

**REGULAR MEETING (Thursday, September 17, 2020)**

Generated by Patricia Wright on Monday, September 21, 2020

**HEMPSTEAD PUBLIC SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
SEPTEMBER 17, 2020  
MINUTES**

The regular meeting of the Hempstead Public Schools Board of Education was held in the high school auditorium, 201 President Street, Hempstead, New York 11550. The meeting was called to order at 7:08 P.M. All of the Board Members were present. There was a presentation from the Village of Hempstead Mayor Don Ryan and Trustee Jeffrey Daniels in reference to the village water supply. The Interim Superintendent informed the Board and community of the merging of Marshall School with Prospect due to low enrollment. The President inquired of the opening of school on 9-21-2020 if the district was prepared with the PPE for students and staff in all buildings and if the district had a plan for shut down if someone has contracted COVID 19. He also inquired if the Interim Superintendent had done a walkthrough of the buildings.

**BOARD MEMBERS PRESENT:**

LaMont Johnson, President  
Patricia Spleen, Vice President  
Carmen Ayala, Trustee  
Patricia McNeill, Trustee  
Victor Pratt, Trustee

**SED MONITOR**

William Johnson

**STAFF MEMBERS PRESENT:**

Regina Armstrong, Interim Superintendent  
Jamal Scott, Assistant Superintendent for Business & Operations  
Rodney Gilmore, Associate Superintendent for Human Resources  
Djuana Wilson, Assistant Superintendent for Special Education  
James Clark, Assistant Superintendent for Special Assignments  
Ahunna Akoma, Assistant Superintendent for Technology  
Allan Wakefield, Facilities Consultant  
Patricia Wright, District Clerk  
John Sheahan, General Counsel  
Christopher Shisko, General Counsel  
Jonathan Scher, Labor Counsel

**A. MEETING OPENING**

Procedural: 1. Pledge of Allegiance

Procedural: 2. Moment of Silence

**B. PRESIDENT'S REMARKS****C. INTERIM SUPERINTENDENT'S REMARKS**

Trustee Pratt moved, seconded by Trustee McNeill to approve the consent calendar.

**MOTION**

To approve the  
consent calendar

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

**Trustee Pratt moved, seconded by Trustee Spleen to convene to executive session at 8:29 P.M. to discuss personnel a particular individual and advice of legal counsel.**

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

To convene to  
exevutive session

**D. OTHER AGENDA ITEMS**

Minutes: 1. MINUTES

**1. RESOLVED**, that the Board of Education approve the minutes of the meetings held August 20, 2020 and September 3, 2020 as submitted by the District Clerk.

**2. RESOLVED**, that the Board of Education approves the 1st reading of amended policy # 2160 "School District Officer and Employee Code of Ethics". (Attached)

**E. COMMENDATIONS/PRESENTATIONS****F. BOARD OPERATIONS****BOARD OF EDUCATION APPOINTMENTS****LOBBYING****ITEM # 1 MOVED TO EXECUTIVE SESSION**

**1. RESOLVED**, that the Board of Education **APPOINTS** \_\_\_\_\_ for lobbying services for the 2020-2021 school year at a rate of \$60,000.

**PUBLIC RELATIONS****ITEM # 2 MOVED TO EXECUTIVE SESSION**

**2. RESOLVED**, that the Board of Education **APPOINTS** \_\_\_\_\_ as the public relations firm for the district for the 2020-2021 school year at an annual fee of \$60,000.

**GENERAL COUNSEL****ITEM # 3 MOVED TO EXECUTIVE SESSION**

**3. RESOLVED**, that the Board of Education **APPOINTS** \_\_\_\_\_ as General Counsel for the Board of Education, with a retainer of \$ \_\_\_\_\_ for the 2020-2021 fiscal year. Any additional work of the attorneys shall be paid at an hourly rate of \$ \_\_\_\_\_ for all attorneys.

**LABOR COUNSEL****ITEM # 4 MOVED TO EXECUTIVE SESSION**

**4. RESOLVED**, that the Board of Education **APPOINTS** \_\_\_\_\_ as Labor Counsel for the Board of Education, with a retainer of \$ \_\_\_\_\_ for the 2020-2021 fiscal year. Any additional work of the attorneys shall be paid at an hourly rate of \$ \_\_\_\_\_ for all attorneys.

**5. RESOLVED**, that the Board of Education appoint April Keys as the District Clerk pro-tem for the 2020-2021 school year at her contractual hourly rate of pay. Her duties are to fill in for the District Clerk if she is unavailable for a meeting.

**SALARY ADJUSTMENT**

*\*\*\*\* Trustee Ayala for the record: " This item has already been brought and voted on and failed, with respect to the compensation and the Superintendent role for this district it requires for us as a Board to give it the attention it*

*deserves, secondly, I believe at this time to continue to force an item that has already been decided and then brought back without having a thorough discussion on the way forward on the decision to have a permanent Superintendent is derelict on the part of this Board and egregious in this fiscal climate that we sit in for us to making a decisions that is not thorough in nature and that do not benefit the students immediately and ultimately speak to the will of tax payers. We have got to start to be much more prudent in the way that we are spending and making fiscal decisions, and if it would hopefully please the Board, we really do need to spend the time to talk about going forward with a more permanent leadership of the position of the District with a permanent Superintendent and we have not had that discussion. So if you want to continue having that discussion, I ask that you please keep that in mind."*

*\*\*\*\*Trustee Spleen for the record:" I want to go on record and say we need to get this finalized, it's over two years that we have been going back and forth with this and we did have discussion on this, so I'd like for us to move forward and vote yes or no and move forward once and for all"*

#### **ITEM # 6 MOVED TO EXECUTIVE SESSION**

**6. BE IT RESOLVED**, that the Board of Education approves the Interim Superintendent of Schools, Regina Armstrong salary to be adjusted to \$265,000 effective July 1, 2020.

#### **ROLL OVER/ PAY OUT UNUSED VACATION**

**7. BE IT RESOLVED**, that the Board Education approves the Interim Superintendent's recommendation for non-representative employees (without contracts) to rollover unused vacation days from 2019 – 2020 to the current school year and/or payout of up to no more than 10 days at his/her daily rate of pay as follows:

- Djuana Wilson up to 10 days
- James Clark up to 10 days
- Dr. Ahunna Akoma up to 8 days
- Dr. Rodney Gilmore up to 8 days
- Jamal Scott up to 5 days

#### **G. BUSINESS & OPERATIONS**

##### **INSURANCE RECOVERIES**

**1. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to increase both the revenue and expense sides of the 20/21 General Fund Budget in the amount of \$274,785.85 to reflect insurance recoveries from the WESCO Insurance Co.

**2. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to increase both the revenue and expense sides of the 20/21 General Fund Budget in the amount of \$14,849.65 to reflect insurance recoveries from the Utica and Travelers insurance companies.

**3. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to increase both the revenue and expense sides of the 20/21 General Fund Budget in the amount of \$460.37 to reflect an insurance recovery from the Utica National Insurance Co.

##### **CONSULTANT APPOINTMENTS**

#### **ITEM # 4 MOVED TO EXECUTIVE SESSION**

**4. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to extend the Ed Cullen's consulting services contract through June 30, 2021. (See attached justification)

#### **ITEM # 5 MOVED TO EXECUTIVE SESSION**

**5. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to approve School Aid Specialists LLC as Medicaid Billing Services Consultant for the 2020-2021 school year.

##### **WARRANTS**

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

**General Funds** (Warrants #3, 2, 48, 50); **Cafeteria/Lunch** (Warrants #); **Federal** (Warrants #2); **Capital** (Warrants #2).

