

REGULAR MEETING (Thursday, October 18, 2018)

**HEMPSTEAD PUBLIC SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
OCTOBER 18, 2018
MINUTES**

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 7:08 P.M. All of the Board Members were present. There was a presentation from the Director of Registration, Mr. Robert Rodriguez. Public participation was entertained, all concerns were addressed by the Board, Acting Superintendent and staff.

BOARD MEMBERS PRESENT:

LaMont E. Johnson, President
Carmen Ayala, Vice President
David B. Gates, Trustee
Patricia Spleen, Trustee
Randy Stith, Trustee
Jack Bierwirth, Trustee Ex-Officio

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
Patricia Wright, District Clerk
John Sheahan, General Counsel
Johnathan Scher, Labor Counsel
Monte Chandler, Special Counsel

A. MEETING OPENING

Procedural: 1. Pledge of Allegiance

Procedural: 2. Moment of Silence

B. ACTING SUPERINTENDENT'S REMARKS

C. PRESIDENT'S REMARKS

D. COMMENDATIONS/PRESENTATIONS

E. OTHER AGENDA ITEMS

Trustee Stith moved, seconded by Trustee Ayala to approve the consent calendar with the exception of the executive session items as listed. (F-1, M-1, O-14,, Personnel item 10-grievance,19-instructional coaches & lead teachers, 27- termination)

MOTION

YES 5

MOTION CARRIED

To approve the consent calendar

Trustee Ayala moved, seconded by Trustee Spleen to convene to executive session at 8:49 P.M. for legal counsel advice and personnel discussion

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

To convene to executive session

Action (Consent): 1. Minutes

RESOLVED, that the Board of Education approves the minutes of the meetings held August 30, September 6, 13, & 17, 2018 as submitted by the District Clerk.

F. BOARD OPERATIONS**ITEM F-1 MOVED TO EXECUTIVE SESSION**

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

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 #6, 4); **Cafeteria/Lunch** (Warrants #3); **Federal** (Warrants #8, 7, 6) **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 July 2018**.

I. APPROPRIATION REPORT**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 July 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 July 2018**.

K. DONATION

L. BUDGET TRANSFER

RESOLVED, that the Board of Education approve the transfer of funds from the District's Technology Hardware code: A2630.220-15-0000 to the BOCES Technology Hardware Code: A2630.490-26-0001 in the amount of \$100,000 to complete the replacement of Dell workstations in the classrooms that have reached end-of-life. Effective 10-1-2018.

M. BUSINESS & OPERATIONS

ITEM M1 MOVED TO EXECUTIVE SESSION

1. **RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to change the salary for the below personnel:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Brigid Villareale Eff. 10-1-2018	Assistant Business Manager	From \$75,000 to \$101,000 (pro-rated)

2. **RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to accept the Final Smart Schools Bond Act Investment Plan. (Attached)

N. AS-7

BUSINESS

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to approve the **Nassau BOCES AS-7 Report for the 17/18 school year.**

O. CONTRACTS/STIPULATION OF SETTLEMENT

1. **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

2. **RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to enter into a contractual agreement with Family and Children Associates. FCA We propose to work with the school district to engage parents, along with their children, utilizing an evidenced-based model known as Strengthening Families. The Strengthening Families Program (SFP) is a nationally and internationally recognized parenting and family strengthening program for both high-risk and regular families. SFP is an evidence-based family skills training program found to significantly reduce problem behaviors, delinquency, and alcohol and drug abuse in children and to improve social competencies and school performance. Cost - \$47,000

Status: State Approved

of Students being served: 30

Collaborative Learning: Social, Emotional

Recommended by: Mr. James Clark Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: OCFS Empire State After school Grant

3. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a contractual agreement Hispanic Counseling Center. The Hispanic Counseling Center will provide ESL and Spanish Classes for parents; Counseling for Students and their families; Health and Wellness for our students and parents at HHS at a yearly cost - \$137,000

Status: State Approved

of Students being served: 120

Collaborative Learning: Academics, Social, Emotional

Recommended by: Mr. James Clark Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: OCFS Empire State After school Grant

4. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a contractual agreement with Safe Child Learning Center. Safe Child Learning Center will provide a health and wellness agricultural program for our middle school students. Students will understand how to grow and eat healthy meals at a yearly cost - \$72,000

Status: State Approved

of Students being served: 60

Collaborative Learning: Academic, Career pathway, CTE

Recommended by: Mr. James Clark Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: OCFS Empire State After school Grant

5. RESOLVED, that the Board of Education approves the Superintendent's recommendation to enter into a contractual agreement with Ms. Selena Fields Cosmetology. Ms. Selena Fields Cosmetology will provide a fundamental vocational introductory program designed to attract students who are interested in going into the field of cosmetology to our middle and high school students. Students will also be taught life skills, soft skills, the principles of hair design, properties of hair and scalp, simulation of mock chemical application and written theory at an annual cost - \$64,489

Status: NEW

of Students being served: 180

Collaborative Learning: Academic, Career pathway, CTE

Recommended by: Mr. James Clark Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: OCFS Empire State After school Grant

6. RESOLVED, that the Board of Education approves the Superintendent's recommendation to enter into a contractual agreement with the Economic Opportunity Commission of Nassau County. The Hempstead Community Action Program, will implement a program for 150 youth who reside in Hempstead, NY. The program will implement of positive youth development through the soccer program recreational activities, provide parental involvement and increase awareness of youth development issues. Participants will be able to interpret and apply nutrition concepts in evaluating and improve their nutritional health. Programs will be held in the qualifying elementary schools at a cost of \$125,000 per year inclusive of a summer camp.

Status: State Approved

of Students being served: 150

Collaborative Learning: Academic, Physical Education

Recommended by: Mr. James Clark Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: OCFS Empire State After school Grant Name

LTI PULLED

7. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a contractual agreement with Leadership Training Institute for the STYA Program. LTI will conduct the Successfully Transitioning Youth to Adolescence program that helps and empowers youth in the development of healthy attitudes and values about adolescent growth and development. Activities include, but are not limited to, Mentoring (group, team and individual one on one, supervised activities, small group discussions and parenting education workshops. The program will be held at the David Paterson Elementary School at a cost of \$20,000 per year.

Status: NEW

of Students being served: 60

Collaborative Learning: Social, Emotional

Recommended: Mr. James Clark Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: OCFS Empire State After school Grant

8. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a contractual agreement Tiara Adams for the "I Am Dancers" Program. Tiara Adams is committed to providing each dancer a positive structured and inspiring environment to build strength, self-esteem as well as leadership skills and collaboration all while having FUN. She brings the recreational & educational "1,2,3 Movement!" curriculum to the middle and high school students at a cost of \$50,000 per year.

Status: NEW

of Students being served: 60

Collaborative Learning: Academic, College Readiness, Performance Arts

Recommended: Mr. James Clark Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: OCFS Empire State After school Grant

9. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a contractual agreement Linda Taylor of Touch Point Productions & Publishing, Inc. for the "Amazing Annabelle" character education chapter book series program. Linda Taylor will bring attention to a specific positive character trait in each story. She will engage students in discussion, theatre arts, and role-play of the positive character traits and then ensure the students understands what it means and what it looks like in context.. Linda Taylor brings this fun and engaging book series to the Joseph A. McNeil Elementary students at a cost of \$15,427 per year.

Status: NEW

of Students being served: 30

Collaborative Learning: Academic, Literacy

Recommended: Mr. James Clark Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: OCFS Empire State After school Grant

10. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a contractual agreement with Fambro Management LLC for the Chess Scholars Club After School Enrichment Program. The Chess Scholars Club develops each student's intellect through the royal game of chess! Current research has shown a strong link between chess and academic performance in a variety of areas, including mathematics and language arts. Also, chess has been

proven to enhance children's motivation, concentration, focus, social skills, and creativity. No previous knowledge of chess is necessary, and each class will consist of a fun interactive teaching period and guided practice time. There will also be a chess competition with prizes at the end of the session! The Chess Scholars Club program will hold classes at 5 elementary schools at a cost of \$20,400 per year.

Status: NEW

of Students being served: 100

Collaborative Learning: Academic, College Readiness

Recommended: Mr. James Clark Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: OCFS Empire State After school Grant

11. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a contractual agreement with Daphney Hayes of Peace Valley Haven for their Case Management Services. Peace Valley will provide case management services to the homeless students and their families by conducting intake sessions and assessing their needs. Peace Valley in addition will assist students and their families with referrals to community resources, employment and permanent housing options. Peace Valley will act as a liaison for the student and the family and advocate with community organizations regarding child care, health care, housing and legal matters. Peace Valley will provide these services and more at a cost of \$40,000 per year.

Status: NEW

of Students being served: 25

Collaborative Learning

12. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a contractual agreement Girls, Inc of Long Island's for programming to students at Hempstead High School that deliver innovative, research-based programs designed specifically to address the strengths and needs of girls ages 5-18. Girls Inc. provides a powerful combination of programs, research, and advocacy that inspires girls and young women across Long Island to be strong, smart, and bold and to prepare for economic independence and confident adulthood. With programs grounded in research and tested in their field, our organization celebrates and empowers girls and advocates for an equitable world. Our programs deliver informal, engaging, age-appropriate information to help girls develop the skills and self-confidence necessary to navigate successfully through the challenges of growing up female in today's society at a cost of \$13,000 per year.

Status: NEW

of Students being served: 25

Collaborative Learning: Social, Emotional

Recommended: Mr. James Clark Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: OCFS Empire State After school Grant

: Social, Emotional

Recommended: Mr. James Clark Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: OCFS Empire State After school Grant

ITEM # 13 CORRECTION THIS WAS APPROVED 9-27-18 FOR 3 YEARS SHOULD HAVE BEEN 1 YEAR

13. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a contractual agreement with If I Had A Hammer, Inc for the Hammer Math STEM base

learning program. Hammer Math is a fun and engaging math curriculum that helps students build a deeper understanding of fractions and measurement fundamentals. After fractions, students have fun working with area and perimeter through creative team assignments. Now, they're ready for architectural design! Students stretch their imagination and dream big by learning how to draw to 1/4" scale and designing their own dream home. The If I Had A Hammer curriculum will be held at David Paterson Elementary school at a cost of \$9,687 for 1 year.

Approved in September meeting made correction

Status: NEW

of Students being served: 60

Collaborative Learning: Academic, STEM, College Readiness

Recommended: Mr. James Clark Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: OCFS Empire State After school Grant

ITEM # 14 MOVED TO EXECUTIVE SESSION

14. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a Partnership agreement with Culture Play. Culture Play is a STEM based program that prepares students for college and places a strong emphasis on developing students social, academic, and social emotional needs. Students in this Joseph McNeil School, Jackson Annes, and Middle School will participated in this programn from October 1, 2018 through March 31, 2019. This project will be paid for through My Brothters Keeper Challemnge Grant at a cost of \$150,000

Recommended by: James Clark
ASSociate Superintendent

Strategic Goal: Student Achievement

Source of Funds: My Brothers Keeper Challenge Grant.

