

REGULAR MEETING (Thursday, September 27, 2018)**BOARD MEMBERS PRESENT:**

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

STAFF MEMBERS PRESENT:

Regina Armstrong, Acting Superintendent
Rodney Gilmore, Associate Superintendent for Human Resources
James Clark, Assistant Superintendent for Special Projects
Patricia Wright, District Clerk
John Sheahan, General Counsel
Jonathan 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**

Hempstead High School, Steven Strachan
Best Practices

Robert Troiano
State owed funds

School Security
Andrew Hardwick
LaMont E. Johnson, President

The regular/ special meeting of the Hempstead Public Schools Board of Education was held in the high school, 201 President Street, Hempstead, New York 11550. The special meeting was called to order at 6:15 P.M. The purpose of the special meeting was to interview a candidate for the position of Facilities Consultant. The Board immediately convened to executive session at 6:16 P.M., moved by Trustee Ayala and seconded by Trustee Gates. The Board reconvened to open session at 7:0 P.M. moved by Trustee Ayala and seconded by Trustee Stith. The regular meeting convened at 7:09 P.M. in the high school auditorium. As indicated above there were three presentations. The Board proceeded to the agenda. public participation was entertained, all concerns were addressed by the Board, Acting Superintendent and Staff.

Trustee Ayala moved, seconded by Trustee Spleen to approve the consent calendar.

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

To approve the

To approve the
consent calendar

Trustee Stith moved, seconded by Trustee Ayala to approve the appointment of the Specoia Education Teacher as indicated. ** Trustee Spleen disclosed the appointment of this employee is her relative (daughter).**

Independent Action

Item		\$72,348 (Lv. 5, St. 6)
Melissa Spleen	Special	
Eff. 10/16/18	Education	RECOMMENDED
(3-year Probationary	High School	BY: Stephen
Period, 10/15/21),	(Replacing C.	Strachan
Students with Disabilities	Miller -	PURPOSE: Fill
(Grades 7-12), Initial, Eff.	Retired)	Vacant Position
9/21/18		

MOTION

YES 4

MOTION CARRIED

**To approve appointment of
of Special Education Teacher**

ABS. 1 (Trustee Spleen)

Trustee Stith moved, seconded by Trustee Johnson to approve the appointment of high school counselor as indicated.

INDEPENDENT ACTION

ITEM		\$78,738 (Lv. 9 St. 5) PSSG
Nathalie Placide-Riboul	School	RECOMMENDED
Eff. 11/1/18	Counselor	BY: Stephen
(4-year Probationary Period,	High	Strachan
9/30/22), School Counselor,	School	PURPOSE: Fill
Provisional, Eff. 2/1/14		New Position

MOTION

YES 2 (Trustees Gates & Stith)

MOTION FAILED

To appoint high school counselor

NO 2 (Trustees Johnson & Ayala)

ABS. 1 (Trustee Spleen)

Trustee Stith moved, seconded by Trustee Johnson to approve the appointment of the Club advisor. * Trustee Gates disclosed the appointment of this employee is his relative.**

JACKSON MAIN

**D. Manuel Independent
action**

Donnie Manuel	Safety Patrol Advisor	\$23.99/hr.
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MOTION

YES 4

MOTION CARRIED

**To approve club advisor
Gates)**

ABS. 1 (Trustee

Trustee Stith moved, seconded by Trustee Ayala to convene to executive session to discuss personnel and legal counsel advice at 10:07 P.M.

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

To convene to executive session

E. BOARD OPERATIONS

1. RESOLVED, that the Board of Education approves the 1st reading of replacement policy # "0110" Sexual Harassment". The 1st reading of revised policy "6550 "Claims Auditor" and adopts policy #2522 as amended "Educational Travel & Reimbursement".

2. WHEREAS, the Board of Education desires to establish an appeal procedure for transportation requests, it is hereby

RESOLVED, that parents/guardians who wish to appeal the denial of a transportation request may submit an appeal, in writing, to the Board of Education within thirty (30) days of the initial determination by Administration. The Board of Education will thereafter issue a written decision regarding the appeal.

3. WHEREAS, the Board of Education received and considered a transportation appeal dated September 12, 2018 from the parent of the student listed in Confidential Schedule "A",

BE IT RESOLVED, the Board of Education hereby denies the transportation appeal based upon the New York State mileage requirements and authorizes the District Clerk to issue a decision letter to the parent on behalf of the Board of Education.

INTERNAL AUDITOR

4. The Board of Education **APPROVES TO EXTEND THE APPOINTMENT OF DiArchangelo** as the **Internal Auditor** for the 2018-2019 school year at an annual pro-rated rate not to exceed \$36,500.00. All reports are to be given directly to the Board and the Audit Committee.

EXTERNAL AUDITOR**ITEM 5 MOVED TO EXECUTIVE SESSION**

5. The Board of Education **APPROVES TO EXTEND THE APPOINTMENT OF EFPR** group as the **External Auditor** for the 2018-2019 school year at an annual pro-rated rate not to exceed \$43,000.00

CLAIMS AUDITOR**ITEM 6 MOVED TO EXECUTIVE SESSION**

6. The Board of Education **APPROVES TO EXTEND THE APPOINTMENT OF Cerini & Associates** as **Claims Auditor** for the 2018-2019 school year at an annual pro-rated salary of \$63,000.

ITEM 7 MOVED TO EXECUTIVE SESSION**DISTRICT TREASURER**

7. RESOLVED, that the Board of Education approves to adjust the annual salary for Donna Squicciarino, District Treasurer, to \$35,000. This adjustment is requested based on the high demands of the Business Office and an increase of time spent weekly to complete the duties of District Treasurer. (Explanation Attached).

ITEM 8 MOVED TO EXECUTIVE SESSION**PUBLIC RELATIONS**

8. RESOLVED, that the Board of Education **APPOINTS** Gotham Public Relations as the public relations firm for the District for the 2018-2019 school year at a monthly fee of \$5,000.

F. WARRANTS

Action (Consent): 1. Register of Bills

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

General Funds (Warrants # 3); **Cafeteria/Lunch** (Warrants #); **Federal** (Warrants #5, 4) **Capital** (Warrants #).

G. REVENUE REPORTS

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

Action (Consent): 1. Revenue report

H. OTHER AGENDA ITEMS

Action (Consent): 1. Minutes

RESOLVED, that the Board of Education approves the minutes of the meetings held August 13, 17, & 27, 2018 As submitted by the District Clerk.

I. APPROPRIATION REPORT

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

J. TREASURER'S REPORTS

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

RESOLVED, that the Board of Education approves to accept the **Treasurer's Report for the month of June 2018**.

K. DONATION

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to accept the following items as gifts to the Empire State After- School Program for the sole purposes of the Empire State After-School Program Back to School Family Fun day event to be held September 8th 2018 from 10am – 2pm at Joseph McNeil Elementary School in the amount of \$4,850.00. (See Attached)

L. BUDGET TRANSFER

M. CONTRACTS/STIPULATION OF SETTLEMENT

STIPULATION OF SETTLEMENT

ITEM 1 MOVED TO EXECUTIVE SESSION

1. WHEREAS, Robert Cincotta ("Plaintiff") commenced the above-entitled action ("Action") in the Eastern District of New York under Docket Number 15-cv-4821 on August 17, 2015 alleging claims of age discrimination, race discrimination, retaliation, and disability discrimination; and

WHEREAS, on October 21, 2015, the District filed a Motion to Dismiss the Complaint; and

WHEREAS, on November 18, 2015, the Plaintiff filed an Amended Complaint adding claims against the individuals Betty J. Cross, Waylyn Hobbs, Jr., Shelley Brazley, Brandon V. Ray, Joann Simmons, and Susan Johnson (collectively referred to as "Individual Defendants") and added claims for unlawful discrimination in violation of 42 U.S.C. § 1983, aiding and abetting unlawful discrimination in violation of 42 U.S.C. § 1983 against the Individual Defendants, and violation of N.Y. Human Rights Law against the District and the Individual Defendants; and

WHEREAS, on November 25, 2015, the District withdrew its Motion to Dismiss; and

WHEREAS, on December 3, 2015, the District and the Individual Defendants filed a Motion to Dismiss the Amended Complaint; and

WHEREAS, on August 30, 2016, the Court granted in part, dismissing the New York State Human Rights Law claims and denied in the part the Motion to Dismiss allowing the Plaintiff's Section 1983 claims to proceed; and

WHEREAS, on November 16, 2016, the District and the Individual Defendants filed and served an Amended Answer to the Amended Complaint, denying all claims against the District and the Individual Defendants; and

WHEREAS, between November 16, 2016 and the date of this agreement, the Plaintiff and the District along with the Individual Defendants have conducted extensive discovery proceedings; and

WHEREAS, on September 15, 2017, the District and the Individual Defendants filed and served a Motion for Summary Judgment; and

WHEREAS, the Plaintiff opposed the Motion for Summary Judgment; and

WHEREAS, on May 14, 2018, the Court granted in part and denied in part the District's and Individual Defendants' Motion for Summary Judgment, dismissing the Individual Defendants and dismissing all of the Plaintiff's claims, except for the Plaintiff's claim for race discrimination, pursuant to 42 U.S.C. § 1983 based upon the District's decision to abolish his position and excess him from employment; and

WHEREAS, on August 1, 2018, the Plaintiff and the District attended a settlement conference with the Hon. A. Kathleen Tomlinson, U.S.M.J. in an effort to resolve this litigation, which was successful; and

