

**MINUTES
AUGUST 20, 2015**

**HEMPSTEAD PUBLIC SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
AUGUST 20, 2015
MINUTES**

The regular meeting of the Hempstead UFSD was held in the high school auditorium, 201 President Street, Hempstead, New York 11550. The meeting was called to order at 7:14 P.M. All of the Board Members were present. There were presentations from Mr. Robert Rodriguez, the district’s enrollment ombudsman in reference to the enrollment status of the district. Mrs. Allison Hernandez gave an update on the status of special education services. Mr. Daniel Espina provided information from the technology department, and Mrs. Janet Lovett on the status of the bilingual department. The Board reviewed the agenda, public participation was entertained. All concerns were addressed by the Board, Superintendent of Schools and staff.

BOARD MEMBERS PRESENT

LaMont E. Johnson	President
Maribel Touré	Vice President
JoAnn Simmons	Trustee
Ricky A. Cooke, Sr.	Trustee
Gwendolyn Jackson	Trustee

STAFF MEMBERS PRESENT:

Susan Johnson	Superintendent of Schools
Gerard Antione	Assistant Superintendent for Business & Operations
Dr. Rodney Gilmore	Associate Superintendent for Human Resources
Regina Armstrong	Assistant Superintendent for Elementary C & I
James Clark	Associate Superintendent for Secondary Education
Renee Hamilton	Executive Director for Testing, Research & Evaluation
Daniel Espina	Executive Director of Technology & MIS
Patricia Wright	District Clerk
John Sheahan	General Counsel
Christopher Mestecky	General Counsel
Christopher Shishko	General Counsel
Scott Kershaw	Labor Counsel

Trustee Johnson moved, seconded by Trustee Touré to approve the consent calendar with the exception of the executive items.

MOTION	YES 5	MOTION CARRIED
To approve the consent calendar		

**MINUTES
AUGUST 20, 2015**

H. OTHER AGENDA ITEMS

- a. **RESOLVED**, that the Board of Education approves the minutes of the meetings held July 7, 2015 as submitted by the District Clerk.
- b. **WHEREAS**, the Board of Education of the Hempstead UFSD in in need of training to promote and interpret the educational needs and aspirations of the students and community of this district , and to meet them through the formulation of policies that stimulate the learner and the learning process and to manage the school district in accordance with the policies, regulations and procedures;

WHEREAS, the Board of Education should provide leadership in order to achieve the goals and objectives of the school district as set forth in the district's policies and make sure that they are carried out effectively;

WHEREAS, the Board of Education seems to be in need of guidance in order to maintain open lines of communication with each other and staff, and develop ways to provide appropriate management and planning skills;

THEREFORE, BE IT RESOLVED, that the Board of Education engage in discussion and planning of an off-site retreat to address these matters;

IT IS FURTHER RESOLVED, that the Board of Education directs the District Clerk to contact New York State Schools Boards Association to obtain a coordinator to conduct the retreat;

RESOLVED, that the District Clerk is also directed to start the process of finding a location and making arrangements for such retreat and present this information to the Board for approval effective immediately.

- c. **RESOLVED**, that the Board of Education approved the function of the Audit Committee at the annual re-organization meeting to carry out the duties as mandated by the New York State Education Department for the 2015-2016 school year. The Committee shall consist of the following five individuals: Gwen Jackson, Chairperson, Phyllis Pruitt, Carolyn Walker, Leonard Myers and Virginia Oliver.

2. BUSINESS & OPERATIONS

WARRANTS

- a. **RECOMMENDS** that the Board of Education review the **Register of Bills** as follows:

**MINUTES
AUGUST 20, 2015**

General Funds (Warrants #86, 84, 82, 78, 77, 76, 3, 1); **Cafeteria/Lunch** (Warrant: #19, 18, 1); **Capital Fund** (Warrants #1) and **Federal** (Warrants #27, 26, 25, 3, 1).

TREASURER'S REPORT

b.

APPROPRIATION STATUS REPORT

c. **RESOLVED**, that the Board of Education approve the Superintendent's recommendation to receive the **Appropriation Status Reports for the General Fund, Lunch Fund, Federal Fund and Capital Fund.**

BUDGET TRANSFERS

d. **RESOLVED**, that the Board of Education approve the Superintendent's recommendation to approve Budget Transfers of \$5,000 and over. **None this month.**

e. **RESOLVED**, that the Superintendent notifies the Board of education of the following Budget Transfers under \$5,000. **None this month.**

*The Board requested a status report on grants ******

2. BID AWARDS

BOILER BURNER SERVICE AND REPAIR

a. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to extend the services of **BEST CLIMATE CONTROL** for **BOILER BURNER SERVICE AND REPAIR**. Pricing for the 2015-2016 year to remain the same as the 2014-2015 bid award.

ENVIRONMENTALLY SENSITIVE COMPLETE FLOOR CARE SYSTEM

b. **RESOLVED**, that the Board of Education approves the Superintendents recommendation to extend the services of **HEALTHY CLEAN BUILDINGS** for **ENVIRONMENTALLY SENSITIVE COMPLETE FLOOR CARE SYSTEM**. Pricing for the 2015-2016 year to remain the same as the 2014-2015 bid award.

CAFETERIA KITCHEN REPAIR SERVICES

c. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to extend the services of **ACME AMERICA REPAIRS INC.** for **CAFETERIA KITCHEN REPAIR SERVICES**. Pricing for the 2015-2016 school year to remain the same as the 2014-2015 bid award.

**MINUTES
AUGUST 20, 2015**

WINDOW REPAIRS, PARTS AND REPLACEMENT

- d. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to extend the services of **COMMERCIAL WINDOW REPAIR SOLUTIONS** for **WINDOW REPAIRS, PARTS AND REPLACEMENT**. Pricing for the 2015-2016 year to remain the same as the 2014-2015 bid award.

