

**MINUTES
JANUARY 21, 2016**

**HEMPSTEAD PUBLIC SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
JANUARY 21, 2016
MINUTES**

The Hempstead Public Schools Board of Education meeting 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. The Superintendent and staff present certificates to the students to the students from Marshall and Prospects Schools. After the certificates were presented, Mr. Daniel Espina, IT, Djuana Wilson, Special Education, Janet Lovett, Bilingual, and Robert Rodriguez, Enrollment Ombudsman gave status updates of each department. The high School principal, Stephen Strachan also presented a status update of the high school graduation rate. Public participation was entertained, all concerns were addressed by the Board, Superintendent and staff.

BOARD MEMBERS PRESENT:

LaMont E. Johnson	President
Maribel Touré	Vice President
JoAnn Simmons	Trustee
Gwendolyn Jackson	Trustee

STAFF MEMBERS PRESENT:

Susan Johnson	Superintendent of Schools
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
Patricia Wright	District Clerk
John Sheahan	General Counsel
Richard Hamburger	Labor Counsel
David Pearl	Labor Counsel

Trustee Johnson moved, seconded by Trustee Touré to approve the consent calendar.

MOTION	YES 4	MOTION CARRIED
To approve the consent calendar.		

Trustee Johnson moved, seconded by Trustee Touré to convene to executive session to discuss personnel at 8:56 P.M.

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MOTION	YES 4	MOTION CARRIED
To convene to executive session		

H. OTHER AGENDA ITEMS

1. **RESOLVED**, that the Board of Education approves the minutes of the meetings held December 17, 2015 and January 7, 2016 as submitted by the District Clerk.
2. **RESOLVED**, that the Board of Education hereby authorizes the law firm of Guercio & Guercio, LLP to commence legal action against parties identified on confidential schedule "A" with respect to payments in lieu of taxes.

ITEM # 3 MOVED TO EXECUTIVE SESSION

Resolution revised original removed and replaces with the resolution approve by Hamburger as written below:

Trustee Johnson moved, seconded by Trustee Touré to approve as amended

MOTION	YES	MOTION CARRIED
To approve as amended		

3. RESOLVED, that the resolutions adopted by the Board of Education, concerning the appointment of The Scher Law Firm, LLP as Special Counsel, at the meetings conducted on October 27, 2015 and December 17, 2015, are hereby superseded and preempted; and it is further

RESOLVED, that The Scher Law Firm, LLP is authorized to continue to represent the District, as Special Counsel, in the following matters: Disciplinary Cases 3.1, 3.4, 3.5, 3.9, and 3.10, as enumerated in the document entitled, "12-1-15 TSLF List of Labor Cases [Arbs, 3020-a Cases, ILPs, Lit & EEOC/SDHR cases (AIG)] & General Matters" (hereinafter "12-1-15 TSLF List of Cases & Matters"), as prepared by The Scher Law Firm, LLP, retroactive to November 12, 2015 and until those matters are finally resolved or until a further resolution is adopted by the Board of Education terminating, limiting, expanding or extending such representation; and it is further

RESOLVED, that The Scher Law Firm, LLP is authorized to continue to represent the District, as Special Counsel, in the following matters: Improper Labor Practice Charges 4.1 and 4.2, as enumerated in the 12-1-15 TSLF List of Cases & Matters, retroactive to November 12, 2015 and until those matters are finally resolved or until a further resolution is adopted by the Board of Education terminating, limiting, expanding or extending such

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representation; and it is further

RESOLVED, that The Scher Law Firm, LLP is authorized to continue to represent the District, as Special Counsel, in the following matters: Litigation and State Division of Human Rights Matters 5.1 through and including 5.21, as enumerated in the 12-1-15 TSLF List of Cases & Matters, retroactive to November 12, 2015 and until those matters are finally resolved or until a further resolution is adopted by the Board of Education terminating, limiting, expanding or extending such representation; and it is further

RESOLVED, that The Scher Law Firm, LLP is authorized to continue to represent the District, as Special Counsel, in the following matters: Appeals 6.1 through and including 6.3, as enumerated in the 12-1-15 TSLF List of Cases & Matters, retroactive to November 12, 2015 and until those matters are finally resolved or until a further resolution is adopted by the Board of Education terminating, limiting, expanding or extending such representation; and it is further

RESOLVED, that The Scher Law Firm, LLP is authorized to continue to represent the District, as Special Counsel, in the following matters: Union Negotiations 7.5 through and including 7.7, as enumerated in the 12-1-15 TSLF List of Cases & Matters, but where Union Negotiations Matter 7.7 is hereby amended to state: "HSAA APPR Negotiations – Negotiations Ongoing," retroactive to November 12, 2015 and until those matters are finally resolved or until a further resolution is adopted by the Board of Education terminating, limiting, expanding or extending such representation; and it is further