#### **TREASURER'S REPORT**

**7. RESOLVED**, that the Board of Education accept the Reports as submitted by the District Treasurer. **Treasurer's Report for the month of July 2020.**

#### **REVENUE BUDGET STATUS REPORT**

**8. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to receive the **Revenue Budget Status Report for the month of July 2020.**

#### **APPROPRIATION STATUS REPORT**

**9. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to receive the **Appropriation Status Report for the month of July 2020**

### **H. CONTRACTS/STIPULATIONS OF SETTLEMENT**

#### **CONTRACTS & STIPULATIONS OF SETTLEMENT**

**1. RESOLVED:** That the Board of Education approves the Superintendent's Recommendations to execute the attached Partnership Contracts with Savvy (formerly known as Pearson Ed.) for services Comprehensive Support and Improvement schools and authorizes the President of the Board to execute same.

**Purpose:** Professional Development Services for Hempstead High School and ABGS Middle School.

**Strategic Goal(s):** To strengthen the curriculum and instruction of the English Language Arts and Science Subjects for secondary schools..

**Funding Source:** SIG A Grant during 2020-2021 School Year

**Amount:** \$70,000

**2. RESOLVED:** that the Board of Education approves the Superintendent's Recommendation to execute the attached Partnership Contracts with Targeted Tenacity LLC for Comprehensive Support and Improvement schools and authorizes the President of the Board to execute same.

**Purpose:** To provide support to teachers in the form of professional development and job embedded coaching and modeling.

**Strategic Goals(s):** To professionally develop and coach ABGS Middle School and Hempstead High School educators in teaching practices and strategies which support students emotional and academic growth.

**Funding Source:** SIG A Grant for 2020-2021 School Year

**Amount:** \$10,000

**3. Be It Resolved, WHEREAS:** That the Board of Education of the Hempstead Union Free School District and REACH, previously entered into a consultant agreement dated from 2019 to 2020, there has been a change in the ending date as part of the that change, REACH will continue to complete the scope and service of the project for 2020/2021 school year.

**Re: Extension/Continuation of Contract Services for Reach for the 2020/2021 School Year**

**Purpose:** To extend 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.

**ITEM # 4 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**4. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that Global Resurrection, LLC (GRL) provide a virtual-model STEAM program for the My Brother's Keeper students at the ABGS middle school. GRL will also host an after-school program for elementary through middle school students. At ABGS Middle School, GRL will be part of classroom learning once or twice a week and students will participate in virtual hands-on project-based learning. Science kits will be given to the students to take home to further enhance their experience. This will give our students exposure to STEAM jobs of the future. The program will run from September 18, 2020 through June 30, 2021 at a cost of \$40,000. The program will last 26 weeks.

**Recommended by:** James Clark

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

**Graduating from high school ready for college and career**

**Source of Funding:** My Brother's Keeper Program

**ITEM # 5 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**5. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to enter into a partnership agreement with KBD Strategic Consultant. KBD Strategic Consultant is a Minority & Women-Owned Business Enterprise (M/WBE) owned company that has been approved by the NYSED to do business with the My Brother's Keeper program. They are an outside evaluator that will assess the effectiveness of the partnerships the district has established utilizing the My Brother's Keeper funding. Effective October 1, 2020 to June 30, 2021 at a cost of \$20,000. The evaluator will assess the MBK middle and high school Mentoring programs and have a report complete by June 30, 2021. We will have six meetings to discuss progress along the way. They will be collecting data from students, parents, service providers and activities while focusing on the MBK goals

**Funding:** My Brother's Keeper Challenge Grant

**Recommended:** Mr. James Clark

**Purposes:** To serve an outside evaluator for both virtual and in-person programs to measure the successfulness of My Brother's Keeper Program.

Increase rate of graduating from high school ready for college and career as evidenced by a closing of the graduation rate achievement gap for young men/women of color

Completing post-secondary education and training, as evidenced from young men/women of color increasing the number of AP and IB courses and college level courses while in high school.

Entering the workforce successfully with middle skill by having access to internships while in high school

Reducing violence and providing a second chance as evidenced by having a reduction of in school and out of school suspensions and behavioral related referrals

**ITEM # 6 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**6. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to APPROVE a six-month pilot program which will take place during the 2020-2021 school year at a cost of \$5000.00. The Pulse – Culture and Climate Survey Builder is a program that surveys staff, students and parents regarding their feelings about COVID-19 as the reopening plan unfolds on a biweekly basis. They will collect data, report back to administration and provide feedback to the stakeholders as to the issues addressed.

**Recommended By:** James Clark

**Purpose:** To gain insight regarding our stakeholder's feelings towards COVID-19 and reopening the schools

**Funded by:** The My Brother's Keeper Program

**ITEM # 7 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**7. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to APPROVE the following program for 2020-2021 school year. The Department of the Administrative and Instructional Leadership, St. John's University will be overseeing a program to virtually teach kindergarten students advanced mathematics with language scaffolding. The program will take place virtually, at Prospect School, after school from Monday to Friday from October 1, 2020 through June 30, 2021. All personnel will be paid by St. John's University.

**Recommended By:** James Clark

Funding Source: US DOE with Javits Grant for Gifted and Talented

Purpose: To provide gifted and talented kindergartners the opportunity to enrich their knowledge in mathematics

#### **ITEM # 8 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**8. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that Morrison Mentors (MM) provide a virtual model 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 September 18, 2020 and through June 30, 2021 for S.T.E.M. instruction over the course of twenty three weeks at a cost of \$40,000.

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

#### **ITEM # 9 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**9. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that Scholastic, Inc. provide a virtual Literacy Program – READ AMERICA for elementary, middle and high school students. Scholastic, Inc. is a Minority & Women-Owned Business Enterprise (M/WBE) owned company that has been approved by the NYSED to do business with the My Brother's Keeper program. The modules included are the Grab and Go, Literacy Pro, R.E.A.L., ID voice: vision and Professional Development for the teachers, students and parents for virtual learning. They will focus on improving reading and building vocabulary so students can successfully compete in the 21st century. The program will run from September 18, 2020 through June 30, 2021. The cost of this program is \$27,319.50.

Recommended by: James Clark

Goal: Through the MBK mentoring program, ensure that students become fluent readers by age 8 – the age which reading is essential

Ensure that students graduate from high school ready for college and career, as evidenced by closing the graduation rate achievement gap for young men/women of color

Source of Funding: My Brother's Keeper Program

\* Scholastic, Inc. is a Minority and Women-Owned Business Enterprise (M/WBE) participant

#### **ITEM # 10 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**10. 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. Workforce Readiness – in partnership with local business organizations
2. College Credit Program – Mercy, Cooper Union and Monroe College, SUNY Old Westbury
3. Entrepreneur Workshop – working with SUNY Colleges and VOH – CDA
4. My Brother's Keeper Mentorship Program

The program will run between September 18, 2020 and June 30, 2021. The Workforce Program will take place virtually, after school, for 26 weeks at the High School.

The total cost for these programs will be \$40,000.

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

**11. RESOLVED:** That the Board of Education approves the Superintendent's recommendations to approve Just Inspire, LLC for Comprehensive Support and Improvement high school and authorizes the President of the Board to execute same

**Re:** Resolution to approve Just Inspire LLC, The Project Evaluator (PE) under the Smart Scholars Grant for Hempstead High School.

**Purpose:** To provide regular external evaluation of program to ensure that all program, participants comply with the requirements. The evaluator will create quarterly and an annual report that is representative of all constituents, including students and families

**Award Amount:** \$15,000

**Time Period:** September, 2020 – June 30, 2021

## I. DONATION

## J. USE OF FACILITIES

## K. DISPOSAL OF EQUIPMENT

### DISPOSAL OF EQUIPMENT

**1. RESOLVED,** that the Board of Education approves the Interim Superintendent's recommendation to DISCARD obsolete textbooks that are over five years old and/or replaced by a new addition. Please see attached list.