DRY CLEANING SERVICES

- e. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to award the bid for **DRY CLEANING SERVICES 2015-2016** to the lowest responsible bidder meeting specifications as follows:

VENDOR

TURNPIKE CLEANERS

NURSING SERVICES

- f. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to award the request for Proposal (RFP) for **NURSES SERVICES 2015-2016** to the lowest responsible vendors meeting specifications as follows:

VENDOR

REGISTERED NURSE (RN)

EXECUTIVE SEARCH GROUP
U.S. MEDICAL
WHITE GLOVE

LICENSED PRACTICAL NURSE (LPN)

U.S. MEDICAL
WHITE GLOVE
EXECUTIVE SEARCH GROUP *

WINSTON STAFFING *

CERTIFIED NURSE AID (CNA)

WHITE GLOVE
U.S. MEDICAL
WINSTON STAFFING

*Denotes a tie in pricing for LPN

**MINUTES
AUGUST 20, 2015**

COOPERATIVE BIDS

- g. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to utilize the **NY COOPERATIVE/CLARKSTOWN CENTRAL SCHOOL DISTRICT BIDS**, administered by Education Data Services, Inc. for Facilities/Supply Bids needed for the 2015-2016 school year.

FOOD SERVICE

- h. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to accept the bids for **FOOD SERVICE** for the **2015-2016** school year and award the bids to the lowest responsible bidders meeting specifications as follows:

Bread

Grimaldi Bakery

Milk

Broadway Dairy

Disposables & Paper Products

Appco

H. Schrier

Triple A Supplies

Mivila

Grocery

Mivila

H. Schrier

TA Morris

Jay Bee

Beverages

Cookies & More

Mivila

Jay Bee

TA Morris

Snapple

Snacks

Cookies & More

Mivila

H. Schrier

Jay Bee

TA Morris

**MINUTES
AUGUST 20, 2015**

SPECIAL EDUCATION/TUTORING SERVICE PROVIDERS

- i. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to appoint the following **SPECIAL EDUCATION/TUTORING SERVICE PROVIDERS-AGENCIES** for the 2015-2016 school year to be used as needed. Request for Proposals (RFP's) were received from all providers as listed.

- 1) ISLIP TUTORING SERVICE
- 2) KIDS FIRST
- 3) BLUE SEA EDUCATIONAL CONSULTING
- 4) WE CARE FOR CHILDREN
- 5) ABILITIES INC.
- 6) MARRA & GLICK
- 7) NY THERAPY PLACEMENT SERVICES
- 8) METRO THERAPY
- 9) VARIETY CHILD LEARNING CENTER
- 10) ALTERNATIVE TUTORING INC.
- 11) THE HAGEDORN LITTLE VILLAGE SCHOOL
- 12) EAZY A TUTORING
- 13) ACCESS 7
- 14) ALL ABOUT KIDS
- 15) HORIZON HEALTHCARE
- 16) EDUCATION INC.
- 17) CREATIVE TUTORING INC.
- 18) BUILDING KIDS SCHOLASTICALLY
- 19) BROOKVILLE CENTER FOR CHILDRENS SERVICES

DEMOGRAPHER ASSISTANCE

- j. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to accept the proposal from **WESTERN SUFFOLK BOCES** to provide **DEMOGRAPHER ASSISTANCE FOR PROPOSED SCHOOL BUILDINGS** for the 2015-2016 school year.

k. CONTRACTS / STIPULATIONS OF SETTLEMENTS

WHEREAS, the Board of Education ("Board") of the Hempstead Union Free School District ("District") has concluded that it is in the best interests of the District to resolve

**MINUTES
AUGUST 20, 2015**

the grievance filed by the Hempstead School Civil Service Association (“HSCSA”) on behalf of Security Aid Nathaniel Armstead (“Armstead”) in lieu of a resolution by an arbitrator; and

WHEREAS, the Board has considered the merits of the grievance and the likelihood of prevailing after an arbitration; and

WHEREAS, the District endeavors to achieve an ultimate cost savings in legal fees and arbitration fees and to avoid a potential adverse judgment after arbitration; and

WHEREAS, the District endeavors to avoid a binding precedent adverse to the District’s interests with respect to the interpretation and implementation of the collective bargaining agreement with the HSCSA; and

WHEREAS, the attorneys for the District, with the input and guidance of the Superintendent of Schools, Susan Johnson; Associate Superintendent for Human Resources, Rodney Gilmore, Ed.D.; and Assistant Superintendent for Business, Gerard Antoine, have negotiated a Settlement Agreement; and

WHEREAS, the Board has considered the terms of the negotiated Settlement Agreement; and

WHEREAS, the Board believes the negotiated Settlement Agreement to be in the best interests of the District; be it

RESOLVED, that the Board approves the Settlement Agreement, resolving the HSCSA/Armstead grievance; and it is

FURTHER RESOLVED, that the Board authorizes the Board President to execute the Settlement on behalf of the District; and it is

FINALLY RESOLVED, that the Board directs the Assistant Superintendent for Business to remit payment to Armstead during the first payroll period following the Board’s approval of this Resolution, in the amount of \$3,200.00, as full and fair consideration in exchange for the withdrawal of the HSCSA/Armstead grievance.