P. DISPOSAL OF EQUIPMENT

Q. INTERNSHIPS

RESOLVED, that the Board of Education approves the Superintendent's recommendation to allow Ms. Kristin Kelly, Social Studies Teacher at Hempstead High School, to do an Administrative Internship Supervision at a building level. Ms. Kelly will be supervised by Mr. Carey Gray, Assistant Principal. This internship will be for a total of 600 hours beginning October 2018 and ending May 2019. All internship activities must take place prior and after school hours. Ms. Kelly is enrolled at Hofstra University Educational Leadership School/Building Program.

R. FACILITIES

S. CURRICULUM & INSTRUCTION

RESOLVED: that the Board of Education approves the Acting Superintendent's recommendation to change the name of the **Bilingual/ENL/LOTE Department** to the **Office of Bilingual Education and World Languages** to align our programs to the new Every Students Succeeds Act (ESSA), the International Baccalaureate (IB) Program, and global citizenship of our students.

T. SPECIAL EDUCATION

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

September 2018

9/5, 9/6, 9/7, 9/12, 9/13, 9/14, 9/17, 9/18, 9/20, 9/21, 9/24, 9/25, 9/26, 9/27, 9/28,

2. **RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to appoint the following Special Education School for the 2018-2019 School year to be used as needed:

- **Variety Child Learning Center**
-

U. PUPIL PERSONNEL SERVICES**V. MISCELLANEOUS- TRIPS**

BE IT RESOLVED, that the Board of Education approves the Superintendent's recommendation to permit 45 students, and 4 chaperones from the Hempstead High School Band Students to participate in the Annual Marching Band Day hosted by the UMASS Minutemen Marching Band. The event will be held at Gillette Stadium, 1 Patriot Place, Foxborough, MA. on November 11, 2018. The trip is scheduled to depart from the High School on Saturday, November 10, 2018 at 12:00 a.m. and return on Sunday, November 11, 2018 at approximately 2:00 a.m. The cost to the district will be \$2,850.00 for a coach bus and the funds are allocated in budget code 2330.486.34. All pertinent information is on file

W. 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).

NAME	POSITION	COMPENSATION
Dr. Johnetta Hill Eff. 10/22/18 - 6/30/19	Interim Director of Athletics Physical Education and Health	\$150,000 - pro- rated
Marie Sarro Eff. 11/5/18 (4-year Probationary Period, 11/4/22), Childhood Education (Grades 1-6), Prof., Eff. 6/20/18	Elementary Teacher David Paterson (Replacing I. Suarez - retired)	\$76,280 (Level 5, St. 8) - pro-rated RECOMMENDED BY: Gary Rush PURPOSE: Fill Vacant Position

Mary Jeanty Eff. 10/22/18 (4-year Probationary Period, 10/21/22), Early Childhood Education (Grades 1- 6), Prof., Eff. 1/9/18	Elementary Teacher Middle School (Replacing S. Hood - IB Coordinator)	\$78,738 (Level 7, St. 7) - pro-rated RECOMMENDED BY: Adrian Manuel PURPOSE: Fill Vacant Position
---	--	---

Lauren Dini Eff. 11/5/18 (4-year Probationary Period, 11/4/22), General Science (Grades 7-12), Prof., Eff. 3/17/17	Science Teacher Middle School (Replacing J. Hazel - reassigned to HHS Annex)	\$81,202 (Level 7, St. 8) - pro-rated RECOMMENDED BY: Adrian Manuel PURPOSE: Fill Vacant Position
--	--	---

Frank Ribiero Eff. 10/22/18 (4-year Probationary Period, 10/21/22), Students with Disabilities (Grades 5-9), Prof., Eff. 10/25/14	Special Education Teacher Middle School (Replacing M. Young - termination)	\$68,877 (Level 7, St. 3) - pro-rated RECOMMENDED BY: Adrian Manuel PURPOSE: Fill Vacant Position
--	--	---

Khalif Chaplin Eff. 10/22/18 (4-year Probationary Period 10/21/22), Teaching Assistant, Level I, Eff. 8/17/18	Teaching Assistant Marshall School	\$27,376 (Level 4, St. 1) - pro-rated RECOMMENDED BY: Juanita Diaz PURPOSE: Fill New Position
--	---	--

Michael Malatesta Eff. 10/22/18 - 12/31/18 Leave Replacement	Biology Teacher Middle School (Replacing Lynn Albuquerque- LOA)	\$68,877 (Level 5, St. 5) - pro-rated RECOMMENDED BY: Adrian Manuel PURPOSE: Fill Vacant Position
---	---	--

Sherrell McCabe Eff. 11/5/18 (4-year Probationary Period, 11/4/22), Textile & Design Teacher Cluster (Grades 7- 12), Transitional, Eff. 10/12/18	Textile & Design Teacher High School	\$56,689 (Level 1, St. 3) - pro-rated (PSSG) RECOMMENDED BY: Stephen Strachan PURPOSE: Fill New Position
--	---	---

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to COMPENSATE the following professional

personnel for the 2018 Summer Youth Employment Program due to increased reimbursement from the Town of Hempstead and monies owed:

NAME	POSITION	COMPENSATION
Jacqueline Dennis	Director Summer Youth Employment Program	\$3,570.38 (increased amount of \$825 and amount owed of \$2,745.38)

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:

NAME	POSITION	REASON
------	----------	--------

Kirsten Fogarty Eff. 10/18/18 - 1/7/19	Math Teacher Middle School	Letter requesting Childcare leave of absence, without pay. (Letter received on 9/24/18 in the Human Resources Office. Medical documentation on file).
---	-------------------------------	---

Olga Vides Eff. 11/14-18 - 2/1/19	Teaching Assistant Jackson Main	Letter requesting Maternity Leave of absence/FMLA, with pay from 11/14/18 - 12/11/18. Request for Childcare leave of absence without pay from 12/12/18 - 2/1/19. (Letter received in Human Resources Office. Medical documentation on file).
--------------------------------------	------------------------------------	--

Ingrid Acosta Eff. 11/12/18 - 1/18/19	Elementary Teacher (Bil) Franklin School	Letter requesting Childcare Leave of absence without pay from 11/12/18 - 1/18/19. (Letter received on 10/3/18 in the Human Resources Office. Medical documentation on file).
--	---	--

CHANGE BOARD ACTION

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

NAME	POSITION	REASON
Dana Troffa	Cheerleader Middle School	Change Compensation From \$2,500 To \$1,250

Marqueitta Boys & Girl Change Compensation
 Tuitt Scouts Advisor from \$40.54/hr. to
 A.B.G.S. \$23.99/hr.
 Middle School

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>
Amira Applewhaite Eff. 10/12/18	ESL Teacher Jackson Annex	Letter of resignation received for personal reasons
Lilly Salcedo Eff: 10/29/18	ESL Teacher Middle School	Letter of resignation received for personal reasons
Marcelo Sandoval Eff. 10/8/18	Teaching Assistant Front Street School	Letter of resignation received for personal reasons

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel to attend the Dual Language Professional Development and Training Sessions on the following Dates and Times: October 13, 2018 - 9:00 a.m - 2:00 p.m, November 14, 2018 - 3:30 p.m - 5:30 p.m; November 17, 2018 - 9:00 a.m - 1:00 p.m; December 5, 2018 - 3:30 p.m. - 5:30 p.m; January 26, 2019 - 9:00 a.m. - 1:00 p.m; February 6, 2019 - 3:30 p.m. - 5:30 p.m; April 3, 2019 - 3:30 p.m - 5:30 p.m; May 4, 2019 - 9:00 a.m - 1:00 p.m; June 8, 2019 - 9:00 a.m - 1:00 p.m. (Title III Funding)

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>COMPENSATION</u>
Janet Lovett	Coordinator	\$94.34/hr.
Kathleen Rennard	1st Grade / English Joseph McNeil	\$40.54/hr.
Jocelyn Hernandez	1st Grade / Spanish Joseph McNeil	\$40.54/hr.
Stephanie Frias	2nd Grade / Spanish Joseph McNeil	\$40.54/hr.
Michael Levin	2nd Grade / English Joseph McNeil	\$40.54/hr.
Ingrid Acosta	3rd Grade / Spanish	\$40.54/hr. (1/26, 2/6, 4/3, 5/4 & 6/8)

Joseph McNeil

Felicia Morrow	3rd Grade / English Joseph McNeil	\$40.54/hr.
----------------	--------------------------------------	-------------

Stephanie Sutter	1st Grade / English Jackson Main	\$40.54/hr.
------------------	-------------------------------------	-------------

Antonia Torres-Gearity	1st Grade / Spanish Front Street	\$40.54/hr.
------------------------	-------------------------------------	-------------

Ashleigh Jones	1st Grade / English Front Street	\$40.54/hr.
----------------	-------------------------------------	-------------

Cecilia Capdevila	1st Grade / Spanish Barack Obama	\$40.54/hr.
-------------------	-------------------------------------	-------------

Stacey Lagnese	1st Grade / English Barack Obama	\$40.54/hr.
----------------	-------------------------------------	-------------

Jeanette Tillman	Kindergarten / Spanish Prospect	\$40.54/hr.
------------------	------------------------------------	-------------

Christina Ambrosio	Kindergarten / English Prospect	\$40.54/hr.
--------------------	------------------------------------	-------------

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

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>COMPENSATION</u>
Alexis Jovel	Teacher	Marshall	\$40.54/hr.
Maria Alamo	Teaching Assistant	Marshall	\$23.99/hr.
Stacey Williams	Teaching Assistant	Marshall	\$23.99/hr.
Maria Luperon	Teaching Assistant (Bil)	High School	\$23.99/hr.

RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPOINT the following personnel for the Homeless Liaison for the 2018-2019 school year (Grant Funded):

RECOMMENDED BY: Deborah Delong
PURPOSE: SED Compliance

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Juan Rodriguez	Social Worker	\$11,706 - Service Assignment I

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel as **BUS MONITORS** (7:15 am – 8:15 am and 3:15 pm – 4:00 pm) and **BREAKFAST MONITORS** (7:30 am – 8:15 am) for the 2018 – 2019 school year:

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>COMPENSATION</u>
Jo-Ann Sydnor	Bus Monitor	Barack Obama	\$23.99/hr.
Shaeli Mandeville	Breakfast Monitor	Prospect	Contractual Hourly Rate
Shaunika Mandeville	Breakfast Monitor	Prospect	\$23.99/hr.
Alana McCray	Breakfast Monitor	Prospect	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.)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Adrian Manuel	Administrator	\$94.34/hr.
Kelley Ramsey	Administrator (Sub)	\$94.34/hr.
Earl Davis	Administrator (Sub)	\$94.34/hr.
Beverly Robinson	Teacher	\$40.54/hr.
Robin Branch	Teacher	\$40.54/hr.
Donna Garcia	Teacher	\$40.54/hr.
Michelle Smith	Teacher	\$40.54/hr.
Elizabeth Swiatkowski	Teacher	\$40.54/hr.
Meagan Hennessey-Ralph	Teacher	\$40.54/hr.
Kellene Allen	Teacher	\$40.54/hr.
Cheryl Treasure-Myles	Teacher	\$40.54/hr.
Joyce	Teacher	\$40.54/hr.