## L. SPECIAL EDUCATION

## M. PUPIL PERSONNEL SERVICES

## N. 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>
Terrence Larkin Eff. 10/5/2020 4-Year Probationary Period, 10/4/2024 Social Studies (Grades 7-12), Initial extension, Eff. 11/29/2018	Social Studies Teacher Hempstead High School (Replacing J. Gelardi - Resigned)	\$68,877 - Prorated (Lv. 5, St. 5) <b>Recommended By:</b> Stephen Strachan <b>Purpose:</b> Fill Vacant Position Replacing J. Gelardi, resigned eff. 10/24/19; Board Action - 10/21/19.
Itzel Connell Eff. 9/8/2020 - 11/20/2020 Childhood Education (Grades 1-6), Initial, Eff. 8/29/2020 (Leave Replacement)	Elementary Teacher David Paterson (Replacing J. Tineo - LOA)	\$59,010 - Prorated (Lv. 5, St. 1) <b>Recommended By:</b> Gary Rush <b>Purpose:</b> Fill Vacant Position Replacing J. Tineo, leave of absence eff. 9/8/2020 - 11/20/2020; Board Action - 9/17/2020
<b>Espinoz moved to executive session</b> Eduardo Espinoza Eff. 9/21/2020 4-Year Probationary Period, 9/20/2024	Social Studies Teacher Hempstead High School (Replacing J. Noone )	\$59,010 - Prorated (Lv. 3, St. 2) <b>Recommended By:</b> Stephen Strachan <b>Purpose:</b> Fill Vacant Position

Social Studies (Grades 7-12),  
Emergency COVID-19

Replacing J. Noone

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **RECALL** the following Professional Personnel from the Preferred Eligibility List:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Peter Puleio Eff. 9/8/2020	Science Teacher Hempstead High School	\$81,202 (Lv. 5, St. 10)

**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>
Traneice Richardson Eff. 10/1/2020	Social Worker ABGS Middle School	Letter of resignation received for retirement purposes.
Delva King Eff. 10/5/2020	ENL Teacher Hempstead High School	Letter of resignation received for retirement purposes.
Stephanie Carroll Eff. 8/19/2020	Elementary Kindergarten Teacher Prospect School	Letter of resignation received for personal reasons.
Stephanie Carroll Eff. 8/19/2020	Instructional Technology Support Prospect School	Letter of resignation received for personal reasons.
Daniela Jesus Eff. 9/15/2020	Bilingual Elementary Teacher ABGS Middle School	Letter of resignation received for personal reasons.
Victoria Borman Eff. 10/13/2020	Elementary Kindergarten Teacher Prospect School	Letter of resignation received for personal reasons.
Caitlin Baldyga Eff. 10/4/2020	ENL Teacher Joseph McNeil	Letter of resignation received for personal reasons.
Christopher Claro Eff. 10/8/2020	English Teacher Hempstead High School	Letter of resignation received for personal reasons.
Anita Reynolds Eff. 8/26/2020	Instructional Technology Support-TA Joseph McNeil	Letter of resignation received for personal reasons.
Alice Robinson Eff. 7/1/2020	Adult Ed. - Substitute 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**:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Beatriz Ortiz Eff. 9/2/2020 - 10/2/2020	Bilingual Elementary Teacher ABGS Middle School	Letter requesting a Medical Leave of Absence/FMLA, with pay utilizing accrued sick time from 9/2/2020 to 10/2/2020. (Medical documentation on file).
Cherie Dortch Eff. 9/8/2020 - 10/13/2020	Social Worker ABGS Middle School	Letter requesting a Medical Leave of Absence/FMLA, with pay utilizing accrued sick time from 9/8/2020 to 10/13/2020. (Medical documentation on file).



Jacqueline Tineo	Bilingual Elementary Teacher	Letter requesting a Medical Leave of Absence/FMLA, with pay utilizing accrued sick time from 9/2/2020 to 11/20/2020. (Medical documentation on file).
Eff. 9/2/2020 - 11/20/2020	David Paterson	
Wendi Hasbun	Spanish Teacher	Letter requesting a Medical Leave of Absence/FMLA, with pay utilizing accrued sick time from 9/8/2020 to 11/30/2020. (Medical documentation on file).
Eff. 9/8/2020 - 11/30/2020	Hempstead High School	
Diana Perez	English Teacher	Letter requesting a Medical Leave of Absence/FMLA, without pay from 9/8/2020 to 10/8/2020. (Medical documentation on file).
Eff. 9/8/2020 - 10/8/2020	Hempstead High School	

**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>
Michelle Pineda	Bilingual Elementary Teacher	Change effective dates of Maternity Leave/FMLA <b>FROM</b> 9/2/2020 - 10/14/2020 <b>TO</b> 9/8/2020 - 10/20/2020 (Previously approved on the 8/20/2020 docket)
Eff. 9/8/2020 - 10/20/2020	David Paterson	

### **TENURE MOVED TO EXECUTIVE SESSION**

**1. Resolved**, that in compliance with the provisions of Section 3012 of the Education Law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Interim Superintendent of Schools that **Ariana Santo**, a probationary Elementary Teacher in the Elementary Education tenure area, it having been shown that Ariana Santo holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Ariana Santo to serve in the district will expire on 11/16/2020. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Ariana Santo, effective 11/16/2020 to the position of **Elementary Teacher** in the **Elementary Education** tenure area.

### **TRANSLATORS MOVED TO EXECUTIVE SESSION**

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following personnel as **TRANSLATOR(S)** for the 2020-2021 school year (Title III):

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
<b><u>JOSEPH MCNEIL</u></b>		
Maria Fernandez	Teacher	\$40.54/hr.
Carmen Flores	Teacher	\$40.54/hr.
Mirtha Sebelen	Teacher	\$40.54/hr.
Elaine Guerra-Mitchell	Teacher	\$40.54/hr.
<b><u>HIGH SCHOOL</u></b>		
Maria Luperon	Teaching Assistant	\$27.00/hr.
<b><u>DISTRICT-WIDE</u></b>		
Luisa Delarosa	Bilingual Typist Clerk	Contractual Hourly Rate
Jose Marte	Bilingual Typist Clerk	Contractual Hourly Rate
Victoria Basantes	Teacher	\$40.54/hr.
Yeraldin Columbel	Social Worker	\$40.54/hr.
Lizz Sarceno	Teacher	\$40.54/hr.

**A. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following Professional Personnel to be trained as expert users of Schoology and other web-based platforms as to prepare to support other members of the learning community as the district adopts

more blended learning options and 21st Century Learning experiences, effective August 17 - August 24 (Title II Grant).

<u>NAME</u>	<u>LOCATION/POSITION</u>	<u>COMPENSATION</u>
Warren Knecht Jr.	ABGS Middle School - Teacher	\$200 per day (not to exceed 3 days)
Daniela Ranieri	ABGS Middle School - Teacher	\$200 per day (not to exceed 3 days)

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following Professional Personnel as **INSTRUCTIONAL COACHES** for the 2020 - 2021 School Year (Title I):

**HEMPSTEAD HIGH SCHOOL**

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Kuriake Scarles	Social Studies	\$11,706 - Service Assignment I
Robert Amoroso	ELA	\$11,706 - Service Assignment I
Cynthia Partee	Science	\$11,706 - Service Assignment I
Aziz Elmrini	Technology	\$11,706 - Service Assignment I
Terrance Chapman	Math	\$11,706 - Service Assignment I

**ABGS MIDDLE SCHOOL**

Mishka Fox	Language and Literature	\$11,706 - Service Assignment I
Neclisha Davis	Math	\$11,706 - Service Assignment I
Elizabeth Diglio	Data	\$11,706 - Service Assignment I
Dawn Sumner	Social Studies	\$11,706 - Service Assignment I
Raquel Goldsmith	ENL	\$11,706 - Service Assignment I
Claire-Erica Lamothe	Instructional Technology	\$11,706 - Service Assignment I

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following Professional Personnel as **Instructional Technology Support** during the 2020 - 2021 school year in the form of professional learning sessions, tutorials, instructional web links and one-on-one sessions to improve instructional technology for staff, students and parents (Title IV Grant).

