

**SPECIAL MEETING
MINUTES JUNE 8, 2015**

**HEMPSTEAD PUBLIC SCHOOLS
BOARD OF EDUCATION
SPECIAL MEETING
JUNE 8, 2015
MINUTES**

The special 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 6:05 P.M. All of the Board Members were present, Trustee Brazley arrived at 6:08 P.M. during executive session. The purpose of the meeting was to discuss personnel. The Board immediately convened to executive session. There was no public participation.

BOARD MEMBERS PRESENT:

LaMont E. Johnson	President
JoAnn Simmons	1 st Vice President
Ricky A. Cooke, Sr.	Secretary
Shelley Brazley	Trustee
Maribel Touré	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
Patricia Wright	District Clerk
Monte Chandler	General Counsel
Scott Kershaw	Labor Counsel

Trustee Simmons moved, seconded by Trustee Cooke, to convene to executive session at 6:06 p.m. to discuss personnel matter.

MOTION	YES 4	MOTION CARRIED
To convene to executive session to discuss personnel matters		

Trustee Simmons moved, seconded by Trustee Cooke, to reconvene to open session at 11:46 P.M.

MOTION	YES 5	MOTION CARRIED
To reconvene to open session		

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Trustee Simmons moved, seconded by Trustee Brazley to approve an agreement between the UPSEU and the District

1. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to approve the collective bargaining agreement between the District and the United Public Service Employees Union ("UPSEU"), representing the Custodial Unit of employees at the Hempstead Public Schools, for a five-year contract term, from July 1, 2012 through and inclusive of June 30, 2017, approved and ratified by the UPSEU on May 12, 2015, and recognizes, with great appreciation and satisfaction, that the District and the UPSEU came to an agreement, not only on wages, but also on performance evaluations, time keeping, and other terms.

MOTION

YES 5

MOTION CARRIED

To approve the agreement between the UPSEU and the District

Trustee Touré moved, seconded by Trustee Cooke to approve a settlement agreement between the district and the employee named within the resolution

2. **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 the grievance of former Hempstead Middle School Teacher, Marie Cimaglia ("Cimaglia") 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 hearing; 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 Hempstead Classroom Teachers' Association; and

WHEREAS, the attorneys for the District, with the input and guidance of the Board President, Lamont Johnson, and the Superintendent of Schools, Susan Johnson, 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

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RESOLVED, that the Board of Education approves the Settlement Agreement, resolving the Cimaglia grievance; and it is further

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

RESOLVED, that the Board directs the Superintendent to accept Cimaglia's resignation in lieu of her termination; and it is further

RESOLVED, that the Board directs the Associate Superintendent for Human Resources to remove and expunge from Cimaglia's personnel file, any documents referring to her termination, subject to the limitations set forth in the Settlement Agreement; and it is further

RESOLVED, that the Board directs the Assistant Superintendent for Business and Operations to remit payment to Cimaglia, in the amount of \$20,000.00, as full and fair consideration in exchange for the withdrawal of her grievance, during the first payroll period following the Board's approval of this Resolution.

MOTION	YES 5	MOTION CARRIED
To approve the settlement agreement between the named employee and the District		

Trustee Simmons moved, seconded by Trustee Cooke to adjourn the meeting at 11:48 P.M.

MOTION	YES 5	MOTION CARRIED
Meeting adjourned		

Respectfully submitted:

Patricia Wright
District Clerk