GRIEVANCE SETTLEMENT MOVED, TO EXECUTIVE SESSION SETTLEMENT OF GRIEVANCE

RESOLVED, upon the recommendation of the Acting Superintendent, the District agrees to pay employee #4452 the sum of \$2,976 to resolve the Hempstead Classroom Teachers Association April 13, 2018 grievance.

Koestenblatt Kathy Williams- Coote	Teacher	\$40.54/hr.
Marqueitta Tuitt	Teaching Assistant	\$23.99/hr.
Sharese Hawkins	Teaching Assistant	\$23.99/hr.
Rena Davis	Clerical	Contractual Hourly Rate

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel for **JACKSON MAIN 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 9:00 - 12:30 p.m. - as needed, pending enrollment and attendance - (SIGa Grant Funded.)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Richard Brown	Administrator	\$94.34/hr.
Robert Kurtz	Administrator (Sat)	\$94.34/hr.
Rowena Costa	Sub-Administrator	\$94.34/hr.
Shem Ishmael	Teacher	\$40.54/hr.
Shawn Hudson	Teacher	\$40.54/hr.
Cherese West	Teacher	\$40.54/hr.
Denise George	Teacher	\$40.54/hr.
Ronald Tillman	Teacher	\$40.54/hr.
Richard Mata-Castro	Teacher	\$40.54/hr.
Karen Jones-Moodie	Sub-Teacher	\$40.54/hr.
Angela Abrams	Teaching Assistant	\$23.99/hr.
Lorna Barnes	Teaching Assistant	\$23.99/hr.
Stephanie Finney	Teaching Assistant	\$23.99/hr.
Richard Richardson	Teaching Assistant	\$23.99/hr.
Dawn Moore-Frazier	Teaching Assistant	\$23.99/hr.
Donnie Manuel	Teaching Assistant	\$23.99/hr.
Ricardo LaRosa	Sub-Teaching Assistant	\$23.99/hr.
Arlene Cutrone	Clerical	Contractual Hourly Rate
Walter Everett	Security Aide	Contractual Hourly Rate
Dennis Jones	Security Aide	Contractual Hourly Rate
Christopher Thompson	Custodial	Contractual Hourly Rate

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, 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 9:00 - 12:30 p.m. - as needed, pending enrollment and attendance – (SIGa Grant Funded.)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Arlise Carson	Administrator	\$94.34/hr.
Jaelle Mann-Tineo	Administrator (Sub)	\$94.34/hr.
Ashleigh Jones	Teacher	\$40.54/hr.
Patrice Ortiz	Teacher	\$40.54/hr.
Rebecca Gilbert	Teacher	\$40.54/hr.
Rose-Land Pierre	Teacher	\$40.54/hr.
Ketty Figueredo-Perez	Teacher	\$40.54/hr.
Amber Ball	Teacher	\$40.54/hr.
Joyce Gibson	Teaching Assistant	\$23.99/hr.
Tiara Register	Teaching Assistant	\$23.99/hr.
Anu Kapoor	Teaching Assistant	\$23.99/hr.
Patricia Barnes	Clerical	Contractual Hourly Rate
David James	Security Aide	Contractual Hourly Rate
Sorita Adkins	Security Aide	Contractual Hourly Rate
Crystall Scott	Custodian	Contractual Hourly Rate
Seth King	Custodian (Sub)	Contractual Hourly Rate

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel for **BARACK OBAMA 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 9:00 - 12:30 p.m - as needed, pending enrollment and attendance – (Title I Grant Funded.)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Kelly Fairclough	Administrator	\$94.34/hr.
Cynthia Moore-Drayton	Administrator (Sub)	\$94.34/hr.
Candice Edwards	Teacher	\$40.54/hr.
Kaitlynn Kelly	Teacher	\$40.54/hr.
Lorna Strachan	Teacher	\$40.54/hr.
Daisy Dumey	Teacher	\$40.54/hr.
Delmy Bermudez-Castillo	Teacher	\$40.54/hr.
Maria Crowley	Teacher	\$40.54/hr.
Catherine Foskey	Teaching Assistant	\$23.99/hr.
Jada Gillenwater	Teaching Assistant	\$23.99/hr.
Anthony Stewart	Teaching Assistant	\$23.99/hr.
Jo-An Syndor	Teaching Assistant	\$23.99/hr.
Tatiana Norsworthy	Teaching Assistant	\$23.99/hr.
Deborah McPhaul	Clerical	Contractual Hourly Rate
Cynthia Ambrosio	Clerical (Sub)	Contractual Hourly Rate
Carrie Tiller	Security	Contractual Hourly Rate

Maria Guevara	Security (Sub)	Contractual Hourly Rate
Kenneth Taylor	Security (Sub)	Contractual Hourly Rate
Leonard Gonzalez	Security (Sub)	Contractual Hourly Rate

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel for **DAVID PATERSON 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** 9:00 - 12:30 p.m. - as needed, pending enrollment and attendance - (**SIG Grant Funded.**)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Gary Rush	Administrator	\$94.34/hr.
Keesha Keller	Administrator (Sub)	\$94.34/hr.
April Riviere	Teacher	\$40.54/hr.
Jennifer Trested	Teacher	\$40.54/hr.
Natalie Lindo	Teacher	\$40.54/hr.
Beatrice Lamidi	Teacher	\$40.54/hr.
Linda St. John	Teacher	\$40.54/hr.
Lisa Dunn-Lockhart	Teacher (Sub)	\$40.54/hr.
Charity Reado	Teacher (Sub)	\$40.54/hr.
Keira Stroughn	Teacher (Sub)	\$40.54/hr.
Ayesha Edwards	Teacher (Sub)	\$40.54/hr.
Michelle Pineda	Teacher (Sub)	\$40.54/hr.
Catherine Lang-Engelhardt	Teacher (Sub)	\$40.54/hr.
Janet Tavernise	Teacher (Sub)	\$40.54/hr.
Charles Neal	Teaching Assistant	\$23.99/hr.
Florene Toliver	Teaching Assistant	\$23.99/hr.
Helene Tolbert	Teaching Assistant	\$23.99/hr.
Itzel Connell	Teaching Assistant	\$23.99/hr.
Tiara Adams	Teaching Assistant (Sub)	\$23.99/hr.
Rosetta Shephard	Security Aide	Contractual Hourly Rate
Vibert Lodim	Security Aide (Sub)	Contractual Hourly Rate

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

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Gary Rush	Administrator	\$94.34/hr.
Robert Kurtz	Administrator (Sub)	\$94.34/hr.
Keesha Keller	Administrator (Sub)	\$94.34/hr.

Beatrice Lamidi	Teacher	\$40.54/hr.
Ayesha Edwards	Teacher	\$40.54/hr.
Kisha Matos	Teacher	\$40.54/hr.
Lisa Dunn-Lockhart	Teacher (Sub)	\$40.54/hr.
Charity Reado	Teacher (Sub)	\$40.54/hr.
Elizabeth Diglio	Teacher (Sub)	\$40.54/hr.
Michelle Pineda	Teacher (Sub)	\$40.54/hr.
Catherine Lang-Engelhardt	Teacher (Sub)	\$40.54/hr.
Florene Toliver	Teaching Assistant	\$23.99/hr.
Tracee Morgan	Teaching Assistant	\$23.99/hr.
Helene Tolbert	Teaching Assistant (Sub)	\$23.99/hr.
Tiara Adams	Teaching Assistant (Sub)	\$23.99/hr.
Deborah McPhaul	Clerical	Contractual Hourly Rate
Ann Marie Lindsay	Clerical (Sub)	Contractual Hourly Rate
Vibert Lodim	Security Aide	Contractual Hourly Rate
Rosetta Shephard	Security Aide (Sub)	Contractual Hourly Rate
Seth King	Custodian	Contractual Hourly Rate
Dexter Smith	Custodian (Sub)	Contractual Hourly Rate
Brandon Friend	Custodian (Sub)	Contractual Hourly Rate

INDEPENDENT ACTION ITEM

Trustee Stith moved, seconded by Trustee Spleen to approve the HHS Saturday academy.

MOTION

To approve HHS
(Daughter)
Satuday Academy

YES 4

ABS. 1 (Trustee Spleen) ***Trustee disclosure relative

MOTION CARRIED

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to APPOINT the following personnel for HIGH SCHOOL SATURDAY ACADEMY", EFFECTIVE for the 2018-2019 school year, Administrators 8:00 am- 1:00 pm, Teachers & TA's 8:30 - 12:30 pm, Security - 8:00 am-1:00 pm, Custodial - 7:30 am - 2:00 pm - needed, pending student enrollment and attendance(Title I)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
O'Neil Glenn	Administrator	\$94.34/hr.
Stephen Strachan	Administrator (Sub)	\$94.34/hr.
Lurdez Berrios	Administrator (Sub)	\$94.34/hr.
Sony Alexandre	Math Teacher	\$40.54/hr.
Melissa Spleen	Math Teacher	\$40.54/hr.
Kristin Kelly	Social Studies Teacher	\$40.54/hr.
Shaniqua Davis	Social Studies Teacher	\$40.54/hr.
Cynthia Partee	Science Teacher	\$40.54/hr.
Linda Whitfield	Science Teacher	\$40.54/hr.
Francis DeAngelis	English Teacher	\$40.54/hr.
Brianna Blackwood	Teaching Assistant	\$23.99/hr.

Joyce Scott	Business Teacher	\$40.54/hr.
Wilma Fortunato	Clerical	Contractual Hourly Rate
Audrey Little	Clerical (Sub)	Contractual Hourly Rate
Marc Ferro	Security	Contractual Hourly Rate
Olivia General	Security	Contractual Hourly Rate

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel to conduct Parent University Workshops, not to exceed 20 hours for the year, for the 2018-2019 school year (Title I)

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
April Riviere	Teacher	\$40.54/hr.
Katherine Castellano	Teacher	\$40.54/hr.
Beatrice Lamidi	Teacher	\$40.54/hr.
Ayesha Edwards	Teacher	\$40.54/hr.
Michelle Pineda	Teacher	\$40.54/hr.
Marianne Ellis	Teacher	\$40.54/hr.