<u>NAME</u>	<u>LOCATION/POSITION</u>	<u>COMPENSATION</u>
Alyssa Tortora	Prospect - Teacher	\$2,908 (Service Assignment III)
Stacey Lagnese	Barack Obama - Teacher	\$2,908 (Service Assignment III)
Claudine Clark	Joseph McNeil - Teacher	\$2,908 (Service Assignment III)

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following personnel for the Homeless Liaison for the 2020-2021 school year (Grant Funded - Title I):

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Juan Rodriguez Eff: 9/8/20 - 6/30/21	Social Worker, P.P.S.	\$11,706 - Service Assignment I

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following personnel as **BUS MONITORS** (7:30 am – 8:15 am and 3:20 pm – 4:05 pm) and **BREAKFAST MONITORS** (7:30 am – 8:15 am) for the 2020 – 2021 school year:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
<b><u>JOSEPH MCNEIL</u></b>		
Anita Reynolds	Breakfast/PM Bus Monitor	\$27.00/hr.
Michael Burnett	Bus Monitor am/pm	\$27.00/hr.
Joseph Watts	Bus Monitor am/pm	\$27.00/hr.
Lesley Jennings-Hillord	Breakfast/PM Bus Monitor	\$27.00/hr.
Donna White	Breakfast/PM Bus Monitor	\$27.00/hr.
Alana Cason-Ephraim	Breakfast/PM Bus Monitor	\$27.00/hr.
Laquana King	Breakfast/PM Bus Monitor	\$27.00/hr.
Tyreke Green	Breakfast/PM Bus Monitor	Contractual Hourly Rate

**O. 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:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
(NO ACTION)		

**RE/SIGNATION – 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**:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Shaeli Mandeville Eff. 8/16/20	School Lunch Monitor, PT Prospect School	Letter of resignation received for personal reasons.
Shawnett Foster Eff. 8/17/20	School Lunch Monitor, PT Prospect School	Letter of resignation received for personal reasons.
Danzil Hammond Eff. 10/16/20	Maintenance Supervisor, Facilities	Letter of resignation received for retirement purposes.

**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:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Michelle Hines Eff. 9/8/2020 - Personnel 11/30/2020	Typist Clerk Pupil Services	Letter requesting a Medical Leave of Absence/FMLA, with pay utilizing accrued sick time from 9/8/2020 to 11/30/2020. (Medical documentation on file).

**RESOLVED**, that the Board of Education **APPROVES** the Interim Superintendent's recommendation to **TERMINATE** the following **CIVIL SERVICE PERSONNEL**, effective:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Employee #3109 Eff. 9/17/20	Security Aide, F/T	Documentation on file
Employee #4619 Eff. 9/17/20	Food Server, F/T	Abandonment of position
Employee #4386 Eff. 9/17/20	Cleaner, P/T-Sub	Unavailability

Employee #4749  
Eff. 9/17/20

Cleaner, P/T-Sub

Unavailability

**A. RESOLVED**, that the Board of Education **APPROVES** the Interim Superintendent's recommendation to **APPOINT** the following clerical personnel for the position of Academic Success Coach for the My Brother's Keeper Program, effective September 21, 2020 to June 30, 2021 (Monday - Friday from 2:00 p.m. to 8:00 p.m. and Saturday from 8:00 a.m. to 12:00 p.m., not to exceed 25 hours per week):

**RECOMMENDED BY:** James Clark

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

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Toni Ebron	Academic Success Coach	\$40/hr.

**B. RESOLVED**, that the Board of Education **APPROVES** the Interim Superintendent's recommendation to **APPOINT** the following clerical personnel for the position of Financial Manager Clerk for the My Brother's Keeper Program, effective September 21, 2020 to June 30, 2021 (Monday - Friday from 4:00 p.m. to 8:00 p.m. and Saturday from 8:00 a.m. to 12:00 p.m., not to exceed 15 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	\$30/hr.

#### **RECALLS MOVED TO EXECUTIVE SESSION**

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **RESCIND LAYOFF AND RECALL** the following **CIVIL SERVICE** Personnel effective 9/21/20:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Bernard Youry Leon	Security Aide, F/T	\$43,569-prorated (Lv. 10, St. 9) <b>PURPOSE:</b> Replacing C. Thomas, retired, 8/21/20; Bd action, 8/20/20
Hilmar Escobar	Security Aide, F/T	\$34,137-prorated (Lv. 9, St. 9) <b>PURPOSE:</b> Replacing C. Henderson, terminated, 9/17/20; Bd action 9/17/20
Ronald Mahoney	Security Aide, F/T	\$31,599-prorated (Lv. 9, St. 5) <b>PURPOSE:</b> To meet the needs of the district (Source of Funding: Title 1 Targeted):
Rajnarine Bhagwandin	Security Aide, F/T	\$33,471-prorated (Lv. 9, St. 7) <b>PURPOSE:</b> to meet the needs of the district (Source of Funding: Title 1 Targeted):
LaShauna Russell	Security Aide, F/T	\$28,786-prorated (Lv. 9, St. 3) <b>PURPOSE:</b> To meet the needs of the district (Source of Funding: Title 1 Targeted):

**Trustee Ayala moved, seconded by Trustee McNeill to reconvene to open session at 11:06 P.M.**

**MOTION**

**YES 5**

**MOTION CARRIED**

To reconvene to

open session

**BOARD OF EDUCATION APPOINTMENTS**

**LOBBYING**

**Trustee Ayala moved, seconded by Trustee McNeill to appoint Gotham Government Relations for lobbying for the 2020-2021 school year.**

**ITEM # 1 MOVED TO EXECUTIVE SESSION**

**1. RESOLVED**, that the Board of Education **APPOINTS** Gotham Government Relations for lobbying services for the 2020-2021 school year at a rate of \$60,000.

**MOTION**

**YES 5**

**MOTION CARRIED**

To appoint Gotham  
Government Relations for lobbying

**Trustee Spleen moved, seconded by Trustee Johnson to extend the services of the public relations, general counsel, and labor counsel until October 17, 2020.**

**PUBLIC RELATIONS**

**ITEM # 2 MOVED TO EXECUTIVE SESSION**

**2. RESOLVED**, that the Board of Education **APPOINTS** \_\_\_\_\_ as the public relations firm for the district for the 2020-2021 school year at an annual fee of \$60,000. **EXTEND UNTIL OCTOBER 17, 2020**

**GENERAL COUNSEL**

**ITEM # 3 MOVED TO EXECUTIVE SESSION**

**3. RESOLVED**, that the Board of Education **APPOINTS** \_\_\_\_\_ as General Counsel for the Board of Education, with a retainer of \$ \_\_\_\_\_ for the 2020-2021 fiscal year. Any additional work of the attorneys shall be paid at an hourly rate of \$ \_\_\_\_\_ for all attorneys. **EXTEND UNTIL OCTOBER 17, 2020**

**LABOR COUNSEL**

**ITEM # 4 MOVED TO EXECUTIVE SESSION**

**4. RESOLVED**, that the Board of Education **APPOINTS** \_\_\_\_\_ as Labor Counsel for the Board of Education, with a retainer of \$ \_\_\_\_\_ for the 2020-2021 fiscal year. Any additional work of the attorneys shall be paid at an hourly rate of \$ \_\_\_\_\_ for all attorneys. **EXTEND UNTIL OCTOBER 17, 2020**

**MOTION**

**YES 5**

**MOTION CARRIED**

To extend the services of  
PR, general and labor  
counsel until October 17, 2020

**ITEM # 6 PULLED**

**ITEM # 6 MOVED TO EXECUTIVE SESSION**

**6. BE IT RESOLVED**, that the Board of Education approves the Interim Superintendent of Schools, Regina Armstrong salary to be adjusted to \$265,000 effective July 1, 2020.

**Trustee Spleen moved, seconded by Trustee Johnson to approve consultant contract for Ed Cullen and School Aid Specialist contract.**

**ITEM # 4 MOVED TO EXECUTIVE SESSION**

**4. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to extend the Ed Cullen's consulting services contract through June 30, 2021. (See attached justification)

#### **ITEM # 5 MOVED TO EXECUTIVE SESSION**

**5. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to approve School Aid Specialists LLC as Medicaid Billing Services Consultant for the 2020-2021 school year.