RESOLVED, that The Scher Law Firm, LLP is authorized to continue to represent the District, as Special Counsel, before the Nassau County Civil Service Commission, in the following matters: Labor Investigations and Audits 8.1, 8.2, 8.4, 8.5, and 8.6, as enumerated in the 12-1-15 TSLF List of Cases & Matters, retroactive to November 12, 2015 and until June 30, 2016 or until a further resolution is adopted by the Board of Education terminating, limiting, expanding or extending such representation; and it is further

RESOLVED, that The Scher Law Firm, LLP is authorized to continue to represent the District, as Special Counsel, in the following matter: General Matter 9.2, as enumerated in the 12-1-15 TSLF List of Cases & Matters, retroactive to November 12, 2015 and until dispositive decisions are rendered by the New York State Commissioner of Education (Commissioner's Appeal No. 20244) and the New York State Supreme Court (Nassau County Supreme Court Index No. 4644/2015) or until a further resolution is adopted by the Board of Education terminating, limiting, expanding or extending either or both of such representations; and it is further

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RESOLVED, that the total amount of legal fees for the above services as Special Counsel shall not exceed \$300,000.00 for the period of November 12, 2015 through June 30, 2016; and it is finally

RESOLVED, that The Scher Law Firm, LLP, shall continue to cooperate with Hamburger, Maxson, Yaffe & McNally, LLP, current Labor Counsel for the Board of Education, in promptly providing Labor Counsel with all information, materials, records and documentation reasonably requested by Labor Counsel concerning all matters referenced in this resolution and shall provide the Board of Education with such additional detail concerning billing records as is requested by the Board of Education.

4. BUSINESS & OPERATIONS

WARRANTS

- a. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to review the **Register of Bills** as follows:
- b. **General Funds** (Warrants #42, 37, 40); **Cafeteria/Lunch** (Warrant: #7); **Federal** (Warrants #14, 13); **Capital** (Warrants #5)

TREASURER'S REPORT

- c. **RESOLVED**, that the Board of Education approves the Superintendent's recommendation to accept the **Treasurer's Reports for the period of November 2015**.

CONTRACTS/STIPULATIONS OF SETTLEMENT

- d. **WHEREAS**, the District's employee Susan Lener ("Plaintiff") commenced an Action in the New York State Supreme Court, Nassau County under Index Number 6604/2012 on May 23, 2012 alleging claims of discrimination in violation of the Equal Protection Clause of the United States Constitution pursuant to 42 U.S.C. § 1983 and the New York State Executive Law § 290 *et seq.*, in that she was discriminated against on the basis of her race, religion, and disability and that the District's former employee Julius Brown ("Brown") aided and abetted the discrimination against the Plaintiff in violation of New York State Executive Law § 290 *et seq.*; and

WHEREAS, on July 5, 2012 the District removed the Action from the New York State Supreme Court, Nassau County to the Eastern District of New York under Docket Number 12-cv-3340; and

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WHEREAS, on September 23, 2014 the Court granted the District's Motion for Summary Judgment, dismissing Brown as a defendant in this Action and dismissing the Plaintiff's causes of action for violation of Equal Protection Clause of the United States Constitution pursuant to 42 U.S.C. § 1983 on the basis of her race, religion, and disability;

WHEREAS, on September 23, 2014 the Court granted the Plaintiff leave to amend her Complaint to add a cause of action for violation of the Americans With Disabilities Act; and

WHEREAS, on October 7, 2014 the Plaintiff amended her Complaint to add a cause of action for violation of the Americans With Disabilities Act; and

WHEREAS, on December 16, 2015 the Court denied the District's Motion for Summary Judgment seeking the dismissal of the Plaintiff's cause of action for violation of the Americans With Disabilities Act; and

WHEREAS, in the interests of avoiding the cost, expense and uncertainties of trial, the Plaintiff and the District desire to resolve all claims asserted in the Action or which could have been asserted in the Action or which may otherwise have been available to Plaintiff or existed arising from her employment with the District, be it

RESOLVED, that the Board hereby approves and adopts the Settlement Agreement, and with it the resolution of the litigation as between the District and the Plaintiff, which Settlement Agreement shall be kept on file in the District's Office of Human Resources, pursuant to its terms and it is

FURTHER RESOLVED, that the Board hereby authorizes the Board President or his authorized designee to execute the Settlement Agreement on behalf of the District.

- e. **RESOLVED**, that the Board of Education approves the attached partnership agreement contract with The Princeton Review for student test preparation and professional development seminars for a persistently struggling high school (receivership grant) and authorizes the President of the Board of Education to execute same.
- f. **RESOLVED**, that the Board of Education approves the attached partnership agreement contract with The Pearson Professional Development Services for research based professional development in specific subject areas of ELA and Mathematics for persistently struggling high school (receivership grant) and authorizes the President of the Board of Education to execute same.

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- g. RESOLVED**, that the Board of Education approves the attached partnership agreement contract with LND Studio for the Arts, LLC for implementation of a performing arts and character development program for persistently struggling high school (receivership grant) and authorizes the President of the Board of Education to execute same.

