

**MINUTES
FEBRUARY 25, 2016**

**HEMPSTEAD PUBLIC SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
FEBRUARY 25, 2016
MINUTES**

The regular meeting of the Hempstead Public Schools Board of Education was held in the high school auditorium, 201 President Street, Hempstead, New York 11550. The meeting was called to order at 7:15 P.M. All of the Board Members were present. There were several presentations starting with the Superintendent's staff; Janet Lovette, bilingual department, Djuana Wilson, special education, Daniel Espina, technology, Regina Armstrong, registration in the absence of Robert Rodriguez. BBS Architects presented an energy performance contract presentation. Following was Larry Kirsch, presenting a technology assistance program. The final presentation was Michael Nawrocki, the districts external auditor. The Superintendent of Schools, Ms. Susan Johnson gave a district financial status update. Public participation was entertained, all concerns we 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
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 with the exception of the items moved to executive session as indicated.

MOTION

To approve the consent Calendar

YES 4

MOTION CARRIED

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WHEREAS, on December 20, 2013 the Defendants filed and serve a Motion to Dismiss the Complaint; and

WHEREAS, in response to the Defendants' Motion to Dismiss, the Plaintiff filed an Amended Complaint on January 6, 2014;

WHEREAS, the Defendants' withdrew their Motion to Dismiss the Complaint on January 9, 2014;

WHEREAS, on January 24, 2014 the Defendants filed and served a Motion to Dismiss the Amended Complaint and the Plaintiff opposed the Motion; and

WHEREAS, on July 16, 2014 the Court in this Action issued its decision on the Motion to Dismiss, denying the Motion;

WHEREAS, between July 16, 2014 and the date of this agreement, the Plaintiff and the Defendants have conducted extensive discovery proceedings;

WHEREAS, in the interests of avoiding the cost, expense and uncertainties of trial, the Plaintiff and the Defendants 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 his employment with the District;

WHEREAS, without any admission of any wrongdoing or liability by or on the part of any party hereto, the Parties have reached an agreement to compromise, settle, resolve and terminate all claims, disputes and matters 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 his employment with the District or in any possible manner related thereto; and

RESOLVED, that the Board hereby approves and adopts the Settlement Agreement, and with it the resolution of the litigation as between the Defendants 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.

MOTION

To approve stipulation
of settlement

YES 4

MOTION CARRIED

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DISPOSAL OF EQUIPMENT

e. **RESOLVED**, that the Board of Education approves the Superintendent’s recommendation to dispose of the following equipment that is antiquated, in nonworking condition and the cost to repair is significantly high that the value of the equipment:

✚ George Steck Upright Piano # 180264 1964 48

3. CURRICULUM AND INSTRUCTION

a. **WHEREAS**, according to the CR – Part 154, the district must provide a third parent conference for students with Limited English: “School personnel are required to meet with parents or persons in parental relation at least once a year, in addition to other generally required meetings with parents, to discuss with parents their child’s academic content and language development progress and needs”.

BE IT RESOLVED, that the Board of Education accepts the Superintendent’s request to amend the 2015-2016 school calendar to reflect Parent/Teacher Conferences for ENL students:

Elementary – April 20 from 12:45 – 3:15 p.m. (students dismissed at 11:30 a.m.)
Secondary – April 21 from 12:30 – 3:30 p.m. (students dismissed at 11:15 a.m.)

ITEM B MOVED TO EXECUTIVE SESSION AND VOTED INDEPENDNETLY

b. **RESOLVED**, that the Board of Education approves the attached partnership agreement contract with REACH, LLC for research based professional development with administration and staff for a persistently struggling high school (receivership grant) and authorizes the President of the Board of Education to execute same.

4. USE OF FACILITIES

*** 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)
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Hempstead Police Athletic League, Inc.	Middle School Lower Gym for Lacrosse Practice	Day: Monday and Friday Date: March 7, 2016 to April 22, 2016 Time: 5 p.m. to 6:30 p.m. Cost: \$2,100.00 Insurance: On File Principal Approval: Pending
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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:

JANUARY 2016

01/06; 01/07; 01/08; 01/11; 01/12; 01/19; 01/20; 01/21; 01/25; 01/27; 01/28; 01/29

SPECIAL EDUCATION ITEM B REPLACED WITH BOLD ITALICS INDEPENDENT ACTION ITEM

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

“RESOLVED, that the Board of Education hereby suspends Board Policy 6700 and regulation 6700-R with regard to the procurement of 1:1 aide services from “We Care for Children, Inc.”, and;

IT IS FURTHER RESOLVED, that the Board of Education hereby authorizes the hourly rate of \$30.00 per hour for 1:1 aide services actually rendered by “We Care for Children, Inc.”, for the 2015-2016 school year and;

IT IS FURTHER RESOLVED, that the Board of Education hereby ratifies the action of Mrs. Djuana Wilson to reassign students to other Board approved providers for 1:1 aide services on February 23, 2016.

MOTION

YES 4

MOTION CARRIED

To approve as amended

- b. ~~**RESOLVED**, that the Board of Education approve the cost of services for We Care for children, Inc. (As per attached)~~

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6. PERSONNEL (see attached pages #1-15)

7. MISCELLANEOUS – TRIPS

- a. **WHEREAS**, the A.B.G.S. Middle School is planning an out-of-state field trip to visit the White House and tour the Nation’s Capital, Washington, DC on March 4th or May 6, 2016.