#### **MOTION**

To approve consultants contracts as indicated

**YES 3**

**NO 2** (Trustees McNeill & Pratt)

#### **MOTION CARRIED**

**\*\*\*\*\* ITEMS 4-10 MY BROTHERS KEEPER PULLED AND WILL BE REPRESENTED AT THE MEETING SCHEDULED FOR OCTOBER 15, 2020**

**\*\*\* Trustee Spleen disclosed relationship**

#### **ITEM # 4 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**4. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that Global Resurrection, LLC (GRL) provide a virtual-model STEAM program for the My Brother's Keeper students at the ABGS middle school. GRL will also host an after-school program for elementary through middle school students. At ABGS Middle School, GRL will be part of classroom learning once or twice a week and students will participate in virtual hands-on project-based learning. Science kits will be given to the students to take home to further enhance their experience. This will give our students exposure to STEAM jobs of the future. The program will run from September 18, 2020 through June 30, 2021 at a cost of \$40,000. The program will last 26 weeks.

Recommended by: James Clark

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

Graduating from high school ready for college and career

Source of Funding: My Brother's Keeper Program

#### **ITEM # 5 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**5. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to enter into a partnership agreement with KBD Strategic Consultant. KBD Strategic Consultant is a Minority & Women-Owned Business Enterprise (M/WBE) owned company that has been approved by the NYSED to do business with the My Brother's Keeper program. They are an outside evaluator that will assess the effectiveness of the partnerships the district has established utilizing the My Brother's Keeper funding. Effective October 1, 2020 to June 30, 2021 at a cost of \$20,000. The evaluator will assess the MBK middle and high school Mentoring programs and have a report complete by June 30, 2021. We will have six meetings to discuss progress along the way. They will be collecting data from students, parents, service providers and activities while focusing on the MBK goals

Funding: My Brother's Keeper Challenge Grant

Recommended: Mr. James Clark

Purposes: To serve an outside evaluator for both virtual and in-person programs to measure the successfulness of My Brother's Keeper Program.

Increase rate of graduating from high school ready for college and career as evidenced by a closing of the graduation rate achievement gap for young men/women of color

Completing post-secondary education and training, as evidenced from young men/women of color increasing the number of AP and IB courses and college level courses while in high school.

Entering the workforce successfully with middle skill by having access to internships while in high school

Reducing violence and providing a second chance as evidenced by having a reduction of in school and out of school suspensions and behavioral related referrals

#### **ITEM # 6 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**6. RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to APPROVE a six-month pilot program which will take place during the 2020-2021 school year at a cost of \$5000.00. The Pulse – Culture and Climate Survey Builder is a program that surveys staff, students and parents regarding their feelings

about COVID-19 as the reopening plan unfolds on a biweekly basis. They will collect data, report back to administration and provide feedback to the stakeholders as to the issues addressed.

**Recommended By:** James Clark

**Purpose:** To gain insight regarding our stakeholder's feelings towards COVID-19 and reopening the schools

**Funded by:** The My Brother's Keeper Program

#### **ITEM # 7 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**7. RESOLVED**, that the Board of Education approves the Superintendent's recommendation to APPROVE the following program for 2020-2021 school year. The Department of the Administrative and Instructional Leadership, St. John's University will be overseeing a program to virtually teach kindergarten students advanced mathematics with language scaffolding. The program will take place virtually, at Prospect School, after school from Monday to Friday from October 1, 2020 through June 30, 2021. All personnel will be paid by St. John's University.

**Recommended By:** James Clark

**Funding Source:** US DOE with Javits Grant for Gifted and Talented

**Purpose:** To provide gifted and talented kindergartners the opportunity to enrich their knowledge in mathematics

#### **ITEM # 8 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**8. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that Morrison Mentors (MM) provide a virtual model 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 September 18, 2020 and through June 30, 2021 for S.T.E.M. instruction over the course of twenty three weeks at a cost of \$40,000.

**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

#### **ITEM # 9 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**9. RESOLVED**, that the Board of Education accepts the Interim Superintendent's recommendation that Scholastic, Inc. provide a virtual Literacy Program – READ AMERICA for elementary, middle and high school students. Scholastic, Inc. is a Minority & Women-Owned Business Enterprise (M/WBE) owned company that has been approved by the NYSED to do business with the My Brother's Keeper program. The modules included are the Grab and Go, Literacy Pro, R.E.A.L., ID voice: vision and Professional Development for the teachers, students and parents for virtual learning. They will focus on improving reading and building vocabulary so students can successfully compete in the 21st century. The program will run from September 18, 2020 through June 30, 2021. The cost of this program is \$27,319.50.

**Recommended by:** James Clark

**Goal:** Through the MBK mentoring program, ensure that students become fluent readers by age 8 – the age which reading is essential

Ensure that students graduate from high school ready for college and career, as evidenced by closing the graduation rate achievement gap for young men/women of color

**Source of Funding:** My Brother's Keeper Program

\* Scholastic, Inc. is a Minority and Women-Owned Business Enterprise (M/WBE) participant

#### **ITEM # 10 MY BROTHERS KEEPER MOVED TO EXECUTIVE SESSION**

**10. 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. Workforce Readiness – in partnership with local business organizations

2. College Credit Program – Mercy, Cooper Union and Monroe College, SUNY Old Westbury
3. Entrepreneur Workshop – working with SUNY Colleges and VOH – CDA
4. My Brother's Keeper Mentorship Program

The program will run between September 18, 2020 and June 30, 2021. The Workforce Program will take place virtually, after school, for 26 weeks at the High School.  
The total cost for these programs will be \$40,000.

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

**Trustee Spleen moved, seconded by Trustee McNeill to approve the appointment of the Social Studies Teacher.**

**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).

**Espinoz moved to executive session**

Eduardo Espinoza

Eff. 9/21/2020

4-Year Probationary Period,  
9/20/2024

Social Studies (Grades 7-12),  
Emergency COVID-19

Social Studies Teacher  
Hempstead High School  
(Replacing J. Noone )

\$59,010 - Prorated (Lv. 3, St. 2)

**Recommended By: Stephen Strachan**

**Purpose:** Fill Vacant Position  
Replacing J. Noone

**MOTION**

**YES 5**

**MOTION CARRIED**

To approve appointment  
of Social Studies Teacher

**Trustee Ayala moved, moved, seconded by Trustee Johnson to approve to grant the tenure recommendation as presented**

**TENURE MOVED TO EXECUTIVE SESSION**

**1. Resolved**, that in compliance with the provisions of Section 3012 of the Education Law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Interim Superintendent of Schools that **Ariana Santo**, a probationary Elementary Teacher in the Elementary Education tenure area, it having been shown that Ariana Santo holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Ariana Santo to serve in the district will expire on 11/16/2020. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Ariana Santo, effective 11/16/2020 to the position of **Elementary Teacher** in the **Elementary Education** tenure area.

**MOTION**

**YES 5**

**MOTION CARRIED**

To approve to grant tenure

**Trustee Johnson moved, seconded by Trustee McNeill to approve translators for Joseph McNeil and district wide.**



**TRANSLATORS MOVED TO EXECUTIVE SESSION**

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following personnel as **TRANSLATOR(S)** for the 2020-2021 school year (Title III):

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
-------------	-----------------	---------------------

**JOSEPH MCNEIL**

Maria Fernandez	Teacher	\$40.54/hr.
Carmen Flores	Teacher	\$40.54/hr.
Mirtha Sebelen	Teacher	\$40.54/hr.
Elaine Guerra-Mitchell	Teacher	\$40.54/hr.

**DISTRICT-WIDE**

Luisa Delarosa	Bilingual Typist Clerk	Contractual Hourly Rate
Jose Marte	Bilingual Typist Clerk	Contractual Hourly Rate
Victoria Basantes	Teacher	\$40.54/hr.
Yeraldin Columbel	Social Worker	\$40.54/hr.
Lizz Sarceno	Teacher	\$40.54/hr.