A.B.G.S. INSTRUCTIONAL COACHES & LEAD TEACHERS MOVED TO EXECUTIVE SESSION

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPROVE** the following personnel as **INSTRUCTIONAL COACHES/LEAD TEACHER** for the 2018-2019 School Year.

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
<u>MIDDLE SCHOOL</u>		
<u>INSTRUCTIONAL COACHES</u>		<u>(TITLE I)</u>
Mishka Fox	ELA Teacher	\$11,706 Service Assignment I
Neclisha Davis	Math Teacher	\$11,706 Service Assignment I
Elizabeth Swiatkowski	Science Teacher	\$11,706 Service Assignment I
Elizabeth Diglio	Data/Instructional Coach	\$11,706 Service Assignment I
Wendy Eisner	Social Studies Teacher	\$11,706 Service Assignment I
<u>LEAD TEACHERS</u>		<u>(SIG)</u>
Kellene Allen	Math Teacher	\$2,908 -Service Assign III
Thomas Moran	Math Teacher	\$2,908 -Service Assign III
Ivonne Garcia	Elementary Teacher	\$2,908 -Service Assign III
Stephanie Dubose	ELA Teacher	\$2,908 -Service Assign III
<u>HIGH SCHOOL</u>		
<u>INSTRUCTIONAL COACHES</u>		<u>(TITLE I)</u>
Wendi Hasbun	ENL Teacher (Bilingual)	\$11,706 Service Assign I
Terrance Chapman	Math Teacher	\$11,706 Service Assign I
Kristin Kelly	Social Studies Teacher	\$11,706 Service Assign I

Robert Amoroso	ELA Teacher	\$11,706 Service Assign I
Cynthia Partee	Science Teacher	\$11,706 Service Assign I
Aziz Elmrini	Technology	\$11,706 Service Assign I

LEAD TEACHERS**(PSSG)**

Mary Hopkins	Math Teacher	\$5,880 -Service Assign II
Emmanuel Ogogo	Science Teacher/STEM	\$5,880 -Service Assign II
Rachel Blackburn	Music Teacher	\$5,880 -Service Assign II
Yolanda Sampson-Ousley	Visual and Performing Arts	\$5,880 -Service Assign II
	English Teacher	\$5,880 -Service Assign II

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPROVE** the following personnel for assistance and work completed on the set up to Small Learning Academics at A.B.G.S. Middle School on the following dates: July 2,3,5,17,18,19,23,24, 2018 (Not to exceed 5 Hours per day). CSG Funding

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Wendy Eisner	Social StudiesTeacher	\$40.54/hr.
Catherine Lang-Engelhardt	Math Teacher	\$40.54/hr.

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPROVE** the following **GUIDANCE COUNSELORS** at the High School (not to exceed 12 days) to work extra days effective June 25,2018 - August 31, 2018, Monday - Thursday to allow for the High School to complete the necessary programming for the upcoming school year.

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Marisa DiMartino	School Counselor	1/200th of Contractual Salary

APPOINTMENT(S) – RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPROVE** the following professional personnel for **COMPENSATION** for the 2018 – 2019 school year as follows: (TRACT grant) funded)

<u>INSTRUCTOR</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Mishka Fox	English Teacher	\$1,500 (based on \$100/hr. 15 hour in-service course)
LaVern Lariosa	Elementary Teacher	\$1,500 (based on \$100/hr. 15 hour in-service

		course)
Patricia Nicoletti	Speech	\$1,500 (based on \$100/hr. 15 hour in-service course)
Deborah Gray	Librarian	\$1,500 (based on \$100/hr. 15 hour in-service course)
Stephen Lux	ENL Teacher	\$1,500 (based on \$100/hr. 15 hour in-service course)
Claudia Vaca	Bilingual Teacher	\$1,500 (based on \$100/hr. 15 hour in-service course)

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **COMPENSATE** the following professional personnel at their negotiated contractual pay rate of \$40.54/hr., for (3) hours (\$121.62 per teacher) for participating in the PowerTeacher Unified Classroom and Office 365 workshop on August 28, 2018 - 12:00 p.m - 1:30 p.m) Not to exceed 3 hours

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Jennifer Garcia	Special Ed. Teacher	\$40.54/HR.
Rhonda Chung	Elementary Teacher	\$40.54/hr.
Juanita Winfield	Elementary Teacher	\$40.54/hr.
Lavern Lariosa	Elementary Teacher	\$40.54/hr.
Vicki McMillan	Elementary Teacher	\$40.54/hr.
Elyse Amos	Professional Developer	\$40.54/hr.
Lydia Williams	Elementary Teacher	\$40.54/hr.

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 5, 2018 through June 28, 2019 (Monday through Friday; Teacher and Teaching Assistants, 3:15 p.m. – 7:15 p.m.; Administrators, Clerical and Security, 4:15 p.m. - 7:30 p.m.) as needed, pending student enrollment and attendance:

RECOMMENDED BY: Stephen Strachan

PURPOSE: Regents Prep and Credit Recovery

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Jalila Givens	Special Education	\$40.54/hr.
Tracey Brown	English Teacher	\$40.54/hr.
Lashana Russell	Security Aide	Contractual Hourly Rate
Olivia General	Security Aide	Contractual Hourly Rate
Kyle Leviner	Security Aide	Contractual Hourly Rate
Velvet Simon	Security Aide	Contractual Hourly Rate
Tonya Gibson	Security Aide	Contractual Hourly Rate
Steven Ranger	Security Aide	Contractual Hourly Rate

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:

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>COMPENSATION</u>
Brittany D'Arienzo	3rd Grade Homework Help	Jackson Annex	\$40.54/hr.
Jennifer Trested	Drama Club	David Paterson	\$1,100
Jennifer Trested	Jazz Chorus Club	David Paterson	\$40.54/hr.
Sharese Hawkins	Boys and Girls Scout	Middle School	\$23.99/hr.
Aaliyah Green	Cheerleader Club	Middle School	\$1,250
Donald Jackson	National History Club	High School	\$40.54/hr.
Mary Hopkins	Student Government	High School	\$1,400
Cynthia Partee	Blue & White Store	High School	\$40.54/hr.
Elise Nicholson	Jr. Class Advisor	High School	\$1,900

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

NAME	POSITION	COMPENSATION
Randy Bedneau Eff. 10/19/18 - 11/3/18	Boys Soccer Coach Middle School	\$4,058 (pro- rated)

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to TERMINATE the following PROFESSIONAL Personnel:

NAME	REASON
Employee# 4060 Eff. 10/19/18	Documentation on file in the Human Resources Office

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to APPROVE the following personnel to receive additional COMPENSATION for after-school and weekend performances during the 2018-2019 School Year.

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Benjamin Coleman	HS/MS Marching Band Director	\$11,706 Service Assignment I
Rachel Blackburn	HS Chorus Director	\$11,706 Service Assignment I
Deborah Doyle-Frisher	MS/HS Orchestra Director	\$5,880 Service Assignment II
Melissa Shaw	MS Chorus Director	\$2,908 Service Assignment III

APPOINTMENT(S) RESOLVED, that the Board of Education approves the Superintendent recommendation to APPOINT PER DIEM SUBSTITUTE TEACHERS for the 2018-2019 School Year.

<u>NAME</u>	<u>CERTIFICATION</u>	<u>COMPENSATION</u>
Miriam Alexander	English Language Arts, Grades 7-12, Prof. Cert.	All Year, \$125 Per Day
Sharon O'Rourke	Nursery, Kindergarten, Grades 1-6, Perm. Cert. Special Education, Perm. Cert.	All Year, \$125 Per Day
Susan Papaioannou	Nursery, Kindergarten, Grades 1-6, Perm. Cert.	All Year, \$125 Per Day
Ramon Mills	English, Grades 7-12 Perm. Cert.	All Year, \$125 Per Day

X. 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>
Shaquana Wilson Eff. 10/22/18	School Lunch Monitor, PT, Front School	\$12.47/hr. (Lv. 10A, St. 1) RECOMMENDED BY: Arlise Carson PURPOSE: Replacing A. Lucas, who became Teaching Assistant
Adeline Johnson Eff. 10/22/18	School Lunch Monitor, PT, David Paterson	\$12.47/hr. (Lv. 10A, St. 1) RECOMMENDED BY: Gary Rush PURPOSE: Replacing A. Lyle, Resigned
Brittany Lombardo Eff. 10/22/18	School Lunch Monitor, PT, David Paterson	\$12.47/hr. (Lv. 10A, St. 1) RECOMMENDED BY: Gary Rush PURPOSE: Replacing T. Williams, LOA
Loida Torres Eff. 10/22/18	Cleaner, PT, Sub, District	\$12.00/hr. RECOMMENDED BY: Rodney Gilmore PURPOSE: Expand the substitute list

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>
Shatek King Eff. 9/13/18	School Lunch Monitor, P/T, Joseph McNeil	Letter of resignation received for personal reasons.
Michael Chattergoon Eff. 6/25/18	Security Aide, P/T, High School	Letter of resignation received for personal reasons.
Ramel Williams Eff. 9/4/18	Food Server, F/T Prospect	Letter of resignation received for personal reasons.
Nery Rivera Eff. 10/22/18	Security Aide, F/T Middle School	Letter of resignation received for personal reasons.

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
--------------------	------------------------	----------------------

Hosie Boil
Eff. 10/31/18

Head Custodian III,
High School

Change effective retirement date
FROM11/1/18 **TO** 10/31/18

Audrey Little
Eff.9/6/18

Typist Clerk
Middle School

Change Hours for Tiger Academy
from 4:15pm-7:15pm TO: 3:15pm
- 7:15pm

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

NAME	REASON
Employee #3636 Eff. 10/22/18	Failure to return to work
Employee #3396 Eff. 10/22/18	Failure to return to work
Employee #4614 Eff. 10/22/18	Failure to return to work
Employee #4433 Eff. 10/22/18	Failure to return to work

Trustee Stith moved, seconded by Trustee Spleen to reconvene to open session at 11:02 P.M.