WHEREAS, in the interests of avoiding the cost, expense and uncertainties of trial, the Plaintiff and the District (collectively, the "Parties") desire to resolve all claims asserted in the Action or which could have been asserted in the Action or which may otherwise have been available to Plaintiff or existed arising from his employment with the District;

WHEREAS, without any admission of any wrongdoing or liability by or on the part of any party hereto, the Parties have reached an agreement to compromise, settle, resolve and terminate all claims, disputes and matters asserted in the Action or which could have been asserted in the Action or which may otherwise have been available to Plaintiff or existed arising from his employment with the District or in any possible manner related thereto; it is

RESOLVED, that the Board hereby approves and adopts the Settlement Agreement, and with it the resolution of the litigation as between the District and the Plaintiff, which Settlement Agreement shall be kept on file in the District's Office of Human Resources, pursuant to its terms; and it is

FURTHER RESOLVED, based upon the recommendation of the Acting Superintendent and in accordance with the terms of the Settlement Agreement between the District and Robert Cincotta, the Board accepts Dr. Cincotta's resignation, for the purpose of retirement, effecting January 1, 2019; and it is

FURTHER RESOLVED, based upon the recommendation of the Acting Superintendent and in accordance with the terms of the Settlement Agreement between the District and Robert Cincotta, from September 4, 2018 through December 31, 2018, the Robert Cincotta will remain on payroll using his accumulated sick and vacation days; and it is

FINALLY RESOLVED, that the Board hereby authorizes the Board President or his authorized designee to execute the Settlement Agreement on behalf of the District.

LEASE AGREEMENTS

2. WHEREAS, due to overcrowding in the Hempstead Union Free School District it has become necessary for the safety and educational purposes of the students to lease additional space as temporary quarters; and

NOW THEREFORE BE IT RESOLVED, that upon the recommendation of the Acting Superintendent of Schools, the Board of Education hereby approves a Lease with the St. Ladislaus Parish in Hempstead, New York for the period July 1, 2017 through June 30, 2018, as Temporary Quarters for the students of the Hempstead Union Free School District, subject to the approval of Commissioner of Education, and authorizes the Board President to execute such lease upon the Commissioner's approval.

3. WHEREAS, due to overcrowding in the Hempstead Union Free School District it has become necessary for the safety and educational purposes of the students to lease additional space as temporary quarters; and

WHEREAS, in support of the students attending the St. Ladislaus school building it is determined that the needs of the students for administrative and support services require temporary quarters; and

WHEREAS, in support of the students and staff attending St. Ladislaus, the Hempstead Union Free School District enters into a lease for 28 Richardson Place, Hempstead, N.Y. as temporary quarters; and

NOW THEREFORE BE IT RESOLVED, that upon the recommendation of the Acting Superintendent of Schools, the Board of Education hereby approves a Lease with the St. Ladislaus Parish in Hempstead, New York for the period July 1, 2017 through June 30, 2018, as Temporary Quarters for the students of the Hempstead Union Free School District, subject to the approval of Commissioner of Education, and authorizes the Board President to execute such lease upon the Commissioner's approval.

PARTNERSHIP CONTRACTS

4. RESOLVED: That the Board of Education approves the Superintendent's Recommendations to execute the attached Partnership Contracts with The Center for Secondary School Redesign (CSSR) for persistently struggling high school and authorizes the President of the Board to execute same.

Purpose: CSSR coaches will serve as the external evaluator for Hempstead High School to report on school progress and will allow the high school to be in compliance with state regulations for Receivership Schools.

Strategic Goal(s): To include readiness observations, focus group interviews and classroom best practices around curriculum, assessment and instruction which will ensure the school is on track with their strategic plan for school excellence goals.

Funding Source: PSSG Grant during 2018-19 School Year

Amount: \$20,000

5. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to continue in year 2 of the award for the Empire State After-school Program through the Office of Family and Children Services (OFCS) for the school year 2018-2019. The District will receive \$1.4 million dollars yearly for the 2nd of 5 years with a total award amount of \$7,016,000. The grant services students and parents in the following schools: Barack Obama, David Paterson, Joseph McNeil, Front,

Jackson Annex, Jackson Main, ABGS Middle School, and Hempstead High School. In year 2, the grant will also provide limited services to our Kindergarten students due to the building relocation. The grant funded period is: September 1, 2017 through August 31, 2022.

ITEM 6 MOVED TO EXECUTIVE SESSION

6. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a partnership agreement with CulturePlay. CulturePlay serves as the M/WBE and lead partner for the grant. CulturePlay is a STEM based program that prepares students for college, and places a strong emphasis on developing students' social, academic, and emotional needs. Students from the Kindergarten, the six (6) Elementary schools, Middle school and High school will be targeted. The program will run from October 1st, 2018 through August 31, 2019, inclusive of a Summer Camp for students. Agreement amount covers all expenses, supplies, and material cost. This project will be paid for through the Empire State \$420,000.

Status: State Approved

of Students being served: 1570

Collaborative Learning: Academic, STEAM, College Readiness

Recommended by: Mr. James Clark, Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: Empire State Afterschool Program amount of \$415,000

ITEM 7 PULLED

7. 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

8. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a contractual agreement Harold Church for the United Martial Arts Program. The United Martial Arts program offers martial arts training which promotes self-discipline, kinship, responsibility and general character development. The program teaches the basics of self-defense and give individuals the confidence and self-awareness to be calm and rational in highly intense situations. Also, in teaching with emphasis on respect for self and others, this program is the ultimate anti-bullying program. Harold Church will bring the UMA program to the students of Joseph A. McNeil Elementary School at a cost of \$5,500 per year.

Status: NEW

of Students being served: 20

Collaborative Learning: Academics, Martial 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 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 \$13,587 for 3 years.

Status: NEW

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

10. RESOLVED: That the Board of Education approves the Superintendent's Recommendations to execute the attached Partnership Contracts with REACH LLC for persistently struggling high school and authorizes the President of the Board to execute same.

Purpose: To provide high quality personal coaching and support to Hempstead High School so to develop the skills and culture to improve achievement and sustain success.

Strategic Goal(s): Provide side-by-side coaching for senior level staff and teachers while using unique programs and tools that help organize data, address structures, systems, and other concepts that exist in highly effective schools.

Funding Source: PSSG Grant during 2018-19 School Year

Amount: \$100,000

11. RESOLVED, that the Board of Education approves the Superintendent's recommendation to enter into a Partnership agreement with LINCS. LINCS will implement parent engagement workshops on how to address bullying in schools and the community. The workshops will engage students and parents from both Secondary and Elementary schools to understand and use strategies that promote positive social interaction, in effort to reduce students' incidents of violence and bullying. Students from the Joseph McNeil School, Jackson Annex, and ABGS Middle School will participate in this program from October 1, 2018 through March 31, 2019. This project will be paid for through My Brother's Keeper Challenge Grant at a cost of \$6,000.

Recommended: Mr. James Clark
Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: My Brother's Keeper Challenge Grant

12. RESOLVED, that the Board of Education approves the Superintendent's recommendation to enter into a Partnership agreement with ELITE Consulting. Elite Consulting is an outside evaluator that will assess the effectiveness of the partnerships the district has established utilizing the My Brother's

Keeper. This consultant will be paid for through My Brother's Keeper Challenge Grant at a cost of \$4,000.

Recommended: Mr. James Clark
Associate Superintendent

Purpose: to serve as an outside evaluator to measure the successfulness of My Brother's Keeper Program.

- 1) Reduced suspension rates, both in school and out of school for boy/Girls and young me/women of color.
- 2) Increase attendance rates for boys/girls and young men/women of color.
- 3) Increase retention rates for boys/girls and young men /women of color.
- 4) Increased graduation rates for boys/girls and young men/women of color.
- 5) Measure the social and emotional success of each individual students from first through eighth grade attitude about learning.

Source of Funds: My Brother's Keeper Challenge Grant

RENU WORK CONTRACT

13. RESOLVED that the Board of Education approves the Acting Superintendent's recommendation to remove/replace bleacher planks as well as bolt, tighten and adjust existing hardware in the high school football stadium in accordance with the attached Renu proposal dated September 12, 2018.

N. DISPOSAL OF EQUIPMENT
O. CURRICULUM & INSTRUCTION
P. INTERNSHIPS
Q. FACILITIES
R. SPECIAL EDUCATION

SUPPLEMENTAL PERSONNEL

Appointment: Impartial Hearing Officer

1. BE IT RESOLVED, that the Board of Education of the Hempstead Union Free School district hereby ratifies and approves the appointment of Ms. Ellen Cutler-Igoe to serve as the impartial hearing officer in connection with the request for a an impartial hearing filed by the complainant , as set forth in the confidential attachment "A", which demand was received in the form of a letter from the parent on or about September 6, 2018 and hereby approves compensation for Ms. Cutler- Igoe in connection therewith, in the amount of \$100.00 per hour for services rendered plus reimbursement for mileage, tolls, postage, and copying.

2. BE IT RESOLVED, that the Board of Education of the Hempstead Union Free School district hereby ratifies and approves the appointment of Mr. Edgar Deleon to serve as the impartial hearing officer in connection with the request for a an impartial hearing filed by the complainant , as set forth in the confidential attachment "A", which demand was received in the form of a letter from the parent on or about September 7, 2018 and hereby approves compensation for Mr. Edgar Deleon in connection therewith, in the amount of \$100.00 per hour for services rendered plus reimbursement for mileage, tolls, postage, and copying.