- 3. CURRICULUM & INSTRUCTION-NO ACTION**
- 4. INTERNSHIPS – NO ACTION**
- 5. FUNDED PROGRAMS-NO ACTION**

**MINUTES
AUGUST 20, 2015**

6. SPECIAL EDUCATION

- a. **RESOLVED**, that the Board of Education **APPROVED** the Superintendent’s recommendation to accept the recommendations of the CSE/CPSE meetings held on:

JUNE 2015

6/16; 6/17; 6/18; 6/19; 6/22; 6/23; 6/24; 6/25;

JULY 2015

7/15; 7/16; 7/21; 7/23; 7/27;

7. USE OF FACILITIES-NO ACTION

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

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

Name	For Use Of	Date(s)

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

Name	For Use Of	Date(s)
I am Dancers Contact: Tiara Adams (516) 984-4448	High School Auditorium for Dance Recital \$3.00 fee adults only no charge for students	Day: Saturday Date: September 19, 2015 Time: 6pm to 8pm Cost: \$ 1,965.00 Insurance: On file Principal Approval: Pending

**MINUTES
AUGUST 20, 2015**

<p>Village of Hempstead Department of Parks and Recreation Contact: George Sandas (516) 478-6246</p>	<p>Middle School Upper Gym for Fall Youth Basketball Program</p>	<p>Days: Monday, Tuesday, and Wednesday evenings Insurance: On file Dates: November 16, 2015 to April 20, 2016 Time: 7pm-9pm</p>
<p>Village of Hempstead Department of Parks and Recreation Contact: George Sandas (516) 478-6246</p>	<p>High School Swimming pool</p>	<p>Days: Monday through Friday 6:00 PM-8:00PM and Saturdays 6:00 AM-8:00 AM Insurance: On file Dates: September, 2015 through June, 2016</p>

- 8. **TECHNOLOGY -NO ACTION**
- 9. **PERSONNEL (see attached pages #1- 16)**
- 10. **MISCELLANEOUS – TRIPS – NO ACTION**

**ADDENDUM # 1
August 20, 2015**

RESOLVED, that upon the recommendation of the Superintendent of Schools to approve and adopt the Stipulation of Settlement between the Hempstead Union Free School District (hereinafter, the “District”), and the Hempstead Schools Civil Service Association (hereinafter, the “HSCSA”), which unit represents the interests of the bargaining unit of civil service employees in the employ of the District, for a successor collective bargaining agreement to the one that expired by its terms on June 30, 2010, for a six year period expiring on June 30, 2016, and upon the Board’s review of the written agreement between the District and the HSCSA determining the terms and conditions of employment of said bargaining unit for the term of July 1, 2010 through June 30, 2016, the Board of Education hereby approves and adopts the said Stipulation of Settlement in accordance with §204-a of the Taylor Law;

**MINUTES
AUGUST 20, 2015**

Reference:

§204-a

Agreements Between Public Employers and Employee Organizations

1. Any written agreement between a public employer and employee organization determining the terms and conditions of employment of public employees shall contain the following notice in type not smaller than the largest type used elsewhere in such agreement:

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefor, shall not become effective until the appropriate legislative body has given approval.

2. Every employee organization submitting such a written agreement to its members for ratification shall publish such notice, include such notice in the documents accompanying such submission and shall read it aloud at any membership meeting called to consider such ratification.

3. Within sixty days after the effective date of this act, a copy of this section shall be furnished by the chief fiscal officer of each public employer to each public employee. Each public employee employed thereafter shall, upon such employment, be furnished with a copy of the provisions of this section.

Approved as amended in bold italics

**ADDENDUM #2
August 20, 2015**

RESOLVED, that the Board of Education hereby approves the request for defense and indemnification submitted by the Superintendent of Schools in accordance with and as set forth in Section 3811 of the New York Education Law and Section 18 of the New York Public Officers Law in connection with the State Court litigation filed under Nassau County Index No. 15-006871 and hereby confers upon the Superintendent of Schools the benefits and protections of Section 3811 of the New York Education Law and Section 18 of the New York Public Officers Law as applicable.

BE IT FURTHER RESOLVED, that effective immediately, the Board of Education ***authorizes the Superintendent of Schools to select her own attorney at a rate not to exceed \$225.00 per hour to*** serve as defense counsel for the Superintendent of Schools in connection with the State Court litigation filed under Nassau County Index No. 15-006871.

**MINUTES
AUGUST 20, 2015**

Approved as amended in bold italics

**ADDENDUM # 3
AUGUST 20, 2015**

RESOLVED, that upon the Board of Education, hereby consents to the assignment of ***McAndrew, Conboy & Prisco*** to the matters set forth on Schedule "A", and hereby authorizes the Board President to execute a consent to change attorney for the ***McAndrew, Conboy & Prisco*** for representation in accordance with the District's insurance policy.

Schedule "A"

1. Mary Jo Almon v. Hempstead UFSD
2. Joel Arias-Sorto v. Hempstead UFSD
3. Samantha Buruca v. Hempstead UFSD
4. Cindy Cardona v. Hempstead UFSD
5. Rocher Duchatellier v. Hempstead UFSD
6. Bianca Estrada v. Hempstead UFSD
7. Melvin Harris v. Hempstead UFSD
8. Kiya Holloman v. Hempstead UFSD
9. Juwan Keller v. Hempstead UFSD
10. Claudius Mascoll v. Hempstead UFSD
11. Anthony McCants Jr. v. Hempstead UFSD
12. Maria Portillo v. Hempstead UFSD
13. Courtney Riddick v. Hempstead UFSD
14. Jasmin Sanchez v. Hempstead UFSD
15. Erika Alfaro Trejo v. Hempstead UFSD