**MOTION
CARRIED**

YES 5

MOTION

To reconvene to open session

Trustee Sitht moved, seconded by Trustee Ayala to approve the policy readings as indicated

ITEM F-1 MOVED TO EXECUTIVE SESSION

1. **RESOLVED**, that the Board of Education approves the 2nd reading of replacement policy # 0110“ Sexual Harassment ”and 2ndreading of revised policy # 6550 “Claims Auditor” and 1st reading of new “Social Media” policy. (Attached)

**MOTION
CARRIED**

YES 5

MOTION

To approve policy readings

Trustee Stith moved, seconded by Trustee Gates to approve the compensation adjustment as indicated

M. BUSINESS & OPERATIONS

ITEM M1 MOVED TO EXECUTIVE SESSION

1. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to change the salary fo the below personnel:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Brigid Villareale Eff. 10-1-2018	Assistant Business Manager	From \$75,000 to \$101,000 (pro-rated)0

MOTION **YES 5** **MOTION CARRIED**
To approve compensation adjustment

Trustee Gates moved, seconded by Trustee To approve the partnership agreement as written

ITEM # 14 MOVED TO EXECUTIVE SESSION

14. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a Partnership agreement with Culture Play. Culture Play is a STEM based program that prepares students for college and places a strong emphasis on developing students social, academic, and social emptional needs. Students in this Joseph McNeil School, Jackson Annes, and Middle School will participated in this programn from October 1, 2018 through March 31, 2019. THis project will be paid for through My Brohters Keeper Challemnge Grant at a cost of \$150,000

Recommended by: James Clark
ASSociate Superintendent

Strategic Goal: Student Achievement

Source of Funds: My Brothers Keeper Challenge Grant.

MOTION **YES 5** **MOTION CARRIED**
To approve partnership agreement

Trustee Gates moved, seconded by Trustee Ayala to approve the grievance settlement
GRIEVANCE SETTLEMENT

RESOLVED, upon the recommendation of the Acting Superintendent, the District agrees to pay employee #4452 the sum of \$2,976 to resolve the Hempstead Classroom Teachers Association April 13, 2018 grievance.

MOTION **YES 5** **MOTION CARRIED**
To approve greivance settlement

A.B.G.S. INSTRUCTIONAL COACHES & LEAD TEACHERS PULLED

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPROVE** the following personnel as **INSTRUCTIONAL COACHES/LEAD TEACHER** for the 2018-2019 School Year.

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
<u>MIDDLE SCHOOL</u> <u>INSTRUCTIONAL COACHES</u>		<u>(TITLE I)</u>

Mishka Fox	ELA Teacher	\$11,706 Service Assignment I
Neclisha Davis	Math Teacher	\$11,706 Service Assignment I
Elizabeth Swiatkowski	Science Teacher	\$11,706 Service Assignment I
Elizabeth Diglio	Data/Instructional Coach	\$11,706 Service Assignment I
Wendy Eisner	Social Studies Teacher	\$11,706 Service Assignment I

LEAD TEACHERS

Kellene Allen	Math Teacher	(SIG) \$2,908 -Service Assign III
Thomas Moran	Math Teacher	\$2,908 -Service Assign III
Ivonne Garcia	Elementary Teacher	\$2,908 -Service Assign III
Stephanie Dubose	ELA Teacher	\$2,908 -Service Assign III

Trustee Stith moved, seconded by Trustee Ayala to approve termination of employee 4060 as inciated

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to TERMINATE the following PROFESSIONAL Personnel:

NAME	REASON
------	--------

Employee# 4060 Eff. 10/19/18	Documentation on file in the Human Resources Office
---------------------------------	---

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

To approve termination of employee 4060

Trustee Sitith moved, seconded by Trustee Spleen to approve hand carry item #1

**10-18-18 HAND CARRY # 1
RESOLUTION TO SUSPEND POLICY #2342**

RESOLVED, the Board of Education waives policy 2342 requiring the agenda, together with supporting background materials to be distributed to Board members seven days in advance of a Board meeting, and the Board shall permit the consideration of the hand-carry resolutions presented at the October 18, 2018 meeting of the Board; and it is further:

RESOLVED, the waiver of policy 2342 is effective only for the hand-carry resolutions considered at the October 18, 2018 meeting.

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

To approve hand carry #1

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

**10-18-18 HAND CARRY # 2
RESOLUTION TO SUSPEND POLICY 2410**

RESOLVED, that the Board suspends policy 2410, to the extent it requires the Board to have three (3) readings of a policy at separate Board meetings, before it is adopted as policy; and it is further:

RESOLVED, that the Board is amending policy #9520.3, to provide that the Administrative Leave with Pay Policy ("ALOA w/Pay") is going to be read three (3) times this evening, the first reading shall be as an Information Item, the second, as a discussion item, and the third, as an action item, it being the assessment of the Board that multiple investigations are ongoing within the District concerning possible misconduct, and that employees are being placed on an ALOA w/Pay under such circumstances, but then they are not being held accountable for their time while on such leave, which situation must be corrected by a revision to the policy; and it is further:

RESOLVED, that the Board is amending policy #9520.3, to provide that any employee who is placed on ALOA w/Pay shall be assigned to home (unless the District's Superintendent of Schools expressly assigns such employee to report elsewhere), and shall be effective October 18, 2018:

1. Call in, to the office of the District's Superintendent of Schools, to report to work at his or her assigned time to report to work;
2. Call in every half hour, on the half hour, to the office of the District's Superintendent of Schools, to report that he/she is available for an assignment to be given to him/her, by the District, while he/she is assigned to work at home;
3. Stay at home during the hours of work that he/she would be at work in the District if not assigned to home while on such ALOA w/Pay; and
4. Call in, to the office of the District's Superintendent of Schools, to report that he or she is taking a sick day if he/she intends to leave his/her home to go see a doctor or other health care provider, but must produce a doctor's note for any such absence from home, in which case, such hours shall be deducted from sick pay; and
5. Call in, to the office of the District's Superintendent of Schools, to report that he or she is taking a personal day if he/she intends to leave his/her home for personal business, in which case, such hours shall be deducted from his/her personal pay; and
6. Call in, to the office of the District's Superintendent of Schools, to report that he or she is taking a vacation day if he/she intends to leave his/her home for vacation time off from work, in which case, such hours shall be deducted from his/her vacation pay; and
7. Be home and available to receive security aide visits (whether announced or unannounced) from the District's security staff, who may monitor compliance with this policy by the employee on ALOA w/Pay, it being understood that if an employee is assigned to home while on ALOA w/Pay, but he/she is not home, then it shall be deemed insubordination, and grounds for disciplinary action, including but not limited to termination of employment with the District;
8. Be home and available to receive any other staff from the District who may visit them at their home, for any lawful purpose (whether announced or unannounced), it being understood that if an employee is assigned to home while on ALOA w/Pay, but he/she is not home, then it shall be deemed insubordination, and grounds for disciplinary action, including but not limited to termination of employment with the District

RESOLVED, that the Board's amendment of policy 2410, is effective only for the hand-carry resolution to amend the ALOA w/Pay Policy considered at the October 18, 2018 Board meeting.

MOTION

YES 5

MOTION CARRIED

To approve hand carry # 2

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

10-18-18 HAND CARRY #3**RESOLUTION TO ADOPT POLICY #9520.3**

RESOLVED, that the Board of Education approves the third (3rd) reading of and adopts the Administrative Leave of Absence (ALOA) with Pay Policy, in the form attached to this resolution, effective immediately.

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

To approve hand carry #3

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

10-18-18 HAND CARRY #4**RESOLUTION**

RESOLVED, that the Board of Education, in consideration for the Acting Superintendent's agreement to continue to serve in such capacity for an indefinite period of time, and subject to the Board's right to terminate such assignment at will, is adjusting the Acting Superintendent's annual salary, from \$185,000.00, to \$237,500.00, per annum, pro rata, retroactive to and effective from January 10, 2018; and it is further

RESOLVED, that the Board of Education, in further consideration for the Acting Superintendent's agreement to continue to serve in such capacity for an indefinite period of time, and subject to the Board's right to terminate such assignment at will, is providing the Acting Superintendent with a \$300.00 per month stipend to defray the costs of her use of her personal automobile while serving as the Acting Superintendent.

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

To approve hand carry #4

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

October 18, 2018**Hand- Carry # 5**

WHEREAS, the Hempstead Union Free School Board of Education has determined that there should be an investigation; and it therefore

RESOLVED, the Board of Education appoints special counsel to conduct an investigation; and

WHEREAS, the presence of Employee Number 4340 in his/her department during the investigation may hinder said investigation; and it is further

RESOLVED, that effective immediately, Employee 4340, is placed on Administrative Leave of Absence with Pay, for 60 days, pending the conduct or completion of the aforementioned investigation; and it is further

RESOLVED, that while on such Administrative Leave of Absence with Pay, Employee 4340 shall fully cooperate and assist with the District's Special Counsel investigation; and it is further

RESOLVED, that during the pendency of the investigation, Employee 4340 will not be allowed on the District's property without the prior permission of the Acting Superintendent or her designee; and it is

further

RESOLVED, that the District Clerk is directed to send a copy of this resolution by email and overnight delivery to Employee 4340 at the addresses provided by Human Resources, within 24 hours of this resolution.

MOTION

YES 3

MOTION CARRIED

To approve hand carry # 5

NO 2 (Trustees Ayala & Johnson)

Y. ADJOURNMENT

Action: 1. Adjourn

Trustee Stith moved, seconded by Trustee Spleen to adjourn the meeting at 11:15 P.M.

MOTION

YES 5

MOTION

CARRIED

Meeting adjourned

Respectfully submitted:

Patricia Wright
District Clerk

6650 CLAIMS AUDITOR

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:

6680, Internal Audit Function

Ref:

Education Law 1604 (35); 1709(20-a); 1724; 2509; 2526; 2554(b)

8 NYCRR 170.2

Matter of Levy, 22 EDR 550 (1983)

Adoption date: March 23, 2006

Hempstead Union Free School District

☒ Required

☐ Local

☒ 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.

NYSSBA Sample Policy 0110 & Regulation 0110-R

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;

NYSSBA Sample Policy 0110 & Regulation 0110-R

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

NYSSBA Sample Policy 0110 & Regulation 0110-R

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-employee¹ 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

¹ 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

Contact DHR at (888) 392-3644 or visit 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 or via email at 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.

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.

Final Smart Schools Bond Act Investment Plan for BOE Approval

The Preliminary Smart Schools Investment Plan was presented to the BOE in June, which was also posted on the District's website as required by the State. We followed the process by submitting to the State a Letter of Intent, which was approved by NYSED. We were assigned a project number for streamlined review. We engaged the school community and the Non-Public Schools. Their allocation is based on their student population in 2014, the year the Smart Schools Bond Act was approved by NY State voters.

The attached document is our Final Smart Schools Investment Plan. After the Boards approval, it will be completed in the NYS Business Portal for Superintendent's submission. The following is a summary of the major investment areas from the preliminary stage in June, 2018, until now, October 2018.

