

**HEMPSTEAD PUBLIC SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
JULY 2, 2024**

The regular meeting of the Hempstead Union Free School District was held at the A.B.G.S. Middle School Bandbox, 70 Greenwich Street, Hempstead, New York 11550. The meeting was called to order at 7:13 pm, motioned by Trustee Williams, seconded by Trustee Spencer. All members was present. There was no public participation.

**Board Members Present:**

Trustee Victor Pratt  
Trustee Jeffrey Spencer  
Trustee Elise Nicholson  
Trustee LaMont Johnson  
Trustee Joylette Williams

**NYSED Monitor/ Trustee Ex. Officio:**

Dr. William Johnson

**Staff Members Present:**

Ms. Regina Armstrong	Superintendent of Schools
Dr. Rodney Gilmore	Associate Superintendent for Human Resources
Mr. James Clark	Assistant Superintendent for Pupil Personnel Service
Mr. Gary Rush	Assistant Superintendent for Curriculum & Instruction
Mr. Jamal Scott	Assistant Superintendent for Business & Operations
Mrs. Djuana Wilson	Assistant Superintendent for Special Education
Mrs. April Keys	District Clerk
Mr. James Pierre	District Treasurer
Mr. John Sheahan	General Counsel
Mr. Jonathan Scher	Labor Counsel
Mr. Austin Graff	Labor Counsel
Mr. Monte Chandler	Special Counsel
Mr. Leandre John	Special Counsel

**A. MEETING OPENING**

**B. PRESIDENT'S REMARKS**

**C. TRUSTEE REMARKS**

**D. OLD BUSINESS**

**E. NEW BUSINESS**

**F. SUPERINTENDENT'S REMARKS**

**G. COMMENDATIONS/PRESENTATIONS**

**H. PUBLIC PARTICIPATION** – There was no public participation.

**I. APPROVAL OF THE CONSENT AGENDA CALENDAR**

Trustee Johnson moved, seconded by Trustee Nicholson, to approve the consent agenda docket.

**MOVED**

**YES 5**

**MOTION CARRIED**

To approve the consent agenda docket.

**J. BOARD OPERATIONS**

**K. BOARD POLICIES**

**L. CONTRACTS/STIPULATIONS OF SETTLEMENT**

**Resolution Approving Settlement**

**WHEREAS**, the Superintendent of Schools, by Labor Counsel for the District, has negotiated an agreement resolving certain administrative proceedings as between the District, and the Board, on the one hand, and Employee Number 2427, on the other hand, and

**WHEREAS**, the Board has concluded, based upon the recommendation of the Superintendent of Schools that it is in the best interests of the District to resolve said administrative proceedings by means of the negotiated Last Clear Chance Stipulation of Settlement, which was executed by said Employee on June 24, 2024; be it

**RESOLVED**, that the Board hereby approves and adopts the Last Clear Chance Stipulation of Settlement, and with it the resolution of the administrative proceedings concerning said Employee, which Last Clear Chance Stipulation of Settlement shall be kept on file in the District's Office of Human Resources, pursuant to its terms and it is

**FINALLY RESOLVED**, that the Board hereby authorizes the Board President or authorized designee to execute the Stipulation of Settlement on behalf of the District and the Board.

**Eugene Hamilton Group**

**RESOLVED**, that the Board of Education approves the Superintendent's recommendation to hire the following vendor to provide training, technical support for teachers, staff and administrators focusing on the philosophy and practices of Restorative Justice. With an emphasis on reducing the reliance on punitive measures to address student behaviors, staff, students, and families will be offered training on a variety of restorative practices. These practices include Restorative Chats, Restorative Conversations, Peer Mediations, Restorative and Peace Building Circles, Family Group Conferencing, and Peer Juries.

<b><u>Name</u></b>	<b><u>Compensation</u></b>
The Eugene Hamilton Group (List of services attached)	\$200,000

From: July 1, 2024 – June 30, 2026

Funding Source: RECOVS Grant

**Subject**

**Restorative Strategies, LLC**

**RESOLVED**, that the Board of Education approves the Superintendent's recommendation to hire the following vendor to provide training, technical support for teachers, staff and administrators focusing on the philosophy and practices of Restorative Justice. With an emphasis on reducing the reliance on punitive measures to address student behaviors, staff, students, and families will be offered training on a variety of restorative practices. These practices include Restorative Chats, Restorative Conversations, Peer Mediations, Restorative and Peace Building Circles, Family Group Conferencing, and Peer Juries.

