ 516,000.00