Budget Category	Preliminary SSIP Sub Allocation (6/1/2018)	Final SSIP Allocation (New- 10/1/2018)
School Connectivity	\$99,100	\$99,100
Classroom Technology	\$1,770,812	\$2,288,547
Kindergarten Classrooms		0
Replacement of Classroom Trailers		0
High-Tech Security Features	\$2,970,040	\$2,652,813
Total SSBA Allocation for HUFSD	\$9,726,134	\$9,726,134
Total Investment	\$4,839,952	\$5,040,460
Unallocated Funds (left for future planning)	\$4,886,182	\$4,685,674

Smart Schools Bond

1. Classroom Technology Category

	Item	Qty	Cost	Total Cost
HPS.Anywhere Carts 36 Capacity Item# 5073318		40	999	\$39,960.00
HPS.Dell Latitude Laptops i5 Processor 8G RAM 256 SSD		1200	750	\$900,000.00
HPS.HP WiFi Printers		36	424	\$15,264.00
HPS.Promethean Interactive 70" Flat Panel		260	3350	\$871,000.00
HPS.Promethean Stands-Asbestos at JA, MA FR		34	539	\$18,326.00
HPS.Promethean 70" Flat Panel Installations Wall Mounting		226	629	\$142,154.00
HPS.Installations on Stand		34	399	\$13,566.00
HPS.Removal of Old		192	179	\$34,368.00
HPS SubTotal				\$2,034,638.00

Crescent School - NP.CS

NP.CS Dell Desktops OptiPlex 5260 AIO 210-A08M OptiPlex 5260 AIO XCTO \$845	35	1000	\$35,000.00
Dell Latitude Laptops 8G RAM 256 SSD	20	1000	\$20,000.00
NP.CS HP Color LaserJet 450 Color Printer	1	1000	\$1,000.00
NP.CS Epson 98 Projectors	5	500	\$2,500.00
NP.CS Logitech Speakers	2	300	\$600.00
NP.CS Quartet Screen on Tripod for Projectors	5	240	\$1,200.00
NonPublic School - Crescent School SubTotal			\$60,300.00

Sacred Hearth School's Request

NP.SH iPad Wi-Fi 32GB - Silver (10-pack) Part Number: BN3X2LL/A	6	\$2,940	\$17,640
NP.SH 13-inch MacBook Pro: 2.3GHz dual-core i5, 256GB, Gray, Part#: MPXT2LL/A	24	1449	34776
NP.SH Triumph 470158-868 TRIUMPH BOARD 55" MULTI Touch LED LCD	39	\$2,399.99	\$93,599.61
NP.SH i-Rover IFP300 Irover2 Simple Interactive Flat Panel Stand.			
NP.SH Uses Chief PSBUB or PSBU universal mounting bracket (sold separately) Assembly required.	39	\$1,096.88	\$42,778.32
NP.SH Chief PSBUB UNIVERSAL PSB BLACK	39	114	\$4,446.00
NP.SH ELMO MX-1 Bundle MX-1 VISUAL PRESENTER + CONNECT BOX BUNDLE	1	\$369.00	\$369.00
NonPublic School - Sacred Heart School SubTotal			\$193,608.93

1. All Schools Classroom Technology Total	\$2,288,547
--	--------------------

2.A Hi-Tech Security System

Item Description	Qty	Cost	Total Cost
------------------	-----	------	------------

Video Surveillance (Security Camera Upgrades)

Video Surveillance Servers with 32TB drives (8x 4TB Surveillance drives), # IPV-EDGE-88-04-S32	2	9,150.00	18,300.00
STANDARD UPS 1500VA,120V,60HZ, #MID-UPS-S1500R	2	847.20	1,694.40
XProtect Corporate Device License, #IPV-MS-VMS-XPC00L	709	240.00	170,160.00
One year Care Plus for XProtect Corporate Device License, #IPV-MS-VMS-YXPC00L	709	45.00	31,905.00
AXIS P3227-LVE - Day/night fixed dome with support for Forensic WDR, Lightfinder and OptimizedIR with built-in IR illumination, IK10 vandal-resistant outdoor casing, Varifocal 3.5-10 mm P-Iris lens with remote zoom and focus simplifying the (more...), #AXS-0886-001	209		
		719.20	150,312.80
AXIS T94T01D PENDANT KIT - Outdoor pendant kit for AXIS P32-VE Series, compatible with Axis ceiling-/wall mounts, AXIS T91A67 Pole mount and 1.5" NPS threaded pipes, #AXS-5505-871	209		
		39.20	8,192.80
AXIS T91E61 WALL MOUNT - Wall mount with internal cable canal for dome cameras with 1.5" NPS thread, compatible with Axis pendant kits, IK10 and NEMA 4X rated, Powder coated aluminum for indoor and outdoor installations, #AXS-5506-481	209		
		31.20	6,520.80
AXIS P3225-LV MKII - Day/night fixed dome with support for WDR - Forensic Capture, Lightfinder and OptimizedIR with built-in IR illumination, Discreet, dust and IK08 vandal-resistant indoor casing, Varifocal 3-10.5 mm P-Iris lens, remote foc(more...), #AXS-0954-001	469		
		463.20	217,240.80
AXIS T94K02L RECESSED MOUNT - Indoor recessed mount compatible with mid-size indoor dome cameras such as: AXIS P32-V/-LV, AXIS P33/-V and AXIS Q35-V/-LV series, Suitable for indoor installations in plenum spaces, #AXS-01155-001	18		
		63.20	1,137.60
Managed Video Surveillance POE Switch, #ALU-DS6350-P24	46	989.00	45,494.00
24-Port Cat6 Patch Panel 568B 110 Punch down #RJ45 10RM TAA GSA, LIB-N252-024	46	86.90	3,997.40
2FT CAT6 NONBOOTED UTP CABLE-ORG, #MID-04191	726	6.39	4,639.14
7FT CAT6 NONBOOTED UTP CABLE-ORG, #MID-04196	2	8.39	16.78
CAT6 UTP 4-Pair Solid CMP Orange 1000FT Cable, #ATS-CMP4/G-ORANGE	158	340.00	57,120.00
Install, configure, maintain & service security cameras, #Install-Video Technician	2711	125.00	338,875.00
Analysis, design, programming and support of custom software tailored to the client's needs and specifications in numerous industry sectors, #Install-Programmer	80		
		125.00	10,000.00
Installation & integration of computer systems and related peripherals, #Install-PC/LAN Technician	64		
		125.00	8,000.00
		Subtotal	\$1,073,606.52

PA System Mass Notification

<u>Item Description</u>	<u>Qty</u>	<u>Cost</u>	<u>Total Cost</u>
PA SYSTEM MASS NOTIFICATION FOR REGISTRATION OFFICE			
8-INPUT ALARM DIALER WITH DIGITAL ANNOUNCER 8MINS OF RECORD TIME, #VIK-K-2000-DVA	1		
		328.06	328.06
Commercial grade general purpose 22 AWG 8 conductor plenum shielded cable, #LIB-22-8C-PSH-WHT	1		
		358.00	358.00
Software analysis, design, installation, and programming., #Install-Programmer	2	125.00	250.00
Installation & integration of locks, keys and security systems., #Install-Access Control/Lock Specialist	5		
		125.00	625.00

Subtotal **\$1,561.06**

DOOR MONITORING & ACCESS CONTROL

Item Description	Qty	Cost	Total Cost
Active Directory Cardholder Sync (Prerequisite 2A8067), #GAL-C12738	1	10,000.00	10,000.00
Door License (Per Door), #GAL-2A8943	48	100.00	4,800.00
Workstation License (per Workstation), #GAL-2A8067	5	300.00	1,500.00
Controller 6000, #GAL-C300100	16	937.50	15,000.00
4H Module, #GAL-C300142	16	362.50	5,800.00
Controller Mounting Bracket (Third Party Product), GAL-C305760	16	67.00	1,072.00
LSP E2 Cabinet, 6A PSU (Third Party Product), #GAL-C305720	16	320.00	5,120.00
LSP C8 Lock Controller Module, 8 output (Third Party Product), #GAL-C305741	16	88.00	1,408.00
6 ft. Grounded 3-Wire Line Cord., ALT-LC2	16	3.89	62.24
Lead Acid Battery - 12VDC/12AH, Dimensions 3.5"H x 5.94"W x 3.75"D., #ALT-BT1212	16		
		56.00	896.00
9600-630-LBSM, #HES-9600-630-LBSM	48	492.00	23,616.00
Assy: Security Interface, Panel Mount w/mating connector, 4 pin, #ATS-LQS-10-0002	48	34.00	1,632.00
T10 Reader - Mifare, Black Rev I, #GAL-C300400	48	128.57	6,171.36
Commercial grade general purpose 22 AWG 4 conductor plenum cable, #LIB-22-4C-P-WHT	15		
		151.00	2,265.00
1000ft 18/4 Plenum stranded shielded cable, white, #ATS-184P-1000	15	276.25	4,143.75
CAT6 UTP 4-Pair Solid CMP Green 1000FT Cable, #ATS-CMP4/G-GREEN	4	340.00	1,360.00
Software analysis, design, installation, and programming., #Install-Programmer	48	125.00	6,000.00
Installation & integration of locks, keys and security systems., #Install-Access Control/Lock Specialist	416		
		125.00	52,000.00
		Subtotal	\$142,846.35

EMERGENCY NOTIFICATION & LOCKDOWN

Item Description	Qty	Cost	Total Cost
PULL STATION EMERGENCY DOOR RELEASE, #MISC	166	88.92	14,760.72
BACK-BOX FOR 492, #MISC	166	23.94	3,974.04
Installation & integration of locks, keys and security systems., Install-Access Control/Lock Specialist (HR-Labor)	996		
		125.00	124,500.00
Blue light/strobe combo with built-in relay: 12-24VDC or 24VAC, TAP-ETP-EL12/24	226	446.50	100,909.00
Mounting bracket for ETP-EL blue light/strobe, #TAP-ETP-MBKT	226	114.00	25,764.00
Power Supply/Charger with Access power controller - 8 fused Class 2 power limited outputs provide 12VDC @ 4 amp or 24VDC @ 3 amp, outputs are individually selectable for Fail-Safe or Fail-Secure operation or as dry form "C" contacts, fire al(more...), #ALT-AL400ULACM	45		
		238.00	10,710.00
Installation & integration of locks, keys and security systems., #Install-Access Control/Lock Specialist (HR-Labor)	534		
		125.00	66,750.00
UNDER DESK MOUNT PUCH SW MOM SPDT 10A, #SDC-15-2	53	44.46	2,356.38

Installation & integration of locks, keys and security systems., #Install-Access Control/Lock Specialist (HR-Labor)	265	125.00	33,125.00
1000ft 18/4 Plenum stranded shielded cable, white, #ATS-184P-1000	125	276.25	34,531.25
1000ft 18/2 Plenum stranded shielded cable, white, #ATS-182P-1000	105	170.00	17,850.00
DIGITAL MASS NOTIFICATION ANNOUNCER WITH ALERT TONES AND MESSAGES, #DNA-510	11		
		325.00	3,575.00