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

To approve translators  
for Joseph McNeil and  
district wide

**Trustee Spleen moved, seconded by Trustee McNeill to approve translator for high school.**

**TRANSLATORS MOVED TO EXECUTIVE SESSION**

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following personnel as **TRANSLATOR(S)** for the 2020-2021 school year (Title III):

**HIGH SCHOOL**

Maria Luperon	Teaching Assistant	\$27.00/hr.
---------------	--------------------	-------------

**MOTION****YES 3****MOTION CARRIED**

To approve to translator  
for high school

**NO 2 (Trustees Pratt & Johnson)****RECALLS PULLED****RECALLS MOVED TO EXECUTIVE SESSION**

**RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **RESCIND LAYOFF AND RECALL** the following **CIVIL SERVICE** Personnel effective 9/21/20:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Bernard Youry Leon- <b>PULLED</b>	Security Aide, F/T	\$43,569-prorated (Lv. 10, St. 9) <b>PURPOSE:</b> Replacing C. Thomas, retired, 8/21/20; Bd action, 8/20/20
Hilmar Escobar- <b>PULLED</b>	Security Aide, F/T	\$34,137-prorated (Lv. 9, St. 9) <b>PURPOSE:</b> Replacing C. Henderson, terminated, 9/17/20; Bd action 9/17/20
Ronald Mahoney- <b>PULLED</b>	Security Aide, F/T	\$31,599-prorated (Lv. 9, St. 5) <b>PURPOSE:</b> To meet the needs of the district (Source of Funding: Title 1 Targeted):
Rajnarine	Security Aide,	\$33,471-prorated (Lv. 9, St. 7)

BhagwandinPULLED-

F/T

**PURPOSE:** to meet the needs of the district  
(Source of Funding: Title 1 Targeted):

LaShauna Russell-PULLED

Security Aide,  
F/T

\$28,786-prorated (Lv. 9, St. 3)

**PURPOSE:** To meet the needs of the district  
(Source of Funding: Title 1 Targeted):**P. ADJOURNMENT**

Action: 1. Adjourn

**Trustee Spleen moved, seconded by Trustee Ayala to adjourn the meeting at 11:17 P.M.****MOTION****YES 5****MOTION CARRIED**

Meeting adjourned

Respectfully submitted:

Patricia Wright  
District Clerk

## BOARD POLICY 2160

### SCHOOL DISTRICT OFFICER AND EMPLOYEE CODE OF ETHICS

All members of the Board of Education and administration of the school district must at all times act in the school district's best interest. The Board of Education is committed to avoiding any situation in which the existence of conflicting interests of any Board member, officer or employee may call into question the integrity of the management or operation of the school district. The Board recognizes that sound, ethical standards of conduct serve to increase the effectiveness of district officers and staff as educators and public employees in the community. Adherence to a code of ethics promotes public confidence in the schools and furthers the attainment of district goals.

The Board also recognizes its obligation to adopt a code of ethics setting forth the standards of conduct required of all Board members, district officers and employees under the provisions of the General Municipal Law and all other applicable laws, rules, and regulations. Therefore, every Board member, officer and employee of the district, whether paid or unpaid, shall adhere to the following code of ethics.

#### Statutory Conflicts of Interest

It is a conflict of interest for a Board member, officer or employee to benefit personally from contracts made in their official capacity.

- “*Contract*” is defined broadly to include any claim or demand against the district or account or agreement with the district, whether expressed or implied that exceeds the sum of \$750.00 in any fiscal year.
- An “*interest*” is defined as a direct or indirect benefit that runs to the employee as a result of a contract with the district.

No Board member, officer or employee shall have an “*interest*” (i.e., receive a direct or indirect benefit as the result of a contract with the district) in:

1. a firm, partnership or association in which he/she is a member or employee;
2. a corporation in which he/she is an officer, director or employee;
3. a corporation in which he/she, directly or indirectly, owns or controls 5% or more of the stock;  
or
4. a contract between the district and his/her spouse, minor child or dependents, except for an employment contract between the school district, a spouse, minor child or dependent of a Board member authorized by §800(3) of the General Municipal Law or §3016 of the Education Law.

#### Code of Ethics

1. Gifts: A Board member, officer or employee shall not directly or indirectly solicit any gift or accept or receive any gift having a value of seventy-five dollars or more, whether in the form

of money, services, loan, travel, entertainment, hospitality, thing or promise, or any other form, under circumstances in which it could reasonably be inferred that the gift was intended to influence him or her in the performance of his or her official duties or was intended as a reward for any official action on his or her part.

However, the Board welcomes and encourages the writing of letters or notes expressing gratitude or appreciation to staff members. Gifts from children that are principally sentimental in nature and of insignificant financial value may be accepted in the spirit in which they are given.

1. Confidential information: A Board member, officer or employee shall not disclose confidential information acquired by him or her in the course of his or her official duties or use such information to further his or her personal interest.
2. Representation before the Board or District: A Board member, officer or employee shall not receive or enter into any agreement, expressed or implied, for compensation for services to be rendered in relation to any matter before the school district.
3. Disclosure of interest in matters before the Board: A Board member, officer or employee of the district, whether paid or unpaid, must publicly disclose the nature and extent of any interest they or their spouse, domestic partner, or other immediate family member have, will have or later acquire in any actual or proposed contract, purchase agreement, lease agreement or other agreement involving the school district (including oral agreements), to the governing body and his/her immediate supervisor (where applicable) even if it is not a prohibited interest under applicable law. Such disclosure must be in writing and made part of the official record of the school district. Disclosure is not required in the case of an interest that is exempted under §803(2) of the General Municipal Law. The term “interest” means a pecuniary or material benefit accruing to an officer or employee. A person with an interest in matters may not be present at or participate in board deliberations or votes on the matter giving rise to such conflict, provided that nothing shall prohibit the board from requesting that the person with the conflict of interest present information as background or answer questions at a board meeting prior to the commencement of deliberations or voting relating thereto.
4. Prohibition against nepotism: No family member of a current Board member may serve on the Board pursuant to §2103(3) of the Education Law. Spouses, children, and other relatives of a Board member may be employed by the district provided, however, that pursuant to §3016 of the Education Law any person who is related by blood or marriage to any member of the Board shall only be employed as a teacher in the district upon the consent of 2/3rds of the Board members.
5. Investments in conflict with official duties: A Board member, officer or employee shall not invest or hold any investment directly in any financial, business, commercial or other private transaction that creates a conflict with his or her official duties. Exceptions to the conflict of interest law can be found in §802 of the General Municipal Law.
6. Private employment: A Board member, officer or employee shall not engage in, solicit, negotiate for, or promise to accept private employment when that employment or service creates a conflict with or impairs the proper discharge of his or her official duties.

7. Future employment: A Board member, officer or employee shall not, after the termination of service or employment with the district, appear before the Board in relation to any action, proceeding, or application in which he or she personally participated during the period of his or her service or employment or that was under his or her active consideration.
8. Involvement with Charitable Organizations: A Board member, officer or employee may be involved as a volunteer, officer or employee in a charitable organization that has a relationship with the district. If a Board member is a board member, officer or employee of the charitable organization the Board member must disclose such relationship in writing to the district, and the Board member must recuse himself or herself from any discussions or votes relating to the charitable organization that may come before the Board. When participating in the activities of the charitable organization, the Board member, officer or employee shall not disclose any confidential information learned in the course of his or her official duties or use such information to further personal interests. Additionally, the Board member, officer or employee shall not make representations on behalf of the district unless specifically authorized to do so by the Board.
9. Individuals with a conflict: A person with a conflict is prohibited from being present at or participating in board deliberations or votes on the matter giving rise to such conflict, provided that the board may request that the person with the conflict present information as background or answer questions at a board meeting prior to the commencement of deliberations or voting related thereto.
10. Prohibition against Improper Influence: A person with a conflict is prohibiting from seeking to influence improperly the deliberation or voting on the matter giving rise to such conflict.
11. Documentation of Conflict: The existence and resolution of any conflict by a board member or employee of the school district shall be documented in the board's records, including in the minutes of any meeting at which the conflict was discussed or voted upon.