5. SPECIAL EDUCATION

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

NOVEMBER 2015

11/30;

DECEMBER 2015

12/1; 12/3; 12/4; 12/8; 12/9; 12/10; 12/14; 12/15; 12/16; 12/17; 12/18

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01/05;

6. PERSONNEL (see attached pages #1-11)

7. MISCELLANEOUS – TRIPS

WHEREAS, the Hempstead High School is planning an out-of-state, over-night field trip to visit Historically Black Colleges and Universities, on January 25 – 27, 2016.

RESOLVED, that the Board of Education approves the Superintendent's recommendation to permit approximately thirty-five (35) students, and approximately eight (8) chaperones from the Hempstead High School to attend Campus Tours of Historically Black Colleges and Universities on January 25 – 27, 2016. The Universities to visit are Hampton University and Virginia State University in Virginia, and Howard University in Washington, DC. The purpose of the trip is to allow students to visit different Universities and to see how the different campus function. The cost of transportation for the trip has been allocated under the Smart Scholars Grant. Students will be asked to pay \$150.00 to offset accommodations and food costs. All pertinent information is on file. (Did consensus of the Board on January 11, 2016 @ 3:00 pm, permission granted)

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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>
Myles Petrus Eff. 01/04/16	AM/PM Bus Monitor Jackson Main School	Letter of resignation submitted for personal reasons
Pamela Asmus Eff. 01/13/16	Kindergarten Teacher Prospect School (Leave Replacement for T. Minneci)	Letter of resignation submitted 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>
Susan Langton Eff. 01/11/16 – 02/22/16	Science Teacher ABGS Middle School	Letter requesting Medical Leave of Absence/FMLA using accrued sick leave (Documentation on file; letter received on 12/20/15 in the Human Resources office)
Linda Mizel Eff. 02/22/16 – 04/21/16	Art Teacher Hempstead High School	Letter requesting Maternity Leave/ FMLA using accrued sick leave from 02/22/16 – 04/01/16; remainder without pay. (Documentation on file; letter received on 12/14/15 in the Human Resources office)

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 an annual composite or overall APPR rating of Highly Effective or Effective 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)

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<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Subrina Oliver PULLED per HR		
Subrina Oliver Eff. 02/22/16 (4-year probationary Period – 02/21/20, resume enclosed, Certification: School District Leader, Professional, Eff. 09/01/07)	Director of STEM (Grant funded)	\$150,000 – prorated
Samara Mohamed Eff. 02/22/16 (4-year probationary period – 02/21/20, resume enclosed, Certification: School Counselor, Provisional, Eff. 02/01/13 – 01/31/18)	Guidance Counselor ABGS Middle School (Receivership Position, replacing L. Keys, resigned)	\$66,411 - prorated (Level 7, Step 2)

Florkowski moved to executive session

Genevieve Florkowski Eff. 02/01/16 (4-year probationary period – 01/31/20, resume enclosed, Certification: School Counselor, Permanent, Eff. 03/11/15)	Guidance Counselor Hempstead High School (Receivership Position)	\$ 68,877- prorated (Level 5, Step 5)
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Jovin INDEPENDENT ACTION ITEM

Trustee Johnson moved, seconded by Trustee Touré to approve the school implementation manager

Reina Jovin Eff. 02/22/16 (4-year probationary Period – 02/21/20,	School Implementation Manager – 12 months Hempstead High School (Receivership Position)	\$130,000 - prorated
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Resume enclosed,
Certification: School Building Leader, Initial, Eff. 01/02/15 – 01/31/20)

MOTION
To approve School Implementation manager

**YES 3
NO 1 (Trustee Touré)**

MOTION CARRIED

Clemente Robles
Eff. 01/25/16
(4-year probationary Period – 01/24/20, resume enclosed,
Certification: Childhood Education, Professional, Eff. 12/16/15)

Bilingual Elementary Teacher
ABGS Middle School
(Replacing J. Tineo, reassigned to David Paterson School)

\$70,656 – prorated
(Level 10, Step 1)

Patricia Medina
Eff. 02/08/16
(4-year probationary period – 02/07/20, resume enclosed,
Certification: School Building Leader, Initial, Eff. 09/01/12 – 08/31/17)

Bilingual Dean of Students
ABGS Middle School
(Receivership Position)

\$84,433 - prorated
(Level 6, Step 4)

Yadira Basantes
Eff. 01/25/16
(Resume enclosed,
Certification: Teaching Assistant, Level 1, Eff. 12/18/15 – 01/31/19)

Teaching Assistant
Barack Obama School
(Replacing A. Oyelana, resigned)

\$27,376 – prorated
(Level 4, Step 1)

Helayna Master
Eff. 02/15/16 – until teacher returns
(Resume enclosed,
Certification: Visual Arts, Initial, Eff. 09/01/09 – 08/31/16)

