

**REGULAR MEETING (Thursday, February 13, 2020)**

Generated by Patricia Wright on Thursday, February 27, 2020

**HEMPSTEAD PUBLIC SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
FEBRUARY 13, 2020  
MINUTES**

The regular meeting of the Hempstead Public Schools Board of Education was held in the A.B.G.S. Middle School Band Box, 70 Greenwich Street, Hempstead, New York 11550. The meeting was called to order at 7:06 P.M. All of the Board members were present. Trustee Stith arrived at 8:27 P.M. There was a presentation from the fine Arts Department, presenting the students that were successful in the annual NYSSMA competition. (New York State School Music Association). There was an update from Park East, the construction managers on the Rhodes School Project and the Senior class student advisor updated the Board and community of the senior class activities. The Interim Superintendent offered brief remarks and informed all that there is a public hearing scheduled for February 24, 2020 in reference to the charter school expansion request. Public participation was entertained, all concerns were addressed by the Board, Superintendent and staff.

**A. MEETING OPENING****BOARD MEMBERS PRESENT:**

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

**STAFF MEMBERS PRESENT:**

Regina Armstrong , Acting Superintendent  
Rodney Gilmore, Ed. D., Associate Superintendent for Human Resources  
Jamal Scott, Assistant Superintendent for Business & Operations  
James Clark Assistant Superintendent for Special Projects  
Ahuna Akoma, Ed. D., Assistant Superintendent for Technology  
Djuana Wilson, Assistant Superintendent for Special Education  
Patricia Wright, District Clerk  
John Sheahan, General Counsel  
Jonathan Scher, Labor Counsel  
Nicole Epstein, Public Relations

**Procedural: 1. Pledge of Allegiance****Procedural: 2. Moment of Silence****B. PRESIDENT'S REMARKS****C. INTERIM SUPERINTENDENT'S REMARKS****D. COMMENDATIONS/PRESENTATIONS****E. OTHER AGENDA ITEMS****MOTION**To approve the  
consent calendar**YES 3****ABS. 1** (Trustee Ayala)**MOTION CARRIED**

Trustee Johnson moved, seconded by Trustee Gates to convene to executive session at 7:54 P.M. to discuss personnel and advice of legal counsel and a particular individual.

**MOTION**                      **YES 4**                      **MOTION CARRIED**  
 To convene to  
 executive session

**Trustee Johnson moved, seconded by Trustee Ayala to reconvene to open session at 8:12 P.M.**

**MOTION**                      **YES 4**                      **MOTION CARRIED**  
 To reconvene to  
 open session

**\*\*\* The Interim Superintendent informed the Teaching Assistants that a special meeting is being scheduled for February 24, 2020 immediately following the public hearing to address their contract.**

**Trustee Ayala moved, seconded by Trustee Spleen to reconsider approving the budget transfers,**

**MOTION**                      **YES 4**                      **MOTION CARRIED**  
 To reconsider  
 budget transfers

**Trustee Ayala for the record" As we continue to face financial constraints based on our current situation with cost that we do not have control over for example our charter expenditures, it is ever important that we do a more tight job of forecasting so that we do not find ourselves with cash flow or liquidity issues. So anytime you have a transfer I just ask that we give full explanations and have the outlook of our financial situation with respect to liquidity on hand so we don't have any questions, thank you."**

**Trustee Johnson called for the motion to approve the budget transfers.**

**Trustee Ayala moved, seconded by Trustee Spleen to approve the attached budget transfers,**

#### **INDEPENDENT ACTION ITEM**

**Trustee spleen moved seconded by Trustee Johnson to approve budget transfers**

**5. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation for the attached budget transfers.

**MOTION**                      **YES 2 (Trustees Spleen & Gates)**                      **MOTION FAILED**  
 To approve                      **NO 1 (Trustee Johnson)**  
 budget transfers                      **ABS. 1 (Trustee Ayala)**

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

**MOTION**                      **YES 4**                      **MOTION CARRIED**  
 To approve  
 budget transfers

**Trustee Gates moved, seconded by Trustee Stith to convene to executive session for the 2nd time at 8:36 P.M. to discuss personnel, advice of legal counsel and a particular individual.**

**MOTION**                      **YES 4**                      **MOTION CARRIED**  
 To convene to                      **NO 1 (Trustee Ayala)**  
 executive session

#### **MINUTES PULLED UNTIL NEXT MONTHS MEETING**

#### **Action, Minutes: 1. MINUTES**

**1. RESOLVED**, that the Board of Education approve the minutes of the meetings held December 19, 2019, January 9,16, 21, & 28, 2020 as submitted by the District Clerk.

#### **F. BOARD OPERATIONS**

**1. RESOLVED**, that the Board of Education approves the 3rd reading and adoption of revised policies 2250 "Board Committees" and 6690 "Audit Committee". (Attached)

**ITEM # 2 MOVED TO EXECUTIVE SESSION**

**2. RESOLVED**, that the Board of Education hereby appoints engages the services of Elena Cacavas, Esq. of Cacavas ADR, LLC to perform an internal investigation at a rate of \$ 250.00 per hour plus reimbursement for reasonable expenses, and hereby authorizes the President of the Board of Education to execute the retainer letter for same.

**G. BUSINESS & OPERATIONS**

**WARRANTS**

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

**General Funds** (Warrants #27, 26, 25, 24, 22); **Cafeteria/Lunch** (Warrants #9, 10, 8); **Federal** (Warrants #16, 14, 15); **Capital** (Warrants #18, 15, 16, 17).

**TREASURER'S REPORT**

**2. RESOLVED**, that the Board of Education accept the Reports as submitted by the District Treasurer. **Treasurer's Report for the month of December 2019.**

**REVENUE BUDGET STATUS REPORT**

**3. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to receive the **Revenue Budget Status Report for the month of December 2019.**

**APPROPRIATION STATUS REPORT**

**4. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to receive the **Appropriation Status Report for the month of December 2019.**

**BUDGET TRANSFERS**

**INDEPENDENT ACTION ITEM**

**Trustee spleen moved seconded by Trustee Johnson to approve budget transfers**

**5. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation for the attached budget transfers.

<b>MOTION</b>	<b>YES 2</b> (Trustees Spleen & Gates)	<b>MOTION FAILED</b>
To approve	<b>NO 1</b> (Trustee Johnson)	
budget transfers	<b>ABS. 1</b> (Trustee Ayala)	

**CHANGE ORDERS**

**6. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to approve the attached no cost change orders to the VRD (General Construction), JNS (Mechanical) and WHM (Plumbing) contracts associated with the construction of the new elementary school (Phase 2 SED PCN 28-02-01-03-0-092-001).

**INCREASE REVENUE AND EXPENSES**

**7. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to increase both the revenue and expense sides of the 19/20 Adult Education Budget (EPE) in the amount of \$43,182 to reflect receipt of adult education fees. This resolution is required for accounting purposes.