Subtotal \$438,805.39

INTERCOM SYSTEM AT REGISTRATION OFFICE /Description			
IP VIDEO MASTER STATION, #AIP-IS-IPMV	1	1,197.00	1,197.00
IP VANDAL RES. COLOR VIDEO DOOR STN., SURFACE MT., #AIP-IS-IPDV	2	868.50	1,737.00
CAT6 UTP 4-Pair Solid CMP Green 1000FT Cable, #ATS-CMP4/6-GREEN	1	340.00	340.00
Installation & integration of locks, keys and security systems., #Install-Access Control/Lock Specialist (HR-Labor)	9	125.00	1,125.00
		Subtotal	\$4,399.00

GUARD BOOTH / Description			
Intelligent Security Guard Booth with Integrated Access Control Barrier for Single Lane, #ATS-ISGUARDBOOTH-1 ATS-ISGUARDBOOTH-1	1	45,045.75	45,045.75
Installation & integration of locks, keys and security systems., #Install-Access Control/Lock Specialist (HR-Labor)	290	125.00	36,250.00
		Subtotal	\$81,295.75

VISITOR MANAGEMENT AND WORKSTATION/ Description			
mATX Tower, NVS315 dual output video, #IPV-VC-2	12	2,657.00	31,884.00
22in LCD monitor DVI-D,VGA 1080P, #ATS-DV-LCD-22	24	124.10	2,978.40
2m DVI D M/M DUAL LINK DIGITAL VIDEO CBL, #MID-26911	24	15.99	383.76
8in C26 Mini DisplayPort M to DVI F BLK, #MID-54311	24	13.59	326.16
PassagePoint EDU Client License. One license is required for each workstation based on concurrent use. Includes option of installing as client/server or standalone. Includes One Year Sex Offender Screening (E-SO-1), #IDE-E-EDU-1	12	1,567.05	18,804.60
PassagePoint Global v10 Sex Offender Search Module; unlimited workstations per server. Renews annually. Requires SSP (Sex Offender Search Annual License), #IDE-MA-SOR	1		
		3,706.05	3,706.05
License Scanner, #MISC	12	712.00	8,544.00
Logitech HD Pro Web Cam C920, #IDE-AH-1021	12	119.97	1,439.64
Printer, #MISC	12	225.50	2,706.00
SISCO White Adhesive Passes, #SIS-SLOW1001-3	60	11.20	672.00
PassagePoint EDU one-year support plan (per client license) without Sex Offender Search. Covers support for all issues relating to PassagePoint and includes updates and preferred pricing on new editions., #IDE-SSP-E	12		
		325.50	3,906.00
Software analysis, design, installation, and programming., #Install-Programmer	24	125.00	3,000.00
Installation & integration of computer and network systems and related peripherals., #Install-PC/LAN Technician	36		
		125.00	4,500.00
Install, configure, maintain & service security cameras., #Install-Video Technician	36	125.00	4,500.00

Subtotal

\$87,350.61

HIGH SCHOOL LICENSE PLATE CAPTURE CAMERA SYSTEM/Description

AXIS P1365 Mk II - HDTV 1080p resolution, day/night, fixed camera with CS-mount varifocal 2.8-8 mm P-Iris lens and remote back focus (camera also supports DC-iris lenses). Multiple, individually configurable H.264 and Motion JPEG streams; ma(more...), #AXS-0897-001	2		
		599.20	1,198.40
LENS FUJINON C CS 8-80MM DC - Varifocal IR-corrected lens with DC-Iris. For use with both C-mount and CS-mount cameras thanks to the included adapter. Compatible with e.g. AXIS Q1635., #AXS-5506-991	2		
		328.06	656.12
AXIS T93F20 OUTDOOR HOUSING POE - Fixed box outdoor camera housing made of IK10 impact resistant and UV resistant polymer. IP66, NEMA 4X rated and UL listed. Powered by PoE IEEE802.3af. Temperature range -40C to -45C (-40F to 113F). Compatib(more...), #AXS-5900-281	2		
		224.66	449.32
AXIS T90D30 POE IR-LED - PoE powered IR LED illuminator for Axis network cameras. Included interchangeable diverging lenses providing 10°, 35°, 60° & 80° beam angles. Beam distance ranges 70m to 350m (230ft to 1150 ft). Made of IK09 impact-r(more...), #AXS-D1213-001	2		
		751.06	1,502.12
AXIS T90 SINGLE BRACKET - Mounting bracket for AXIS T90 illuminators., #AXS-D1220-001	2		
		46.06	92.12
AXIS T90 WALL-AND-POLE MOUNT - Mounting bracket for AXIS T90 illuminators., #AXS-D1219-001	2		
		36.66	73.32
AXIS T8134 MIDSPAN 60W - High PoE I-port midspan 60W. Compliant with 802.3.at and PoE 802.3af., #AXS-5900-334	2		
		140.06	280.12
One year Care Plus for XProtect Corporate Device License, #MILE-YXPCODL	2	45.00	90.00
XProtect LPR Camera License, #MILE-XPLPRCL	2	1,282.05	2,564.10
Technical Services / Description			
Install, configure, maintain & service security cameras., #Install-Video Technician (HR Labor)	20		
		125.00	2,500.00
Installation of (1) 30" Poles, Running of underground conduit and Power Provisioning, #MISC	1		
		18,633.33	18,633.33
		Sub-Total	\$28,038.95

HIGH SCHOOL X-RAY MACHINE / Description

Smiths Detection HI-SCAN 5030si X-ray Inspection System, #SMI-11128856	1	19,344.82	19,344.82
1/2-meter Entrance Roller Table (fold-down), #SMI-11128856	1	1,314.64	1,314.64
1/2-meter Exit Roller Table (fold-down), #SMI-11128856	1	1,314.64	1,314.64
Installation, #SMI-11128856	1	0.00	0.00
Onsite Operator Training for (10) Persons (8 hours), #SMI-11128856	1	4,812.50	4,812.50
Smiths Detection HI-SCAN 5030si X-ray Inspection System, #SMI-11128856	1	6,394.50	6,394.50
		Sub-Total	\$33,181.10

ABGS MIDDLE SCHOOL GREENWICH ST. ENTRY - LICENSE PLATE CAPTURE/ Description

AXIS P1365 Mk II - HDTV 1080p resolution, day/night, fixed camera with CS-mount varifocal 2.8-8 mm P-Iris lens and remote back focus (camera also supports DC-iris lenses). Multiple, individually configurable H.264 and Motion JPEG streams; ma(more...), #AXS-0897-001	2		
		599.20	1,198.40
LENS FUJINON C CS 8-80MM DC - Varifocal IR-corrected lens with DC-Iris. For use with both C-mount and CS-mount cameras thanks to the included adapter. Compatible with e.g. AXIS Q1635., #AXS-5506-991	2		
		328.06	656.12
AXIS T93F20 OUTDOOR HOUSING POE - Fixed box outdoor camera housing made of IK10 impact resistant and UV resistant polymer. IP66, NEMA 4X rated and UL listed. Powered by PoE IEEE802.3af. Temperature range -40C to -45C (-40F to 113F). Compatib(more...), #AXS-5900-281	2		
		224.66	449.32
AXIS T90D30 POE IR-LED - PoE powered IR LED illuminator for Axis network cameras. Included interchangeable diverging lenses providing 10°, 35°, 60° & 80° beam angles. Beam distance ranges 70m to 350m (230ft to 1150 ft). Made of IK09 impact-r(more...), #AXS-01213-001	2		
		751.06	1,502.12
AXIS T90 SINGLE BRACKET - Mounting bracket for AXIS T90 illuminators., #AXS-01220-001	2		
		46.06	92.12
AXIS T90 WALL-AND-POLE MOUNT - Mounting bracket for AXIS T90 illuminators., #AXS-01219-001	2		
		36.66	73.32
AXIS T8134 MIDSPAN 60W - High PoE I-port midspan 60W. Compliant with 802.3.at and PoE 802.3af., #AXS-5900-334	2		
		140.06	280.12
One year Care Plus for XProtect Corporate Device License, #MILE-YXPC00L	2	59.40	118.80
XProtect LPR Camera License, #MILE-XPLPRCL	2	1,282.05	2,564.10
Technical Services / Description			
Install, configure, maintain & service security cameras., #Install-Video Technician	20	125.00	2,500.00
		Sub-Total	\$9,434.42

CENTRAL OFFICE - LICENSE PLATE CAPTURE/ Description			
AXIS P1365 Mk II - HDTV 1080p resolution, day/night, fixed camera with CS-mount varifocal 2.8-8 mm P-Iris lens and remote back focus (camera also supports DC-iris lenses). Multiple, individually configurable H.264 and Motion JPEG streams; ma(more...), #AXS-0897-001	3		
		599.20	1,797.60
LENS FUJINON C CS 8-80MM DC - Varifocal IR-corrected lens with DC-Iris. For use with both C-mount and CS-mount cameras thanks to the included adapter. Compatible with e.g. AXIS Q1635., #AXS-5506-991	3		
		328.06	984.18
AXIS T93F20 OUTDOOR HOUSING POE - Fixed box outdoor camera housing made of IK10 impact resistant and UV resistant polymer. IP66, NEMA 4X rated and UL listed. Powered by PoE IEEE802.3af. Temperature range -40C to -45C (-40F to 113F). Compatib(more...), #AXS-5900-281	3.00		
	3	224.66	673.98
AXIS T90D30 POE IR-LED - PoE powered IR LED illuminator for Axis network cameras. Included interchangeable diverging lenses providing 10°, 35°, 60° & 80° beam angles. Beam distance ranges 70m to 350m (230ft to 1150 ft). Made of IK09 impact-r(more...), #AXS-01213-001			
		751.06	2,253.18
AXIS T90 SINGLE BRACKET - Mounting bracket for AXIS T90 illuminators., #AXS-01220-001	3		
		46.06	138.18

AXIS T90 WALL-AND-POLE MOUNT - Mounting bracket for AXIS T90 illuminators., #AXS-DI2I9-001	3		
		36.66	109.98
AXIS T8134 MIDSPAN 60W - High PoE 1-port midspan 60W. Compliant with 802.3at and PoE 802.3af., #AXS-5900-334	3		
		140.06	420.18
One year Care Plus for XProtect Corporate Device License, #MILE-YXPC00L	3	59.40	178.20
XProtect LPR Camera License, #MILE-XPLPRCL	3	1,282.05	3,846.15
Technical Services/ Description			
Install, configure, maintain & service security cameras., #Install-Video Technician	30	125.00	3,750.00
Installation of (3) 30" Poles, Running of underground conduit and Power Provisioning, #AFS-INFR-INS-CO	1		
		32,873.33	32,873.33
		Sub-Total	\$47,024.96