S. PUPIL PERSONNEL SERVICES
T. MISCELLANEOUS- TRIPS
U. 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
RAMSEY EXECUTIVE SESSION		

Kellie Ramsey Eff. 10/1/18 (4-year Probationary Period, 9/30/22), School Building Leader, Initial, Eff. 8/12/16	Assistant Principal Middle School (budget in Community School Grant)	\$117,316 (Lv. 5 St. 11) RECOMMENDED BY: Adrian Manuel PURPOSE: Fill New Position
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Independent Action Item

Melissa Spleen Eff. 10/16/18 (3-year Probationary Period, 10/15/21), Students with Disabilities (Grades 7-12), Initial, Eff. 9/21/18	Special Education High School (Replacing C. Miller - Retired)	\$72,348 (Lv. 5, St. 6) RECOMMENDED BY: Stephen Strachan PURPOSE: Fill Vacant Position
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Sonia Hood Eff. 10/1/18 (4-year Probationary Period, 9/30/22), School Building Leader, Initial, Eff. 9/1/13	IB Coordinator Middle School	\$114,344 (Lv. 8 St. 8) RECOMMENDED BY: Adrian Manuel PURPOSE: Fill New Position
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INDEPENDENT ACTION ITEM

Nathalie Placide-Riboul Eff. 11/1/18 (4-year Probationary Period, 9/30/22), School Counselor, Provisional, Eff. 2/1/14	School Counselor High School	\$78,738 (Lv. 9 St. 5) PSSG RECOMMENDED BY: Stephen Strachan PURPOSE: Fill New Position
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Angelica Jannace Eff. 10/1/18 (4-year Probationary Period, 9/30/22), School	ENL Teacher Jackson Main (Replacing L. Salcedo -	\$61,483 (Lv. 5 St. 6) RECOMMENDED BY: Richard
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Building Leader, Initial, Eff. 8/12/16	Reassigned to Middle School)	Brown PURPOSE: Fill Vacant Position \$24,231 (Lv. 2 St. 1)
Jovan Trice Eff. 10/1/18 (4-year Probationary Period, 9/30/22, Teaching Assistant, Level I, Eff. 8/2/18	Teaching Assistant Joseph McNeil	RECOMMENDED BY: Sandra Powell PURPOSE: New Position
Khalik Watts Eff. 10/1/18 (4-year Probationary Period, 9/30/22, Teaching Assistant, Level I, Eff. 8/7/18	Teaching Assistant TBA	\$27,376 (Lv. 4, St. 1) RECOMMENDED BY: Sandra Powell PURPOSE: New Position

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Alvenia Reinhardt Eff. 9/11/18 - 1/1/19	Teaching Assistant High School	Letter requesting Medical Leave of Absence, without pay, from 9/11/18-1/1/19. (Letter received on 9/12/18 in the Human Resources Office.)
Cynthia Encarnacion Eff. 9/4/18 - 10/31/18	Teaching Assistant Jackson Annex	Letter requesting Medical Leave of Absence, without pay, from 9/4/18-10/31/18. (Letter received on 9/12/18 in the Human Resources Office.)
Victoria Basantes Eff. 9/20/18 - 12/17/18	Curriculum Specialist Bilingual Department	Letter requesting Maternity Leave of Absence/FMLA with pay, utilizing accrued sick time from 9/20/18 - 12/17/18. (Letter received on 9/12/18 in the Human Resources Office). Medical documentation on file.
Vernon Pearson Eff. 9/12/18 - 10/1/18	Math Teacher High School	Letter requesting Medical Leave of Absence/FMLA with pay, utilizing accrued sick time from 9/12/18 - 10/1/18. (Letter received on 9/12/18 in the Human Resources Office). Medical document on file.

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:

NAME	POSITION	REASON
Irma Suarez Eff. 10/5/18	Elementary Teacher, David Paterson	Letter of resignation received for retirement purposes.
Jessica Raguzin Eff. 9/25/18	Mathematics Teacher, Middle School	Letter of resignation received for personal reasons.
Kristen Amoia Eff. 9/26/18	Elementary Teacher, Middle School	Letter of resignation received for personal reasons.
Susan McPhee Eff. 11/1/18	Guidance Counselor High School	Letter of resignation received for retirement purposes

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

NAME	POSITION	REASON
Noel Acevedo Eff. 2018-2019	JV Boys Soccer Coach	Change Position/Salary From Varsity Coach, \$5,615 To JV Coach, \$4,472
Franckle Gauthier Eff. 2018-2019	Varsity Boys Soccer Coach	Change Position/Salary From JV Coach, \$4,472 To Varsity Coach, \$5,615
Anamar Levine Eff. 9/16/18	Science Teacher High School	Change Effective Date From 8/17/18 To 9/16/18
Aliceia Varriale Eff. 9/4/18	Math Teacher High School	Change From (Level 5, Step 9), \$88,601 To (Level 9, Step 9), \$88,601

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **CHANGE** the following Board Action (Previously approved at the August 30th and September 13th BOE Meeting): Start Time for all approved Elementary Schools Bus Monitors start time **FROM 7:30am TO 7:15am.**

RESOLVED, that the Board of Education approves the 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:

NAME	POSITION	COMPENSATION
Jackson Annex		
Stacey Williams	Breakfast Monitor (Sub)	Contractual Hourly Rate
Prospect		
Katiti Mays	Breakfast Monitor/ Bus Monitor (p.m)	\$23.99/hr.
Barack Obama		
Tatiana Norsworthy	Breakfast Monitor/ Bus Monitor (p.m)	\$23.99/hr.
David Paterson		
Christopher Costa	Bus Monitor	Contractual Hourly Rate

RESOLVED, that the Board of Education approves the Superintendent's recommendation to **APPROVE** the following personnel as **Lead ENL Teachers** for the 2018-2019 School Year (Title III Grant Funding):

RECOMMENDED BY: Janet Lovett

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

NAME	LOCATION	Compensation
Jennifer Knight	Prospect	\$2,908 (Service Assignment III)
Meredith Van Schuyler	Jackson Annex	\$2,908 (Service Assignment III)
Kathleen Lovett-Moring	Jackson Main	\$2,908 (Service Assignment III)
Luis Diaz	Front Street	\$2,908 (Service

Assignment III)

Denise Rodriguez	Joseph McNeil	\$2,908 (Service Assignment III)
Laurie Koppel	David Paterson	\$2,908 (Service Assignment III)
Susan Gregori	Barack Obama	\$2,908 (Service Assignment III)

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. (Title III)

NAME	POSITION	COMPENSATION
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DISTRICT

Daphne Pradella	World Language Teacher	\$40.54/hr.
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Luis Diaz	ENL Teacher	\$40.54/hr.
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Maria Alamo	Teaching Assistant	\$23.99/hr.
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JOSEPH MCNEIL

Denise Rodriguez	Joseph McNeil	\$40.54/hr.
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MIDDLE SCHOOL

Elias Mestizo	Spanish Teacher	\$40.54/hr.
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Joseph Giordano	World Language Teacher	\$40.54/hr.
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Lourdes Rivera	Bilingual Typist Clerk	Contractual Hourly Rate
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RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to pay the teachers listed below their negotiated contractual pay rate of \$40.54/hr, for three hours (\$121.62 per teacher) for participation in the Powerschool Unified Classroom and

Office 365 workshops during their summer break. (Title II - Grant Funding)

NAME

August 27, 2018 **August 27, 2018** **August 28, 2018**
8:00am-11:30am **12:00pm- 3:00pm** **12:00pm-1:30pm**

Luz Arenas	Robin Branch	Tracey Brown
Penny Bacon	Krystal Calabrese	Mary Frances Hopkins
Christopher Berry	Boris Crespo	Donald Jackson
Beatriz Caban	Joelle Day	Dana Ramirez
Maria Cady	Matthew Dini	
Christopher Claro	James Edasery	
Stacey Corvi	Robert Graziosi	<u>August 29, 2018</u>
Grace Dong	Linda Lopez	<u>8:30am-11:30am</u>
Janeo		
Aziz Elmrini	Donna Melcer	
Paul Ewers	Jennifer Terranova	Sigrid Alexandre
Ana Harris		Brad Becker
Jaime Hazel		Jacqueline Bois
Patrick Horne		Carol Davis
Marion		
Hutchinson		Dezil Venard
Joyce	<u>August 28, 2018</u>	Keisha Ephraim
Koestenblatt	<u>8:30am-11:30am</u>	Elia Estevez
Betsy Leib		
Susan Lener		Danielle Golub
Richard Mata-Castro	Kellene Allen	Joselin Guerrero-Lacrete
Diann McCabe	Robert Amoroso	Wendi Hasbun
Jose Membreno	Joseph Annoscia	Jaime Hazel
Monica Nealis	Nadine DeTrano	Kelli Humphrey-Dunbar
Winifred Oyebo	Wendy Eisner	Madeline Henriquez
Cynthia Partee	Cara Franchino	Michael Khayan Babikian
Alphonse Persico	Barbara Intrieri	Ellen Oggioni
Beverly Robinson	Myriam Belotte-Poligadu	Yolanda Sample
Mary Anne Roy	Stacey Eason	Nicole Zamor