Art Teacher
Hempstead High School
(Replacing L. Mizel, Maternity Leave)

\$59,010 – prorated
(Level 5, Step 1)

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D. APPOINTMENT(S) RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following professional personnel for the upcoming HIGH SCHOOL SPRING THEATRE PRODUCTION for the 2015-2016 School Year:

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Theresa Cucina	Director	\$3,300
Sean Reichert	Set Designer	\$2,500
Kevin Winther	Vocal Director	\$1,800
Abigail Agressta-Stratton	Choreographer	\$1,200

ITEM E MOVED TO EXECUTIVE SESSION

E. RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following professional personnel as MENTORS for the 2015/2016 school year (No more than two (2) mentees per mentor – not to exceed 38 hours per mentee):

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Lavern Lariosa	Mentor Coordinator (Elementary and Secondary)	\$3,500
Vanessa Lee James	Teacher Mentor	\$40.54 / hr
Beatriz Caban	Teacher Mentor	\$40.54 / hr
Renay Medina	Teacher Mentor	\$40.54 / hr
Steve Izzo	Teacher Mentor	\$40.54 / hr
Claudia Vaca	Teacher Mentor	\$40.54 / hr
Janice Gedeon	Teacher Mentor	\$40.54 / hr

F. APPOINTMENT(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to COMPENSATE the following HEMPSTEAD TEACHER CENTER professional personnel for the 2015 – 2016 school year as follows: (previously approved on the 10/15/15 docket - grant funded)

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Danielle Feldman (based on \$100 per hour, 15 hour in-service course)	Instructor	\$1,500

ITEM G MOVED TO EXECUTIVE SESSION

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G. APPOINTMENT(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following personnel for HEMPSTEAD HIGH SCHOOL’S SATURDAY AIS PROGRAM for the 2015 – 2016 school year, from 8:00 a.m. to 12 p.m.: (as needed, pending enrollment and attendance - Grant funded)

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Glenn O’Neil	Administrator	\$94.34 / hr
Stephen Strachan	Administrator (Sub)	\$94.34 / hr
Betsy Benedith	Administrator (Sub)	\$94.34 / hr
Rachel Blount	Administrator (Sub)	\$94.34 / hr
Carey Gray	Administrator (Sub)	\$94.34 / hr
Yolanda Sampson	ELA Teacher	\$40.54 / hr
Tracey Brown	ELA Teacher	\$40.54 / hr
Linda Whitfield	Liv Env/Earth Sci Teacher	\$40.54 / hr
Cynthia Partee	Science Teacher	\$40.54 / hr
Kristin Hughes	Global History Teacher	\$40.54 / hr
Brad Becker	U S History Teacher	\$40.54 / hr
Chiniqua Davis	Global History Teacher	\$40.54 / hr
Stacey Cotten	Social Studies Teacher	\$40.54 / hr
Sigrid Alexandre	Math Teacher	\$40.54 / hr
Vernon Pearson	Math Teacher	\$40.54 / hr
Wendy Hasbun	ESL Teacher	\$40.54 / hr
Robert Amoroso	ESL Teacher	\$40.54 / hr
Joyce Scott	Librarian	\$40.54 / hr
Wilma Fortunato	Clerical	\$25.78 / hr (General Fund)
Stephanie Diaz	Clerical (Sub)	\$20.70 / hr (General Fund)

ITEM H MOVED TO EXECUTIVE SESSION

H. APPOINTMENT(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following personnel for JACKSON ANNEX SCHOOL’S AIS PROGRAM for the 2015 – 2016 school year on Tuesdays and Thursdays, effective 01/26/16 – 04/21/16 from 3:30 – 6:00 PM and Saturdays 9 – 12 noon on February 27, 2016, March 5, 2016, March 12, 2016 and March 19, 2016: (as needed, pending enrollment and attendance – Grant funded)

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Sheena Burke	Administrator	\$94.34 / hr

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Rozella Fibleuil	Administrator (Sub)	\$94.34 / hr
Jennifer Abramowitz	Teacher	\$40.54 / hr
Arti Oliphant	Teacher (Sub)	\$40.54 / hr
Desiree Randall	Teacher	\$40.54 / hr
Heather Scott	Teacher	\$40.54 / hr
Tannya Sparacio	Teacher	\$40.54 / hr
Elisabeth Williams	Teacher	\$40.54 / hr
Nicole Brown	Teacher	\$40.54 / hr
Yvette Adams-Estes	Teacher	\$40.54 / hr
Alpheia Uwode	Teacher (Sub)	\$40.54 / hr
Candace Collins	Teaching Assistant	\$23.99 / hr
Gale Deans	Teaching Assistant	\$23.99 / hr
Tyisha McFadden	Teaching Assistant	\$23.99 / hr
Rashida Williams	Teaching Assistant	\$23.99 / hr
Sharon Daniel	Clerical	\$27.29 / hr (General Fund)
Guy Banks	Security Aide	\$17.99 / hr (General Fund)
Cinthy Benavides	Security Aide (Sub)	\$22.64 / hr (General Fund)
Count Edwards	Custodial (Saturdays)	\$28.63 / hr (General Fund)