BE IT RESOLVED, that the Board of Education approves the Superintendent’s recommendation to permit 50, students from grades 6, 7, and 8, and 5 chaperones from the Middle School to visit the White House, the Bureau of Engraving and Printing, and tour the Capital on either March 4th or May 6, 2016. These dates have been submitted to the White House for approval. However, the Middle School will be informed of their decision only 10 days before the requested tour date due to security reasons. The trip will be paid for by the students at a cost of \$25.00 per student. All pertinent information is on file.

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>
Nicole Drake Eff. 01/25/16	Asst. Coach – Varsity Softball	Letter of resignation submitted for personal reasons.
Brad Becker Eff. 02/02/16	US History Teacher Hempstead High School’s Saturday AIS Program	Letter of resignation submitted for personal reasons.
Wendi Hasbun Eff. 02/04/16	ESL Teacher Hempstead High School’s Saturday AIS Program	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:

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Name

Dawn Sumner
Eff. 11/20/16 – 03/04/16

Position

Social Studies Teacher
ABGS Middle Teacher

Reason

Letter requesting an extension of Maternity Leave/FMLA.
(Documentation on file; letter received on 01/20/16 in the Human Resources office)

Derly Rivera
Eff. 02/22/16 – 06/24/16

Elementary Teacher
Franklin School

Letter requesting a Childcare Leave of Absence without pay.
Letter received on 02/02/16 in the Human Resources office)

Jill Heaney
Eff. 02/22/16 – 03/04/16

Prospect School
Special Education

Letter requesting Medical Leave of Absence/FMLA, using accrued sick leave.
(Documentation on file; letter received on 02/03/16 in the Human Resources office)

Mark Collins
Eff. 02/29/16 – 03/21/16

Social Worker
Jackson Annex School

Letter requesting Medical Leave of Absence/FMLA,

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using accrued sick Leave.
(Documentation on file;
letter received on 02/08/16
in the Human Resources
office)

Donnie Manuel
Eff. 01/21/16 – 03/14/16

Teaching Assistant
Jackson Main School

Letter requesting an
extension of Medical
Leave of Absence/FMLA,
using accrued sick leave.
(Documentation on file;
letter received on 02/02/16
in the Human Resources
office)

INDEPENDENT ACTION ITEM

Trustee Johnson moved, seconded by Trustee Touré to approve the director of STEM

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)

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Subrina Oliver Eff. 04/18/16 (4-year probationary Period – 04/17/20, resume enclosed, Certification: School District Leader, Professional, Eff. 09/01/07)	Director of STEM (Grant Funded – Title I Code F 2110.150-16-2218) Original Budget \$1,642,428. Encumbered \$679,654.34	\$150,000 – prorated

MOTION
To approve
STEM Director

YES 2 (Trustee’s Simmons & Johnson)
NO 2 (Trustee’s Jackson & Touré)

MOTION FAILED

Sionery Villar

Bilingual Assistant Principal

\$102,897 – prorated

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Eff. 03/29/16
(4-year probationary
Period – 03/28/20,
resume enclosed,
Certification: School
Building Leader, Initial,
Eff. 10/15/15)

Hempstead High School
(Replacing Robert Hickey
who retired)

(Level 4, Step 5)
***Paid from RECEIVERSHIP
Funds***

Genevieve Florkowski
Eff. 02/29/16
(4-year probationary
period – 02/28/20,
resume enclosed,
Certification: School
Counselor, Permanent,
Eff. 03/11/15)

Guidance Counselor
Hempstead High School
(Receivership Position – PSSG
Grant/Code F 2110.150-16-5102)
Original Budget \$1,075,000.
Encumbered -0-

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

Rachel Elias
Eff. 03/14/16
(4-year probationary
period – 03/13/20,
resume enclosed,
Certification: School
Counselor, Provisional
Eff. 06/07/14)

College and Career Counselor
Hempstead High School
(Receivership Position - PSSG
Grant/Code F 2110.150-16-5102)
Original Budget \$1,075,000.
Encumbered -0-

\$59,010 – prorated
(Level 5, Step 1)

INDEPENDENT ACTION ITEM

**Trustee Touré moved, seconded by Trustee Jackson to approve the bilingual
guidance counselor**

Vanessa Garcia
Eff. 03/22/16
(4-year probationary
period – 03/21/20,
resume enclosed,
Certification: School
Counselor, Provisional
Renewal, Eff. 07/21/15)

Bilingual Guidance
Counselor - Hempstead
High School
(Receivership Position - PSSG
Grant/Code F 2110.150-16-5102)
Original Budget \$1,075,000.
Encumbered -0-

\$59,010 – prorated
(Level 5, Step 1)

MOTION

To approve bilingual

YES 3

NO 1(Trustee Touré)

MOTION CARRIED

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Guidance counselor

Valentin Fernandez Eff. 02/29/16 (4-year probationary Period – 02/28/20, resume enclosed, Certification: Social Studies, Initial, Eff. 02/01/12)	Bilingual Social Studies Teacher – Hempstead High School (Replacing M. Cairo, declined recall)	\$56,689 – prorated (Level 1, Step 3)
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INDEPENDENT ACTION