August 27, 2018 **August 28, 2018**
8:00am-11:30am **8:30am-11:30am**

Elizabeth Swiatkowski	Cathy Lang-Engelhart
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Dorian Segure Arlene Larsen
 Julieta Martinez
 Elias Mestizo
 Ameisha Moore
 Stephanie Morris
 Christopher Ruvolo
 Yolanda Sampson-
 Ousley
 Miriam Trice

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel to work during the Hempstead High School 's Tiger Academy, effective September 6, 2018 through June 21, 2019 (Monday through Friday; Teacher and Teaching Assistants, 3:15 p.m. – 7:15 p.m.; Administrators, Clerical and Security, 4:15 p.m. - 7:15 p.m.) as needed, pending student enrollment and attendance:

RECOMMENDED BY: Stephen Strachan

PURPOSE: Regents Prep and Credit Recovery

NAME	POSITION	REASON
Latisa Graham	School Counselor	\$40.54/hr.
Ruth Cosme-Taveras	School Counselor	\$40.54/hr.
Marsha Hutchinson	School Counselor	\$40.54/hr.
Josh Carlock	Physical Education Teacher	\$40.54/hr
		\$23.99/hr.
Maria Alamo	Teaching Assistant	

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **COMPENSATE** the following personnel for attending the Dual Language Professional Development and Training Sessions from August 27- 30, 2018, from 9:00 a.m. – 3:00 p.m. (Title III Funding)

NAME	POSITION/LOCATION	COMPENSATION
	Elementary Teacher	\$40.54/hr.

Jocelyn Hernandez Joseph McNeil

COACHES MOVED TO EXECUTIVE SESSION

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
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Raheem Oates Eff. 11/13/18 - 3/17/19	JV Boys Basketball	\$4,987.
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Lateef Myles Eff. 11/13/18 - 3/17/19	Varsity Boys Basketball	\$7,811.
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Kwame Mason Eff. 11/13/18 - 3/17/19	Varsity Boys Basketball Asst.	\$2,976.
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Wesley Harkless Eff. 11/20/18 - 3/17/19	Scorekeeper (Boys)	\$1,276.
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Frankel Gauthier Eff. 11/13/18 - 3/4/19	Varsity Boys Bowling	\$2,868.
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Michael Higgins Eff. 11/13/18 - 3/3/19	Varsity Boys Indoor/Winter Track Asst.	\$4,818.
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Robert Polcha Eff. 11/13/18 - 3/3/19	Varsity Boys Swim	\$5,229.
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Ramon Mills 11/7/18 - 2/24/19	Varsity Wrestling	\$6,384.
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William Cherry Eff. 11/7/18 - 2/24/19	JV Wrestling	\$4,934.
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Jean Collins Eff. 11/20/18 - 3/3/19	Equipment Manager	\$4,987.
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Nicole Drake Eff. 11/20/18 - 3/17/19	Programmer (Clock Operator) Girls	\$1,933.
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NAME	POSITION	COMPENSATION
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Todd Jackson Eff. 11/20/18 - 3/4/19	Scorekeeper (Girls)	\$1,277.
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Linda Lopez Varsity Girls Bowling \$2,868.
Eff. 11/13/18 - 3/4/19

Lenroy Raffington Varsity Girls \$4,818.
Eff. 11/13/18 - 3/3/19 Indoor/Winter Track

Nicholas Wisz Middle School Boys \$3,398.
Eff. 11/5/18 - 1/18/19 Basketball

MICHAEL BROWN

PULLED BY HR Middle School Boys \$2,355.
Michael Brown Basketball Asst.
11/5/18 - 1/18/19

Martha Higgins Middle School Boys \$3,470.
Eff. 11/5/18 - 1/18/19 Track

Robert Graziosi Middle School \$3,689.
Eff. 1/22/19 - 3/29/19 Wrestling

Penny Bacon Middle School Girls \$3,398.
Eff. 1/22/19 - 3/29/19 Basketball

Nicholas Wisz Middle School Girls \$2,355.
Eff. 1/22/19 - 3/29/19 Basketball Asst.

Leasia Shabazz-Earth Middle School Girls \$3,470.
Eff. 11/5/18 - 1/18/19 Track

Penny Bacon Middle School Girls \$2,834.
Eff. 11/5/18 - 1/18/19 Volleyball

Anita Reynolds Middle School Girls \$801.
Eff. 11/5/18 - 1/18/19 Volleyball Asst.

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

NAME	POSITION	COMPENSATION
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HIGH SCHOOL

Tracey Brown	Senior Class Advisor	\$3,000
Josh Carlock	Fitness Club	\$40.54/hr.
Terrance	Club Truth	\$40.54/hr.

Chapman		
Timothy Dolan	Drama Club	\$2,500.
Kelli Humphrey-Dunbar	Double Dutch Club	\$40.54/hr.
Aziz Elmrini	Computer Club	\$40.54/hr.
Randi Eskenazi	Environmental/Beautification Club	\$40.54/hr.
Genevieve Florkowski	Wellness Club	\$40.54/hr.
Cara Franchino	National Honor Society	\$1,300.
Jennifer Garcia	Senior Co-Advisor	\$1,500.
Danielle Golub	SADD Club	\$40.54/hr.
Jaimee Hazel	Social Justice Club	\$40.54/hr.
Todd Jackson	Chess Club	Contractual Hourly Rate
Rita Kaabe	Cookie Bookie Club	\$40.54/hr.
Kristen Kelly	Junior Class Advisor	\$1,100.
Delva King	Cinema Video Club	\$40.54/hr.
Arlene Larsen	Roar Slam Poetry	\$40.54/hr.
Linda Mizel	Art Club	\$40.54/hr.
Patricia Ortmann	Yearbook	\$3,500.
Carolina Perez	Multi-Cultural club	\$40.54/hr.
Linton Thomas	Public Speaking Club	\$40.54/hr.
Kathryn Travers	Key Club	\$1,600.
Nicole Zamor	Debate Club	\$40.54/hr.
Janora Blackman	Varsity Cheerleader Coach	\$3,500
NAME	POSITION	COMPENSATION

MIDDLE SCHOOL

Grace Dong-Janeo	National Junior Society Club	\$900
Sharese Hawkins	Drama Club	\$1,500
Marqueitta Tuitt	Student Government	\$1,000
Joy Vanhook	6th Grade Advisor	\$40.54/hr.
Beverly Moore	7th Grade Advisor	\$1,100
Ann Peterson	8th Grade Advisor	\$1,100
Grace Dong-Janeo	Yearbook - Co Advisor	\$500
Penny Bacon	Yearbook - Co Advisor	\$500
Mercedes Pillier	Yearbook - Co Advisor	\$500
Beverly Robinson	Newspaper - Co Advisor	\$1,250
Mishka Fox	Newspaper - Co Advisor	\$1,250
Dana Troffa	Cheerleader	\$2,500
Dorian Segure	Law Club	\$1,600
Kim Drummond	Young Entrepreneur's Club	\$40.54/hr.
Joseph Merolle	Chess Club	\$40.54/hr.
Alphonse Persico	Multi-Cultural Club	\$40.54/hr.
Neclisha Davis	Lady Tigers Club	\$40.54/hr.
Jude Jacques	French Club	\$40.54/hr.
Marqueitta Truitt	Boys and Girls Scouts	\$40.54/hr.

Advisor		
Elizabeth Swiatkowski	Zoology Club	\$40.54/hr.
Boris Crespo	Zoology Club	\$40.54/hr.
Desiree Uzell	C.A.T.S.	\$40.54/hr.
Sarian Muhammed	C.A.T.S.	\$40.54/hr.
Marion Hutchinson	Young Mathematicians	\$40.54/hr.

BARACK OBAMA

Steven Jacobs	Law Club	\$40.54/hr.
Maxine Robinson	Pen Pal Club	Contractual Hourly Rate
Jo-An Sydnor	Spelling Bee Jr. Card	\$23.99/hr.
Maria Sotomayor	Girl Scouts Club	Contractual Hourly Rate
Jessica Verene	Zumba Dance Club	\$40.54/hr.
Jada Gillenwater	Drama Club	\$23.99/hr.

JACKSON MAIN**D. Manuel****Independent
action**

Donnie Manuel	Safety Patrol Advisor	\$23.99/hr.
Genell Bradley	Student Government	\$900
Kristin Moreira	Yearbook	\$1,100.
Christina Piscitelli	Computer	\$40.54/hr.
Shawn Hudson	Science	\$40.54/hr.
Teresa Truncale	Nassau County Bar Association	\$40.54/hr.
Jordan Zaromatidis	Basketball	\$40.54/hr.
Jordan Zaromatidis	Soccer	\$40.54/hr.
Dawn Moore-Frazier	Steppers	\$23.99/hr.
Dawn Moore-Frazier	Cheerleading	\$23.99/hr.
Timothy Bishop	Honors	\$40.54/hr.
Alicia Castro	Let's Move	\$40.54/hr.
Karen Jones-Moodie	Homework	\$40.54/hr.
Rosalynn Cortez-Cruz	Reading	\$40.54/hr.

NAME	POSITION	COMPENSATION
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JACKSON

ANNEX

Erica Seymour	Safety Patrol	\$23.99/hr.
Melissa Leccese	First Grade HW Help	\$40.54/hr.
Sharon Daniel	Yearbook Club (Gr. 3-5)	\$1,100.
Tyisha McFadden	Newspaper Club (Gr. 3-5)	\$900.
Ronda Brown-Walker	Drama	\$1,100.
Gale Deans-Forrester	Girl Scouts	\$23.99/hr.
Desiree Randall	Games	\$40.54/hr.
Diorca Badaraco	Student Government	\$900
Tannya Sparacio	Gardening/Crafts	\$40.54/hr.
Candace Collins-Motley	Art	\$23.99/hr.