ITEM I MOVED TO EXECUTIVE SESSION

- I. APPOINTMENT(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following personnel for ABGS MIDDLE SCHOOL’S AIS PROGRAM for the 2015 – 2016 school year on Mondays and Wednesdays, from 3:20 – 5:45 PM and Saturdays 8:30 – 12:30 PM: (as needed, pending enrollment and attendance – Grant funded)**

Mondays and Wednesdays:

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Noel Rios	Administrator	\$94.34 / hr
Rowena Costa	Administrator (Sub)	\$94.34 / hr
Dr. Michael Winfield	Administrator (Sub)	\$94.34 / hr
Earl Davis	Administrator (Sub)	\$94.34 / hr
Dr. Johnetta Hill	Administrator (Sub)	\$94.34 / hr
Kellene Allen	Teacher	\$40.54 / hr
Milton Perez	Teacher	\$40.54 / hr
Boris Crespo	Teacher	\$40.54 / hr
Joyce Koestenblatt	Teacher	\$40.54 / hr
Lysa Lopater	Teacher	\$40.54 / hr
Nilotis Marchan	Teacher	\$40.54 / hr

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Michelle Smith	Teacher	\$40.54 / hr
Marqueitta Tuitt	Teaching Assistant	\$23.99 / hr
June Williams	Teaching Assistant (Sub)	\$23.99 / hr
Peggy Peterson	Clerical	\$27.41 / hr (General Fund)
Rena Davis	Clerical (Sub)	\$28.10 / hr (General Fund)
Angie Kelly-Benn	Security Aide	\$19.74 / hr (General Fund)
Jamell Jones	Security Aide	\$18.94 / hr (General Fund)

Saturdays:

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Noel Rios	Administrator	\$94.34 / hr
Rowena Costa	Administrator (Sub)	\$94.34 / hr
Dr. Michael Winfield	Administrator (Sub)	\$94.34 / hr
Earl Davis	Administrator (Sub)	\$94.34 / hr
Dr. Johnetta Hill	Administrator (Sub)	\$94.34 / hr
Beverly Robinson	Teacher	\$40.54 / hr
Delmy Bermudez	Teacher	\$40.54 / hr
Milton Perez	Teacher	\$40.54 / hr
Jeffrey Negron	Teacher	\$40.54 / hr
Delva King	Teacher	\$40.54 / hr
Ronald Tillman	Teacher	\$40.54 / hr
Judy Sun	Teacher	\$40.54 / hr
Stephen Lux	Teacher	\$40.54 / hr
Diascara Sanchez	Teaching Assistant	\$23.99 / hr
June Williams	Teaching Assistant (Sub)	\$23.99 / hr
Peggy Peterson	Clerical (Sub)	\$27.41 / hr (General Fund)
Rena Davis	Clerical	\$28.10 / hr (General Fund)
Angie Kelly-Benn	Security Aide	\$19.74 / hr (General Fund)
Jamell Jones	Security Aide	\$18.94 / hr (General Fund)
Keziah Davis	Custodian	\$21.39 / hr (General Fund)
Kevin Robinson	Custodian (Sub)	\$33.16 / hr (General Fund)

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

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<u>Name</u>	<u>Position</u>	<u>Compensation</u>
McCoy middle school basketball	PULLED per HR	
Anthony McCoy Eff. 11/04/15 – 01/13/16	Middle School Boys' Basketball Assistant	\$2,355 - prorated
Anthony McCoy Eff. 01/13/16 – 03/06/16	Middle School Wrestling Coach	\$3,689

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

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Noel Acevedo Eff. March 7 – June 12, 2016	Varsity Baseball Asst. Coach	\$4,015
Divine Jackson Eff. March 7 – June 12, 2016	Varsity Softball Coach	\$5,949
Nicole Drake Eff. March 22 – June 12, 2016	Varsity Softball Asst. Coach	\$4,015
Terry Washington Eff. March 22 – June 12, 2016	JV Softball Coach	\$4,338
Jean Collins Eff. March 7 – June 12, 2016	Equipment Manager	\$5,360
Wesley Harkless Eff. March 22 – June 12, 2016	Boys Lacrosse Scorekeeper	\$1,277
William Cherry Eff. March 7 – June 12, 2016	Varsity Boys Lacrosse Coach	\$6,046
Eric Sacher Eff. March 7 – June 12, 2016	Varsity Boys Lacrosse Asst. Coach	\$4,015
Raymie Tand Eff. March 7 – June 12, 2016	Varsity Girls Lacrosse Coach	\$6,046