Trustee Johnson moved, seconded by Trustee Simmons to approve the ELA coach

Cheryll Jones Eff. 03/7/16 (4-year probationary period – 03/6/20, Certification: English, Permanent, Eff. 09/01/88)	English/Language Arts Coach (Receivership Position - PSSG Grant/Code F 2110.150-16-5102) Original Budget \$1,075,000. Encumbered -0-	\$100,000. – prorated
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MOTION

To approve ELA
Coach

YES 3

NO 1 (Trustee Touré)

MOTION CARRIED

******Susan Johnson for the record, I like to make a point as we move through the personnel items , the ones that are made independent are those whose Sur names are not Spanish, but is of English and I want that for the record Pat”**

Alexandra Carrenard Eff. 02/22/16 – 06/24/16	Elementary Teacher Franklin School (Leave replacement for D. Rivera, Maternity Leave)	\$52,029 – prorated (Level 1, Step 1)
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Joseph Paiva Eff. 02/22/16 - 03/04/16	Social Studies Teacher A.B.G.S. Middle School (Leave replacement for D. Sumner, LOA)	\$52,029 – prorated (Level 1, Step 1)
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D. 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):

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<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

E. 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 Title II A / Code F 2110.150-16-2610 (Original Budget \$358,409. / Encumbered \$133,728.26):

Trustee Touré for the record; “I want to address the issue that these teachers went to this program or workshop or whatever it was in August when the teachers are on vacation, we promise them to pay them to go and have that training, this is February and we just try to pay them we need to respect the board, we need to ask the Board previously, we need to respect that they leave their houses on vacation time and we not paying them until February. These teachers should have been paid since August.”

<u>Name</u>	<u>Date Attended</u>
Ameisha Moore	24 th , 25 th
Brad Becker	24 th , 25 th
Calixte Zinsou	27 th , 28 th
Charlene Robinson	27 th , 28 th
Cynthia King-Sumner	27 th , 28 th
Dagoberto Echeverria	24 th , 25 th
Dana Ramirez	24 th , 25 th
Dearl Topping	27 th , 28 th
Donald Jackson	24 th , 25 th
Dorothea Geiger	24 th , 25 th , 26 th
Elia Estevez	27 th , 28 th
Erica Azzara	27 th
Estore Alson	24 th , 25 th
Felicia Prince	24 th , 25 th , 26 th
Craig Hanan	24 th , 25 th

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Hillary Light Fuhrman	25 th , 26 th
James Roy	27 th , 28 th
Jason Gelardi	25 th
Jason Noone	24 th , 25 th
Jennifer Garcia	24 th , 25 th , 26 th
Joselin Guerrero-Lacrete	27 th , 28 th
Kathyrn Travers	25 th , 26 th
Kuwata Williams	28 th
Linton Thomas	24 th , 25 th , 26 th
Luz Arenas	25 th , 26 th
Mary Jordan	24 th , 25 th
Nickeisha Wilson	24 th , 26 th
Phyllis Tinsley-Taylor	24 th , 25 th
Sony Alexandre	27 th
Stephanie Morris	24 th , 25 th
Terrance Chapman	27 th , 28 th
Venessa Stephen	27 th , 28 th
Venard Dezil	28 th
Vernon Pearson	27 th
Yolanda Sampson	25 th
Webert Dorestant	27 th
Stacey Cotten	24 th
Kristin Hughes	24 th , 25 th
Kuriake Scarles	24 th
Hendrick Colbert	27 th
Jalila Given	27 th

F. 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: (Receivership Positions under the PSSG Grant/Code F 2110.150-16-5102) Original Budget \$1,075,000. / Encumbered 0

<u>Name</u>	<u>Compensation</u>	<u>Other Assignments</u>
Felicia Prince	\$5,880 (Service Assignment II)	Secondary Instructional Coach / CEP
Nikeisha Wilson	\$5,880 (Service Assignment II)	None
Dr. Emmanuel Ogogo	\$5,880 (Service Assignment II)	None
Rachel Blackburn	\$5,880 (Service Assignment II)	Chorus Director
Jacqueline Dennis	\$5,880 (Service Assignment II)	Student Store Advisor

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G. APPOINTMENT(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to EXTEND the time of the following personnel for BARACK OBAMA’S AIS AFTERSCHOOL PROGRAM from 4:05-5:20 p.m. To 4:05 – 5:20 p.m. for the 2015 – 2016 school year: (previously approved on the December 17, 2015 Docket – Grant funded)

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Kelly Fairclough	Administrator	\$94.34 / hr
Saritha Perez	Administrator (Sub)	\$94.34 / hr
Maria Cavallero	Clerical	\$47.16 / hr (General Fund)

Item H INDEPENDENT ACTION

Trustee Johnson moved, seconded by Trustee Touré to approve Prospect AIS program.