**EMERGENCY REPAIR RESOLUTION**

**8. WHEREAS**, the District has authorized repairs and improvements on an emergency basis to make the buildings habitable;

**WHEREAS**, the Board of Education is designated as a "lead agency" under the State Environmental Quality Review Act (SEQRA), pursuant to New York State Education Department guidelines dated August 2001;

**NOW, THEREFORE, BE IT RESOLVED**, that upon the recommendation of the Interim Superintendent of Schools and the District Architect, the Board of Education hereby declares the repairs to District buildings: Alverta B. Gray Schultz Middle School and related work as set forth in Schedule "A" ("Scope of Work"), to be an ordinary contingent expense, as it is necessary to preserve and protect the health and safety of students and staff;

**BE IT FURTHER RESOLVED**, the Board of Education hereby ratifies the award of contracts for the Scope of Work on a time and materials basis, pursuant to General Municipal Law § 103(4), which sets forth an exception to competitive bidding requirements for emergency situations;

**BE IT FURTHER RESOLVED**, the Board of Education hereby authorizes the Interim Superintendent of Schools to appropriate and transfer such funds as is necessary to implement the Scope of Work, and directs the Superintendent of Schools and District Architect to take such action as is necessary to effectuate said Scope of Work in accordance with District policy and State law and regulations;

**BE IT FURTHER RESOLVED**, that upon the recommendation of the Interim Superintendent of Schools and the District Architect, the Board of Education hereby determines that the Scope of Work is an action subject to the SEQRA; and

**BE IT FURTHER RESOLVED**, that upon the recommendation of the Interim Superintendent of Schools and the District Architect, the Board of Education hereby determines that the Scope of Work is a replacement and/or emergency project listed under the SEQRA Regulations as a Type II action, which, by definition, does not have a significant impact on the environment.

**PLANNING STUDY PROPOSAL**

**9. RESOLVED** that the Board of Education approves the Interim Superintendent's recommendation to accept/approve the attached Western Suffolk BOCES Planning Study Proposal.

#### H. CONTRACTS/STIPULATIONS OF SETTLEMENT

**1. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that Global Resurrection, LLC (GRL) a STEAM program for students. At Marshall and Prospect schools the STEAM program will be embedded in their classroom curriculum. GRL will host an after-school program for students at Jackson Annex and Joseph McNeil. At ABGS Middle School, GRL will be part of classroom learning and once or twice a week, students will go to the Cradle of Aviation for hands-on project-based learning. This will give our students exposure to STEAM jobs of the future. The program will run from February 17, 2020 through June 30, 2020 at a cost of \$55,000. Days and dates to be determined.

Recommended by: James Clark

Goal: Student Achievement by improving on their math, science skills and technological literacy.

MBK will focus on two State mandated Milestones:

#1 - Getting a healthy start and entering school ready to learn

#2 – Graduating from high school ready for college and career

Source of Funding: My Brother's Keeper Program

**2. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that Morrison Mentors (MM) provide a S.T.E.M. enrichment program for ABGS Middle School students. Students will learn important basic technology skills that can transfer into employability skills should they pursue a career in technology. MM will establish a Middle School Alternative Program for at-risk students that will give them the opportunity to participate in S.T.E.M. workshops and field trips during the school day. MM will also provide a S.T.E.M. afterschool program for approximately 90 students at ABGS. The program will run between February 17, 2020 through June 30, 2020 for 60 hours of S.T.E.M. instruction over the course of ten weeks at a cost of \$25,000.

Recommended by: James Clark

Goal: Student Achievement by focusing on MBK State mandated Milestone #3 – Graduating from high school ready for college and career

Source of Funding: My Brother's Keeper Program

**3. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that Nassau Community College (NCC) provide workforce development training programs to students that are 18 years of age and older, NCC will offer certification programs such as Emergency Management Technician (EMT), Phlebotomy Technician Program, Certified Nursing Assistant (CNA), Dental Assisting Program, Dialysis Technician Program and Certified Personal Trainer just to name a few (please see attached). These courses will be offered through the Center for Workforce Development at Nassau Community College's Garden City Campus and possibly at 100 Main Street.

Some of these programs started on January 28, 2020 and run through June 30, 2020. Courses are offered in the evenings and weekends. The courses range from \$795.00 to \$1,950.00, not to exceed a total cost of \$5,000.00.

Recommended by: James Clark

Goal: Student Achievement

Source of Funding: My Brother's Keeper Program

**4. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that Proyecto Caminos/Pathways Project provide services to students that have recently arrived in the United States. This program is sponsored by the Office of Immigrant Affairs of the Nassau County District Attorney. A second program, Community Partnership Program (CPP) – Adolescent Education Group which will provide workshops on a variety of topics for at-risk students who are struggling with grades, behaviors or attendance. The programs will take place on Mondays or Thursdays from 2:30 p.m. to 5:00 p.m. (for 7th and 8th graders) and 3:10 p.m. to 5:30 p.m. (6th grade) at the ABGS Middle School. The program will run from February 17, 2020 through June 30, 2020. There will be no cost to the district for these programs.

Recommended by: James Clark

Goal: Student Achievement

Source of Funding: My Brother's Keeper Program

**5. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that Scholastic, Inc. provide a Literacy Program – READ AMERICA for students K through 3rd for students at Marshall, Prospect, Jackson Annex and Joseph McNeil schools. They will focus on improving reading and building vocabulary so student can successfully compete in the 21st century. The program will run from February 17, 2020 through June 30, 2020. The cost of this program is \$73,629.

Recommended by: James Clark

Goal: The goal is to ensure that students become fluent readers by age 8 – the age which reading is essential

MBK will focus on the State mandated:

Milestone #1 – Getting a healthy start and entering school to learn

Milestone #2 – Reading at grade level by third grade

Source of Funding: My Brother's Keeper Program

**6. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that Scordio Productions Inc. film selected My Brother's Keeper Programs. This video will effectively promote positive youth development as a support to academic achievement and branding the success stories of the Hempstead School District and the My Brother's Keeper Program.

The total cost of the video with editing, music and sound effects will be \$5,000.

Recommended by: James Clark

Goal: The goal is to showcase the quality of the MBK after-school programs by using the positive youth to succeed both developmentally and academically.

Source of Funding: My Brother's Keeper Program

**7. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that SpringBoard Incubators Inc. provide three programs to the students of Hempstead High School:

1. 1. Workforce Readiness – in partnership with local business organizations
2. 2. College Credit Program – Mercy, Cooper Union and Monroe College
3. 3. Entrepreneur Workshop – working with SUNY Colleges and VOH - CDA

The program will run between February 17, 2020 and June 30, 2020. The Workforce Program will take place every Friday, after school, for 15 weeks at the High School. The College Program will also take place on Friday, after school, at SpringBoard's location. The Entrepreneur Program will take place on Saturday between 1:00 p.m. and 3:00 p.m. at SpringBoard's Hempstead location.

The total cost for these programs will be \$29,450.00.

Recommended by: James Clark

Goal: The goal for each of the programs is to develop pipelines for workforce, college and business.

MBK will focus on State mandated:

Milestone #3 – Graduating from high school ready for college and career.

Source of Funding: My Brother's Keeper Program

**8. RESOLVED:** That the Board of Education approves the Superintendent's Recommendations to execute the attached Contract with Laurel Associates for college fair program services for persistently struggling high school and authorizes the President of the Board to execute same

**Purpose:** Laurel Associates will organize and oversee a College Fair program during 2020 school year at Hempstead High School with a minimum of 100 colleges in attendance is guaranteed with a target of 150. Laurel Associates will recruit colleges, universities and career schools for the program.

**Strategic Goal(s):** Set up workshops on "Financial Aid," "Athletic Scholarships," "College Search Process for ENL Students in Spanish," "Historically Black Colleges" and a presentation of "Introduction to the College Search Process." A published program booklet will be provided for high school juniors with information about each college participating in the program.

**Funding Source:** PSSG

**\$5,500Amount:**

**9. RESOLVED:** That the Board of Education approves the Superintendent's recommendations to approve Family Health International (FHI 360) Partnership Agreement for persistently struggling high school and authorizes the President of the Board to execute same. This award and any contract that is developed as a result of it is subject of the continued availability of funding and contingent upon approval of the Office of the State Comptroller and the relevant budget office.

**Re:** Resolution to approve the Family Health International (FHI 360) for Empire State After-School Program Grant RFP#1009.

**Purpose:** To establish lead partnership with FHI 360 to expand quality after school programs at Hempstead High School.