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Corrine Fee Eff. March 7 – June 12, 2016	Varsity Girls Lacrosse Asst. Coach	\$4,015
Frankel Gauthier Eff. March 14 – June 5, 2016	Varsity Boys Tennis Coach	\$3,503
Lenroy Raffington Eff. March 8– June 12, 2016	Varsity Girls Track Coach	\$5,901
Michael Higgins Eff. March 8 – June 12, 2016	Varsity Boys Track Coach	\$5,901
Joseph Merrolle Eff. March 29 – June 2, 2016	Middle School Baseball Coach	\$3,504
Stephen Jacobs Eff. March 29 – June 2, 2016	Middle School Boys Lacrosse Coach	\$3,442
Marques McFarlin Eff. March 29 – June 2, 2016	Middle School Boys Track Coach	\$3,470
Robert Graziosi Eff. March 29 – June 2, 2016	Middle School Girls Lacrosse Coach	\$3,442
Thomas Moran Eff. March 29 – June 2, 2016	Middle School Girls Lacrosse Asst. Coach	\$2,337

L. RECALL(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to RECALL the following Professional Personnel:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>
Claudia Diaz Eff. 01/25/16	Bilingual Science Teacher Hempstead High School (Replacing J. Hazel, absent)	\$61,483 - prorated (Lv. 5, St. 2)

M. RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following personnel as a BUS MONITOR for the 2015- 2016 School Year:

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JACKSON MAIN SCHOOL

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Tiketa General	Bus Monitor (Replacing M. Petrus, resigned)	\$23.99 / hr

ITEM N PULLED

N. RESOLVED, that the Board of Education approves the Superintendent's recommendation to **COMPENSATE** the following personnel from the High School for participating in professional development on August 24, 25, 26, 27 and 28, 2015 at a rate of \$100.00 per day to be paid from an encumbered grant fund:

Name

Ameisha Moore
Brad Becker
Calixte Zinsou
Charlene Robinson
Cynthia King-Sumner
Dagoberto Echeverria
Dana Ramirez
Dearl Topping
Donald Jackson
Dorothea Geiger
Elia Estevez
Eriza Azzara
Estare Alson
Felicia Prince
Craig Hanan
Hillary Light Fuhrman
James Roy
Jason Gelardi
Jason Noone
Jennifer Garcia
Joselin Guerrero-Lacrete
Kathyrn Travers
Kuwata Williams
Linton Thomas

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Luz Arenas
Mary Jordan
Nickeisha Wilson
Phyllis Tinsley-Taylor
Sony Alexandre
Stephanie Morris
Terrance Chapman
Venessa Stephen
Venard Dezil
Vernon Pearson
Yolanda Sampson

ITEM O PULLED

O. RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPOINT the following personnel as Hempstead High School Team Leaders for the 2015- 2016 School Year:

<u>Name</u>	<u>Compensation</u>
Felicia Prince	\$5,880 (Service Assignment II)
Nikeisha Wilson	\$5,880 (Service Assignment II)
Dr. Emmanuel Ogogo	\$5,880 (Service Assignment II)
Rachel Blackburn	\$5,880 (Service Assignment II)
Jacqueline Dennis	\$5,880 (Service Assignment II)

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>
Marcela Moran Eff. 01/21/16	Bilingual Typist Clerk, Confidential – Administration Office	Letter of resignation received for personal reasons.

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**Trustee Touré moved, seconded by Trustee Johnson to amend civil service item B item
To separate clerks**

MOTION YES 4 MOTION CARRIED
Amended to separate clerks

**Trustee Touré moved, seconded by Trustee Jackson to approve civil service item b with the
exception of the three (3) registration clerks**

MOTION YES 2(Trustees Johnson & Simmons) MOTION FAILED
To approve Civil **NO 2 (Trustees Touré & Jackson)**
Service item B with the
exception of the 3 registration clerks

**Trustee Johnson moved, seconded by Trustee Touré to approve the three registration
clerks in civil service section b**

MOTION YES 4 MOTION CARRIED
To approve the three
registration clerks in civil service item B

**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>
Angelique White Eff. 01/25/16	Cleaner – P/T, Sub District, \$12.00/hr	Expand substitute list. Services to be utilized as required by district.
Ita Jackson Eff. 01/25/16	Typist Clerk - P/T, Sub District, \$14.62/hr	Expand substitute list. Services to be utilized as required by district.
Elijah Ryan Eff. 01/25/16	Cleaner – P/T, Sub District, \$12.00/hr	Expand substitute list. Services to be utilized as required by district.