H. APPOINTMENT(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to EXTEND the time of the following personnel for PROPSECT SCHOOL’S AIS AFTERSCHOOL PROGRAM, effective March 7, 2016 – May 5, 2016 (Mondays, Tuesdays and Thursdays; Administrators, Clericals, Security from 4:05 – 6:00 pm; Teachers/Teaching Assistants from 3:30 pm – 5:30 pm for the 2015 – 2016 school year: (Grant funded by Deputy Speaker Earlene Hooper)

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Carole Eason	Administrator	\$94.34/hr
Madeline Baez	Administrator (Sub)	\$94.34/hr
Christina Dawydko	Teacher	\$40.54/hr
Debbie Estrada Porto	Teacher	\$40.54/hr
Erika George	Teacher	\$40.54/hr
Alyssa Tortora	Teacher	\$40.54/hr
Sandra Murphy	Teacher	\$40.54/hr
Renee Mavrofidis	Teacher (Sub)	\$40.54/hr
Tara Canady	Teaching Assistant	\$23.99/hr
Briannah Cullum	Teaching Assistant	\$23.99/hr
Katiti Mays	Teaching Assistant	\$23.99/hr
Crystal Miller	Teaching Assistant	\$23.99/hr
Roheen Oats	Teaching Assistant	\$23.99/hr
Dale Abrahams	Teaching Assistant (Sub)	\$23.99/hr
Anu Kapoor	Teaching Assistant (Sub)	\$23.99/hr
Deborah McPhaul	Clerical	\$25.78/hr

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Carmen Palacios de Rodriguez	Clerical (Sub)	\$18.53/hr
Debbie Cheaver	Security Aide	\$22.64/hr
Alan Beauvais	Security Aide (Sub)	\$18.94/hr

MOTION YES 2 (Trustee’s Simmons & Johnson) **MOTION FAILED**
 To approve NO 2 (Trustee’s Jackson & Touré)
 Prospect AIS program

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

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Linda Lopez Eff. 03/14/16 – 05/29/16	Varsity Girls Badminton Coach	\$4,330
Anita Reynolds Eff. 01/14/16 – 05/29/16	JV Girls Badminton Coach	\$3,018
Joseph Merolle Eff. 03/07/16 – 06/12/16	Varsity Baseball Coach	\$5,949
Tinique Samuel Eff. 03/07/16 – 06/12/16	Varsity Softball Assistant	\$4,015
Randi Harrison 03/29/16 – 06/02/16	Middle School Softball Coach	\$3,504
Michael Brown 03/29/16 – 06/02/16	Middle School Boys Lacrosse Assistant	\$2,337
Nicholas Wisz 03/29/16 – 96/02/16	Middle School Baseball	\$3,504

ITEM J INDEPENDENT ACTION

Trustee Johnson moved, seconded by Trustee Simmons to approve Marshall AIS

J. RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following personnel for MARSHALL SCHOOL’S AIS AFTERSCHOOL PROGRAM for the 2015 – 2016 school year (Monday, Tuesday and

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Thursday, 3:30 p.m.to 5:05 p.m.) as needed, pending enrollment and attendance, – not to exceed 34 days /34 hours: (Grant Funded by Deputy Speaker Earlene Hooper)

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Carolyn Townes-Richards	Administrator	\$94.34 / hr
Janice Gedeon	Teacher	\$40.54 / hr
Renay Medina	Teacher	\$40.54 / hr

MOTION YES 2 (Trustee’s Simmons & Johnson) **MOTION FAILED**
 To approve NO 2 (Trustee’s Jackson & Touré)
 Marshall AIS

ITEM K INDEPENDENT ACTION

Trustee Johnson moved, seconded by Trustee Simmons to approve Jackson Main custodian substitute

K. APPOINTMENT(S) - RESOLVED, that the Board of Education approves the Superintendent’s recommendation to **APPOINT** the following personnel for **JACKSONMAIN SCHOOL’S AIS AFTER SCHOOL PROGRAM** for the 2015 – 2016 school year, (Tuesdays, 3:20 - 5:20 p.m.; Administrators and Civil Service, 4:05 – 5:45 p.m.) effective on Saturdays, 8:30 – 11:30 a.m.; Teachers and Teaching Assistants; 8:15 – 11:45 Administrators and Civil Service; January 9, 2016 – April 16, 2016: *as needed, pending enrollment and attendance*: (Previously approved on the November 12, 2015 Docket, Grant funded)

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Christopher Thompson	Head Custodian (Sub)	\$28.63/ hour (General Fund)

MOTION YES 2 (Trustee’s Simmons & Johnson) **MOTION FAILED**
 To approve NO 2 (Trustee’s Jackson & Touré)
 JM AIS custodian sub

L. 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 – previously approved on the January 21, 2016 Docket)

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<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Diana Orihuela	ESL Teacher	\$40.54 / hr
Michael Khayan Babikian	Bilingual Algebra Teacher	\$40.54 / hr

M. RESOLVED, that the Board of Education approves the Superintendent’s recommendation to APPOINT the following professional personnel to do a sixth period class due to increased enrollment:

<u>Name</u>	<u>Position</u>	<u>Compensation</u>
Mary M. Jordan Eff. 02/29/16 – 06/30/16	Bilingual Social Studies Teacher Hempstead High School	\$14,761.60. (prorated) (1/5 of salary)

N. 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>
Joseph Paiva Eff. 03/07/16 – 06/24/16	Social Studies, 7-12	All year \$125 per day

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>
Terell Latta Eff. 01/22/16	Food Server, F/T – High School	Letter of resignation received for personal reasons.
Joann Galante Eff. 02/26/16	Food Server, P/T – High School	Letter of resignation received contingent upon appointment as full-time food server.
Felisa Watts Eff. 02/26/16	Food Server, P/T – High School	Letter of resignation received contingent upon appointment as full-time food server.