### Distribution of Code of Ethics

The Superintendent of Schools shall cause a copy of this Code of Ethics to be distributed to every member of the Board, every officer and employee of the school district. Each officer and employee elected or appointed thereafter shall be furnished a copy before entering upon the duties of his or her office or employment. In addition, the Superintendent shall ensure that a copy of Article 18 of the General Municipal Law shall be kept posted in each public building under the district's jurisdiction in a place conspicuous to the district's officers and employees.

### Penalties

In addition to any penalty contained in any other provision of law, any person who shall knowingly and intentionally violate any of the provisions of the Board's code of ethics and its accompanying regulation may be fined, suspended or removed from office or employment, as the case may be, in the manner provided by law.

Ref:

Education Law §§2103, 2502(7), 2590-c, 2590-j(4), 3016  
General Municipal Law

§§806-808 Adoption date:

July 6, 2000

Adopted revision: February 16, 2012

Adopted revision:

**Hempstead Union Free School**

---

**District**

## Board Policy 2160 SCHOOL DISTRICT OFFICER AND EMPLOYEE CODE OF ETHICS

All members of the Board of Education and administration of the school district must at all times act in the school district's best interest. The Board of Education is committed to avoiding any situation in which the existence of conflicting interests of any Board member, officer or employee may call into question the integrity of the management or operation of the school district. The Board recognizes that sound, ethical standards of conduct serve to increase the effectiveness of district officers and staff as educators and public employees in the community. Adherence to a code of ethics promotes public confidence in the schools and furthers the attainment of district goals.

The Board also recognizes its obligation to adopt a code of ethics setting forth the standards of conduct required of all Board members, district officers and employees under the provisions of the General Municipal Law, and all other applicable laws, rules, and regulations. Therefore, every Board member, officer and employee of the district, whether paid or unpaid, shall adhere to the following code of ethics.

### Statutory Conflicts of Interest

It is a conflict of interest for a Board member, officer or employee to benefit personally from contracts made in their official capacity.

•• "Contract" is defined broadly to include any claim or demand against the district or account or agreement with the district, whether expressed or implied ~~which~~that exceeds the sum of \$750.00 in any fiscal year.

•• An "interest" is defined as a direct or indirect benefit that runs to the employee as a result of a contract with the district.

No Board member, officer or employee shall have an "interest" (i.e., receive a direct or indirect benefit as the result of a contract with the district) in:

1. a firm, partnership or association in which he/she is a member or employee;
2. a corporation in which he/she is an officer, director or employee;
3. a corporation in which he/she, directly or indirectly, owns or controls 5% or more of the stock;  
or
4. a contract between the district and his/her spouse, minor child or dependents, except for an employment contract between ~~the school district, a spouse, minor child or dependent of a Board member authorized by §800(3) of the General Municipal Law or §3016 of the Education Law;~~ the school district, a spouse, minor child or dependent of a Board member authorized by §800(3) of the General Municipal Law or §3016 of the Education Law.

~~Every Board member, officer or employee of the Hempstead School District whether paid or unpaid, shall be subject to and abide by the following standards of conduct:~~

### Code of Ethics



4. 1. Gifts: A Board member, officer or employee shall not, directly or indirectly solicit any gift, or accept or receive any gift having a value of ~~\$75~~seventy-five dollars or more, whether in the form of money, services, loan, travel, entertainment, hospitality, thing or promise, or any other form, under circumstances in which it could reasonably be inferred that the gift was intended to influence him~~/or her~~, in the performance of his~~/or her~~ official duties or was intended as a reward for any official action on his~~/or her~~ part.

~~However, nothing herein should be construed as prohibiting the traditional exchange of holiday gifts provided that discretion is used to ensure that gifts of value are not accepted by staff employees or officers.~~

However, the Board welcomes and encourages the writing of letters or notes expressing gratitude or appreciation to staff members. Gifts from children that are principally sentimental in nature and of insignificant financial value may be accepted in the spirit in which they are given.

~~The Board as a body is encouraged to express gratitude or appreciation to staff members when warranted.~~

- 2.1 Confidential information: A Board member, officer or employee shall not disclose confidential information acquired by him~~/or her~~ in the course of his~~/or her~~ official duties or use such information to further his~~/or her~~ personal interest. ~~Confidential information shall include that officially labeled or defined as "confidential" and shall include information concerning:~~

~~a. bids and purchases;~~

~~b. student grades and test results;~~

~~c. personnel files; and~~

~~d. any other specifically so labeled by the Board of Education.~~

- 3.2 Representation before ~~one's own agency~~the Board or District: A Board member, officer or employee shall not receive, ~~nor~~or enter into any agreement, expressed or implied, for compensation for services to be rendered in relation to any matter before ~~any municipal agency of which he is an officer, member or employee, or of any municipal agency over which he has jurisdiction or to which he/she has the power to appoint any member, officer or employee~~the school district.

~~4. — Representation before any agency for a contingent fee: A Board member, officer or employee shall not receive, or enter into any agreement, expressed or implied for compensation, for services to be rendered in relation to any matter before any agency of his/her municipality, whereby his/her compensation is to be dependent or contingent upon any action by such agency with respect to such matter, provided that this paragraph shall not prohibit the fixing at any time of fees based upon the reasonable value of the services rendered.~~

3. Disclosure of interest in matters before the Board: A Board member, officer or employee of the district, whether paid or unpaid, must publicly disclose the nature and extent of any interest they or their spouse, domestic partner, or other immediate family member have, will have or later acquire in any actual or proposed contract, purchase agreement, lease agreement or other agreement involving the school district (including oral agreements), to the governing body and his/her immediate supervisor (where applicable) even if it is not a prohibited interest under applicable law. Such disclosure must be in writing and made part of the official record of the school district. ~~Disclosure is not required in the case of an interest that is exempted under Section 803(2) of the General Municipal Law. The term~~



~~employee district. Disclosure is not required in the case of an interest that is exempted under §803(2) of the General Municipal Law. The term "interest" means a pecuniary or material benefit accruing to an officer or employee. A person with an interest in matters may not be present at or participate in board deliberations or votes on the matter giving rise to such conflict, provided that nothing shall prohibit the board from requesting that the person with the conflict of interest present information as background or answer questions at a board meeting prior to the commencement of deliberations or voting relating thereto.~~

~~5. — **Disclosure of interest in legislation:** To the extent that he/she knows thereof, a Board member, officer or employee of the Hempstead School District, whether paid or unpaid, who participates in the discussion or gives official opinion to the Board regarding any legislation before the Board shall publicly disclose on the official record the nature and extent of any direct or indirect financial or other private interest he has in such legislation. The term "interest" means a pecuniary or material benefit accruing to an officer or employee.~~

~~4. **Prohibition against nepotism:** No family member of a current Board member may serve on the Board pursuant to §2103(3) of the Education Law. Spouses, children, and other relatives of a Board member may be employed by the district provided, however, that pursuant to §3016 of the Education Law any person who is related by blood or marriage to any member of the Board shall only be employed as a teacher in the district upon the consent of 2/3rds of the Board members.~~

~~6.5 **Investments in conflict with official duties:** A Board member, officer or employee shall not invest or hold any investment directly or indirectly in any financial, business, commercial or other private transaction, which that creates a conflict with his/ or her official duties. Exceptions to the conflict of interest law can be found in Section 802 of the General Municipal law (see 2160-E.1)§802 of the General Municipal Law.~~

~~7.6 **Private employment:** A Board member, officer or employee shall not engage in, solicit, negotiate for, or promise to accept private employment or render services for private interests when suchthat employment or service creates a conflict with or impairs the proper discharge of his/ or her official duties.~~