**DAVID
PATERSON**

Kisha Matos	Student Government	\$900
Earl Russell	School Safety Club	Contractual Hourly Rate
Ayesha Edwards	The Stock Market Game	\$40.54/hr.
Meghan Foote	Art Club	\$40.54/hr.
Todd Stillman	Photography Club	\$40.54/hr.
Lisa Dunn-Lockhart	Year Book Advisor	\$1,100
Lisa Dunn-Lockhart	Homecoming Advisor	\$40.54/hr.
Tiara Adams	Cheerleading Club Advisor	\$23.99/hr.
Shani Challenor	Dance Club Advisor	\$40.54/hr.
Keira Stroughn	Cary 8th Math Club	\$40.54/hr.
April Riviere	Arts & Crafts	\$40.54/hr.
Christopher Costa	Newspaper Club	\$900

FRONT STREET

Ketty Figueredo-Perez	Government	\$900
Ashleigh Jones	Newspaper	\$900
Brenda Allen	Yearbook	\$1,100
Bonita Johnson	Drama 1-6	\$1,100

**RESOLVED, that the Board of Education approves the
Acting Superintendent's recommendation to**

COMPENSATE the following personnel as Club Advisor at David Paterson School during the 2017-2018 School Year:

NAME	POSITION/LOCATION	REASON
Lisa Dunn-Lockhart Eff. 2017-2018	Year Book David Paterson	\$1,100

APPOINTMENT(S)- RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **COMPENSATE** the following personnel for **CURRICULUM WRITING** during the 2017-2018 School Year (Monday-Saturday); Elementary (Not to exceed 14 hours)

NAME	POSITION	COMPENSATION
Qiana Burton	Elementary Teacher	\$40.54/hr.

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **RESCIND** the following appointment effective September 6, 2018.

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Kathryn Travers	Teacher / Tiger Academy High School	Declined position
Dorothea Geiger	Teacher / Tiger Academy High School	Declined position
Craig Hanan	Teacher / Tiger Academy High School	Declined position

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPROVE** the following personnel for the MY Brother's Keeper Instructional Program for Joseph McNeil, Jackson Annex and ABGS Middle School. Effective October 1, 2018 – March 31, 2019, Joseph McNeil and ABGS Middle School will be on Tuesday and Thursday from 3:30 pm - 5:30 pm

and Jackson Annex will be on Monday and Thursday from
3:30 pm - 5:30 pm (21 weeks program). - MBKG Funding

NAME	POSITION/LOCATION	COMPENSATION
Patricia Scott	Teacher Coordinator Joseph McNeil	\$50.00/hr.
Steve Izzo	Teacher Coordinator Jackson Annex	\$50.00/hr.
Yadira Basantes	Teaching Assistant Middle School	\$30.00/hr
Khalif Chaplin	Teaching Assistant Middle School	\$30.00/hr.
Christopher Costa	Teaching Assistant Joseph McNeil	\$30.00/hr.
Kerry James	Teaching Assistant Joseph McNeil	\$30.00/hr.
Suyapa Gonzalez	Teaching Assistant Jackson Annex	\$30.00/hr.
Catherine Foskey	Teaching Assistant Jackson Annex	\$30.00/hr.

RESOLVED, that the Board of Education **APPROVES** the Acting Superintendent's to **APPROVE** the following personnel for the **EMPIRE STATE AFTER SCHOOL** Program, effective **October 1, 2018 - March 30, 2019 (Monday - Friday, 3:00 pm - 7:30 pm and Saturdays, 8:30 am - 1:30 pm) - Empire State Grant Funding**

RECOMMENDED BY: James Clark

PURPOSE: To supervise programs and community resources to help students get ahead and create a strong, fairer Empire State for all.

STRATEGIC GOAL: Student Achievement

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>COMPENSATION</u>
Sandra Powell	Administrator	Joseph McNeil	\$95/hr. (Max 6/wks)
Renee Wright	Administrator - Sub	Joseph McNeil	\$95/hr. (Max 6/wks)
Arlise Carson	Administrator	Front Street	\$95/hr. (Max 6/wks)
Jaelle Mann-Tineo	Administrator - Sub	Front Street	\$95/hr. (Max 6/wks)
Brenda Allen	Teacher - Leadership	Front Street	\$45/hr. (Max 4/wks)
Erica Tillman	Teacher - Leadership	Front Street	\$45/hr. (Max 4/wks)
Bonita Johnson	Teacher - Dance	Front Street	\$45/hr. (Max 4/wks)
Darla Blanco	Teaching Assistant -	Front Street	\$25/hr. (Max 4/wks)

Dance

Sheena Burke	Administrator	Jackson Annex	\$95/hr. (Max 6/wks)
Rozella Fibleuil	Administrator - Sub	Jackson Annex	\$95/hr. (Max 6/wks)
Janelle Williams	Teacher - P.E.	Jackson Annex	\$45/hr. (Max 4/wks)
John Finnegan	Teacher - Art	Jackson Annex	\$45/hr. (Max 4/wks)
Cynthia Moore-Drayton	Administrator	Barack Obama	\$95/hr. (Max 6/wks)
Kelly Fairclough	Administrator - Sub	Barack Obama	\$95/hr. (Max 6/wks)
Emilio Cruz	Teacher - Math club	Barack Obama	\$45/hr. (Max 4/wks)
Richard Brown	Administrator	Jackson Main	\$95/hr. (Max 6/wks)
Jordan Zaromatidis	Teacher - P.E.	Jackson Main	\$45/hr. (Max 4/wks)
Alyshia Castrol	Teacher - P.E.	Jackson Main	\$45/hr. (Max 4/wks)
Simba Kalonji	Teaching Assistant P.E.	Jackson Main	\$25/hr. (Max 4/wks)
Ricardo Larosa	Teaching Assistant - Latin	Jackson Main	\$25/hr. (Max 4/wks)
Lisa Wiley	Administrator - Sub	District Wide	\$95/hr. (Max 6/wks)
Robert Kurtz	Administrator - Sub	District Wide	\$95/hr. (Max 6/wks)
Gary Rush	Administrator	David Paterson	\$95/hr. (Max 6/wks)
Keesha Keller	Administrator - Sub	David Paterson	\$95/hr. (Max 6/wks)
Randy Bedneau	Teacher - P.E.	David Paterson	\$45/hr. (Max 4/wks)
Ayesha Edwards	Teacher - Math	David Paterson	\$45/hr. (Max 4/wks)
Tara Canady	Teaching Assistant - Math	David Paterson	\$25/hr. (Max 4/wks)
Henry Williams	Administrator	Middle School	\$95/hr. (Max 6/wks)
Lisaura Moreno	Administrator	High School	\$95/hr. (Max 6/wks)
Gary O'Neil	Administrator - Sub	High School	\$95/hr. (Max 6/wks)
Karima Tonge	Lifeguard	High School	\$45/hr. (Max 6/wks)
Todd Trotman	Swim Instructor	High School	\$45/hr. (Max 4/wks)
Nicole McKenzie	Lifeguard	High School	\$45/hr. (Max 6/wks)
Teodora Smith	Lifeguard	High School	\$45/hr. (Max 6/wks)
Raven Innis	Lifeguard	High School	\$45/hr. (Max 6/wks)
Dawn Diaz	Lifeguard	High School	\$45/hr. (Max 6/wks)
J. Carlock PULLED BY HR			
Josh Carlock	Swim Instructor	High School	\$45/hr. (Max 4/wks)

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Employee #4403 Eff. 09/04/18	Special Education Teacher	Abandonment of position

RESOLVED, that, upon the recommendation of the Acting Superintendent of Schools, pursuant to NYS Education Law Section 913, to approve employee# 1807 to submit to a fitness examination, by a physician of the District's choosing.

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

NAME	CERTIFICATION	COMPENSATION
VALERYE JUSTE	NURSERY, KINDERGARTEN & GRADES 1-6 PERM. CERT.	ALL YEAR, \$125 PER DAY
SUSAN LANGTON	NURSERY, KINDERGARTEN & GRADES 1-6 PERM. CERT. SCHOOL DISTRICT ADMINISTRATOR, PERM. CERT. SOCIAL STUDIES 7-12, PERM. CERT. BUSINESS & DISTRIBUTIVE EDUCATION, PERM. CERT.	ALL YEAR, \$125 PER DAY
NICKEISHA WILSON	ENGLISH LANGUAGE ARTS 7-12 PROFESSIONAL CERT.	ALL YEAR, \$125 PER DAY

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following **PROFESSIONAL** Personnel for the 2018-2019 school year:

NAME	POSITION	REASON
Joyce	Youth Employment	\$11,706 (Service
Scott	Coordinator	Assignment I)

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following **PROFESSIONAL** Personnel for the 2018-2019 school year:

NAME	POSITION	REASON
Barbara Hofstra University Graduate		\$11,706 (Service
Intrieri	Physician Assistant Program	Assignment I)

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>
Marlon Thomas Eff. 10/1/18	Food Server, PT-Sub, District	\$11.29/hr. (Lv. 01A, St. 1)

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>
Georgette Gutierrez Eff. 09/04/18	Security Aide, PT, High School	Letter of resignation received for personal reasons.
Aaron Finney Eff. 10/30/18	Custodian, High School	Letter of resignation received for retirement purposes.