**Contract Term:** 2/15/2020– 2/15/2021

**Total Contract Value:** \$278,000

**10. RESOLVED:** That the Board of Education approves the Superintendent's recommendations to execute the attached Continuation Addendum with the Family Health International 360 (FHI360) for struggling middle school as required for community schools in Receivership and authorizes the President of the Board to execute same.

**Re:** Addendum Continuation of Services for Family Health International (FHI360).

**Purpose (s):** To continue Community Schools Lead Partnership through end of the school year as required under Receivership.

**Funding Source:** CSG Grant – January 1, 2020 through July 2020

**Amount:** \$107,334

**11. RESOLVED:** That the Board of Education approves the Superintendent's recommendations to execute the attached Partnership Contracts with William B. Johnson (d.b.a. Drumadics) for persistently struggling high school and authorizes the President of the Board to execute same.

**Purpose:** William B. Johnson, d.b.a. Drumadics curriculum allows the student to engage/participate which includes student ideas to complement baseline of existing activities and curriculum. This draws students to inquire more about learning the fundamentals of music at Hempstead High School.

**Strategic Goal:** Create school culture through drumline involvement, to help reinforce school spirit and morale, provide an avenue for students to get more involved in school culture by developing their percussion talents on a more regular basis, identify and define musical components within a beat, open the minds of students to increase music exposure beyond they experience at school and to ensure they can play rhythms to support school functions.

**Funding Source:** PSSG Grant 2019 – 2020 School Year

**Amount:** \$15,000

**12. RESOLVED:** That the Board of Education approves the Superintendent's Recommendations to execute the attached Partnership Contracts with International Academy of Science (Acellus) for persistently struggling high school and middle school authorizes the President of the Board to execute same.

**Purpose:** International Academy of Science (Acellus) Deployments will show measurable improvement in student achievement results in areas such as test scores, graduation rates and college enrollments created to help school

districts make a deployment of the Acellus Learning Program for Hempstead High School and ABGS Middle School.

**Strategic Goal(s):** Under the student license there is access to credit recovery, AP career and technical education, STEM, special education, intervention, ESL, and social/emotional learning.

**Funding Source:** PSSG Grant

**Amount:** \$83,500

### **PERCUSSION INSTRUCTORS**

**13. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to hire Napoleon Revels-Bey as a percussion instructor to assist high band students. He will work after school within hours coordinated by the high school band director to work on rudimentary skills on drums, mallet percussion and drum set with our students. His rate of pay is \$125.00 per hour and not to exceed 10 hours effective February 24, 2020.

**14. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to hire Tenique Samuels as a percussion instructor to assist high band students. She will work after school within hours coordinated by the high school band director to assist with the H.S. Marching Band Percussion. Her rate of pay is \$50.00 per hour and not to exceed 30 hours effective February 24, 2020.

### **I. DONATION**

### **J. USE OF FACILITIES**

**All approvals are conditional based on the needs of the Hempstead School District. If the space requested by an outside group is needed by Hempstead students, the outside group will be cancelled.**

1. The group agrees to pay the specified fee, which is based on the "Fee Schedule" in Board of Education Policy.

**Name**

**For Use Of**

**Date(s)**

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

**Name**

**For Use Of**

**Date(s)**

**Day:** Monday and Friday

Village of Hempstead Police Athletic League, Inc.

Middle School Lower Gym for Lacrosse Practice

**Date:** March 23, 2020 to May 1, 2020

Contact: Detective Roberts  
(516) 478-6521

**Time:** 5pm to 7pm

**Cost:** \$ 1,575.00

**Insurance:** On file

**Principal Approval:** Approved

**Day:** Wednesday and Friday

**Date:** March 25, 2020 to June 3, 2020

Village of Hempstead's PAL

High School Track for Track and Field Program

**Time:** 6pm to 7pm

Contact: Detective Roberts  
(516) 478-6521

**Cost:** \$ 3,689.00

**Insurance:** On file

**Principal Approval:** Approved



## K. DISPOSAL OF EQUIPMENT

1. **RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to dispose of the attached list of obsolete equipment. (Attached)

## L. SPECIAL EDUCATION

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

January 2020

1/6, 1/7, 1/9, 1/10, 1/13, 1/14, 1/15, 1/16, 1/17, 1/21, 1/22, 1/23, 1/24, 1/27, 1/28, 1/29, 1/30, 1/31

## M. PUPIL PERSONNEL SERVICES

### N. FIELD TRIPS

1. **WHEREAS**, the Hempstead High School is planning an overnight trip to visit colleges and universities in Pennsylvania. The colleges include University of Pennsylvania, Temple, Lincoln, Cheyney and Swarthmore. The trip will take place on February 19th and 20th, 2020.

**BE IT RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to permit 40 students (11th grade) and 4 chaperones from Hempstead High School to go on an overnight trip to visit colleges and universities in Pennsylvania on February 19th and 20th, 2020.

Recommended by: Dr. Stephen Strachan, Principal

Purpose: To give students the opportunity to visit five colleges and universities

Goal: The improvement of student achievement

Source of Funding: Entire trip paid for by NYGEAR UP

2. **WHEREAS**, the Hempstead High School Senior Class is planning an out of state field trip to Six Flags Great Adventure in Jackson, New Jersey on June 5, 2020.

**BE IT RESOLVED**, that the Board of Education approves the Superintendent's recommendation to permit 100 students and 10 chaperones from Hempstead High School Senior Class to go to Six Flags Great Adventure in Jackson, New Jersey on June 5, 2020. The seniors will travel to "Grad Night" to celebrate with other seniors from the region.

Recommended by: Dr. Stephen Strachan  
Principal, Hempstead High School

Purpose: To articulate and celebrate the culminating event of their hard work during high school.

Goal: The improvement of student achievement

Source of Income: Trip will be paid for by the parents at a cost of \$110.00 per student.

3. **WHEREAS**, the Hempstead High School Track team is planning an out of state, overnight field trip on April 22-25, 2020 to the University of Pennsylvania to participate in the Penn Relay.

**BE IT RESOLVED**, that the Board of Education approves the Superintendent's recommendation to permit 8 girls, 8 boys and 3 chaperones from the High School Track team to participate in the Penn Relay at the University of Pennsylvania, Philadelphia, on April 22 - 25, 2020. The team bus is scheduled to leave the Hempstead

High School at approximately 10:00 a.m. on April 22nd and return to the high school at approximately 10:00 to 11:00 p.m. on Saturday, April 25, 2020. All pertinent information is on file.

Philadelphia 201 Hotel – 3 nights (7 rooms)\$7,851.11  
 Entry Fee\$ 250.00  
 Coach Bus\$3,000.00  
 Meals/Ground Transportation\$3,600.00  
 \$14,701.11

Recommended by: Dr. Johnetta Hill  
 Interim Director of Athletics  
 Purpose: Participate in Track & Field Relay  
 Goal: Student Achievement

Source of Funding: The Athletic Budget

## O. INTERNSHIPS

**1. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to allow Ms. Laurie Hamilton, ELA Teacher at Front Street School to do an Administrative Internship Supervision at a building. Ms. Hamilton will be supervised by Ms. Arlise Carson, Principal. This internship will be for a total of 270 hours beginning February 2020 and ending May 2020. All internship activities must take place prior and after school hours. Ms. Hamilton is enrolled in the Graduate Division of the School of Education for the Doctorate in Education Program.

## P. PERSONNEL

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following professional personnel: (In order to be eligible for tenure, an individual receiving a probationary appointment as a classroom teacher or building principal must receive an annual composite or overall APPR rating of Highly Effective or Effective in at least three of the four preceding years. If the individual receives a rating of ineffective in the final year of the probationary period, he or she will not be eligible for tenure at that time).