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Brian Jackson Eff. 02/26/16	Cleaner – P/T Sub, District	Letter of resignation received contingent upon appointment as full-time Maintainer.
Maurice Brown Eff. 02/26/16	Cleaner – P/T Sub, District	Letter of resignation received contingent upon appointment as full-time Stock Assistant.
William Dukes, IV Eff. 02/26/16	Cleaner – P/T Sub, District	Letter of resignation received contingent upon appointment as full-time Stock Assistant.
Carolina Jorge Eff. 02/11/16	Bilingual Typist Clerk - F/T, Special Education Office	Letter of resignation received for personal reasons.

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. 02/29/16	Food Server, F/T – High School	Replacing T. Latta who resigned
Felisa Watts Eff. 02/29/16	Food Server, F/T – High School	Replacing K. Mullen who was terminated
Dashawna Henderson Eff. 02/29/16	School Lunch Monitor – P/T, Middle School, Lv.10A, St. 1, 12.47/hr	Receivership Position – PSSG Grant / Code F 2110.160-16-5104 / Original Budget \$154,000. / Encumbered 0

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Precious Dukes
Eff. 02/29/16

School Lunch Monitor – P/T,
Middle School, Lv.10A, St. 1,
12.47/hr

Receivership Position
PSSG Grant / Code
F 2110.160-16-5104
/ Original Budget
\$154,000. / Encumbered

Lionel Ramirez
Eff. 02/29/16

School Lunch Monitor – P/T,
Middle School, Lv.10A, St. 1,
12.47/hr

Receivership Position
PSSG Grant / Code
F 2110.160-16-5104
/ Original Budget
\$154,000. / Encumbered
0

Brown Independent action

Maurice Brown
Eff. 02/29/16

Stock Assistant – F/T, District,
Lv. 1, St. 5, \$34,354 (prorated)

NYSED: Departments
of Compliance and
Accountability
recommendation for
inventory control

Dukes INDEPENDENT ACTION

William Dukes, IV
Eff. 02/29/16

Stock Assistant – F/T, District,
Lv. 1, St. 5, \$34,354 (prorated)

NYSED: Departments
of Compliance and
Accountability
recommendation for
inventory control

Jackson INDEPENDENT ACTION

Brian Jackson
Eff. 02/29/16

Maintainer – F/T, District, Lv.
2A, St. 1, \$35,401 (prorated)

Replacing W. Ebron who
retired

Sheila Allaway-Shell
Eff. 03/07/16

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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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>
Porscha Mitchell 01/08/16 – 03/08/16	School Lunch Monitor – PT	Letter requesting Personal LOA/FMLA without pay. Medical documentation on file. Letter received in Human Resources Office on 1/21/16

D. TERMINATION(S) – RESOLVED, that the Board of Education approves the Superintendent’s recommendation to TERMINATE the following Civil Service personnel:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Austin Cobbs, Jr. Eff. 02/25/16- PULLED	Security Aide – F/T, High School	Documentation on file.
Inskip Brown Eff. 03/11/16	Security Aide – F/T, High School	Abandonment of position

E. RESOLVED, that the Board of Education approves the Superintendent’s recommendation to RESCIND the following Civil Service APPOINTMENT:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Marissa Ruffini Eff. 02/08/16	Clerk – Registration	Declined position

ITEM F MOVED TO EXECUTIVE SESSION

F. Upon the recommendation of the Superintendent of Schools, BE IT FURTHER RESOLVED that pursuant to Education Law Section 913, employee number 1090 is hereby directed to report to the school doctor for a fitness examination.

TERMINATION MOVED EXECUTIVE SESSION

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WHEREAS, pursuant to the Agreement between the Board of Education and the Hempstead Teaching Assistants Association, the Superintendent of Schools, on June 5, 2015, filed with the District Clerk written charges against Employee Number 2912, a teaching assistant, who has completed the probationary period, as provided by Education Law Section 3012; and

WHEREAS, at the meeting of the Board of Education, on June 8, 2015, the Board determined, by a vote of a majority of all the members of the Board, that probable cause existed and resolved to continue the then-current employment status of Employee Number 2912, suspension with salary and benefits, pending the determination of the disciplinary proceeding and/or further action of the Board; and

WHEREAS, a written statement, specifying the charges in detail and outlining the rights of Employee Number 2912 under the applicable provision of the Agreement, was forwarded to Employee Number 2912 by certified mail by the District Clerk; and

WHEREAS, in excess of ten days have elapsed since the receipt by Employee Number 2912 of the statement of charges and there has been an unexcused failure on the part of Employee Number 2912 to notify the District Clerk of his/her desire for a hearing; and

WHEREAS, the unexcused failure on the part of Employee Number 2912 to notify the District Clerk of his/her desire for a hearing within ten days of the receipt of the charges shall be deemed a waiver of the right to a hearing; and

WHEREAS, Employee Number 2912 has so waived his/her right to a hearing, the Board shall proceed, within fifteen days, by a vote of a majority of all the members of the Board, to determine the case and fix the penalty or punishment, if any, to be imposed;

NOW, THEREFORE, BE IT RESOLVED, that, based upon the investigation and case presented to the Board, by the Superintendent of Schools, the Board determines that Charges One through Eight, as against Employee Number 2912, are sustained; and it is finally

RESOLVED, that, based upon said determinations by the Board, the Board fixes the penalty and punishment of dismissal from employment and, as of this date, imposes said penalty and punishment upon Employee Number 2912.