**MINUTES
AUGUST 20, 2015**

K. PERSONNEL

A. RESIGNATION – RESOLVED, that the Board of Education approves the 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>
Kenya Vanterpool Eff. 07/08/15	Elementary Asst. Principal – Franklin School	Letter of resignation submitted for personal reasons
Nicole Carrazana Eff. 08/26/15	ESL Teacher – High School Annex	Letter of resignation submitted for personal reasons
Carol DelValle Eff. 07/24/15	Special Education Teacher – High School	Letter of resignation submitted for personal reasons
Claudia Ramirez Eff. 08/28/15	Bilingual Kindergarten Teacher – Prospect School	Letter of resignation submitted for personal reasons
Lindsey Campbell Eff. 07/29/15	Special Education Math Teacher -High School	Letter of resignation submitted for personal reasons
Natalie McDonald Eff. 07/31/15	Science Teacher – Middle School	Letter of resignation submitted for personal reasons
Alyce Byrd Eff. 08/04/15	Elementary Teacher – David Paterson	Letter of resignation received for retirement purposes
Naima Robinson Eff. 08/31/15	Special Education Social Studies Teacher – High School	Letter of resignation received for personal reasons
Kristina Cavallo Eff. 08/06/15	Physical Education Teacher - Prospect School	Letter of resignation received for personal reasons
Claude Irwin Eff. 08/21/15	Assistant Principal – Middle School	Letter of resignation received for personal reasons

**MINUTES
AUGUST 20, 2015**

Dr. William McLaurin Eff. 9/15/15	Secondary Principal on Special Assignment	Letter of resignation received for retirement purposes
Valerie Hines Eff. 10/17/15	Special Education Teacher High School	Letter of resignation received for retirement purposes
Kelly Fairclough Eff. 08/23/15	Secondary Assistant Principal Middle School	Letter of resignation received to accept appointment as Principal
Carla Ardi Eff. 08/18/15	Kindergarten Teacher - Prospect School	Letter of resignation received for personal reasons

B. LEAVE(S) OF ABSENCE - RESOLVED, that the Board of Education approves the 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>
Kuriake Scarles Eff. 08/31/15 – 11/20/15	Social Studies Teacher – High School	Letter requesting extension of Maternity Leave/FMLA, without pay, from 08/31/15 through 1/20/15.(Medical documentation on file, letter received on 07/22/15 in the Personnel Office)
Angela Daubon Eff. 08/31/15 – 11/08/15	Social Worker - Marshall School	Letter requesting extension of Sick Leave/FMLA @half pay. (Medical documentation on file, letter received on 08/03/15 in the Personnel Office)
Sharon Edmondston Eff. 08/31/15 – 10/19/15	Elementary Teacher- Jackson Annex	Letter requesting Sick Leave/ FMLA utilizing accrued sick time (17 days); remainder at ½ pay (13Days).(Medical documentation on file, letter received on 08/10/15 in the Personnel Office)

**MINUTES
AUGUST 20, 2015**

C. RESOLVED, that the Board of Education approves the 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 annual composite or overall APPR rating of H or E in at least three of the four preceding years, and if the individual receives a rating of I 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>
Kelly Fairclough Eff. 08/24/15 (4-year Probationary Period – 08/23/19)	Elementary Principal Barack Obama School (replacing K. Trukafka, retired)	\$125,140 (Level 3, St. 7) pro-rated
Arlise Carson Eff. 09/28/15 (4-year Probationary Period – 09/27/19)	Elementary Principal Front School (replacing M. Ortiz, retired)	\$125, 140 (Level 3, St. 7)
Miriam Ortiz Eff. 09/01/15 – 09/30/15	Elementary Principal Front School (Delay in replacement’s effective date)	\$644.00 per day
Dienamarie Giaquinto Eff. 08/31/15 –Until teacher returns)	Art Teacher – Jackson Main School (Leave replacement for C. Booth, suspended)	\$61,483 (Level 5, St. 2)
Marla Alvarez Eff. 08/31/15 - Until teacher returns)	Elementary Teacher – Front School (Leave replacement for M. Nelson, LOA)	\$71,348 (Level 9, St. 2)
Dana Ramirez Eff. 08/31/15 - Until teacher returns)	Special Education Social Studies Teacher -High School (Leave replacement for D. Jones, suspended)	\$59,010 (Level 5, St. 1)
Jasmine Howard Eff. 08/31/15 – 06/30/16	Science Teacher – High School (Leave replacement for L. Albuquerque, suspended)	\$59,010 (Level 5, St. 1)

**MINUTES
AUGUST 20, 2015**

Alyssa Tortora Eff. 08/31/15 (3-year probationary period – 8/30/18)	Kindergarten Teacher – Prospect School (replacing M. Grant, resigned)	\$54,358 (Level 1, St. 2)
Christopher Orlando Eff. 08/31/15 (4-year probationary period – 08/30/19)	Secondary Science Teacher Middle School (replacing N. McDonald, resigned)	\$56,689 (Level 3, St. 1)
Tanya Sparacio Eff. 08/31/15 (4-year probationary Period – 08/30/19)	Bilingual Elementary Teacher Jackson Annex	\$59,010 (Level 5, St. 1)
Natalie Lindo Eff. 08/31/15 (4-year probationary period – 08/30/19)	Elementary Teacher – David Paterson (replacing A. Byrd, retired)	\$68,877 (Level 5, St. 5)
Kellie Ramsey	Special Education Compliance	\$11,706 (Sp.Ed. Grant Funded)
Eff. 2015-2016 School Year	Middle School/Prospect School	(Service Assignment I)
Veronica Jimenez	Special Education Compliance	\$11,706 (Sp.Ed. Grant Funded)
Eff. 2015-2016 School Year	Elementary Schools	(Service Assignment I)
Sabina Perchekly	Special Education Compliance	\$11,706 (Sp.Ed. Grant Funded)
Eff. 2015-2016 School Year	High School	(Service Assignment I)
Benjamin Coleman Eff. 2015-2016 School Year	H.S. Marching/Concert Band Director	\$11,706 (Service Assignment I)