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Marissa Miller Eff. 3/23/2020 - 6/30/2020 Childhood Edu. (Grades 1-6), Initial Eff. 8/30/19 (Leave Replacement)	Elementary Teacher Jackson Annex (Replacing H. Sharkey - Maternity Leave)	\$71,348 - Prorated (Level 5, Step 6) <b>RECOMMENDED BY:</b> Sheena Burke <b>PURPOSE:</b> Fill Vacant Position. Replacing H. Sharkey - Maternity Leave of Absence Eff. 3/20/2020 to 6/26/2020, Board Action - 2/13/2020

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Kim Drummond Eff. 7/1/2020	Home Career Teacher ABGS Middle School	Letter of resignation received for retirement purposes.
Albert L. Williams Eff. 3/2/2020	Attendance Teacher High School	Letter of resignation received for retirement purposes.
Sherrelle McCabe Eff. 6/13/2020	Textile Design Teacher High School	Letter of resignation received for personal reasons.
Diana Marchany Eff. 3/6/2020	Teaching Assistant Prospect School	Letter of resignation received for personal reasons.

Mariam Trice Eff. 1/24/2020	Elem Teacher (6th Grade) Sub AIS After School Program ABGS Middle School	Letter of resignation received for personal reasons.
--------------------------------	--	--

Genesis Martinez Eff. 1/20/2020	Bilingual Social Studies Teacher ABGS Middle School	Letter of resignation received for personal reasons.
------------------------------------	--	--

**LEAVE OF ABSENCE - RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following LEAVE(S) of ABSENCE request(s) for the following PROFESSIONAL PERSONNEL:

**NAME    POSITION    REASON**

Lynette Priester Eff. 1/13/2020 - 3/17/2020	Teaching Assistant Joseph McNeil	Letter requesting a Medical Leave of Absence/FMLA, with pay utilizing accrued sick time from 1/13/2020 to 3/17/2020. (Medical documentation on file. Letter received on 1/14/2020 in the Human Resources Office).
--	---	---

Renee Mavrofidis Eff. 1/23/2020 - 3/19/2020	Elementary Teacher Prospect School	Letter requesting a Medical Leave of Absence/FMLA, with pay utilizing accrued sick time from 1/23/2020 to 3/19/2020. (Medical documentation on file. Letter received on 1/10/2020 in the Human Resources Office).
--	---	---

Jason Noone Eff. 2/27/2020 - 3/23/2020	Social Studies Teacher HHS Annex	Letter requesting a Medical Leave of Absence/FMLA, with pay utilizing accrued sick time from 2/27/2020 to 3/23/2020. (Medical documentation on file. Letter received on 1/16/2020 in the Human Resources Office).
---	--	---

Heather Sharkey Eff. 3/20/2020 - 6/26/2020	Elementary Teacher Jackson Annex	Letter requesting a Maternity Leave of Absence/FMLA, with pay utilizing accrued sick time from 3/20/2020 to 4/24/2020, remainder without pay. (Medical documentation on file. Letter received on 12/20/2019 in the Office of Human Resources).
---	---	--

Margaret Himes Eff. 3/30/2020 - 6/26/2020	Special Education Teacher Joseph McNeil	Letter requesting a Maternity Leave of Absence/FMLA, with pay utilizing accrued sick time from 3/30/2020 to 6/19/2020, remainder without pay. (Medical documentation on file. Letter received on 12/6/2019 in the Office of Human Resources).
--	---	---

Joan Dreckett Eff. 2/1/2020 - 6/30/2020	Special Education Teacher Hempstead High School	Letter requesting a Medical Sabbatical at full pay from 2/1/2020 to 6/30/2020. (Medical documentation on file. Letter received on 1/24/2020 in the Office of Human Resources).
--	--	--

Cierra Fields 2/4/2020- 4/6/2020	Teaching Assistant, Front St.	Letter requesting a Maternity LOA/FMLA with pay utilizing accrued sick time and remainder without pay. (Letter received on 2/5/20 in the Human Resources Office. Medical documentation on file)
---	-------------------------------------	---

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Ariana Santo	Elementary Teacher Joseph McNeil	Change start date for Maternity Leave of Absence/FMLA FROM 3/2/2020 TO 2/24/2020. (Previously approved on December 19, 2019 docket).

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following personnel for the Marshall School Reading Enrichment Program on Mondays, Tuesdays and Thursdays effective 2/24/2020 - 4/3/2020 from 3:20 PM - 4:50 PM for Teachers/Teaching Assistants and from 4:05 PM-5:05 PM for Administrators/Security. (Title I Grant Funded):

**RECOMMENDED BY:** Juanita Diaz - Marshall School

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Juanita Diaz	Administrator	\$94.34/hr.
Janice Gedeon	Administrator - Sub	\$94.34/hr.
Madeline Baez	Administrator - Sub	\$94.34/hr.
April Whitfield	Teacher	\$40.54/hr.
Desiree Maurice	Teacher - Sub	\$40.54/hr.
Deborah Gerald	Teaching Assistant	\$23.99/hr.
Staci Williams	Teaching Assistant - Sub	\$23.99/hr.
Johnine Perez	Security	Contractual Hourly Rate

**RESOLVED**, that the Board of Education **APPROVES** the Interim Superintendent's recommendation to **APPOINT** the following professional personnel as Robotics Instructor effective 11/1/2019 - 6/26/2020 (Source of Funding - SIG Grant):

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
<u>HIGH SCHOOL</u> Daniel Joscher	Robotics Instructor	\$8,000 - Prorated

**A. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following personnel for the Weekly AIS "I Can" Academy on Tuesdays and Thursdays effective February 25, 2020 - March 12, 2020 from 4:05 pm to 6:05 pm (for Security) - (Title I Grant Funded.)

**RECOMMENDED BY:** Gary Rush - David Paterson

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Vibert Lodim	Security	Contractual Hourly Rate

**B. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following personnel for the Weekly Afterschool "Yes We Can" AIS Program on Mondays and Tuesdays, effective 1/27/2020 - 4/2/2020 from 3:30 PM - 5:30 PM for Teachers/Teaching Assistants and from 4:05 PM-6:05 PM for Administrators/Clerical/Security. (Title I Grant Funded):

**RECOMMENDED BY:** Kelly Fairclough - Barack Obama School

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Leslie Palacios Velasquez Monday & Tuesday, 3:30PM - 5:30PM	Teacher - Sub	\$40.54/hr

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following personnel for the David Paterson Saturday Academy Program effective January 21, 2020 - April 4, 2020 from 9:00 am to 12:00 pm (for Teachers and Teaching Assistants) and from 8:30 am

to 12:30 pm (for Administration, Custodians, Clerical, Security) - (Title I Grant Funded.) Meeting Dates:  
January 25 / February 1, 8, 15, 29 / March 7, 14, 21, 28 / April 4th

**RECOMMENDED BY:** Gary Rush - David Paterson

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Vibert Lodim Eff. 1/25/2020	Security - Sub	Contractual Hourly Rate

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **CERTIFY** the following Professional Personnel as APPR Teacher Evaluators:

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>
Joy Vanhook	Dean of Students	ABGS Middle School
Iris Tamayo	Assistant Principal	High School

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **COMPENSATE** the following Professional Personnel for scoring of the January and June 2020 State Regents exams for the persistently struggling High School, effective January 21, 2020 (\$40.54/hr. - Not to exceed 20 hours each, including Saturday and Sunday):

<u>NAME</u>	<u>NAME</u>
<b><u>SOCIAL STUDIES TEACHER</u></b>	<b><u>Languages Other Than English</u></b>
Kuriake Scarles	Luz Arenas
	Wendi Hasbun
	Patricia Huncayo
	Adolfina Mena
	Ana Pinto
	Daphne Pradella

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following Professional Personnel effective February 3, 2020 to June 30, 2020. (Funding Source - SIG 6 2019-2020):

