



**Tuesday, August 12, 2025
Hand Carry Agenda Work Study Meeting**

**HEMPSTEAD PUBLIC SCHOOL DISTRICT
ADMINISTRATIVE OFFICES
HEMPSTEAD, NEW YORK 11550
BOARD OF EDUCATION
WORK STUDY MEETING**

A. OPENING OF MEETING

Subject	1. Pledge of Allegiance
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	A. OPENING OF MEETING
Access	Public
Type	Procedural

Pledge of Allegiance

Subject	2. Moment of Silence
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	A. OPENING OF MEETING
Access	Public
Type	Procedural

Moment of Silence

B. PRESIDENT'S REPORT

Subject	1. President's Report
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	B. PRESIDENT'S REPORT
Access	Public
Type	Reports

President's Report

C. TRUSTEES' REPORT

Subject	1. Trustees' Reports
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	C. TRUSTEES' REPORT
Access	Public
Type	Reports

Trustees' Report

D. SUPERINTENDENT'S REPORT

Subject	1. Superintendent's Report
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	D. SUPERINTENDENT'S REPORT
Access	Public
Type	Reports

Superintendent's Report

E. PRESENTATION

Subject	1. Presentation
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	E. PRESENTATION
Access	Public
Type	Information

Presentation

School District Cellphone Policy - by Superintendent Rush

F. WAIVER OF POLICY

Subject	1. Waiver of Policy # 2342
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	F. WAIVER OF POLICY
Access	Public
Type	Action

Waiver of Policy # 2342

BE IT RESOLVED, the Board of Education waives policy # 2342, requiring the agenda, together with supporting background materials to be distributed to Board members seven (7) days in advance of a Board Meeting, and the Board shall permit the consideration of the hand carry resolutions presented at the August 12, 2025, meeting of the Board; and

BE IT RESOLVED, the waiver of policy # 2342, is effective only for the hand carry resolutions considered at the August 12, 2025, meeting.

G. EMPLOYMENT AGREEMENT

Subject	1. Employment Agreement
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	G. EMPLOYMENT AGREEMENT
Access	Public
Type	Action

EMPLOYMENT AGREEMENT Donna Raphael, Community Schools Liaison

RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to APPROVE the employment agreement for Donna Raphael, Community Schools Liaison, effective 8/27/2025 - 6/30/2026 and that the Board hereby authorizes the Board President to execute the employment agreement.

H. PERSONNEL

Subject	1. RESIGNATION
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	H. PERSONNEL
Access	Public
Type	Action

RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to accept the resignation from the following professional personnel for personal reasons:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Alyssa Intreglia Eff. 7/25/2025	Elementary Teacher David Paterson	Resignation for personal reasons.
Cristina Rodriguez Eff. 8/15/2025	Elementary Teacher Rhodes Academy	Resignation for personal reasons.
Cheryl Dobres Eff. 8/27/2025	Special Education Teacher Joseph McNeil	Resignation for personal reasons.

Manuel Martins Eff. 8/27/2025	Special Education Teacher (Leave Replacement) Barack Obama	Resignation contingent upon appointment as Probationary Special Education Teacher.
Christian Bustamante Eff. 8/31/2025	Elementary Teacher David Paterson	Resignation for personal reasons.
Lisette Claudio Eff. 9/2/2025	Attendance Teacher ABGS Middle School	Resignation for personal reasons.

Subject**2. LEAVE OF ABSENCE**

Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	H. PERSONNEL
Access	Public
Type	Action