**MINUTES
AUGUST 20, 2015**

Rachel Blackburn Eff. 2015-2016 School Year	H.S. Chorus Director	\$11,706 (Service Assignment I)
Deborah Doyle-Frischer Eff. 2015-2016 School Year	H.S. Orchestra Director	\$5,880 (Service Assignment II)
Eric Cortright Eff. 2015-2016 School Year	H.S. Marching/Concert / Jazz Band Director	\$5,880 (Service Assignment II)
Eric Sacher Eff. 2015-2016 School Year	M.S. Band Director	\$5,880 (Service Assignment II)
Carol Davis Eff. 2015-2016 School Year	M.S. Choral Director	\$2,908 (Service Assignment III)
Noel Rios Eff. 08/24/15 (4-year Probationary period – 8/23/19)	Middle School Principal (Replacing H. Williams)	\$131,231 (Level 2, St. 4)
Abigail Agresta-Stratton Eff. 08/31/15 (4-year Probationary period – 8/30/19)	Dance Teacher – Franklin School (New position)	\$81,202 (Level 7, St. 8) Grant Funded
Brian Pugh Eff. 08/17/15 – 11/24/15	Varsity Football Assistant	\$5,722.
Michael Higgins Eff. 2014-2015 School Year	Yearbook Club Advisor High School	\$3,000.

D. RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPOINT the following professional personnel to work with Free/Reduce Lunch Information for the Student Management System from August 21, 2015 – August 31, 2015 (not to exceed 35 hours)

**MINUTES
AUGUST 20, 2015**

<u>NAME</u>	<u>COMPENSATION</u>
Jason Noone	\$40.54 per hour

E. RECALL(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to RECALL the following Professional Personnel, effective August 31, 2015:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>
Dr. Robert Cincotta Eff. 08/24/15	Director of Athletics, Physical Education, Health and Chairperson Districtwide Health and Safety Team	\$141,725 (Level 1, Step 16 prorated)

Dr. Winfield independent action item
Trustee Johnson moved, seconded by Trustee Touré to approve the appointment of secondary assistant principal

Dr. Michael Winfield Eff. 08/24/15	Secondary Assistant Principal Middle School (replacing C. Irwin, resigned)	\$107,318 (Level 5, St. 8 prorated)
---------------------------------------	--	---

MOTION	YES 4	MOTION CARRIED
To approve the Appointment of secondary AP	NO 1 (Trustee Touré)	

Jeffrey Negron	Bilingual Social Studies – Middle School	\$61,483 (Level 5, Step 2)
Noel Acevedo	Physical Education Teacher - High School (Leave replacement for R. Bedneau)	\$54,358 (Level 1, Step 2)
Marcia Holness	Physical Education Teacher Middle School (replacing K. Cavalla, resigned)	\$61,483 (Level 5, St. 2)
Luz Arenas	Spanish Teacher – High School (replacing J. Saenz de Viteri, resigned)	\$59,010 (Level 5, St. 1)

**MINUTES
AUGUST 20, 2015**

Lindsey Casale	Kindergarten Teacher – Prospect School (replacing C. Ramirez, resigned)	\$63,937 (Level 5, St. 3)
Melissa Lecesse	Elementary Teacher – Jackson Annex (replacing C. Austin, resigned)	\$63,937 (Level 5, St. 3)
Michael Levine	Elementary Teacher – Franklin School	\$63, 937 (Level 5, St. 3)
Krystin Prastil	Special Education/Social Studies Teacher – High School (replacing N. Robinson, resigned)	\$61,483 (Level 5, St. 2)
Beverley Jones Eff. 08/24/15	Director of Mathematics, Business	\$139,151 (Level 7, St. 15) (Grant Funded)
Robert Kurtz Eff. 08/24/15	Director of Social Studies	\$133,995 (Level 7, St. 13) (Grant Funded)

F. RESOLVED, that the Board of Education approves the Superintendent’s recommendation to RESCIND the following:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Barbara Intrieri Eff. 08/24/15	Director of Physical Education	Return to tenured position as Physical Education Teacher -Prospect School

G. RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following Secondary Instructional Coaches for the 2015-2016 School Year (Grant Fund):

**MINUTES
AUGUST 20, 2015**

MIDDLE SCHOOL

<u>NAME</u>	<u>SUBJECT</u>	<u>COMPENSATION</u>
Donna Melcer	ELA	\$11,706 (Service Assignment I)
Leasia Shabazz Earth	Math	\$11,706 (Service Assignment I)
Joyce Koestenblatt	Science	\$11,706 (Service Assignment I)
Wendy Eisner	Social Studies	\$11,706 (Service Assignment I)
Delva King	ESL/Bilingual	\$11,706 (Service Assignment I)

HIGH SCHOOL

Tamara Darien	Science	\$11,706 (Service Assignment I)
Vanessa Stephens	Math	\$11,706 (Service Assignment I)
Wendy Hasbun	Bilingual	\$11,706 (Service Assignment I)
Felicia Prince	English	\$11,706 (Service Assignment I)
Jason Gelardi	Social Studies	\$11,706 (Service Assignment I)

H. RESOLVED, that the Board of Education approves the Superintendent's recommendation to CHANGE the time for the following Adult and Community Education Program at Coordinating Agency for Spanish Speaking Americans (CASA) staff FROM Monday through Thursday, 6:00 p.m. – 9:30 p.m.; TO Monday through Thursday, 6:00 p.m. – 10:00 p.m. (Grant funded; previously approved on the July 7, 2015 docket)

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Walter Everett Eff. 07/01/15 – 06/30/16	Security Aide @ CASA	Contractual hourly rate
Leonardo Gonzalez Eff. 07/01/15 – 06/30/16	Security Aide @ CASA	Contractual hourly rate

I. RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPOINT the following professional personnel as COACHES for the FALL season for the 2015 – 2016 school year:

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Stacy Eason Eff. 08/17/15 – 11/24/15	JV Football	\$5,360

MINUTES
AUGUST 20, 2015

Richard Barkan Eff. 08/24/15 – 11/22/15	Varsity Girls Swimming	\$5,229
Delon Callender Eff. 08/24/15 – 11/22/15	Varsity Girls Swimming Assistant	\$1,965
Michael Higgins Eff. 08/24/15 – 11/22/15	Varsity Boys Cross Country	\$4,022
Lenroy Raffington Eff. 08/24/15 – 11/22/15	Varsity Girls Cross Country	\$4,022
Jean Collins Eff. 08/17/15 – 11/22/15	Equipment Manager	\$5,360
Donald Ryan Eff. 09/08/15 – 11/24/15	Statistician	\$2,556
Franckle Gauthier Eff. 08/24/15 – 11/22/15	Varsity Boys Soccer	\$5,615
Janine Bright Eff. 08/24/15 – 11/22/15	Varsity Girls Soccer	\$5,615
Jennifer Garcia Eff. 08/24/15 – 11/22/15	JV Girls Soccer	\$4,472
Anita Reynolds Eff. 08/24/15 – 11/22/15	Varsity Girls Volleyball	\$4,644
Robert Graziosi Eff. 09/08/15 – 11/02/15	Middle School Football	\$4,062
Nicholas Wisz Eff. 09/08/15 – 11/02/15	Middle School Football Assistant	\$3,236
Martha Higgins Eff. 09/08/15 – 11/02/15	Middle Schools Girls Soccer	\$4,058

**MINUTES
AUGUST 20, 2015**

J. RESOLVED, that the Board of Education approves the Superintendent's recommendation to RECLASSIFY the following Adult and Community Education Program personnel, effective, August 31, 2015 at ABGS Middle School: (*funded by the current NYSED Employment Preparation Education (EPE) allocation for 2015-16*)

<u>Name</u>	<u>Position</u>	<u>Reason</u>
Rhetta Bell	Adult Ed Teacher \$40.54 per hour	Step 2 to Step 3
Sandra Bynum	Adult Ed Teacher \$40.54 per hour	Step 2 to Step 3
Mark Canonica	Adult Ed Teacher \$35.72 per hour	Substitute Teacher to Step 1
Yoneydi Cuevas	Adult Ed Teacher \$37.99 per hour	Step 1 to Step 2
Timothy Dolan	Adult Ed Teacher \$35.72 per hour	Substitute Teacher to Step 1
Lorena Escobar	Adult Ed Teacher \$35.72 per hour	Substitute Teacher to Step 1
Cynthia Fiumara	Adult Ed Teacher \$37.99 per hour	Step 1 to Step 2
Rafael Garcia	Adult Ed Teacher \$40.54 per hour	Substitute Teacher to Step 3
Rosemary Glynn	Adult Ed Teacher \$35.72 per hour	Substitute Teacher to Step 1
Karen Gonzalez	Adult Ed Teacher \$40.54 per hour	Step 2 to Step 3 @ CASA
Hilmice Salcedo	Adult Ed Teacher \$37.99 per hour	Step 1 to Step 2
Muhammad Khan	Adult Ed Teacher \$37.99 per hour	Step 1 to Step 2

**MINUTES
AUGUST 20, 2015**

Daniel Mestizo	Adult Ed Teacher \$40.54 per hour	Step 2 to Step 3 @ CASA
Susan Meyerback	Adult Ed Teacher \$40.54 per hour	Step 2 to Step 3
Jessica Moreno	Adult Ed Teacher \$35.72 per hour	Substitute Teacher to Step 1
Tracee Morgan	Adult Ed Teacher \$35.72 per hour	Substitute Teacher to Step 1
Stephen Lux	Adult Ed Teacher \$40.54 per hour	Step 2 to Step 3
Beverly Robinson	Adult Ed Teacher \$35.72 per hour	Substitute Teacher to Step 1
Maritza Perez	Adult Ed Teacher \$35.72 per hour	Substitute Teacher to Step 1
Janine Washinger	Adult Ed Teacher \$37.99 per hour	Step 1 to Step 2
Anita Wright	Adult Ed Teacher \$35.72 per hour	Substitute Teacher to Step 1
Maryanne O'Connell	Adult Ed Teacher \$37.99 per hour	Step 1 to Step 2

K. RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPOINT the following Adult and Community Education Program personnel at ABGS Middle School: (*funded by the current NYSED Employment Preparation Education (EPE) allocation for 2015-16*)

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Alan Beauvais Eff. 08/31/15 – 06/30/16	Security Aide	Contractual hourly rate
Nery Rivera Eff. 08/31/15 – 06/30/16	Security Aide	Contractual hourly rate

MINUTES
AUGUST 20, 2015

Rashaad Payton Eff. 08/31/15 – 06/30/16	Security Aide	Contractual hourly rate
Edward McCormick Eff. 08/31/15 – 06/30/16	Security Aide	Contractual hourly rate
Luis Cruz Eff. 08/31/15 – 06/30/16	Security Aide	Contractual hourly rate
Juan Perez Eff. 08/31/15 – 06/30/16	Security Aide	Contractual hourly rate
Robin Shelton Eff. 08/31/15 – 06/30/16	Security Aide	Contractual hourly rate
Guy Banks Eff. 08/31/15 – 06/30/16	Security Aide	Contractual hourly rate
Oluremi Oshen Eff. 08/31/15 – 06/30/16	Security Aide	Contractual hourly rate
Leonel Gonzalez Eff. 08/31/15 – 06/30/16	Security Aide	Contractual hourly rate
Debbie Cheaver Eff. 08/31/15 – 06/30/16	Security Aide	Contractual hourly rate
Gladys Estime Eff. 08/31/15	Substitute Teacher	\$33.20 per hour
Lynn A. Filazzola Eff. 08/31/15	ESL Teacher	\$35.72 per hour (Step 1)
Elias Mestizo Eff. 08/31/15	Substitute Teacher	\$33.20 per hour
Marian D. Moses Eff. 08/31/15	ESL Teacher	\$37.99 per hour (Step 2)
Lauren Quinn Eff. 08/31/15	Substitute Teacher	\$33.20 per hour