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Sheila Allaway-Shell Eff. 02/08/16	Typist Clerk, F/T – Business Office, Lv. 1A, St. 2, \$31,130 (prorated)	Appointed from the Nassau County Civil Service Eligible List. Replacing K. Dinapoli who was promoted.
Christina Devito Eff. 01/25/16	Clerk, F/T – Registration, Lv. 1, St. 2, \$30,707 (prorated)	Appointed from the Nassau County Civil Service Eligible List. Replacing L. Alexander who resigned.
Adelita Henriquez Eff. 02/08/15	Clerk, F/T – Registration, Lv. 1, St. 5, \$34,354 (prorated)	Appointed from the Nassau County Civil Service Eligible List. Replacing M. Lafleur who was terminated.
Marisa Ruffini Eff. 02/08/15	Clerk, F/T – Registration, Lv. 1, St. 2, \$30,707 (prorated)	Appointed from the Nassau County Civil Service Eligible List. Replacing M. Romano who was terminated.
Susan Gonzalez Eff. 01/25/16	Bilingual Typist Clerk, F/T – A.B.G.S. Middle School, Lv. 1A, St. 4, \$33,571 (prorated)	Appointed from the Nassau County Civil Service Eligible List. Receivership position.
Diana Marzec Eff. 02/08/16	Typist Clerk, F/T – A.B.G.S. Middle School, Lv. 1A, St. 2, \$31,130 (prorated)	Appointed from the Nassau County Civil Service Eligible List. Replacing J. Parker who retired.

C. 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:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Maria Sotomayor Eff. 01/04/16 – 04/01/16	School Lunch Monitor, PT – Barack Obama	Maternity Leave/FMLA utilizing accrued sick time. Medical documentation on file. Letter received in the Office of

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Human Resources on
12/22/15.

Charles Burke
Eff. 12/21/16 – 04/01/16

Swim Pool Operator – High
School

Sick Leave of Absence/FMLA
utilizing accrued sick time.
Medical documentation on file.
Letter received in the Office of
Human Resources on
12/17/15

CIVIL SERVICE ITEM D MOVED TO EXECUTIVE SESSION

D. Upon recommendation of the Superintendent of Schools, BE IT FURTHER RESOLVED that pursuant to Education Law Section 913, employee number 1193 is hereby directed to report to the school doctor for a fitness examination.

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

MOTION

YES 4

MOTION CARRIED

To reconvene to open session

EXECUTIVE SESSION ITEMS BROUGHT BACK FOR VOTE

Trustee Johnson moved, seconded by Trustee Simmons to approve the high school guidance counselor

Genevieve Florkowski
Eff. 02/01/16
(4-year probationary
period – 01/31/20,
resume enclosed,
Certification: School
Counselor, Permanent,
Eff. 03/11/15)

Guidance Counselor
Hempstead High School
(Receivership Position)

\$ 68,877- prorated
(Level 5, Step 5)

MOTION

YES 2(Trustees Johnson & Simmons)

MOTION FAILED

To approve HHS
Guidance counselor

NO 2 (Trustees Touré & Jackson)

Trustee Johnson moved, seconded by Trustee Simmons to approve the Teacher mentors

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E. RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following professional personnel as MENTORS for the 2015/2016 school year (No more than two (2) mentees per mentor – not to exceed 38 hours per mentee):

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Lavern Lariosa	Mentor Coordinator (Elementary and Secondary)	\$3,500
Vanessa Lee James	Teacher Mentor	\$40.54 / hr
Beatriz Caban	Teacher Mentor	\$40.54 / hr
Renay Medina	Teacher Mentor	\$40.54 / hr
Steve Izzo	Teacher Mentor	\$40.54 / hr
Claudia Vaca	Teacher Mentor	\$40.54 / hr
Janice Gedeon	Teacher Mentor	\$40.54 / hr

MOTION YES 2 (Trustees Johnson & Simmons) **MOTION FAILED**
 To approve Teacher Mentors NO 2 (Trustees Touré & Jackson)

Trustee Johnson moved, seconded by Trustee Simmons to approve item G.H, & I (AIS for the high school, middle school and Jackson Annex .

**** Trustee Jackson for the record I am not against the programs, just wants to make sure that there is money in the budget to fund the program. Pending that inform I will vote yes.”*

Trustee Jackson moved, seconded by Trustee Touré to table items G.H, & I (AIS for the high school, middle school and Jackson Annex until the next meeting.

MOTION YES 2 (Trustees Johnson & Simmons) **MOTION FAILED**
 To table items G,H & I NO 2 (Trustees Touré & Jackson)

Trustee Johnson moved, seconded by Trustee Simmons to approve to reconsider items G.H, & I (AIS for the high school, middle school and Jackson Annex .