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>
Keri Minicozzi Eff. 8/27/2025 - 8/26/2025	Dance Teacher High School	Requesting Child Care Leave of Absence from 8/27/2025 - 8/26/2026 without pay. (Letter received in the Office of Human Resources on 7/16/2025)
Trisha Connolly Eff. 9/23/2025 - 12/19/2025	Elementary Teacher Rhodes Academy	Requesting a Maternity Leave of Absence/FMLA, utilizing accrued sick time, from 9/23/2025-11/7/2025 and unpaid 11/10/2025-12/19/2025. (Letter received in the Office of Human Resources on 7/16/2025).
Jennifer King Eff. 8/27/2025 - 8/26/2025	Teaching Assistant Rhodes Academy	Requesting Leave of absence from Teaching Assistant position contingent upon appointment as Dance Teacher. (Letter received in the Office of Human Resources on 7/31/2025).
Natalia Reyes Eff. 9/15/2025 - 11/7/2025	Assistant Principal High School	Requesting a Maternity Leave of Absence/FMLA, utilizing accrued sick time, from 9/15/2025-11/7/2025. (Letter received in the Office of Human Resources on 8/5/2025).
Kyra Krug Eff. 10/3/2025 - 12/19/2025	Elementary Teacher Prospect School	Requesting a Maternity Leave of Absence/FMLA, utilizing accrued sick time, from 10/3/2025-12/19/2025. (Letter received in the Office of Human Resources on 8/7/2025).

Subject	3. PROFESSIONAL APPOINTMENTS
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	H. PERSONNEL
Access	Public
Type	

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

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Jessica Verene Eff. 8/13/2025	Acting Assistant Principal Barack Obama/Jackson School	Lv. 6, St. 7 - \$139,169.00 PURPOSE: Fill vacant position. Replacing, S. Lagnese, LOA. Board action: 7/1/2025
Margarita Nunez Eff. 8/27/2025 4 Year Probationary Period, 8/26/2029 Spanish (Grades 7-12) Initial, Eff. 6/6/2025	Second Language - Spanish ABGS Middle School	Lv. 5, St. 2 - \$68,885.00 PURPOSE: Fill vacant position. Replacing, C. Alvarez-Holmes, retired 1/3/2025. Board action: 12/11/2024
Justin Abeles Eff. 8/27/2025 4 Year Probation Period, 8/26/2029 Mathematics (Grades 7-12) Initial, Eff. 01/07/2025	Math Teacher ABGS Middle School	Lv. 5, St. 3 - \$71,634.00 PURPOSE: Fill vacant position. Replacing, D. Kurt, resigned 4/7/2024 Board Action:3/19/2024
Manuel Martins Eff. 8/27/2025 4 Year Probation Period, 8/26/2029 Students with Disabilities (Grades 1-6) Initial, Eff. 7/21/2023	Special Education Teacher Rhodes Academy	Lv. 5, St. 8 - \$85,463.00 PURPOSE: Fill vacant position. New Position due to increase student enrollment.
Melissa John Eff. 8/27/2025 4 Year Probation, Period, 8/26/2029 Mathematics (Grades 7-12) Initial, Eff. 5/16/2023	Math Teacher High School	Lv. 5, St. 3. - \$71,634.00 PURPOSE: Fill vacant position. Replacing, C. Zinsou, resigned 6/30/2025. Board action: 6/25/2025

<p>Rolando Ignace Eff. 8/27/2025 4 Year Probation, Period, 8/26/2029 School Counselor Provisional Eff. 9/28/2021</p>	<p>Guidance Counselor High School</p>	<p>Lv. 8, St. 3. - \$79,938.00 PURPOSE: Fill vacant position. Replacing, M, Higgins, retired 6/30/2025. Board action: 2/26/2025</p>
<p>Laura Somma Eff. 8/27/2025 4 Year Probation Period, 8/27/2029 English Language Arts, 7- 12 Professional, Eff, 10/02/2024</p>	<p>ELA Teacher High School</p>	<p>Lv. 5, St. 4 - \$74,406.00 PURPOSE: Fill vacant position. Replacing, Employee #3584, Termination Eff. 6/30/2025 Board action: 4/23/2025</p>
<p>Michaela Napoli Eff. 8/27/2025 4 Year Probation Period, 8/27/2029 Speech and Language Disabilities Initial, 8/04/2022</p>	<p>Speech Teacher District - Servicing Charter Schools</p>	<p>Lv. 5, St. 4 - \$74,406.00 PURPOSE: Fill vacant position. New Position to meet the needs of the district.</p>
<p>Genesis Barreto Eff. 9/15/2025 4 Year Probation Period, 9/14/2029 Speech and Language Disabilities Initial, 5/16/2024</p>	<p>Speech Teacher Rhodes Academy</p>	<p>Lv. 9, St. 3 - \$82,694.00 PURPOSE: Fill vacant position. Replacing, P. Bogomolsky, resigned 6/30/2025. Board action: 6/25/2025</p>
<p>Hayley Browne Eff. 8/27/2025 4 Year Probation Period, 8/26/2029 Speech and Language Disabilities Initial, Eff. 7/6/2023</p>	<p>Speech Teacher Prospect</p>	<p>Lv. 5, St. 4 - \$74,406.00 PURPOSE: Fill vacant position. Replacing, D. Lyons, resigned 6/30/2025. Board action: 2/26/2025</p>
<p>Matthew Gilley Eff. 8/27/2025 4 Year Probationary Period, 8/26/2029 Library Media Specialist Professional, Eff. 11/19/2024</p>	<p>Library Media Specialist ABGS Middle School</p>	<p>Lv. 7, St. 6 - \$85,463.00 PURPOSE: Fill vacant position. Replacing, R. Outlaw, resigned 6/30/2025. Board action: 2/26/2025</p>