**MINUTES
AUGUST 20, 2015**

L. RESOLVED, that the Board of Education approves the Superintendent’s recommendation to **APPOINT** the following for summer work in the registration office from August 21, 2015 through August 31, 2015(not to exceed six (6) working days):

<u>NAME</u>	<u>COMPENSATION</u>
Janet Ojo	Contractual Hourly
Hans Kebreau	Contractual Hourly
Ali Kebreau	Contractual Hourly
Maria Payano	Contractual Hourly
Unique Redd	Contractual Hourly
Gary Battle	1/200 th of Contractual Salary

M. RESOLVED, that the Board of Education approves, adopts and authorizes the Superintendent of Schools to execute the Athletic Trainer Agreement between the District and Winthrop University Hospital (“Winthrop”) pursuant to which Winthrop shall provide athletic trainers to the District’s athletic teams at a cost of \$30,000.00 per school year to be paid over ten equal installments during the school year, a copy is attached to this resolution; and it is further

RESOLVED, that the agreement between the District and Winthrop shall renew each year until the Board votes not to renew the agreement under its terms.

2. CIVIL SERVICE PERSONNEL

A. RESIGNATION(S) - RESOLVED, that the Board of Education approves the Superintendent’s recommendation to **ACCEPT** the following resignation(s) from the following Civil Service employees for **RETIREMENT/PERSONAL PURPOSES**:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Luis Cruz Eff. 09/29/15	Security Aide, FT – Pupil Personnel	Letter of resignation received for retirement purposes
Corinne Mitchell Eff. 08/29/15	Cleaner – Middle School	Letter of resignation received for retirement purposes
Lillian Kearse Eff. 08/30/15	Assistant Cook – High School	To accept appointment as Cook
Lisa Brinkley Eff. 08/30/15	Food Server, F/T - High School	To accept appointment as Assistant Cook

**MINUTES
AUGUST 20, 2015**

Marcella Sydnor Eff. 08/30/15	Food Server, F/T – Middle School	To accept appointment as Assistant Cook
Angela Latta Eff. 08/30/15	Food Server, F/T – High School	To accept appointment as Assistant Cook
Lewis Mincy Eff. 08/30/15	Food Server, F/T – High School	To accept appointment as Motor Equipment Operator

B. APPOINTMENT(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
JoAnn Galante Eff. 08/31/15	Food Server – P/T Sub District, Lv. 10A, St. 1, \$10.87/hr	Services to be utilized by district as required. To meet the needs of the district
Jacob Rolley Eff. 08/31/15	Food Server – P/T Sub District, Lv. 10A, st. 1, \$10.87/hr	Services to be utilized by district as required. To meet the needs of the district
Lillian Kearse Eff. 08/31/15	Cook –High School, Lv. 6, St. 4, \$32,294	To be in compliance with the Nassau County Civil Service Commission’s rules and regulations regarding working out title
Lisa Brinkley Eff. 08/31/15	Assistant Cook – High School, Lv. 4, St. 1, \$28,078	To be in compliance with the Nassau County Civil Service Commission’s rules and regulations regarding working out title
Marcella Sydnor Eff. 08/31/15	Assistant Cook – Middle School, Lv. 4, St. 1, \$28,078	To be in compliance with the Nassau County Civil Service Commission’s rules and regulations regarding working out title

**MINUTES
AUGUST 20, 2015**

Angela Latta Eff. 08/31/15	Assistant Cook – High School, Lv. 4, St. 1, \$28,078	To be in compliance with the Nassau County Civil Service Commission’s rules and regulations regarding working out title
Lewis Mincy Eff. 08/31/15	Motor Equipment Operator – High School, Lv. 2, St. 2, \$20,694	To be in compliance with the Nassau County Civil Service Commission’s rules and regulations regarding working out title
Timothy Gregg Eff. 08/24/15	Supervisor of School Facilities and Operations – Districtwide \$90,000 (prorated)	Replacing L. DiPadova who resigned
Ezra Cooper Eff. 08/31/15	Registered Professional School Nurse, 10 months – Franklin School, Lv. 8, St. 5, \$38,574	Replacing D. Anglade who retired
Felicia Agu Eff. 08/31/15	Registered Professional School Nurse, 10 months - Middle School, Lv. 8, St. 5, \$38,574	Replacing K. Keilitz who retired
Kathlyn Tagufa Eff. 08/31/15	Registered Professional School Nurse, 10 months - Jackson Annex, Lv. 8, St. 3, \$35,725	Replacing M. John-Edwards who retired

C. APPOINTMENT(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following SECURITY AIDES to work districtwide to provide 24 hour coverage effective August 21, 2015 – August 31, 2015 (Full-time not to exceed 20 hours per week and Part-time not to exceed 19.5 hours per week)

NAME

COMPENSATION

Tanya Gibson (7:30 a.m. – 3:00 p.m.)	Contractual Hourly
Jose Guevara (3:00 p.m. – 11:00 p.m.)	Contractual Hourly
Milton Goris (F/T)	Contractual Hourly
Pierre Page (F/T)	Contractual Hourly
Nery Rivera (P/T)	Contractual Hourly
Allen Beauvais (P/T)	Contractual Hourly