<u>NAME</u>	<u>LOCATION/POSITION</u>	<u>COMPENSATION</u>
Joyce Scott	Business & Entrepreneur Academy	\$5,880 (Service Assignment II) (Prorated)
Rachel Blackburn	Visual & Performing Arts Academy	\$5,880 (Service Assignment II) (Prorated)
Yolanda Sampson-Ousley	9th Grade Academy	\$5,880 (Service Assignment II) (Prorated)
Nickeisha Wilson	9th Grade Academy	\$5,880 (Service Assignment II) (Prorated)
Danielle Golub	International Academy	\$5,880 (Service Assignment II) (Prorated)
Marvin Perez	International Academy	\$5,880 (Service Assignment II) (Prorated)

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following personnel for the upcoming High School Spring Musical Production to be performed on April 3, 2020 and April 4, 2020:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Timothy Dolan	Director	\$3,500
Simba Kalonji	Choreographer	\$2,000
Melissa Shaw	Vocal Director	\$1,800
Kevin Winther	Accompanist and Pit Conductor	\$3,000
Benjamin Coleman	Pit Band Director	\$1,800

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following personnel for the Tiger Academy Alternative Program, Effective February 24, 2020 - June 12, 2020. (Teachers and Teaching Assistants from 3:15 p.m - 5:15 p.m. or 5:15-7:15 p.m.)

**RECOMMENDED BY:** Stephen Strachan

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Rebecca Labarca	Science Teacher	\$40.54/hr.
Gail Glynn	Special Education Teacher	\$40.54/hr.

RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to APPROVE the following personnel for the **Newcomer's After School Program** on Tuesdays and Thursdays, effective 2/11/2020 - 4/3/20 (3:30 PM - 5:30 PM for Teachers) (Title III Funding).

**RECOMMENDED BY:** Gary Rush

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>COMPENSATION</u>
Silviana Mestizo	Teacher	David Paterson	\$40.54/hr.
Erica Diaz	Teacher - Sub	David Paterson	\$40.54/hr.

RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to APPROVE the following personnel for the MY BROTHER'S KEEPER Instructional Program for Joseph McNeil, Jackson Annex, ABGS Middle School and High School, effective February 24, 2020 - June 30, 2020 (18 weeks). In addition to the days and times listed below, all schools will be working one Saturday per month from 9:00 AM to 12:00 PM.

**RECOMMENDED BY:** James Clark

**PURPOSE:** To improve students academic performance

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>COMPENSATION</u>
Juanita Winfield W, F - 3:20 PM to 5:20 PM	Administrator	Joseph McNeil	\$95.00/hr.
Michelle Pineda M, Th - 3:20 PM to 5:20 PM	Administrator	Jackson Annex	\$95.00/hr.
Sionery Villar M, Th - 3:10 PM to 5:10 PM	Administrator	ABGS Middle School	\$95.00/hr.
Olga Young M, Th - 3:05 PM to 5:05 PM	Administrator	High School	\$95.00/hr.
Joyce Scott M, Th - 2:40 PM to 4:10 PM	Teacher	High School	\$50.00/hr.
Melissa Spleen M, Th - 2:40 PM to 4:10 PM	Teacher	High School	\$50.00/hr.
Robin Branch M, Th - 3:20 PM to 4:50 PM	Teacher	ABGS Middle School	\$50.00/hr.
Stacey Corvi M, Th - 2:30 PM to 4:00 PM	Teacher	ABGS Middle School	\$50.00/hr.
Patrice Scott W, F - 3:20 PM to 4:50 PM	Teacher	Joseph McNeil	\$50.00/hr.
Diane Green W, F - 3:20 PM to 4:50 PM	Teacher	Joseph McNeil	\$50.00/hr.
Carol Williams M, Th - 3:20 PM to 4:50 PM	Teacher	Jackson Annex	\$50.00/hr.

Arti Oliphant  
M, Th - 3:20 PM to 4:50 PM

Teacher

Jackson Annex

\$50.00/hr.

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following professional personnel as **COACHES** for the **SPRING** season of the 2019-2020 School Year.

<u><b>NAME</b></u>	<u><b>POSITION</b></u>	<u><b>COMPENSATION</b></u>
Linda Lopez Eff. 3/16/2020 - 6/7/2020	Varsity Girls Badminton Coach	\$4,330
Anita Reynolds Eff. 3/16/2020 - 6/7/2020	JV Girls Badminton Coach	\$3,018
Nicholas Susser Eff. 3/9/2020 - 6/13/2020	Varsity Baseball	\$5,949
Noel Acevedo Eff. 3/16/2020 - 6/13/2020	Varsity Softball	\$5,949
Robert Polcha Eff. 3/9/2020 - 6/13/2020	JV Softball Coach	\$4,338
Jean Collins Eff. 3/9/2020 - 6/13/2020	Equipment Manager	\$5,360
Wesley Harkless Eff. 3/30/2020 - 6/13/2020	Boys Lacrosse Scorekeeper	\$1,277
Nicole Drake Eff. 3/16/2020 - 6/6/2020	Varsity Boys Tennis Coach	\$3,503
Michael Higgins Eff. 3/9/2020 - 6/13/2020	Varsity Boys Track Coach	\$5,901
Michael Brown Eff. 3/30/2020 - 6/6/2020	Middle School Boys Lacrosse Coach	\$3,442
Michael Valente Eff. 3/30/2020 - 6/6/2020	Middle School Boys Lacrosse Assistant	\$2,337
Martha Higgins Eff. 3/30/2020 - 6/6/2020	Middle School Boys Track	\$3,470
Robert Graziosi Eff. 3/30/2020 - 6/6/2020	Middle School Girls Lacrosse	\$3,442
Thomas Moran Eff. 3/30/2020 - 6/6/2020	Middle School Girls Lacrosse Assistant	\$2,337
Leasia Shabazz-Earth Eff. 3/30/2020 - 6/6/2020	Middle School Girls Track	\$3,470
Ramon Mills Eff. 3/9/2020 - 6/13/2020	Varsity Girls Lacrosse Coach	\$6,046
Ronald Mahoney Eff. 3/9/2020 - 6/13/2020	Varsity Baseball Assistant Coach	\$4,015
Lenroy Raffington Eff. 3/9/2020 - 6/13/2020	Varsity Outdoor Girls Track Coach	\$5,901

**A. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following personnel for the Empire State After School Program, effective February 24, 2020 - March 20, 2020. (Monday & Wednesday, 5:30 PM - 7:30 PM).

<u>NAME</u>	<u>LOCATION</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Amari Spleen	Hempstead High School	Lifeguard ESAP Swim	\$45.00/hr. (Max 4hrs per week).

**B. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following personnel for the Empire State After School Program, effective October 7, 2019 - November 9, 2019. (Monday - Friday, 3:15 PM - 4:45 PM).

<u>NAME</u>	<u>LOCATION</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Kerry James	David Paterson Teaching Assistant	Tennis ESAP	\$25/hr. (Max 3hrs per week).

**C. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following personnel for the Empire State After School Program, effective October 7, 2019 - March 20, 2020. (Monday - Friday, 4:05 PM - 5:05 PM and Saturdays, 10:00 AM - 12:00 PM).

<u>NAME</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>COMPENSATION</u>
Cynthia Moore-Drayton Eff. 10/7/2019 - 3/20/2020 (Saturday's)	Administrator - Sub	ABGS Middle School	\$95/hr. (Max 6hr/wk)
Edward Moore Eff. 2/15/2020 - 3/20/2020	Administrator - Sub	ABGS Middle School	\$95/hr. (Max 6hr/wk)
Joy Vanhook Eff. 2/15/2020 - 3/20/2020	Administrator - Sub	ABGS Middle School	\$95/hr. (Max 6hr/wk)

**D. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following personnel for the Empire State After School Program, effective February 24, 2020 - March 20, 2020. (Monday - Friday, 3:15 PM - 4:45 PM).