<p>Brendan Beiersdorfer Eff. 8/27/2025 4 Year Probationary Period, 8/26/2029 Music Professional, Eff. 3/19/2025</p>	<p>Music Teacher High School</p>	<p>Lv. 10, St. 7 - \$95,736.00 PURPOSE: Fill vacant position. Replacing, L. Rentz, resigned 6/30/2025. Board action: 5/28/2025</p>
<p>Daniela Higuera Eff. 8/27/2025 4 Year Probationary Period, 8/26/2029 Social Studies (Grades 7- 12) Initial, Eff. 5/17/2024</p>	<p>Social Studies Teacher High School</p>	<p>Lv. 5, St. 3 - \$71,685.00 PURPOSE: Fill vacant position. Replacing, D. Burgess, resigned 6/30/2025. Board action: 2/26/2025</p>
<p>Kelly Herder Eff. 8/27/2025 4 Year Probationary Period, 8/26/2029 Speech and Language Disabilities Initial, Eff. 06/18/2024</p>	<p>Speech Teacher District - Servicing Charter Schools</p>	<p>Lv. 7, St. 3 - \$77,169.00 PURPOSE: Fill vacant position. New Position to meet the needs of the district.</p>
<p>Jeanette Brown Eff. 8/27/2025 4 Year Probationary Period, 8/26/2029 Students with Disabilities Professional, Eff. 9/5/2024</p>	<p>Special Education Teacher Joseph A. McNeil</p>	<p>Lv. 5, St. 6 - \$79,938.00 PURPOSE: Fill vacant position. Replacing C. Dobres, resigned eff. 8/27/2025 Board action: 8/12/2025</p>
<p>Jamie Michel Eff. 8/27/2025 3 Year Probationary Period, 8/26/2016 Students with Disabilities Social Studies 7-12 Professional, Eff. 9/5/2016</p>	<p>Special Education Teacher District - Servicing Sacred Heart Academy</p>	<p>Lv. 5, St. 9 - \$88,218.00 PURPOSE: Fill vacant position. New Position to meet the needs of the district.</p>
<p>Jennifer King <i>(Leave Replacement)</i> Eff. 8/27/2025 -8/26/2026 Dance Initial Eff. 10/18/2024</p>	<p>Dance Teacher High School</p>	<p>Lv. 1, St. 1 - \$58,293.00 PURPOSE: Fill vacant position. Replacing, K. Minicozzi, LOA. Board action: 8/12/2025</p>
<p>Samantha Wakefield <i>(Leave Replacement)</i> Eff. 8/27/2025 - 1/2/2026 Childhood Education (Grades 1-6) Professional, Eff. 10/22/2017</p>	<p>Elementary Teacher Barack Obama</p>	<p>Lv. 5, St. 4 - \$58,293.00 PURPOSE: Fill vacant position. Replacing, K. Guido, LOA. Board action: 8/12/2025</p>

Subject	4. CHANGE BOARD ACTION
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	H. PERSONNEL
Access	Public
Type	Action

RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to APPROVE the following Change Board request(s) for the following PROFESSIONAL PERSONNEL:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Yvette Adams Estes Eff. 2025-2026 School Year	Substitute Teacher Permanent	CHANGE position and compensation FROM Per Diem Substitute \$140 per day TO Permanent Substitute, \$165 per day. <i>(Previously approved 7/16/2025)</i>

Subject	5. RECALL
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	H. PERSONNEL
Access	Public
Type	

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

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Krystal Watts-Thornton Eff. 8/27/2025	Teaching Assistant David Paterson	\$26,232.00 (Lv. 1, St. 3)
Jeimy Chajon-Urbina Eff. 8/27/2025	Teaching Assistant Joseph A. McNeil	\$34,778.00 (Lv. 4, St. 5)
Khushdeep Kaur Eff. 8/27/2025	Teaching Assistant Rhodes Academy	\$34,778.00 (Lv. 4, St. 5)
Nicole Tavernise Eff. 8/27/2025	Elementary Teacher Rhodes Academy	\$71,634.00 (Lv. 5, St. 3)
William Scarfogliero Eff. 8/27/2025	Elementary Teacher Rhodes Academy	\$86,977.00 (Lv. 3, St. 10)

Subject 6. i-READY DIAGNOSTICS

Meeting Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
 Category H. PERSONNEL
 Access Public
 Type

RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following Professional Personnel for i – Ready Diagnostic Testing, from August 18, 2025 – August 26, 2025, 8:00am – 3:00pm (maximum of five days and 30 hours): Source of Funding: RECOVS GRANT

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
<u>ABGS MIDDLE SCHOOL</u>		
Jennifer Lyons	Special Education Teacher	\$67.79/hr.

Subject 7. SUMMER BAND CAMP

Meeting Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
 Category H. PERSONNEL
 Access Public
 Type

RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following personnel for Marching Band / Color Guard - Summer Camp Program effective August 18, 2025 - August 22, 2025 (not to exceed 20 hours).

RECOMMENDED BY: Xavier Rodriguez

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
<u>ABGS MIDDLE SCHOOL</u>		
Kerry Ramirez	Marching Band / Color Guard Teacher 9:00AM - 12:00PM	\$67.79/hr.
<u>HIGH SCHOOL</u>		
Richard Catania	Marching Band Teacher 12:30PM - 3:30PM	\$67.79/hr.
Nathalie Placide-Riboul	Color Guard Majorettes 12:30PM - 3:30PM	\$67.79/hr.

Subject 8. FALL COACHES

Meeting Aug 12, 2025 - Hand Carry Agenda Work Study Meeting

Category H. PERSONNEL

Access Public

Type

LEAVE OF ABSENCE - RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to APPOINT the following professional personnel as COACHES for the FALL season during the 2025-2026 school year:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Fernando Cruz Eff. 8/18/25 -11/22/25	JV Assistant Football Coach	\$5,945
Franckle Gauthier Eff. 8/25/25 -11/16/25	Varsity Boys Head Soccer Coach	\$8,918
Dagoberto Echeverria Eff. 8/25/2025 - 11/16/2025	JV Boys Soccer Head Coach	\$6,150
Nicholas Gregory Eff. 8/25/2025 - 11/16/2025	Varsity Girls Soccer Assistant Coach	\$5,638
Kevin Konarski Eff. 8/25/2025 - 11/22/2025	Varsity Girls Swim Coach	\$6,970
Ariana Hernandez Eff. 8/25/2025 - 11/7/2025	Varsity Girls Tennis Assistant Coach	\$4,613
Robert Kelly Jr. Eff. 8/25/2025 - 11/22/2025	JV Girls Volleyball Head Coach	\$6,150
Evangelia Markoulis Eff. 8/25/2025 - 11/22/2025	JV Girls Volleyball Assistant Coach	\$4,408
Tatiana Bailey Eff. 8/25/2025 - 11/3/2025	Varsity Boys Badminton Assistant Coach	\$4,613
Lenroy Raffington Eff. 8/25/2025 - 11/15/2025	Varsity Boys and Girls Cross-Country Head Coach	\$6,970
Penny Bacon Eff. 9/2/2025 - 11/1/2025	MS Boys Badminton Head Coach	\$4,100
Enrique Figueroa Eff. 9/2/2025 - 11/1/2025	MS Boys Soccer Assistant Coach	\$3,998
Robert Cieslak Eff. 9/2/2025 - 11/1/2025	MS Girls Soccer Head Coach	\$4,613