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>
Jose Marte Eff. 10/1/18	Bilingual Typist Clerk Bilingual Office	Increase step and salary FROM Lv. 1A, St. 3, \$32,346 TO Lv. 1A, St. 5, \$34,778 and reassign to Bilingual Departmen

TERMINATIONS MOVED TO EXECUTIVE SESSION

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

<u>NAME</u>	<u>REASON</u>
Employee #4317 Eff. 9/28/18	Documentation on file in the Human Resources Office
Employee #4814 Eff. 9/27/18	Documentation on file in the Human Resources Office

RESOLVED that the board of Education approves the Superintendent's recommendation to **APPOINT** the following **CIVIL SERVICE** Personnel to work overtime for the 2018/2019 School Year, after regular scheduled work day (not to exceed 5 hours per week):

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Bernice Smith	Clerical - Security Department	Contractual Hourly Rate

RECALL(S) – RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **RECALL** the following **CIVIL SERVICE** Personnel from the Preferred Eligibility List, effective October 1, 2018:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Danzil Hammond Eff. 10/1/18	Maintenance Supervisor, Central Maintenance	\$72,177-prorated (Lv. 7, St. 20)

LOA'S MOVED TO EXECUTIVE SESSION

RESIGNATION – RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPROVE** the following **LEAVE(S) of ABSENCE REQUEST(S)**, for following Civil Service personnel:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Tina Lake Eff. 10/1/18 - 6/30/19	Community Aide Barack Obama	Letter requesting a Personal Leave of Absence without pay
Tonya Williams Eff. 9/4/18 - 6/30/19	Lunch Monitor, PT David Paterson	Letter requesting Medical Leave of Absence/FMLA, with pay, utilizing accrued sick time. Remainder without pay. (Letter received in Human Resources on 9/17/18. Medical documentation on file.
Laveenus Davis Eff. 9/4/18 - 6/30/19	Lunch Monitor, PT Jackson Main	Letter requesting a Personal Leave of Absence/FMLA, with pay, utilizing accrued sick time. Remainder without pay. (Letter received in

Human Resources on 9/17/18. Medical documentation on file)

HAND CARRY ITEMS SEPTEMBER 27, 2018

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Michael Brown Eff. 9/1/18 - 11/3/18	MS Football Asst. Coach	Change Salary From \$3,326 To \$3,236

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPOINT** the following personnel as a Facilities Consultant, effective October 1, 2018 until a permanent NYS Director of facilities is hired.

NAME	POSITION	COMPENSATION
Allan Wakefield	Facilities Consultant	\$550 per day

RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPROVE** the following Administrators for the MY BROTHER'S KEEPER Instructional Program for Joseph McNeil, Jackson Annex and ABGS Middle School. Effective October 1, 2018 - March 31, 2019, Joseph McNeil and ABGS Middle School will be on Tuesday and Thursday from 4:05 pm - 5:35 pm and Jackson Annex will be on Monday and Thursday from 4:05 pm - 5:35 pm. (21 weeks program)

NAME	POSITION/LOCATION	COMPENSATION
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Hank Williams	Assistant Principal Middle School	\$95.00/hr.
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Adrian Manuel	Principal Middle School	\$95.00/hr.
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Ronald Simpkins	Assistant Principal Joseph McNeil	\$95.00/hr.
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Sandra Powell	Principal Joseph McNeil	\$95.00/hr.
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Rozelle Fibleuil	Assistant Principal Jackson Annex	\$95.00/hr.
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Sheena		\$95.00/hr.
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Burke Principal
Jackson Annex

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

NAME	POSITION	REASON
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Hosie		
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Boil	Head Custodian III,	Letter of resignation received for
Eff.	High School	retirement purposes.

11/1/18

Trustee Stith moved, seconded by Trustee Gates to reconvene to open session at 12:54 A.M.

MOTION	YES 5	MOTION CARRIED
To reconvene to open session		

Trustee Stith moved, seconded by Trustee Ayala to approve the auditors as amended to 90 days.

EXTERNAL AUDITOR

ITEM 5 MOVED TO EXECUTIVE SESSION

5. The Board of Education **APPROVES TO EXTEND THE APPOINTMENT OF EFPR** group as the External Auditor for **90 days** school year at an annual pro-rated rate not to exceed \$43,000.00

CLAIMS AUDITOR

ITEM 6 MOVED TO EXECUTIVE SESSION

6. The Board of Education **APPROVES TO EXTEND THE APPOINTMENT OF Cerini & Associates** as Claims Auditor **90 days** school year at an annual pro-rated salary of \$63,000.

MOTION	YES 5	MOTION CARRIED
To approve auditors as amended to 90 days		

Trustee Stith moved, seconded by Trustee Ayala to approve the District Treasurer's compensation adjustment as indicated

ITEM 7 MOVED TO EXECUTIVE SESSION

DISTRICT TREASURER

7. **RESOLVED**, that the Board of Education approves to adjust the annual salary for Donna Squicciarino, District Treasurer, to \$35,000. This adjustment is requested based on the high demands of the Business Office and an increase of time spent weekly to complete the duties of District Treasurer. (Explanation Attached).

MOTION	YES 5	MOTION CARRIED
To approve the District Treasurer's compensation adjustment		

Trustee Stith moved, seconded by Trustee Johnson to approve the appointment of the public relation company as indicated

ITEM MOVED TO EXECUTIVE SESSION

PUBLIC RELATIONS

8. **RESOLVED**, that the Board of Education **APPOINTS** Gotham Public Relations as the public relations firm for the District for the 2018-2019 school year at a monthly fee of \$5,000.

MOTION

YES 5

MOTION CARRIED

To approve the appoint of PR Company

Trustee Stith moved, seconded by Trustee Gates to approve the stipulation of settlement as written.

STIPULATION OF SETTLEMENT

ITEM 1 MOVED TO EXECUTIVE SESSION

1. **WHEREAS**, Robert Cincotta ("Plaintiff") commenced the above-entitled action ("Action") in the Eastern District of New York under Docket Number 15-cv-4821 on August 17, 2015 alleging claims of age discrimination, race discrimination, retaliation, and disability discrimination; and

WHEREAS, on October 21, 2015, the District filed a Motion to Dismiss the Complaint; and

WHEREAS, on November 18, 2015, the Plaintiff filed an Amended Complaint adding claims against the individuals Betty J. Cross, Waylyn Hobbs, Jr., Shelley Brazley, Brandon V. Ray, Joann Simmons, and Susan Johnson (collectively referred to as "Individual Defendants") and added claims for unlawful discrimination in violation of 42 U.S.C. § 1983, aiding and abetting unlawful discrimination in violation of 42 U.S.C. § 1983 against the Individual Defendants, and violation of N.Y. Human Rights Law against the District and the Individual Defendants; and

WHEREAS, on November 25, 2015, the District withdrew its Motion to Dismiss; and

WHEREAS, on December 3, 2015, the District and the Individual Defendants filed a Motion to Dismiss the Amended Complaint; and

WHEREAS, on August 30, 2016, the Court granted in part, dismissing the New York State Human Rights Law claims and denied in the part the Motion to Dismiss allowing the Plaintiff's Section 1983 claims to proceed; and

WHEREAS, on November 16, 2016, the District and the Individual Defendants filed and served an Amended Answer to the Amended Complaint, denying all claims against the District and the Individual Defendants; and

WHEREAS, between November 16, 2016 and the date of this agreement, the Plaintiff and the District along with the Individual Defendants have conducted extensive discovery proceedings; and

WHEREAS, on September 15, 2017, the District and the Individual Defendants filed and served a Motion for Summary Judgment; and

WHEREAS, the Plaintiff opposed the Motion for Summary Judgment; and

WHEREAS, on May 14, 2018, the Court granted in part and denied in part the District's and Individual Defendants' Motion for Summary Judgment, dismissing the Individual Defendants and dismissing all of the Plaintiff's claims, except for the Plaintiff's claim for race discrimination, pursuant to 42 U.S.C. § 1983 based upon the District's decision to abolish his position and excess him from employment; and

WHEREAS, on August 1, 2018, the Plaintiff and the District attended a settlement conference with the Hon. A. Kathleen Tomlinson, U.S.M.J. in an effort to resolve this litigation, which was successful; and

WHEREAS, in the interests of avoiding the cost, expense and uncertainties of trial, the Plaintiff and the District (collectively, the "Parties") desire to resolve all claims asserted in the Action or which could have been asserted in the Action or which may otherwise have been available to Plaintiff or existed arising from his employment with the District;

WHEREAS, without any admission of any wrongdoing or liability by or on the part of any party hereto, the Parties have reached an agreement to compromise, settle, resolve and terminate all claims, disputes and matters asserted in the Action or which could have been asserted in the Action or which may otherwise have been available to Plaintiff or existed arising from his employment with the District or in any possible manner related thereto; it is

RESOLVED, that the Board hereby approves and adopts the Settlement Agreement, and with it the resolution of the litigation as between the District and the Plaintiff, which Settlement Agreement shall be kept on file in the District's Office of Human Resources, pursuant to its terms; and it is

FURTHER RESOLVED, based upon the recommendation of the Acting Superintendent and in accordance with the terms of the Settlement Agreement between the District and Robert Cincotta, the Board accepts Dr. Cincotta's resignation, for the purpose of retirement, effecting January 1, 2019; and it is

FURTHER RESOLVED, based upon the recommendation of the Acting Superintendent and in accordance with the terms of the Settlement Agreement between the District and Robert Cincotta, from September 4, 2018 through December 31, 2018, the Robert Cincotta will remain on payroll using his accumulated sick and vacation days; and it is

FINALLY RESOLVED, that the Board hereby authorizes the Board President or his authorized designee to execute the Settlement Agreement on behalf of the District.