<u>NAME</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>COMPENSATION</u>
Vibert Lodim	Security	David Paterson	Contractual Hourly Rate

**RESOLVED**, that the Board of Education approved the Interim Superintendent's recommendation to **APPOINT** the following professional personnel to teach an additional period:

**RECOMMENDED BY:** Stephen Strachan

**PURPOSE:** To increase opportunities for seniors who need embedded credit recovery classes. This action will support the strategic plan aligned to increasing graduation rates for June 2020.

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Beatriz Kresofsky Eff. 2/10/20 - 6/12/20	Global History - Bilingual/Monolingual Hempstead High School	1/5th of Salary
Graciela Palacios Eff. 2/10/20 - 6/12/20	U.S. History - Bilingual Hempstead High School	1/5th of Salary
Dina Platt Eff. 2/10/20 - 6/12/20	Global History - Monolingual Hempstead High School	1/5th of Salary



Kuriake Scarles Eff. 2/10/20 - 6/12/20	Social Studies - Monolingual Hempstead High School	1/5th of Salary
Nicole Zamor Eff. 2/10/20 - 6/12/20	11th Regent ELA Hempstead High School	1/5th of Salary
Arlene Larsen Eff. 2/10/20 - 6/12/20	11th Regent ELA Hempstead High School	1/5th of Salary

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to place employee #370 on Administrative Leave of Absence, with pay, effective January 31, 2020.

#### **Q. CIVIL SERVICE PERSONNEL**

##### **CIVIL SERVICE PERSONNEL**

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

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>REASON</u></b>
Aisha Holloway Eff. 2/24/2020	Attendance Aide, Joseph McNeil	\$26,178-prorated (Lv. 21, St. 2) <b>RECOMMENDED BY:</b> Sandra Powell <b>PURPOSE:</b> Replacing E. Thomas-Tillery, retired eff. 12/6/19; Bd. action 11/21/19

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

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>REASON</u></b>
Karen Powell Eff. 3/2/2020	Senior Typist Clerk Hempstead High School	Letter of resignation received for retirement purposes.
Alvin McDaniel Eff. 2/21/2020	Accountant Business Office	Letter of resignation received for personal reasons.
Audrey Quinn Eff. 2/14/2020	Typist Clerk, Front Street School	Letter of resignation received for personal reasons.
Rendy Bruce Eff. 1/31/2020	Security Aide, PT	Letter of resignation received for personal reasons.
Cynthia Ambrosio Eff. 2/24/2020	Typist Clerk, Barack Obama	Letter of resignation received for personal reasons.
Natalie Diaz Eff. 2/3/2020	Food Service F/T, Prospect School	Letter of resignation received for personal reasons.
Bibi Abraham Eff. 1/28/2020	Food Service, Hourly Hempstead High School	Letter of resignation received for personal reasons.

**LEAVE OF ABSENCE - RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following **LEAVE(S) of ABSENCE** request(s) for the following **CIVIL SERVICE** personnel:

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>REASON</u></b>
Nancy Fragala Eff. 1/7/2020 - 6/30/2020	Food Service F/T	Letter requesting a Medical Leave of Absence, without pay. (Letter received on 12/18/19 in the Office of Human Resources. Medical documentation on file).

Hempstead  
High School

Diedre Freeman Typist Clerk, Letter requesting a Sick Leave of Absence at 1/2 pay for 90 days. (Letter received  
Eff. 1/31/2020- Joseph on 2/3/20 in the Office of Human Resources. Medical documentation on file)  
6/4/2020 McNeil

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation that the hourly rates of the following part-time employees shall be increased, effective January 1, 2020, to comply with the New York State Labor Law Section 652, the minimum wage law:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Shanikique Avery	Lunch Monitor, P/T, Joseph McNeil	\$13.00/hr
Shantel Graham	Lunch Monitor, P/T, Joseph McNeil	\$13.00/hr
Davon Williams	Lunch Monitor, P/T, Joseph McNeil	\$13.00/hr
Anita Wray	Sub Cleaner, P/T, District	\$13.00/hr
Leroy Matthews	Sub Cleaner, P/T, District	\$13.00/hr
Shakeel Edwards	Food Server, P/T, Middle School	\$13.00/hr

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following Clerical Personnel for the MY BROTHER'S KEEPER Program effective March 1, 2020 - June 30, 2020 (Not to exceed 10 hours per week).

**RECOMMENDED BY:** James Clark

**FUNDING SOURCE:** My Brother's Keeper Grant

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Suzette McMillan	Senior Account Clerk Business Office	Contractual Hourly Rate

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Sandra Huertas Eff. 1/6/2020	Provisional Bilingual Typist Clerk, Front St.	Declined position

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to approve **OVERTIME** compensation for the 2019-2020 school year for the following:

Recommended by: Dr. Ahuna Akoma

Source of Funds: General

<u>NAME</u>	<u>REASON</u>	<u>COMPENSATION</u>
Tanika Cullum	To assist with completing all related data: Level 0, Cohort, ASOFT, and website management, and other duties requested by the Interim Superintendent and the Assistant Superintendent for Technology (Not to exceed 20 hours per month)	Contractual Hourly Rate

Trustee Gates moved, seconded by Trustee Johnson to reconvene to open session at 10:54 P.M.

**MOTION YES 5 MOTION CARRIED**

To reconvene to  
open session

Trustee Gates moved, seconded by Trustee Stith to approve the engaging the services of a special investigator as amended in bold italics

**ITEM # 2 MOVED TO EXECUTIVE SESSION**

**2. RESOLVED,** that the Board of Education hereby ~~appoints~~ engages the services of Elena Cacavas, Esq. of Cacavas ADR, LLC to perform an internal investigation at a rate of \$ 250.00 per hour plus reimbursement for reasonable expenses, ***not to exceed \$10,000*** and hereby authorizes the President of the Board of Education to execute the retainer letter for same.

**MOTION YES 3 MOTION CARRIED**

To approve engaging the **NO** (Trustees Johnson & Ayala)  
service of a special investigator

**R. ADJOURNMENT**

Action: 1. Adjourn

Trustee Gates moved, seconded by Trustee Ayala to adjourn the meeting at 10:58 P.M.

**MOTION YES 5 MOTION CARRIED**

Meeting adjourned

Respectfully submitted:

Patricia Wright  
District Clerk

**BOARD COMMITTEES**

The Board of Education ~~may establish shall have no~~ standing committees. The Board of Education shall adopt a Charge for each standing committee, which shall govern the term, purpose, composition, and operation of the committee and the selection and appointment of committee members.

Special committees may be created by the Board for special assignments. When so created, such committees shall be appointed by the President of the Board, subject to Board approval, and shall terminate upon completing their assignments or they may be terminated by a vote of the Board at any time.

Ref: Education Law §1708  
*Matter of Cooper*, 10 EDR 142 (1971)

Adoption date: July 6, 2000/ 2-13-2020  
Revision date: 2-13-2020

## HEMPSTEAD UNION FREE SCHOOL DISTRICT

### POLICY COMMITTEE AUTHORIZATION AND CHARGE

#### Committee Authorization

The Board of Education of the Hempstead Union Free School District has established a Policy Committee ("Committee") to assist the Board of Education in its policy functions. The role of the Committee shall be advisory only and any recommendations it provides to the Board shall not be substituted for any required review and acceptance by the Board of Education.

#### Committee Charge

The charge of the Policy Committee will be to review Board Policies for revisions and improvements put forward by Legal Counsel, Administration, District Clerk or the Board of Education. The make-up of the committee is designed to offer input on Board Policies from diverse perspectives within our community.