~~8.7 **Future employment:** A Board member, officer or employee shall not, after the termination of service or employment with such municipalitythe district, appear before any board or agency of the Hempstead School Districtthe Board in relation to any easeaction, proceeding, or application in which he/ or she personally participated during the period of his/ or her service or employment or whichthat was under his/ or her active consideration.~~

~~This shall not bar or prevent the timely filing by a present or former officer or employee of any claim, account, demand or suit against the district on behalf of the officer or employee or any member of his or her family arising out of any personal injury or property damage or for any lawful benefit authorized or permitted by law.~~

~~9.8 **Involvement with Charitable Organizations:** A Board member, officer or employee may be involved as a volunteer, officer or employee in a charitable organization whichthat has a relationship with the district. If a Board member is a board member, officer or employee of the charitable organization the Board member must disclose such relationship in writing to the district, and the Board member must recuse himself or herself from any discussions or votes relating to the charitable organization whichthat may come before the Board. When participating in the activities of the charitable organization, the Board member, officer or employee shall not disclose any confidential information~~

learned in the course of his or her official duties or use such information to further personal interests. Additionally, the Board member, officer or employee shall not make representations on behalf of the district unless specifically authorized to do so by the Board.

9. Individuals with a conflict: A person with a conflict is prohibited from being present at or participating in board deliberations or votes on the matter giving rise to such conflict, provided that the board may request that the person with the conflict present information as background or answer questions at a board meeting prior to the commencement of deliberations or voting related thereto.
10. Prohibition against Improper Influence: A person with a conflict is prohibiting from seeking to influence improperly the deliberation or voting on the matter giving rise to such conflict.
11. Documentation of Conflict: The existence and resolution of any conflict by a board member or employee of the school district shall be documented in the board's records, including in the minutes of any meeting at which the conflict was discussed or voted upon.

#### Distribution of Code of Ethics:

The Superintendent of Schools shall cause a copy of ~~the Board's code~~this Code of ~~ethics~~Ethics to be distributed to every member of the Board, every officer and employee of the school district. Each officer and employee elected or appointed thereafter shall be furnished a copy before ~~entering upon the duties of his or her office or employment~~. In addition, the Superintendent shall ensure that ~~a copy of Article 18 of the General Municipal Law shall be kept posted in each public building under the district's jurisdiction in a place conspicuous to the district's officers and employees. This policy and regulation shall be posted in each Principal's Office, staff lounge, and shall be made a part of the staff handbook entering upon the duties of his or her office or employment. In addition, the Superintendent shall ensure that a copy of Article 18 of the General Municipal Law shall be kept posted in each public building under the district's jurisdiction in a place conspicuous to the district's officers and employees.~~

~~The failure to distribute any such copy or failure of any officer or employee to receive such copy shall have no effect on the duty of compliance with such code, nor the enforcement or provisions thereof.~~

#### Penalties:

In addition to any penalty contained in any other provision of law, any person who shall knowingly and intentionally violate any of the provisions of the Board's code of ethics and its accompanying regulation may be fined, suspended or removed from office or employment, as the case may be, in the manner provided by law.

#### Ref:

Education Law §§2103, 2502(7), 2590-e, 2590-j(4), 3016  
General Municipal Law

§§806-808 Adoption date:

Adopted revision: February 16, 2012

Hempstead Union Free School District

---

## DISCARDED BOOKS

<b>3</b>	<b>Asi Se Dice</b>	<b>978007883828</b>	<b>2003</b>
<b>12</b>	<b>Buenviaje</b>	<b>978007861990</b>	<b>2005</b>
<b>14</b>	<b>Como teva</b>	<b>978007876973</b>	<b>2007</b>
<b>10</b>	<b>TE Toca AT</b>	<b>978187927921</b>	<b>2009</b>
<b>7</b>	<b>A Todavela</b>	<b>9780821937143</b>	<b>2008</b>
<b>12</b>	<b>Vocabulary</b>	<b>9780078777844</b>	<b>1990</b>
<b>9</b>	<b>Middle grade Math</b>	<b>9780134276830</b>	<b>1997</b>
<b>15</b>	<b>Intergrated Math</b>	<b>9780877202301</b>	<b>2007</b>
<b>5</b>	<b>Intergrated Algebra 1</b>		<b>2007</b>
<b>14</b>	<b>Ready NY CCL</b>	<b>9781445765469</b>	<b>2010</b>
<b>7</b>	<b>Prentice Hall Mathmatics 3</b>	<b>9780131220256</b>	<b>2003</b>
<b>11</b>	<b>Discovery Works</b>	<b>9780618167494</b>	<b>2003</b>
<b>6</b>	<b>Brief Calculus</b>	<b>7900618547196</b>	<b>2006</b>

10	Glencoe Earth Science	9780328289608	2001
7	Intro to Health	9780884899440	2007
7	Stage & Schoool	9780078616273	2005
5	Progress in Math	9780821526064	2000
12	World History	9780030936647	2008
9	Pre Algebra	9780078799154	2006





Hempstead High School  
201 President Street  
Hempstead, NY 11550  
(516) 434-4200

Dr. Stephen Strachan  
Executive Principal  
Ext. 4201

Olga Brown-Young  
Assistant Principal  
Ext. 4205

Carey Gray  
Assistant Principal  
Ext. 4245

Lisaura Moreno  
Assistant Principal  
Ext. 4201

Iris Tamayo  
Assistant Principal  
Ext. 4299

Sionery Villar  
Assistant Principal  
Ext. 4201

O'Neil Glenn  
Dean of Students  
Ext. 4233

Natalia Reyes  
Dean of Students  
Ext. 4207



## MEMORANDUM

TO: Regina Armstrong, Interim Superintendent

FROM: Stephen Strachan, H.H.S. Principal

DATE: September 1, 2020

RE: Discarding Obsolete Textbooks

I am requesting your permission to have the Board Of Education approve the discarding of the out dated textbooks listed below.

Title	ISBN	Copyright	# of Books
World History- Ellis Esler	978-0-13-372048-8	2011	27
Grammar Workbook	0-02-635158-7	1996	32
Interactive Reader	0-618-00799-7	2000	28
The Language of Literature (yellow)	0-395-93181-9	2000	75
Grammar Workbook (11)	0-02-635156-0	1997	2
Grammar Workbook (9)	0-02-635152-8	1996	2
The Language Of Literature (blue)	0-395-93780-0	2000	410
Heritage African American (Read)	0-13-074422-9	2002	9
The Language Of Composition	0-312-45094-x	2008	9
Concepts & Challenges Of Earth Science	1-55675-739-5	1991	4
General Science	0-7854-3646-4	2004	16
General Science Allen & Bacon	0-13-350802-1	1989	2
American Government	0-130-23617-9	2001	2
Biology	0-13-024044-3	2004	6
Workskills (blue level)	0-395-97986-2		1
World History	0-7854-2212-9	2001	1
Geometry	0-7854-3829-7	2005	1
History Of Our Nation	0-7854-4014-3	2005	1
Basic skills In English (yellow level)	0-8123-5481-N21	1984	1
Basic skills In English (blue level)	0-8123-5481-N21	1984	1
Science	0-07-830616-7	2003	1
American Literature	0-7854-4105-0	2007	1
Consumer Mathematics	0-7854-2943-3	2003	25
Life Skills	0-7854-2934-4	2003	10
American History	0-02-822433-7	1999	5
Government For Everybody	0-87720-864-6	1988	1
The Language Of Literature (orange)	0-395-93172-x	2000	100
The Language of Literature (purple)	0-395-93182-7	2000	64
The Language of Literature (yellow)	0-395-93181-9	2000	176
The Language of Literature (red)	0-02-635892-1	2000	40
Writer's Choice (orange)	0-02-635885-9	1996	176
Writer's Choice (red)	0-02-635892-1	1996	40
Writer's Choice (green)	0-02-635888-3	1996	13