**MOTION
CARRIED**

YES 4

MOTION

To approve stipulation
of settlement

NO 1 (Trustee Spleen)

Trustee Ayala moved, seconded by Trustee Stith to approve Culture Play

ITEM 6 MOVED TO EXECUTIVE SESSION

6. RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to enter into a partnership agreement with CulturePlay. CulturePlay serves as the M/WBE and lead partner for the grant. CulturePlay is a STEM based program that prepares students for college, and places a strong emphasis on developing students' social, academic, and emotional needs. Students from the Kindergarten, the six (6) Elementary schools, Middle school and High school will be targeted. The program will run from October 1st, 2018 through August 31, 2019, inclusive of a Summer Camp for

students. Agreement amount covers all expenses, supplies, and material cost. This project will be paid for through the Empire State \$420,000.

Status: State Approved

of Students being served: 1570

Collaborative Learning: Academic, STEAM, College Readiness

Recommended by: Mr. James Clark, Associate Superintendent

Strategic Goal: Student Achievement

Source of Funds: Empire State Afterschool Program amount of \$415,000

MOTION

YES 5

MOTION

CARRIED

To approve Culture Play

Trustee Johnson moved, seconded by Trustee Ayala to approve the appointment of middle school AP as indicated

NAME	POSITION	COMPENSATION
RAMSEY EXECUTIVE SESSION		

Kellie Ramsey Eff. 10/1/18 (4-year Probationary Period, 9/30/22), School Building Leader, Initial, Eff. 8/12/16	Assistant Principal Middle School (budget in Community School Grant)	\$117,316 (Lv. 5 St. 11) RECOMMENDED BY: Adrian Manuel PURPOSE: Fill New Position
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MOTION

YES 5

MOTION CARRIED

To approve the appointment
of Middle School AP

Trustee Johnson moved, seconded by Trustee Gates to approve the coach appointments

COACHES MOVED TO EXECUTIVE SESSION

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
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Raheem Oates Eff. 11/13/18 - 3/17/19	JV Boys Basketball	\$4,987.
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Lateef Myles Eff. 11/13/18 - 3/17/19	Varsity Boys Basketball	\$7,811.
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Kwame Mason Eff. 11/13/18 - 3/17/19	Varsity Boys Basketball Asst.	\$2,976.
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Wesley Harkless Eff. 11/20/18 - 3/17/19	Scorekeeper (Boys)	\$1,276.
Frankel Gauthier Eff. 11/13/18 - 3/4/19	Varsity Boys Bowling	\$2,868.
Michael Higgins Eff. 11/13/18 - 3/3/19	Varsity Boys Indoor/Winter Track Asst.	\$4,818.
Robert Polcha Eff. 11/13/18 - 3/3/19	Varsity Boys Swim	\$5,229.
Ramon Mills 11/7/18 - 2/24/19	Varsity Wrestling	\$6,384.
William Cherry Eff. 11/7/18 - 2/24/19	JV Wrestling	\$4,934.
Jean Collins Eff. 11/20/18 - 3/3/19	Equipment Manager	\$4,987.
Nicole Drake Eff. 11/20/18 - 3/17/19	Programmer (Clock Operator) Girls	\$1,933.
NAME	POSITION	COMPENSATION
Todd Jackson Eff. 11/20/18 - 3/4/19	Scorekeeper (Girls)	\$1,277.
Linda Lopez Eff. 11/13/18 - 3/4/19	Varsity Girls Bowling	\$2,868.
Lenroy Raffington Eff. 11/13/18 - 3/3/19	Varsity Girls Indoor/Winter Track	\$4,818.
Nicholas Wisz Eff. 11/5/18 - 1/18/19	Middle School Boys Basketball	\$3,398.
MICHAEL BROWN PULLED BY HR Michael Brown 11/5/18 - 1/18/19	Middle School Boys Basketball Asst.	\$2,355.
Martha Higgins Eff. 11/5/18 - 1/18/19	Middle School Boys Track	\$3,470.
Robert Graziosi Eff. 1/22/19 - 3/29/19	Middle School Wrestling	\$3,689.

Penny Bacon Middle School Girls \$3,398.
Eff. 1/22/19 - 3/29/19 Basketball

Nicholas Wisz Middle School Girls \$2,355.
Eff. 1/22/19 - 3/29/19 Basketball Asst.

Leasia Shabazz-Earth Middle School Girls \$3,470.
Eff. 11/5/18 - 1/18/19 Track

Penny Bacon Middle School Girls \$2,834.
Eff. 11/5/18 - 1/18/19 Volleyball

Anita Reynolds Middle School Girls \$801.
Eff. 11/5/18 - 1/18/19 Volleyball Asst.

MOTION**YES 5****MOTION CARRIED****To approve the coaching appointments****Trustee Johnson moved, seconded by Trustee Gates to approve the club advisors**

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

NAME	POSITION	COMPENSATION
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HIGH SCHOOL

Tracey Brown	Senior Class Advisor	\$3,000
Josh Carlock	Fitness Club	\$40.54/hr.
Terrance Chapman	Club Truth	\$40.54/hr.
Timothy Dolan	Drama Club	\$2,500.
Kelli Humphrey-Dunbar	Double Dutch Club	\$40.54/hr.
Aziz Elmrini	Computer Club	\$40.54/hr.
Randi Eskenazi	Environmental/Beautification Club	\$40.54/hr.
Genevieve Florkowski	Wellness Club	\$40.54/hr.
Cara Franchino	National Honor Society	\$1,300.
Jennifer Garcia	Senior Co-Advisor	\$1,500.
Danielle Golub	SADD Club	\$40.54/hr.
Jaimee Hazel	Social Justice Club	\$40.54/hr.
Todd Jackson	Chess Club	Contractual Hourly Rate
Rita Kaabe	Cookie Bookie Club	\$40.54/hr.

Kristen Kelly	Junior Class Advisor	\$1,100.
Delva King	Cinema Video Club	\$40.54/hr.
Arlene Larsen	Roar Slam Poetry	\$40.54/hr.
Linda Mizel	Art Club	\$40.54/hr.
Patricia Ortmann	Yearbook	\$3,500.
Carolina Perez	Multi-Cultural club	\$40.54/hr.
Linton Thomas	Public Speaking Club	\$40.54/hr.
Kathryn Travers	Key Club	\$1,600.
Nicole Zamor	Debate Club	\$40.54/hr.
Janora Blackman	Varsity Cheerleader Coach	\$3,500
NAME	POSITION	COMPENSATION

MIDDLE SCHOOL

Grace Dong-Janeo	National Junior Society Club	\$900
Sharese Hawkins	Drama Club	\$1,500
Marqueitta Tuitt	Student Government	\$1,000
Joy Vanhook	6th Grade Advisor	\$40.54/hr.
Beverly Moore	7th Grade Advisor	\$1,100
Ann Peterson	8th Grade Advisor	\$1,100
Grace Dong-Janeo	Yearbook - Co Advisor	\$500
Penny Bacon	Yearbook - Co Advisor	\$500
Mercedes Pillier	Yearbook - Co Advisor	\$500
Beverly Robinson	Newspaper - Co Advisor	\$1,250
Mishka Fox	Newspaper - Co Advisor	\$1,250
Dana Troffa	Cheerleader	\$2,500
Dorian Segure	Law Club	\$1,600
Kim Drummond	Young Entrepreneur's Club	\$40.54/hr.
Joseph Merolle	Chess Club	\$40.54/hr.
Alphonse Persico	Multi-Cultural Club	\$40.54/hr.
Neclisha Davis	Lady Tigers Club	\$40.54/hr.
Jude Jacques	French Club	\$40.54/hr.
Marqueitta Truitt	Boys and Girls Scouts Advisor	\$40.54/hr.
Elizabeth Swiatkowski	Zoology Club	\$40.54/hr.
Boris Crespo	Zoology Club	\$40.54/hr.
Desiree Uzell	C.A.T.S.	\$40.54/hr.
Sarian Muhammed	C.A.T.S.	\$40.54/hr.
Marion Hutchinson	Young Mathematicians	\$40.54/hr.

BARACK OBAMA

Steven Jacobs	Law Club	\$40.54/hr.
Maxine Robinson	Pen Pal Club	Contractual Hourly Rate
Jo-An Sydnor	Spelling Bee Jr. Card	\$23.99/hr.
Maria Sotomayor	Girl Scouts Club	Contractual Hourly Rate

Jessica Verene	Zumba Dance Club	\$40.54/hr.
Jada Gillenwater	Drama Club	\$23.99/hr.

