

**SPECIAL MEETING  
JULY 30, 2018-MINUTES**

**HEMPSTEAD PUBLIC SCHOOLS  
BOARD OF EDUCATION  
SPECIAL MEETING  
JULY 30, 2018  
MINUTES**

The special meeting of the Hempstead Public Schools Board of Education was held in the high school board room, 201 President Street, Hempstead, New York 11550. The meeting was called to order at 5:40 P.M. moved by Trustee Stith and seconded by Trustee Ayala. All of the Board Members were present. The purpose of the meeting was to discuss personnel.

**BOARD MEMBERS PRESENT:**

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

**STAFF MEMBERS PRESENT:**

Regina Armstrong	Acting Superintendent of Schools.
Patricia Wright	District Clerk
Austin Graff	Labor Counsel
Johnathan Scher	Labor Counsel
Leandre John	Special Counsel

**Trustee Stith moved, seconded by Trustee Johnson to convene to executive Session at 5:48 P.M. to discuss personnel and advice of legal counsel.**

<b>MOTION</b>	<b>YES 5</b>	<b>MOTION CARRIED</b>
To convene to executive session		

**Trustee Stith moved, seconded by Trustee Gates to reconvene to open session at 7:55 P.M.**

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

**Trustee Stith moved, seconded by Trustee Johnson to approve the Vega settlement as indicated in the resolution as written.**

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**HAND CARRY  
RESOLUTION APPROVING CARLOS VEGA SETTLEMENT**

**WHEREAS**, CARLOS VEGA (“Vega”) has asserted claims of discrimination and retaliation by way of the commencement of an action under Index Number 12-6158 (“Action 1”) and a filing of a Complaint with the United States District Court, Eastern District of New York against the District and various District employees and a subsequent Amended Complaint; and

**WHEREAS**, the District, as well as each Defendant named in the action denied the allegations of discrimination and retaliation as set forth in an Answer to the Amended Complaint; and

**WHEREAS**, the District continues to deny the allegations of discrimination and retaliation in the Complaint and Amended Complaint in Action 1; and

**WHEREAS**, Vega filed a Complaint on or about June 20, 2017, with the United States District Court, Eastern District of New York, under Docket Number 17-3724, and filed an Amended Complaint thereafter (“Action 2”); and

**WHEREAS**, the District denied the allegations and continues to deny the allegation of discrimination and retaliation as set forth in an Answer to the Amended Complaint in Action 2; and

**WHEREAS**, both parties and the District’s insurer all wish to avoid the burden, expense, and the inherent uncertainty of further litigation; and

**WHEREAS**, the District has agreed to settle all of Vega’s claims against the District, its employees, Board members, and its insurer, pursuant to the terms and conditions of the Settlement Agreement;

**RESOLVED**, that the Board hereby approves and adopts the Settlement Agreement, and with it the resolution of the litigation as between the District and Vega, 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 Vega, from September 2018 through January 2019, Vega shall be placed on medical sabbatical with full pay in accordance with Article XXVI of the Collective Bargaining Agreement between the Hempstead Classroom Teachers Association and the District. From February 2019 through June 2019, Vega shall be placed on sick leave of absence pursuant to Article XII of the Collective Bargaining Agreement between the Hempstead Classroom Teachers Association and the District. From September 2019 through January 1, 2020 (or a date earlier when Vega retires), Vega shall be placed on an

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extended sick leave of absence pursuant to Article XII of the Collective Bargaining Agreement between the Hempstead Classroom Teachers Association and the District. From May 4, 2018 (when Vega was placed on Administrative Leave of Absence with Pay) through January 1, 2020 (or a date earlier when Vega retires) Vega shall continue to receive his full salary and benefits as if he was in the active employment with the District; and it is

**FURTHER RESOLVED**, based upon the recommendation of the Acting Superintendent, the Board approves the Stipulation of Agreement between the District and the Hempstead Classroom Teachers Association relating to the implementation of the settlement agreement between Vega and the District.

**FINALLY RESOLVED**, that the Board hereby authorizes the Board President or his authorized designee to execute the Settlement Agreement and the Stipulation of Agreement between the District and the Hempstead Classroom Teachers Association on behalf of the District.

<b>MOTION</b>	<b>YES 5</b>	<b>MOTION CARRIED</b>
To approve Vega settlement		

**Trustee Stith moved, seconded by Trustee Ayala to adjourn the meeting at 8:00 P.M.**

<b>MOTION</b>	<b>YES 5</b>	<b>MOTION CARRIED</b>
Meeting adjourned		

Respectfully submitted:

Patricia Wright  
District Clerk