CIVIL SERVICE COMPENSATION MOVED TO EXECUTIVE SESSION

Upon recommendation of the Superintendent of Schools the following former employees should be compensated in accordance to the current collective bargaining agreement between the District and the Hempstead School Civil Service Association (sick days, vacation days and compensatory days):

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1. Joyce Parker	Clerical (Retired)	\$17,116.75
2. Alida Tiedemann	Clerical (Retired)	\$19,600.20
3. Marcela Moran	Clerical (Resigned)	\$11,231.97

Further recommend that former Assistant Superintendent for Business and Operations, Gerard Antoine, be compensated in accordance to past practice with the employment of central office administrators (vacation days):

1. Gerard Antoine	Assistant Superintendent For Business & Operations (Resigned)	\$24,631.25
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BUSINESS MANAGER MOVED TO EXECUTIVE SESSION

RESOLVED, that the Board of Education approves the attached professional agreement contract with WIMAC, LLC in the performance of general management, school business advisory, administrative, fiscal, and accounting services to the business office and authorizes the President of the Board of Education to execute same.

ARBITRATION ITEM MOVED TO EXECUTIVE SESSION

WHEREAS, pursuant to the Agreement (“Agreement”) between the Hempstead Union Free School District (“District”) and the Hempstead School Civil Service Association (“Association”), Article VII, the District, through the Superintendent of Schools (“Superintendent”), disciplined Employee Number 3104, by discharge from employment, by written notice of discipline, dated May 19, 2015 and served upon Employee Number 3104, specifying the acts for which discipline was imposed and the penalty itself; and

WHEREAS, at its Regular Meeting, on May 21, 2015, the Board of Education (“Board”), by resolution, approved the Superintendent’s recommendation to terminate the employment of Employee Number 3104, effective May 25, 2015; and

WHEREAS, pursuant to Article VII of the Agreement, the Association submitted a grievance, by written notice, dated May 28, 2015, to the Superintendent’s designee, regarding the termination of the employment of Employee Number 3104; and

WHEREAS, pursuant to Article VII of the Agreement, the Association referred the grievance to arbitration, by written notice to the District Clerk, dated June 25, 2015; and

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WHEREAS, pursuant to Article VII of the Agreement, on October 16, 2015, an arbitration of the grievance, as between the Association and the District, was conducted; and

WHEREAS, pursuant to the directives of the Arbitrator, on November 4, 2015, the District and the Association submitted post-arbitration briefs to the Arbitrator and the record of the proceedings was deemed closed; and

WHEREAS, pursuant to Article VII of the Agreement, “The arbitrator shall have the power to restore to the employee any fine or benefit taken away, reinstate any discharged employee with back pay or remove any written reprimand in the event (s)he finds the discipline imposed was not for just cause”; and

WHEREAS, pursuant to Article VII of the Agreement, “The award of the arbitrator shall be final and binding upon the District, the Association and the employee”; and

WHEREAS, on February 5, 2016, the Arbitrator issued an Opinion and Award, which Award provides, in pertinent part, that: (1) The District did not have just cause to dismiss Employee Number 3104, effective May 25, 2015; (2) As a remedy, he/she shall be restored to service, but without back pay. His/Her time out of work shall be deemed a disciplinary suspension; (3) The District shall forthwith restore Employee Number 3104 to duty, and restore his/her seniority. He/She shall have all rights, including recall rights, consistent with his/her restored seniority; (4) For sixty (60) days following the issuance of this Opinion and Award, the Arbitrator shall retain jurisdiction over any disputes concerning implementation of the penalty and the remedy ordered; and

WHEREAS, under the retained jurisdiction of the Arbitrator over any disputes concerning implementation of the penalty and the remedy ordered, on February 19, 2016, a conference was held before the Arbitrator between the District and the Association; and

WHEREAS, under the retained jurisdiction of the Arbitrator over any disputes concerning implementation of the penalty and the remedy ordered, on February 22, 2016, the District and the Association submitted position statements to the Arbitrator; and

WHEREAS, under the retained jurisdiction of the Arbitrator over any disputes concerning implementation of the penalty and the remedy ordered, on February 25, 2016, the Arbitrator issued a Supplementary Opinion and Award, dated February 24, 2016, which Supplementary Award provides, in pertinent part, that: (1) Employee Number 3104 shall have been restored to employment, including for payroll purposes, no later than February 12, 2016; (2) Upon the Board’s determination of the date upon which Employee Number 3104 shall be returned to duty (anticipated to be Monday, February 29, 2016), the District promptly shall effectuate payment to him/her of the wages he/she would have been entitled to receive if

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he/she in fact had been restored to duty on February 12, 2016, and worked a regular schedule until his/her actual return to work date; (3) The Arbitrator shall continue to retain jurisdiction over any disputes concerning penalty and remedy; be it

RESOLVED, that the Board hereby accepts the Arbitrator's Opinion and Award, dated February 5, 2016, as final and binding upon the District, pursuant to Article VII of the Agreement; and be it

FURTHER RESOLVED, that the Board hereby accepts the Arbitrator's Supplementary Opinion and Award, dated February 24, 2016, as final and binding upon the District, pursuant to Article VII of the Agreement.