MOTION YES 4 **MOTION CARRIED**
 To approve items G,H & I

Trustee Touré moved, seconded by Trustee Johnson to amend civil service item B item To separate clerks

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MOTION **YES 4** **MOTION CARRIED**
Amended to separate clerks

Trustee Touré moved, seconded by Trustee Jackson to approve civil service item b with the exception of the three (3) registration clerks

MOTION **YES 2**(Trustees Johnson & Simmons) **MOTION FAILED**
To approve Civil **NO 2** (Trustees Touré & Jackson)
Service item B with the
exception of the 3 registration clerks

Trustee Johnson moved, seconded by Trustee Touré to approve the three registration clerks in civil service section b

MOTION **YES 4** **MOTION CARRIED**
To approve the three
registration clerks in civil service item B

E. 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>
Angelique White (FAILED) Eff. 01/25/16	Cleaner – P/T, Sub District, \$12.00/hr	Expand substitute list. Services to be utilized as required by district.
Ita Jackson (FAILED) Eff. 01/25/16	Typist Clerk - P/T, Sub District, \$14.62/hr	Expand substitute list. Services to be utilized as required by district.
Elijah Ryan (FAILED) Eff. 01/25/16	Cleaner – P/T, Sub District, \$12.00/hr	Expand substitute list. Services to be utilized as required by district.
Sheila Allaway-Shell (FAILED) Eff. 02/08/16	Typist Clerk, F/T – Business Office, Lv. 1A, St. 2, \$31,130 (prorated)	Appointed from the Nassau County Civil Service Eligible List. Replacing K. Dinapoli who was promoted.

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Christina Devito (PASSED) Eff. 01/25/16	Clerk, F/T – Registration, Lv. 1, St. 2, \$30,707 (prorated)	Appointed from the Nassau County Civil Service Eligible List. Replacing L. Alexander who resigned.
Adelita Henriquez (PASSED) Eff. 02/08/15	Clerk, F/T – Registration, Lv. 1, St. 5, \$34,354 (prorated)	Appointed from the Nassau County Civil Service Eligible List. Replacing M. Lafleur who was terminated.
Marisa Ruffini (PASSED) Eff. 02/08/15	Clerk, F/T – Registration, Lv. 1, St. 2, \$30,707 (prorated)	Appointed from the Nassau County Civil Service Eligible List. Replacing M. Romano who was terminated.
Susan Gonzalez (FAILED) Eff. 01/25/16	Bilingual Typist Clerk, F/T – A.B.G.S. Middle School, Lv. 1A, St. 4, \$33,571 (prorated)	Appointed from the Nassau County Civil Service Eligible List. Receivership position.
Diana Marzec (FAILED) Eff. 02/08/16	Typist Clerk, F/T – A.B.G.S. Middle School, Lv. 1A, St. 2, \$31,130 (prorated)	Appointed from the Nassau County Civil Service Eligible List. Replacing J. Parker who retired.

Trustee Johnson moved, seconded by Trustee Simmons to approve the fitness examination civil service item D

D.Upon recommendation of the Superintendent of Schools, BE IT FURTHER RESOLVED that pursuant to Education Law Section 913, employee number 1193 is hereby directed to report to the school doctor for a fitness examination.

MOTION	YES 4	MOTION CARRIED
To approve fitness examination		

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Resolutions introduced by Trustee Jackson:

Trustee Touré moved, seconded by Trustee Jackson to approve resolution #1 as presented by Trustee Jackson.

1. **Be it resolved**, that the Board of Education directs the Superintendent to cooperate fully with the Audit Committee and the External Auditor by providing them with all requested documentations that are necessary to carry out their duties pursuant to Educational Law 2116-c.

MOTION YES 4 MOTION CARRIED
To approve resolution # 1 presented by Trustee Jackson

Trustee Touré moved, seconded by Trustee Jackson to approve resolution #4 as presented by Trustee Jackson.

4. **Be it resolved**, that the Board of Education holds a working meeting once a month starting in February 2016.

MOTION NO 2(Trustees Johnson & Simmons) MOTION FAILED
To approve YES 2 (Trustees Touré & Jackson)
Resolution # 4 as presented by Trustee Jackson

Trustee Touré moved, seconded by Trustee Jackson to approve resolution #5 as presented by Trustee Jackson.

5. **Be it resolved**, that the Board of Education “establish an Independent Fiscal Oversight Authority, comprised of seasoned business officials and independent consultants to provide impartial oversight and monitoring of the District’s Budget and Fiscal Operations” as recommended in the External Auditor’s report.

MOTION NO 2(Trustees Johnson & Simmons) MOTION FAILED
To approve YES 2 (Trustees Touré & Jackson)
Resolution # 5 as presented by Trustee Jackson

Trustee Touré moved, seconded by Trustee Jackson to approve the nonrenewal of the Superintendent’s contract.

BE IT RESOLVED, that the Board of Education hereby determines that it shall not renew Superintendent Susan Johnson’s Employment Agreement, dated May 23, 2013, and further directs

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the District Clerk to provide Superintendent Johnson with written notice of this resolution, termination her employment effective June 30, 2016.

MOTION **YES 3** **MOTION CARRIED**
To approve nonrenewal **NO 1**(Trustee Simmons)
of Superintendent's contract

Trustee Touré moved, seconded by Trustee Jackson to adjourn the meeting at 12:08 AM

MOTION **YES 4** **MOTION CARRIED**
Meeting adjourned

Respectfully submitted:

Patricia Wright
District Clerk