#### Committee Composition, Selection and Appointment

1. Committee membership shall be as follows:

- 1- Board Member(s), who will serve as a liaison to the Board of Education
- 2- Community members
- 2-members of Administration
- 2- students
- 2- staff

2. The selection and appointment of the Committee shall be as follows:

- The Chair of the Committee will be selected and appointed by the Board of Education
- Community members shall be selected and appointed by the Board of Education.
- Members of the Administration, students & staff shall be selected and appointed by the Superintendent of Schools.

- The term of a Committee member shall be 2 years and members may be reappointed by the Board of Education
- Committee members should notify the District Clerk by June 30<sup>th</sup> of the end of the second year on the Committee to indicate their plan to continue to serve as a Committee member.

## Committee Operation

### 1. The Committee shall operate as follows:

- Committee meetings shall have an agenda determined by the Chair, which shall be sent to the Board of Education and Superintendent at least seven (7) days prior to a meeting with the scheduled meeting date, time and location. The Committee shall not meet unless the Chair is present.
- The Committee shall meet no less than four (4) times during the school year. Additional meetings will be scheduled by the Committee as may be needed.
- Committee meetings shall have minutes, which shall include, at a minimum:
  - Copies of the agenda
  - Date, time and location of the meeting
  - Committee member attendance
  - Copies of Policies, Materials and Correspondence reviewed at the meeting
  - A brief summary of topics of discussion, actions or recommendations of the Committee.
- The Committee shall make recommendations or determinations by consensus of those members present at the meeting. Consensus is defined as an acceptable solution that all can agree to support. If consensus cannot be reached, the Chair shall make the determination or recommendation. The minutes shall indicate the basis for each determination and/or recommendation to the Board. All determinations shall be subject to Board review and approval.
- The Committee shall report its progress to the Board by providing minutes of all its meetings and drafts of all Policies considered by the Committee or recommended by the Committee.
- All meetings of the Committee will be open to the public. Non-Committee members may attend meetings as observers.

## 6690 AUDIT COMMITTEE

The Board of Education will designate and appoint an Audit Committee for purposes of overseeing and carrying out the Board's audit policies and the performance of related duties and responsibilities. The District's Audit Committee shall be comprised of at least five members. One person shall be a Member of the Board of Education. This person will also serve as Chair of the committee. The other four members, selected by the Board of Education from the community, shall serve three (3) year terms on a staggered schedule. Employees of the school district are prohibited from serving on the committee.

The Audit Committee shall:

- Recommend internal and external audit plans to the Board, specifying the areas of District operations to be reviewed for compliance with legal and regulatory requirements, operating efficiency and effectiveness;
- Receive and review the resulting audit reports; and propose recommendations to the Board for action as may be necessary and appropriate;
- Receive and review the report of the external auditor on any findings commented on during the annual audit report, and the management response thereto, and propose recommendations to the Board for action as may be necessary and appropriate;
- Oversee the selection of the internal auditor and the external auditor, pursuant to the relevant Board policies, and make recommendations to the Board for appointment to said positions; and
- Perform any other responsibilities outlined by the Board and/or as listed in the District's Audit Committee Charter (see attached exhibit, 6690-E).

Committee Members are required to participate in all scheduled meetings of the Committee unless they can provide a valid reason for not being able to attend. Failure to provide a valid reason for non-attendance of at least three meeting will result in automatic removal from the Committee.

It is not the intent of the Board of Education that the Audit Committee participate in or be responsible for the day to day operations of the school district or in the decisions that are the responsibility of the Superintendent of Schools or Assistant Superintendent for Business, or the other district administrators.

Ref:

Adoption date: March 23, 2006

Adopted revision: September 16, 2010  
[Adopted revision: March 21, 2019](#)

[Adopted revision: February 13, 2020](#)

**Hempstead Union Free School District**



BUDGET CODE FROM	LINE NAME (FROM)	AVAILABLE BALANCE (FROM)	BUDGET CODE TO	LINE NAME (TO)	AVAILABLE BALANCE (TO)	TRANSFER DOLLAR AMOUNT	NEW AVAILABLE BALANCE AFTER BUDGET TRANSFER (FROM)	NEW AVAILABLE BALANCE AFTER BUDGET TRANSFER (TO)
1010.400.20	Consulting	43,000.00	1010.475	Conference	-4,092.84	20,000.00	23,000.00	15,907.16
1010.400.20	Consulting	23,000.00	1060.449.20	Election Workers	4,340.50	10,000.00	13,000.00	14,340.50
A1420.402.22	Arbitration Fees	275,800.00	A1420.403.22	Labor Counsel	5,226.19	271,000.00	4,800.00	276,226.19
A1620.425.25	Contractual-Security/IP Video Sur.	101,507.66	A1320.402.22	Accounting Services	0.00	80,000.00	21,507.66	80,000.00
A1310.150.22.1000	Salary-Asst. Supt Business	190,000.00	A1320.402.22	Accounting Services	80,000.00	75,000.00	165,000.00	105,000.00

TRANSFER REASON: See Attached

GRAND TOTAL: \$ 406,000.00

# **Comprehensive Long Range Planning Study: Demographic, Enrollment & Facilities Analyses**

## ***Hempstead Union Free School District***

Submitted by the Office of School Planning & Research  
Western Suffolk BOCES  
January 2, 2020

### **INTRODUCTION**

The Office of School Planning & Research of Western Suffolk BOCES, Division of Instructional Support Services, has prepared this proposal in response to a request from the Hempstead School District. Since 1985, the Office of School Planning and Research has completed over 1,100 studies for numerous school districts in New York State. It should be noted that studies produced by Western Suffolk BOCES meet the mandate specified in the Commissioner's Regulations (section 155.1) for Comprehensive Long Range Planning.

### **SCOPE OF STUDY OBJECTIVES**

The objective of the proposed study is to provide analysis of historical demographic and enrollment trends; projection of future enrollment (10 years) for the district, each grade level and each district building (10); and analyses of the capacity and utilization of each district facility. The proposed study will provide clear, concise, and comprehensive data that the Board of Education and district administration can use in planning for the future.

*Specific study objectives are outlined below:*

**Comprehensive Long Range Planning (Demographic, Enrollment and Facilities Analyses)** - provides the analyses of demographic and educational trends that have historically affected the Hempstead School District's student enrollment. The trend analysis will lead to enrollment projections through the year 2029. In addition, the district's buildings (10) will be analyzed based on current usage and space availability.

*The Study will include the following:*

1. An analysis of **demographic** factors that could potentially affect district enrollment (i.e., population characteristics, births, housing [new construction and existing units], and the impact of non-public and charter schools). The demographic analysis will be used to assess the historical trends so that assumptions about future trends can be formulated.
  - Birth records from the *New York State Department of Health* will be used to analyze the relationship between kindergarten enrollment and births five years prior to each historical year. Recorded births will be used to project kindergarten cohorts for the years 2020 - 2022; the projected kindergarten enrollment for 2023 - 2029 will be produced based on estimated births for 2018 - 2024. The methodology used is known as the **Birth Persistence Model**.
  - *U.S. Census Bureau* data will be used to analyze **population trends**, including changes in the resident ethnic breakdown, age structure, and a range of household socio-economic characteristics, including household size, the distribution of owner and renter occupied housing units, the number of public school children per household and the percentage of households with children. The data will be examined comparatively at various time points.
  - Information from town planning and building officials and local developers will be used to assess the impact to the district of any new or proposed **housing** developments. Deed transactions from the *NY State Office of Real Property Services* will be analyzed to determine rates of housing turnover.