Trustee Simmons moved, seconded by Trustee Jackson to reconvene to open session at 2:23 A.M.

MOTION **YES 4** **MOITON CARRIED**
To reconvene to open session

Trustee Johnson moved, seconded by Trustee Simmons to approve Maurice Brown as indicated

Maurice Brown Eff. 02/29/16	Stock Assistant – F/T, District, Lv. 1, St. 5, \$34,354 (prorated)	NYSED: Departments of Compliance and Accountability recommendation for inventory control
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MOTION **YES 2** (Trustees Simmons & Johnson) **MOTION FAILED**
To approve M. Johnson **NO 2** (Trustees Jackson & Touré)

Trustee Johnson moved, seconded by Trustee Simmons to approve William Dukes as indicated

William Dukes, IV Eff. 02/29/16	Stock Assistant – F/T, District, Lv. 1, St. 5, \$34,354 (prorated)	NYSED: Departments of Compliance and Accountability recommendation for inventory control
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MOTION **YES 2** (Trustees Simmons & Johnson) **MOTION FAILED**

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To approve W. Dukes **NO 2** (Trustees Jackson & Touré)

Trustee Johnson moved, seconded by Trustee Touré to approve Brian Jackson as indicated

Brian Jackson Eff. 02/29/16	Maintainer – F/T, District, Lv. 2A, St. 1, \$35,401 (prorated)	Replacing W. Ebron who retired
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MOTION **YES 2** (Trustees Simmons & Johnson) **MOTION FAILED**
To approve B. Jackson **NO 2** (Trustees Jackson & Touré)

Trustee Touré moved, seconded by Trustee Jackson to approve the 913 for employee # 1090

Upon the recommendation of the Superintendent of Schools, BE IT FURTHER RESOLVED that pursuant to Education Law Section 913, employee number 1090 is hereby directed to report to the school doctor for a fitness examination.

MOTION **YES 3** **MOTION CARRIED**
To approve medical exam **NO 1** (Trustee Touré)
For employee 1090

Trustee Touré moved, seconded by Trustee Simmons to approve the termination of a teaching assistant

WHEREAS, pursuant to the Agreement between the Board of Education and the Hempstead Teaching Assistants Association, the Superintendent of Schools, on June 5, 2015, filed with the District Clerk written charges against Employee Number 2912, a teaching assistant, who has completed the probationary period, as provided by Education Law Section 3012; and

WHEREAS, at the meeting of the Board of Education, on June 8, 2015, the Board determined, by a vote of a majority of all the members of the Board, that probable cause existed and resolved to continue the then-current employment status of Employee Number 2912, suspension with salary and benefits, pending the determination of the disciplinary proceeding and/or further action of the Board; and

WHEREAS, a written statement, specifying the charges in detail and outlining the rights of Employee Number 2912 under the applicable provision of the Agreement, was forwarded to Employee Number 2912 by certified mail by the District Clerk; and

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WHEREAS, in excess of ten days have elapsed since the receipt by Employee Number 2912 of the statement of charges and there has been an unexcused failure on the part of Employee Number 2912 to notify the District Clerk of his/her desire for a hearing; and

WHEREAS, the unexcused failure on the part of Employee Number 2912 to notify the District Clerk of his/her desire for a hearing within ten days of the receipt of the charges shall be deemed a waiver of the right to a hearing; and

WHEREAS, Employee Number 2912 has so waived his/her right to a hearing, the Board shall proceed, within fifteen days, by a vote of a majority of all the members of the Board, to determine the case and fix the penalty or punishment, if any, to be imposed;

NOW, THEREFORE, BE IT RESOLVED, that, based upon the investigation and case presented to the Board, by the Superintendent of Schools, the Board determines that Charges One through Eight, as against Employee Number 2912, are sustained; and it is finally

RESOLVED, that, based upon said determinations by the Board, the Board fixes the penalty and punishment of dismissal from employment and, as of this date, imposes said penalty and punishment upon Employee Number 2912.

MOTION

YES 4

MOTION CARRIED

To approve termination
Of teaching assistant

Trustee Simmons moved, seconded by Trustee Jackson to approve compensation for Parker and Tiedemann only, Moran and Antoine PULLED

Upon recommendation of the Superintendent of Schools the following former employees should be compensated in accordance to the current collective bargaining agreement between the District and the Hempstead School Civil Service Association (sick days, ~~vacation days and compensatory days~~):

- | | | |
|--------------------|---------------------|----------------------------------|
| 1. Joyce Parker | Clerical (Retired) | \$17,116.75 |
| 2. Alida Tiedemann | Clerical (Retired) | \$19,600.20 |
| 3. Marcela Moran | Clerical (Resigned) | \$11,231.97- Moran PULLED |

Further recommend that former Assistant Superintendent for Business and Operations, Gerard Antoine, be compensated in accordance to past practice with the employment of central office administrators (vacation days):

- | | | |
|-------------------|---|------------------------------------|
| 1. Gerard Antoine | Assistant Superintendent
For Business & Operations
(Resigned) | \$24,631.25- Antione PULLED |
|-------------------|---|------------------------------------|

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MOTION

YES 4

MOTION CARRIED

To approve compensation
Parker and Tiedemann

WIMAC, LLC PULLED UNTIL CONTRACT IS REVIEWED BY LABOR COUNSEL

RESOLVED, that the Board of Education approves the attached professional agreement contract with WIMAC, LLC in the performance of general management, school business advisory, administrative, fiscal, and accounting services to the business office and authorizes the President of the Board of Education to execute same.