Salvatore DiGiacomo Eff. 9/2/2025 - 11/1/2025	MS Girls Soccer Assistant Coach	\$3,998
Khalif Chaplin Eff. 9/2/2025 - 11/1/2025	MS Boys Cross-Country	\$4,100
Leasia Shabazz - Earth Eff. 9/8/2025 - 11/16/2025	MS Girls Cross-Country	\$4,100
Ameisha Moore Eff. 8/25/2025 - 11/22/2025	Varsity Girls Volleyball Assistant Coach	\$5,638
Randy Bedneau Eff. 9/2/2025 - 11/1/2025	MS Boys Soccer Head Coach	\$4,613
Leonard Hernandez Eff. 8/25/2025 - 11/16/2025	JV Boys Soccer Assistant Coach	\$4,408
Eduardo Espinoza Eff. 8/25/2025 - 11/16/2025	Varsity Girls Soccer Head Coach	\$8,918
Jason Helguero Eff. 8/25/2025 - 11/16/2025	Boys Varsity Soccer Assistant Coach	\$5,638

I. CIVIL SERVICE

Subject	1. CIVIL SERVICE RESIGNATION
Meeting	Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
Category	I. CIVIL SERVICE
Access	Public
Type	Action

RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to accept the resignation from the following professional personnel for personal reasons:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Collota Coston-Byrd Eff. 8/27/2025	Lunch Monitor Barack Obama	Resignation contingent upon appointment as Cleaner.
Ines Barrera Eff. 8/14/2025	Provisional Bilingual Typist Clerk ABGS Middle School	Resignation for personal reasons.

Subject	2. CIVIL SERVICE LEAVE OF ABSENCE
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Meeting Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
 Category I. CIVIL SERVICE
 Access Public
 Type Action

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>
Mayra Delgado Eff. 9/2/2025 - 6/26/2026	Bilingual Typist Clerk ABGS Middle School	Requesting FMLA Maternity Leave of absences from 9/2/2025 - 10/14/2025 with pay and Child Care Leave of Absence from 10/15/2025 - 6/26/2026 without pay. (Letter received in the Office of Human Resources on 8/5/2025)
Patula Withworth Eff. 8/27/25 - 11/19/25	Food Server Jackson School	Requesting FMLA, without pay. (Letter received in Human Resources on 8/7/25)

Subject 3. CIVIL SERVICE APPOINTMENTS

Meeting Aug 12, 2025 - Hand Carry Agenda Work Study Meeting
 Category I. CIVIL SERVICE
 Access Public
 Type

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>COMPENSATION</u>
Arlett Abreu Eff. 9/2/2025	Provisional Bilingual Typist Clerk ABGS Middle School	Lv. St. - \$39.878.00 Fill vacant position. Replacing, I Barrera, resigned 8/14/2025 Board action: 8/16/2025
Collota Coston-Byrd Eff. 8/27/2025	Cleaner High School	\$39,559.90-prorated (Lv. 2, St. 1) Fill vacant position. PURPOSE: Replacing, L. Edwards, resigned 11/18/24 Board action: 11/13/24
Jordan Lewis Eff. 8/18/25	Cleaner David Paterson	\$39,559.90-prorated (Lv. 2, St. 1) PURPOSE: Replacing Nelson, resigned 1/11/25; Bd action 1/15/25

Elijah Gause
Eff. 8/18/25

Cleaner
David Paterson

\$39,559.90-prorated (Lv. 2, St. 1)
PURPOSE: Replacing R.
McCargo, reassigned

Dashawn Meadors
Eff. 8/18/25

Cleaner
High School

\$41,256-prorated (Lv. 2, St. 2)
PURPOSE: Replacing I. Wilson,
promoted to Asst. Head
Custodian. Bd action, 3/12/25

J. ADJOURNMENT