JACKSON MAIN**D. Manuel****Independent
action**

Donnie Manuel	Safety Patrol Advisor	\$23.99/hr.
Genell Bradley	Student Government	\$900
Kristin Moreira	Yearbook	\$1,100.
Christina Piscitelli	Computer	\$40.54/hr.
Shawn Hudson	Science	\$40.54/hr.
Teresa Truncale	Nassau County Bar Association	\$40.54/hr.
Jordan Zarmatidis	Basketball	\$40.54/hr.
Jordan Zarmatidis	Soccer	\$40.54/hr.
Dawn Moore-Frazier	Steppers	\$23.99/hr.
Dawn Moore-Frazier	Cheerleading	\$23.99/hr.
Timothy Bishop	Honors	\$40.54/hr.
Alicia Castro	Let's Move	\$40.54/hr.
Karen Jones-Moodie	Homework	\$40.54/hr.
Rosalynn Cortez-Cruz	Reading	\$40.54/hr.

NAME	POSITION	COMPENSATION
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**JACKSON
ANNEX**

Erica Seymour	Safety Patrol	\$23.99/hr.
Melissa Leccese	First Grade HW Help	\$40.54/hr.
Sharon Daniel	Yearbook Club (Gr. 3-5)	\$1,100.
Tyisha McFadden	Newspaper Club (Gr. 3-5)	\$900.
Ronda Brown-Walker	Drama	\$1,100.
Gale Deans-Forrester	Girl Scouts	\$23.99/hr.
Desiree Randall	Games	\$40.54/hr.
Diorca Badaraco	Student Government	\$900
Tannya Sparacio	Gardening/Crafts	\$40.54/hr.
Candace Collins-Motley	Art	\$23.99/hr.

**DAVID
PATERSON**

Kisha Matos	Student Government	\$900
Earl Russell	School Safety Club	Contractual Hourly Rate
Ayesha Edwards	The Stock Market Game	\$40.54/hr.
Meghan Foote	Art Club	\$40.54/hr.
Todd Stillman	Photography Club	\$40.54/hr.
Lisa Dunn- Lockhart	Year Book Advisor	\$1,100
Lisa Dunn- Lockhart	Homecoming Advisor	\$40.54/hr.
Tiara Adams	Cheerleading Club Advisor	\$23.99/hr.
Shani Challenor	Dance Club Advisor	\$40.54/hr.
Keira Stroughn	Cary 8th Math Club	\$40.54/hr.
April Riviere	Arts & Crafts	\$40.54/hr.
Christopher Costa	Newspaper Club	\$900

FRONT STREET

Ketty Figueredo- Perez	Government	\$900
Ashleigh Jones	Newspaper	\$900
Brenda Allen	Yearbook	\$1,100
Bonita Johnson	Drama 1-6	\$1,100

MOTION YES 5

MOTION CARRIED

To approve club advisors

Trustee Stith moved, seconded by Trustee Gates to approve the termination of employee # 4317 as indicated

MOTION YES 5

MOTION CARRIED

To approve the the termination of
employee # 4317

Trustee Stith moved, seconded by Trustee Ayala to approve the termination of employee # 4814

MOTION YES 4

MOTION CARRIED

To approve the termination of
Johnson)
employee # 4814 NO 1 (Trustee

**TERMINATIONS MOVED TO EXECUTIVE SESSION
TERMINATION – RESOLVED, that the Board of Education**

approves the Acting Superintendent's recommendation to **TERMINATE** the employment of the following Civil Service personnel:

<u>NAME</u>	<u>REASON</u>
Employee #4317 Eff. 9/28/18	Documentation on file in the Human Resources Office
Employee #4814 Eff. 9/27/18	Documentation on file in the Human Resources Office

Trustee Stith moved, seconded by Trustee Ayala to approve the civil service LOA's

LOA'S MOVED TO EXECUTIVE SESSION

RESIGNATION – RESOLVED, that the Board of Education approves the Acting Superintendent's recommendation to **APPROVE** the following **LEAVE(S) of ABSENCE REQUEST(S)**, for following Civil Service personnel:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Tina Lake Eff. 10/1/18 - 6/30/19	Community Aide Barack Obama	Letter requesting a Personal Leave of Absence without pay
Tonya Williams Eff. 9/4/18 - 6/30/19	Lunch Monitor, PT David Paterson	Letter requesting Medical Leave of Absence/FMLA, with pay, utilizing accrued sick time. Remainder without pay. (Letter received in Human Resources on 9/17/18. Medical documentation on file.
Laveenus Davis Eff. 9/4/18 - 6/30/19	Lunch Monitor, PT Jackson Main	Letter requesting a Personal Leave of Absence/FMLA, with pay, utilizing accrued sick time. Remainder without pay. (Letter received in Human Resources on 9/17/18. Medical documentation on file)

MOTION
To approve civil service LOA's

YES 5

MOTION CARRIED

Trustee Stith moved, seconded by Trustee Ayala to approve addendum #1
ADDENDUM # 1

RESOLVED, that upon the recommendation of the Acting Superintendent of Schools, the Board of Education approves a contract for School Resource Officers services with the Village of Hempstead and authorizes the President of the Board of Education to execute the contract.

MOTION
To approve addendum #1

YES 5

MOTION CARRIED

Trustee Stith moved, seconded by Trustee Ayala to adjourn the meeting at 1:06 A.M.

MOTION

YES 5

MOTION CARRIED

Meeting adjourned

Respectfully submitted:

Patricia Wright
District Clerk

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.

HEMPSTEAD UNION FREE SCHOOL DISTRICT

Section 2000 - SCHOOL BOARD GOVERNANCE AND OPERATIONS

2522 EDUCATIONAL TRAVEL EXPENSE AND REIMBURSEMENT

2522 EDUCATIONAL TRAVEL EXPENSE AND REIMBURSEMENT

Board members and the Superintendent of Schools shall be reimbursed for the cost of attending educational conferences and other Board and district related business activities. Reimbursement will be made for travel, lodging when event is more than twenty (20) miles from the school district, meals, gratuities, and other reasonable expenses incurred on behalf of the school district provided the following standards are met:

1. air travel shall be tourist class. Upgrading is allowable at Board Members or employee's own expense;
2. hotel rate to be paid shall be in accordance with the hotel rates announced by the sponsoring organization. If the cost for lodging exceeds the amounts listed in Exhibit 2, it shall require approval by the board before the conference stay is confirmed;
3. auto rentals shall be limited to one compact car, to be used for all members attending the conference;
4. hotel and evening meal reimbursement shall be allowed for the day before the conference begins and breakfast reimbursement for the day after it ends;
5. within two months of the conference, Board members should personally share their experience with other Board members and the public at a Board meeting; and
6. Board of Education members, with the exception of the President, will not have access to a district credit card to cover expenses. The District Clerk shall use a master credit card for securing lodging for Board members at conferences. The President may use the credit card for incidental expenses for themselves and other members attending the conference or meeting. Board of Education may use personal funds or a cash advance to cover expenses when on official school district business. The Board member shall account for amounts spent out of a cash advance, or personal expenses by submitting the proper documentation.. and receipts are presented to the District Clerk. Once received, the Board Member shall be reimbursed if needed The Superintendent may use personal funds, a district issued credit card or a cash advance to cover expenses while on official school district business. The Superintendent shall account for amounts charged against the credit card, spent out of a cash advance, or personal expenses by submitting the proper documentation and receipts to the Business office. Once received, the Superintendent shall be reimbursed if needed

The receipts must show the exact amount charged to the credit card or spent out of the cash advance.

1. the Board and Superintendent may authorize transportation and lodging expense to be placed on their district credit card. The Superintendent may also authorize issuing purchase orders to secure lodging and transportation services;
2. when traveling involves an overnight stay, Board members and Superintendent only, may request a cash advance of \$100.00 per day for each full day of educational travel. Cash

advance can be used for meals, in town transportation, portage, parking, tolls, mileage, tips and educational materials designed to enhance board governance skills. To report how the cash advance was used, itemized expense form with receipts should be submitted within 72 hours after returning to the district. Under no circumstances shall a cash advance request be granted for anyone other than those specified above;

3. reimbursement for personal expenses paid by an individual may be claimed by submitting "conference expense form" to the District Clerk or designated business office staff;

4. no meal or room service charge is to be placed on the hotel room bill. If room service is charged to the room during the stay at the hotel, it should be paid at the time of checkout and claimed appropriately upon return to the district. When meals are included as part of the conference, meal reimbursement may not be claimed. Only meals actually taken during educational travel may be claimed. Receipts must be provided to substantiate meal expense and the number of people covered by the expense;

5. reimbursement for expense other than meals may be claimed and must be accompanied by receipts, where applicable. These expenses might include such items as lodging, transportation, mileage, tolls, parking, coach fares on airlines, local transportation, gratuities, and educational materials designed to enhance board governance skills. If the total reimbursement claimed is greater than the advance received, the district will reimburse the difference. If the amount claimed is less than the advance received, the individual must return the remaining funds to the district.

6. all receipts submitted for reimbursement or credit must include:

- a. the date, expense incurred;
- b. the reason for the expense, i.e. meal, travel, and lodging; and
- c. a listing of individuals taking part in the expense.

Charges which are not reimbursable should not be claimed on conference expense forms. The district may choose to send a bill of charges to anyone who:

1. fails to file an expense form with the proper documentation of how the cash advance was used; and
2. deliberately charged items to the district that are not reimbursable.

Before a new travel request is processed, all outstanding cash advance funds and credit card charges must be accounted for.

Adoption date: September 27, 2018

Revised Adoption date: September 27, 2018

This Policy has been revised to reflect changes to Credit Card Policy 6665 on February 3, 2011

HEMPSTEAD UNION FREE SCHOOL DISTRICT