Trustee Touré moved, seconded by Trustee Simmons to approve the reinstatement of a civil service employee

WHEREAS, pursuant to the Agreement (“Agreement”) between the Hempstead Union Free School District (“District”) and the Hempstead School Civil Service Association (“Association”), Article VII, the District, through the Superintendent of Schools (“Superintendent”), disciplined Employee Number 3104, by discharge from employment, by written notice of discipline, dated May 19, 2015 and served upon Employee Number 3104, specifying the acts for which discipline was imposed and the penalty itself; and

WHEREAS, at its Regular Meeting, on May 21, 2015, the Board of Education (“Board”), by resolution, approved the Superintendent’s recommendation to terminate the employment of Employee Number 3104, effective May 25, 2015; and

WHEREAS, pursuant to Article VII of the Agreement, the Association submitted a grievance, by written notice, dated May 28, 2015, to the Superintendent’s designee, regarding the termination of the employment of Employee Number 3104; and

WHEREAS, pursuant to Article VII of the Agreement, the Association referred the grievance to arbitration, by written notice to the District Clerk, dated June 25, 2015; and

WHEREAS, pursuant to Article VII of the Agreement, on October 16, 2015, an arbitration of the grievance, as between the Association and the District, was conducted; and

WHEREAS, pursuant to the directives of the Arbitrator, on November 4, 2015, the District and the Association submitted post-arbitration briefs to the Arbitrator and the record of the proceedings was deemed closed; and

WHEREAS, pursuant to Article VII of the Agreement, “The arbitrator shall have the power to restore to the employee any fine or benefit taken away, reinstate any discharged

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employee with back pay or remove any written reprimand in the event (s)he finds the discipline imposed was not for just cause”; and

WHEREAS, pursuant to Article VII of the Agreement, “The award of the arbitrator shall be final and binding upon the District, the Association and the employee”; and

WHEREAS, on February 5, 2016, the Arbitrator issued an Opinion and Award, which Award provides, in pertinent part, that: (1) The District did not have just cause to dismiss Employee Number 3104, effective May 25, 2015; (2) As a remedy, he/she shall be restored to service, but without back pay. His/Her time out of work shall be deemed a disciplinary suspension; (3) The District shall forthwith restore Employee Number 3104 to duty, and restore his/her seniority. He/She shall have all rights, including recall rights, consistent with his/her restored seniority; (4) For sixty (60) days following the issuance of this Opinion and Award, the Arbitrator shall retain jurisdiction over any disputes concerning implementation of the penalty and the remedy ordered; and

WHEREAS, under the retained jurisdiction of the Arbitrator over any disputes concerning implementation of the penalty and the remedy ordered, on February 19, 2016, a conference was held before the Arbitrator between the District and the Association; and

WHEREAS, under the retained jurisdiction of the Arbitrator over any disputes concerning implementation of the penalty and the remedy ordered, on February 22, 2016, the District and the Association submitted position statements to the Arbitrator; and

WHEREAS, under the retained jurisdiction of the Arbitrator over any disputes concerning implementation of the penalty and the remedy ordered, on February 25, 2016, the Arbitrator issued a Supplementary Opinion and Award, dated February 24, 2016, which Supplementary Award provides, in pertinent part, that: (1) Employee Number 3104 shall have been restored to employment, including for payroll purposes, no later than February 12, 2016; (2) Upon the Board’s determination of the date upon which Employee Number 3104 shall be returned to duty (anticipated to be Monday, February 29, 2016), the District promptly shall effectuate payment to him/her of the wages he/she would have been entitled to receive if he/she in fact had been restored to duty on February 12, 2016, and worked a regular schedule until his/her actual return to work date; (3) The Arbitrator shall continue to retain jurisdiction over any disputes concerning penalty and remedy; be it

RESOLVED, that the Board hereby accepts the Arbitrator’s Opinion and Award, dated February 5, 2016, as final and binding upon the District, pursuant to Article VII of the Agreement; and be it

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FURTHER RESOLVED, that the Board hereby accepts the Arbitrator's Supplementary Opinion and Award, dated February 24, 2016, as final and binding upon the District, pursuant to Article VII of the Agreement.

MOTION To reinstate civil service employee	YES 4	MOTION CARRIED
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Trustee Simmons moved, seconded by Trustee Jackson to adjourn the meeting at 2:31 A.M.

MOTION Meeting adjourned	YES 4	MOTION CARRIED
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Respectfully submitted:

Patricia Wright
District Clerk