- New residents will be surveyed to gain information about current **housing market** trends within the district. This feedback can provide valuable information about new resident characteristics, the factors that influenced their decision to buy a home in the area and their preferences on choice of schooling for their children.
  - **Non-public and charter school enrollments** will be examined in relation to district enrollment.
2. An analysis of **enrollment trends** will be conducted for the district, each grade configuration (PK, K-5, 6-8 and 9-12) and each school, including grade level and special education enrollment. The historical period will include the years 2009 - 2019. This analysis will assess the impact of demographic factors, district policy and program changes on enrollment.
  3. Historical trends of the yearly movement of students from one grade to the next will be analyzed. This analysis of student migration will be viewed in the context of the demographic data and district programs. The establishment of a trend in student migration will be used to project the grade level enrollment for the years 2020 - 2029. This method is known as the **Cohort Survival Model**.
  4. All district school buildings (10) will be analyzed. Current usage will be examined through site visits and with input from building administrators. **Capacities** will be developed for each building, taking into consideration State Education Department guidelines. The expected utilization for each building for the next ten years will be calculated based on the projected enrollment.
  5. **Future organizational alternatives** for accommodating the projected student enrollment will be explored. Guidance will be provided by the district in developing these alternatives.

## PRINCIPAL RESEARCH STAFF

Barbara Graziano, School Planning Manager, will coordinate study efforts and will manage the overall study. She will be assisted by BOCES staff members with expertise in research, statistics, and educational practice.

The Study Team will be available to share information generated during this study with the Hempstead School District. We will act as a resource to the district, and will provide direction on the collection of internal information from the district.

## SCHEDULE AND COSTS

The general time line for completion of all work described in this proposal is within approximately 4-5 months of the receipt of all requested district data. The retention of the services of Western Suffolk BOCES includes the provision of eight copies of the final report, along with one unbound copy to be used for duplication by the district. A digital copy in PDF format will also be available.

The fee for the work outlined in this proposal, professional time and related charges is indicated below. **This service is aidable based on the district's BOCES state aid formula.**

STUDY COMPONENT	Cost
Demographics & Enrollment	\$ 23,575
Facilities Analysis	\$ 28,500
<b>TOTAL:</b>	<b>\$52,075</b>



185 Peninsula Blvd.  
Hempstead, NY 11550

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

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

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

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

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

**TO:** Jamal J. Scott  
**FROM:** Dr. Ahunna M. Akoma  
**SUBJECT:** Resolution for Board Approval  
**DATE:** 01-30-2020

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

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

<u>Item</u>	<u>Manuf acturer</u>	<u>Model</u>	<u>Locati on</u>	<u>Serial Number</u>
Printer	HP	LaserJet P2055dn	100 Main	CNB9954052
Printer	HP	LaserJet P2055dn	100 Main	CNB9953609
Printer	HP	LaserJet 1320n	100 Main	FCNHC5982QY
Printer	HP	LaserJet P2055dn	100 Main	CNB9946774
Printer	HP	LaserJet P2055dn	100 Main	CNB9953921
Printer	HP	LaserJet P2055dn	100 Main	CNB9953924
Printer	Lexma rk	E260dn	100 Main	72L4184
Printer	HP	LaserJet P2055dn	100 Main	CNB9954050
Printer	Lexma rk	E260dn	100 Main	72L7CP7
AIO Station	HP	EliteOne 800 G1	100 Main	MXL4332Q4P
AIO Station	HP	EliteOne 800 G1	100 Main	MXL5451LMK
AIO Station	HP	EliteOne 800 G1	100 Main	MXL5061ZFZ
AIO Station	HP	EliteOne 800 G1	100 Main	MXL4332Q4S
Wireless Keyboard	Targus	THZ220US	100 Main	1311002941
AIO Workstation	Lenov o	ThinkCentre AIO M72z	100 Main	1S3554AB2MJ01LZ4
Printer	HP	LaserJet 2200dn	100 Main	CNGRH18627
AIO Workstation	Lenov o	ThinkCentre AIO M72z	100 Main	1S3554AB2MJZLPKM
AIO Workstation	Lenov o	ThinkCentre AIO M72z		1S3554AB2MJZLRFD
AIO Workstation	Lenov o	ThinkCentre AIO M72z	100 Main	1S3554AB2MJZLTYN
AIO Workstation	Lenov o	ThinkCentre AIO M72z	100 Main	1S3554AB2MJZLRNR

AIO Workstation	Lenovo	ThinkCentre AIO M72z	100 Main	1S3554AB2MJZLRDR
AIO Workstation	Lenovo	ThinkCentre AIO M72z	100 Main	1S3554AB2MJ01LX9
Stand AIO	Lenovo	ThinkCentre AIO M72z	100 Main	0B37981
Stand AIO	Lenovo	ThinkCentre AIO M72z	100 Main	603FH16002
Stand AIO	Lenovo	ThinkCentre AIO M72z	100 Main	31500662
MF Printer	Brother	MFC-J4510DW	100 Main	U63310C3F461058
AIO Workstation	Lenovo	ThinkCentre AIO M72z	100 Main	1S3554AB2MJZLRLZ
Laptop	DELL	Latitude E6400	100 Main	4BGJGM1
Laptop	HP	Pavilion E	100 Main	CND9524KH7
Laptop	DELL	Latitude D530	100 Main	CN0HP728486438225180
Laptop	HP	Compaq nc6400	100 Main	CND7052SGN
Laptop	Dell	Latitude E5410	100 Main	HHJK7N1
Laptop	Lenovo	YOGA 12	100 Main	1s20DL0032USMP094LD0
Laptop	Lenovo	YOGA 12	100 Main	1s20DL0032USMP09521A
AIO Workstation	Lenovo	ThinkCentre AIO M72z	100 Main	1S3554AB2MJ01LM3
Projector	Prothean	PRM-20	MS	60120364
Projector	Prothean	PRM-30	MS	60724414
Projector	Prothean	PRM-30	MS	60724553
Projector	Prothean	PRM-451	MS	WPRM-45A5490636
Desktop	Dell	Optiplex 760	MS	G2W4PJ1
Desktop	Dell	Optiplex 760	MS	72W4PJ1
Desktop	Dell	Optiplex 750	MS	68W4PJ1
Desktop	Dell	Optiplex 760	MS	6TT8SK1
Desktop	Dell	Optiplex 755/760	HHS	HJG4SK1
Desktop	Dell	Optiplex 755/760	HHS	5608NL1
Desktop	Dell	Optiplex 755/760	HHS	3JN4SK1
Desktop	Dell	Optiplex 755/760	HHS	5667NL1
Desktop	Dell	Optiplex 755/760	HHS	60Q4PJ1
Desktop	Dell	Optiplex 755/760	HHS	CPN4SK1
Desktop	Dell	Optiplex 755/760	HHS	7SN4SK1
Desktop	Dell	Optiplex 755/760	HHS	5XV4PJ1
Desktop	Dell	Optiplex 755/760	HHS	BW84SK1
Desktop	Dell	Optiplex 755/760	HHS	6RN4SK1

[illegible]



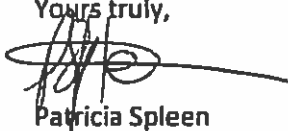
**Patricia Spleen  
77 Rhodes Avenue  
Hempstead, New York 11550**

**Hempstead Public Schools  
District Clerk, Patricia Wright  
185 Peninsula Boulevard  
Hempstead, New York 11550**

**To Whom it may concern:**

**This letter is to acknowledge that I, Patricia Spleen, a Trustee on the Board of Education have relatives on the February 13, 2020 agenda, who are being recommended for approval by the Interim Superintendent of Schools. This correspondence is for informational purposes only.**

**Yours truly,**

  
**Patricia Spleen  
Trustee**

**HEMPSTEAD PUBLIC SCHOOLS  
BOARD OF EDUCATION  
2020 FEB -5 AM 9:30**