**MINUTES
AUGUST 20, 2015**

Hilmar Escobar (P/T)	Contractual Hourly
Kishawana Webb (P/T)	Contractual Hourly
Jonathan Ayala (P/T)	Contractual Hourly
Larry McCloud (P/T)	Contractual Hourly
Austin Cobbs (P/T)	Contractual Hourly

D. LEAVE(S) OF ABSENCE - RESOLVED, that the Board of Education approves the 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>
Kathy Rouse 07/31/15 – 09/08/15	Confidential Secretary – Human Resources	Medical Leave of Absence, with pay, using accrued time. (Medical documentation on file)
Janice Riddick Eff. 8/31/15 – 10/26/15	Typist Clerk – High School	Medical Leave of Absence, with pay, utilizing accrued sick time. (Medical documentation on file)

E. RECLASSIFICATION(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to RECLASSIFY the following Civil Service personnel:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
-------------	-----------------	---------------

F. APPOINTMENT(S) RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT PER DIEM SUBSTITUTE TEACHER for the 2015-2016 School Year:

<u>Name</u>	<u>Certification</u>	<u>Compensation</u>
Glenn Bedell	Physical Education	All year \$125 per day
Sharon Bottu	Mathematics, Grades 7-12	All year \$125 per day
Tracey A. Brown	English Language Arts	All year \$125 per day

**MINUTES
AUGUST 20, 2015**

Gladys Estime'	Elementary, Special Education Grades 1-6	All year \$125 per day
Cynthia M. Fiumara	Pre-K, Kindergarten and Grades 1-6	All year \$125 per day
Phyllis Gordon	Pre-Kindergarten, Kindergarten & Grades 1-6 School District Administrator Social Studies 7-12 Business & Distributive Ed.	All year \$125 per day
Heather M. Huston	Special Education, Perm. Emotionally Disturbed, Perm. Nursery, Kindergarten, Perm. Grades 1-6	All year \$125 per day
Joseph Jones	Social Studies 7-12	All year \$125 per day
Valery Juste	Nursery, Kindergarten & Grades 1-6	All year \$125 per day
Elliott Miller	Physical Education	All year \$125 per day
Samara Mohamed	Guidance Counselor	All year \$125 per day
Stephanie J. Morris	Home Economics	All year \$125 per day
Marie Ntukogu	Early Childhood Education, Birth-Grade 2	All year \$125 per day
Susan Papaioannou	Nursery, Kindergarten & Elementary Grades 1-6	All year \$125 per day

**MINUTES
AUGUST 20, 2015**

Carolyn Price	Special Education	All year \$125 per day
Jeannette Robinson	Elementary 1-6	All year \$125 per day
Victoria Thomas	English Language Arts 7-12	All year \$125 per day
Alphea Uwode	Pre-K Kindergarten Elementary 1-6	All year \$125 per day
Wandalyn Williams	Special Education	All year \$125 per day
Judith Blaise	General Science 7-12 Biology 7-12 School Attendance Teacher	All year \$125 per day
Jessica Bayard-Sanon	Special Education K-12 Bil. Extension	All year \$125 per day
Joseph Annoscia	Special Education	All year \$125 per day

Trustee Johnson moved, seconded by Trustee Cooke to convene to executive session at 9:55 P.M. to discuss personnel matters .

MOTION YES 5 MOTION CARRIED
To convene to executive session

Trustee Johnson moved, seconded by Trustee Jackson to reconvene to open session at 1:23 A.M.

MOTION YES 5 MOTION CARRIED
To reconvene to open session

**MINUTES
AUGUST 20, 2015**

Trustee Johnson moved, seconded by Trustee Touré to approve the items moved, to executive session and additional addendum items # 1-4 as discussed and indicated below

1. **WHEREAS**, the Hempstead UFSD (“District”) and the Office of the Attorney General (“OAG”) entered into an Assurance of Discontinuance dated March 4, 2015, (“Assurance”);

WHEREAS, the Assurance provided that Compensatory Education Services were to be provided to eligible students no later than the commencement of the 2015-2016 school year;

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board hereby authorizes the District to offer select eligible students the opportunity to participate in Compensatory Education Services, including the Tiger Academy, during the 2015-2016 school year.

2. **RESOLVED**, that upon the recommendation of the Superintendent of Schools, the board of Education hereby consents to the assignment of Guercio and Guercio, LLP to the matter caption Supreme Energy, Inc. v Hempstead UFSD, Index No. 602977/2014 and hereby authorizes the Board President to execute a consent to change attorney regarding same.
3. **BE IT RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby appoints Regina Armstrong, to serve as the Board of Education’s designee for residency matters, including for the 2015-2016 school year.
4. **WHEREAS**, Under Section 100.19(c) of the Regulation section 100.19 (c) of the Commissioner, where a school has been designated as struggling or persistently struggling, the board of education of the school district or its designee must provide written notice and conduct as least one public meeting or hearing annually regarding such designation, and

WHEREAS, the Superintendent of Schools was designated by the Board President to conduct a public meeting on behalf of the Board of Education at the Hempstead high School and the Alverta B. Grey Schultz Middle School regarding their designations as “persistently struggling” and “ “ struggling”, and

WHEREAS, on or about August 15, 2015, the Superintendent of Schools did conduct such meetings on behalf of the Board of Education, it is hereby

**MINUTES
AUGUST 20, 2015**

RESOLVED, that the Board of Education hereby ratifies the action of the Board President and designated the Superintendent of Schools to conduct such meetings on behalf of the Board.

MOTION	YES	MOTION CARRIED
To approve the additional addendum items		

Trustee Johnson moved, seconded by Trustee to adjourn the meeting at 1:32 A.M.

MOTION	YES 5	MOTION CARRIED
Meeting adjourned		

Respectfully submitted:

Patricia Wright
District Clerk