All Buildings' Grand Total for IP Surveillance, Cameras, Door Access Controls and Lockdown, Emergency LockDown, License Plate Scanner, Etc.	\$1,947,544
--	--------------------

2.B High Tech Security - Communication Component Phones Upgrade

Item	Qty	Cost	Total Cost
Power Cord, 125VAC 13A NEMA 5-15 Plug, North America, CAB-9K12A-NA=	2	25.00	50.00
Cisco SIP Phone 3905, Charcoal, Standard Handset, CP3905=	1	99.00	99.00
BE6K-only Migrate Cisco UC Virt. Hyp 4.x/5.x to Hyp Plus 6.0, R-VS6-HPLS-K9-MIG	2	200.00	400.00
BE6000 Starter Bundle with 35 UCL Enh and 35 vmail Licenses, BE6K-START-UCL35	1	500.00	500.00
SRST-5 Seat License (CME uses CUCME Phone License ONLY), FL-CME-SRST-5	3	170.00	510.00
Cisco 7832 IP Conference Station, CP-7832-K9=	1	995.00	995.00
4-port Network Interface Module - FXO (Universal), NIM-4FXO	1	1,000.00	1,000.00
4-port Network Interface Module - FXO (Universal), NIM-4FXO	1	1,000.00	1,000.00
4-port Network Interface Module - FXO (Universal), NIM-4FXO	1	1,000.00	1,000.00
Cisco UCS 770W AC Power Supply for Rack Server, UCSC-PSU1-770W=	2	699.00	1,398.00
32-channel DSP module, PVDM4-32	1	1,700.00	1,700.00
SRST-100 Seat License (CME uses CUCME Phone License ONLY), FL-CME-SRST-100	1	2,300.00	2,300.00
SRST-100 Seat License (CME uses CUCME Phone License ONLY), FL-CME-SRST-100	1	2,300.00	2,300.00
Cisco ISR 4321 Bundle, w/UC License, CUBE-10, ISR4321-V/K9	1	3,095.00	3,095.00
Cisco IP Phone 8845, CP-8845-K9=	7	575.00	4,025.00
Cisco UC Phone 7821, CP-7821-K9=	16	255.00	4,080.00
4 port Multiflex Trunk Voice/Clear-channel Data T1/E1 Module, NIM-4MFT-T1/E1	1	4,400.00	4,400.00
PVDM4 32-channel to 128-channel factory upgrade, PVDM4-32U128	1	4,800.00	4,800.00
Cisco ISR 4331 UC Bundle, PVDM4-32, UC License, CUBE10, ISR4331=V/K9	1	5,000.00	5,000.00
Cisco ISR 4331 UC Bundle, PVDM4-32, UC License, CUBE10, ISR4331=V/K9	1	5,000.00	5,000.00
BE6000 Messaging UCL - GCSC SW Upgrade, UPG-6K-VM	390	15.00	5,850.00
EMERGENCY RSPNDR USR LIC 1 PHN UPGD TO IIX FROM 9X OF, ER11-USR-I-UPG	786	10.00	7,860.00
BE6000 Upgrade 9.x Enhanced license to 11.x, UPG-UCM9TD11-ENH	352	24.00	8,448.00
4-port Network Interface Module - FXO (Universal), NIM4FXO	9	1,000.00	9,000.00

SIRST-25 Seat License (CME uses CUCME Phone License ONLY), FL-CME-SRS	18	650.00	11,700.00
BE6000 Basic UCL - GCSC SW Upgrade, UPG-6K-BAS	508	25.00	12,700.00
AC Power Supply for Cisco ISR 4330, PYDM4-32	9	1,700.00	15,300.00
BE6000 Enhanced UCL - GCSC SW Upgrade, UPG-6K-ENH	352	45.00	15,840.00
	1		
IYR InformaCast Advance Subscription 1K Endpoints, SP-INFMCSST-1-1K		17,713.00	17,713.00
Cisco Business Edition 6000M Server (M4), Export Restricted SW, BE6M-M4-K9=	2	9,400.00	18,800.00
Cisco ISR 4321 Bundle, w/UC License, CUBE-ID, ISR4321-V/K9	9	3,095.00	27,855.00
PA System Integration with Cisco Phones/Cisco Voice Gateway	9	2,400.00	21,600.00
InformaCast Advance Integration 1K Endpoints, SP-INFMCSST-3-1K=	1	46,761.00	46,761.00
Cisco UC Phone 7841, CP-7841-K9=	188	365.00	68,620.00
Cisco UC Phone 7821, CP-7821-K9=	477	255.00	121,635.00
Cisco IP Phone 8811 Series, CP-8811-K9=	69	445.00	30,705.00
Cisco POE 10G Switches	5	6,449.00	32,245.00
Bill of Materials (BOM)			516,284.00
Professional Services			127,835.00
Hardware Support (Maintenance)			19,149.60
Annual NOC Managed Services			42,000.00

Cisco Communication System Upgrade Subtotal

\$705,268.60

2. HI-TECH Security Total

\$2,652,813

3. Connectivity Broadband Internet

Aruba Wireless Access Points	33	1,078.76	35,599.00
Dell Servers	4	5,250.00	21,000.00
Cisco 10 G Switches	2	6,000.00	12,000.00
Fiber Optic Transceivers	18	500.00	9,000.00
Setup and Installation			21,501.00

3. Total Connectivity & Broadband Internet

\$99,100

Total SSBA Allocation

\$5,040,460

ADMINISTRATIVE LEAVE OF ABSENCE WITH PAY POLICY

The Board of Education has the legal authority to place an employee on an Administrative Leave of Absence with Pay when it would be appropriate to remove the employee from the active employment of the District, and to keep that employee on payroll, while not subjecting that employee to discipline.

For example, the District may wish to place an employee on an Administrative Leave of Absence with Pay (1) when an investigation is being conducted by the District relating to an employee's misconduct or questionable judgment or conduct, (2) pending the commencement of disciplinary action, whether by the filing and service of disciplinary charges against the employee, or otherwise, or (3) when circumstances warrant the Board of Education to remove an employee from the work place and from active work in the District, to serve the best interests of the District. This policy formally documents how the Board of Education should act in this regard concerning the exercise of such legal authority.

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

The examples set forth below are for illustration purposes only and shall not limit or restrict the Board of Education's exercise of its discretion to place an employee on an administrative leave of absence with pay, where the facts and circumstances warrant such a leave for a reasonable period of time, as determined by the Board of Education.

Example #1: Where an employee is alleged to have engaged in misconduct, and the District seeks to conduct an investigation of the facts, while not having the employee in the workplace out of concern that the employee's presence might (a) create a hostile workplace environment, or be a workplace disruption; (b) impact witnesses' willingness to cooperate; (c) impair the preservation of evidence or obstruct the investigation.

Example #2: Where the Board of Education has rejected the Superintendent's recommendation to grant tenure and the employee has been provided with N.Y. Education Law § 3031(b) notice of the Board's intention to issue a final determination that tenure will not be granted, the Board may place an employee on an Administrative Leave of Absence with Pay to bridge the gap between (1) the time that the Board has made its advisory vote under N.Y. Education Law § 3031(b) and (2) the time the Board makes a final determination that tenure is not granted pursuant to N.Y. Education Law § 3031(b).

An employee placed on an Administrative Leave of Absence with Pay will be paid for each regular workday that he/she is out from work and shall continue to accrue vacation, sick, personal, holiday or other paid benefit days while out from work on such an Administrative Leave of Absence with Pay. Further, an employee on such paid leave shall continue to be covered by the District's health insurance and shall continue to have payments made on his/her behalf to the New York State & Local Retirement System during such Administrative Leave of Absence with Pay. Seniority shall also accrue during such leave. For avoidance of any doubt, an employee's salary

and benefits shall not be abridged by virtue of being placed on an Administrative Leave of Absence with Pay.

Any employee who is placed on ALOA w/Pay shall be assigned to home (unless the District's Superintendent of Schools expressly assigns such employee to report elsewhere), and shall:

1. Call in, to the office of the District's Superintendent of Schools, to report to work at his or her assigned time to report to work;
2. Call in every half hour, on the half hour, to the office of the District's Superintendent of Schools, to report that he/she is available for an assignment to be given to him/her, by the District, while he/she is assigned to work at home;
3. Stay at home during the hours of work that he/she would be at work in the District if not assigned to home while on such ALOA w/Pay; and
4. Call in, to the office of the District's Superintendent of Schools, to report that he or she is taking a sick day if he/she intends to leave his/her home to go see a doctor or other health care provider, but must produce a doctor's note for any such absence from home, in which case, such hours shall be deducted from sick pay; and
5. Call in, to the office of the District's Superintendent of Schools, to report that he or she is taking a personal day if he/she intends to leave his/her home for personal business, in which case, such hours shall be deducted from his/her personal pay; and
6. Call in, to the office of the District's Superintendent of Schools, to report that he or she is taking a vacation day if he/she intends to leave his/her home for vacation time off from work, in which case, such hours shall be deducted from his/her vacation pay; and
7. Be home and available to receive security aide visits (whether announced or unannounced) from the District's security staff, who may monitor compliance with this policy by the employee on ALOA w/Pay, it being understood that if an employee is assigned to home while on ALOA w/Pay, but he/she is not home, then it shall be deemed insubordination, and grounds for disciplinary action, including but not limited to termination of employment with the District;
8. Be home and available to receive any other staff from the District who may visit them at their home, for any lawful purpose (whether announced or unannounced), it being understood that if an employee is assigned to home while on ALOA w/Pay, but he/she is not home, then it shall be deemed insubordination, and grounds for disciplinary action, including but not limited to termination of employment with the District

The foregoing policy shall be applied so as to provide Administrative Leave of Absence with Pay for a period not in excess of sixty (60) consecutive working days, unless extended by the Board in a subsequent consideration of the matter.

If an employee is placed on such leave, then at or before the sixtieth (60th) consecutive working day, the Board of Education shall determine whether it will (1) take steps, as permitted

by N.Y. Education Law or by any of the District's collective bargaining agreements that may be applicable, or under a private contract between the employee and the District, if any, to seek to discipline against the employee for the alleged misconduct that may have been the subject of an investigation, or (2) terminate such leave and restore the employee to the active employ of the District, or (3) extend the period of such leave to permit such investigation to continue or to permit such other steps as may need to be taken, if necessary.

If the Board fails to act within the sixtieth (60th) consecutive working day following the commencement of such leave, then such leave shall continue until the further action of the Board of Education.

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

Legal Basis For Policy:

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

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