<b><u>Name</u></b>	<b><u>Compensation</u></b>
Restorative Strategies, LLC (List of services attached)	\$200,000

From: July 1, 2024 – June 30, 2026

Funding Source: RECOVS Grant

**Herbie Mickens, JROTC Instructor Contract**

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**RESOLVED**, that the Board of Education approves the Superintendent's recommendation to APPROVE the employment agreement for Herbie Mickens, JROTC Instructor, effective 7/1/2024 - 6/30/2025 and that the Board hereby authorizes the Board President to execute the employment agreement.

**Kenneth Woods, JOTC Instructor Contract**

**RESOLVED**, that the Board of Education approves the Superintendent's recommendation to APPROVE the employment agreement for Kenneth Woods, JROTC Instructor, effective 7/1/2024 - 6/30/2025 and that the Board hereby authorizes the Board President to execute the employment agreement.

**M. BUSINESS & OPERATIONS**

**W. DISPOSAL OF EQUIPMENT**

**O. DONATIONS**

**P. USE OF FACILITIES**

**Q. FIELD TRIPS**

**ABGS Middle School Field Trip**

**WHEREAS**, ABGS Middle School is planning a field trip to Onteora Scout Reservation in Livingston Manor, NY on August 4-10, 2024.

**BE IT RESOLVED** that the Board of Education approves the Superintendent's recommendation to permit 12 students and 4 chaperones from the ABGS Middle School to visit Onteora Scout Reservation on August 4-10, 2024.

**RECOMMENDED BY:** Mrs. Lisaura Moreno  
Principal, ABGS Middle School

**PURPOSE:** The purpose of the trip is for each schout to devel9op character, citizenship, leadership and Fitness.

**GOALS:** This trip will help scouts achieve their physical, intellectual, emotional, social and spiritual Potential as individual's responsible citizens and members of our various community. They will Enhance group communications.

**SOURCE OF INCOME:** Each student will pay \$300.00 for lodging, registration, and food. Transportation funded by "My Brother's Keeper"

**ALL PERTINENT INFORMATION ON FILE**

**R. SPECIAL EDUCATION**

**S. PUPIL PERSONNEL SERVICES**

**Nursing Agencies**

**RESOLVED**, that the Board of Education APPROVES the Superintendent's recommendation to APPOINTS the following Nursing Agencies for the 2024-2025 school year.

Tandym Group  
Health Source  
US Medical Staffing

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**Recommended by:** James Clark and Barbara Gant-Johns

**District Wide Safety Plan**

**RESOLVED**, that the Board of Education ACCEPTS the Superintendent’s recommendation to accept the District Wide Safety Plan for the 2024-2025 school year as submitted by Mr. James Clark and reviewed by members of the Health and Safety team on May 23, 2024.

**District Health and Safety Team**

**RESOLVED**, that the Board of Education ACCEPTS the Superintendent’s recommendation to add the following staff member to the 2024 - 2025 District Wide Health and Safety Team.

Anita Reynolds Williams

**My Brother’s Keeper Summer Camp  
Morrison Mentors**

**RESOLVED**, that the Board of Education approves the Superintendent’s recommendation to enter into a contractual agreement with **Morrison Mentors’ “Mentors S.T.E.A.M.” Academy** which is an exciting and highly sought after program. Through the S.T.E.A.M. Academy, 125 students will be introduced to a variety of project-based activities that disarm their apprehension about S.T.E.A.M. and encourage their further exploration into related subjects. The S.T.E.A.M. Academy gives students an engaging, supportive, and fun experience with computer science and engineering. The program will be held at the Joseph McNeil School for elementary and middle school students as well as MBK Mentors. The program will run from July 8, 2024, through August 1, 2024. Two field trips will be included. The cost of the program is \$15,000.

**Recommended:** Mr. James Clark

**Source of Funds:** My Brother’s Keeper Program

**My Brother’s Keeper Summer Camp  
Global Resurrection**

**RESOLVED**, that the Board of Education accepts the Superintendent’s recommendation that Global Resurrection, LLC (GRL) provide a STEAM program for the My Brother’s Keeper students at the Hempstead High School. GRL will be working with the incoming 9<sup>th</sup> grade bridge students on project-based learning. They will be focusing on robotics and drones during their time. The students will be introduced to STEAM jobs for the 21<sup>st</sup> century. The program will run from July 8, 2024 through August 1, 2024, Monday to Thursday from 9:00 a.m. to 12:30 p.m. at a cost of \$15,000.

**Recommended by:** James Clark

**Source of Funding:** My Brother’s Keeper Program

**T. PERSONNEL**

**1. RESIGNATIONS**

**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**:

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>REASON</u></b>
Robert Polcha Eff. 7/1/2024	Physical Education Teacher Hempstead High School	Resignation received for purposes of retirement.

**2. PROFESSIONAL APPOINTMENTS**

**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. If the individual receives a rating of ineffective 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>	<u>COMPENSATION</u>
Stephen Perez <b>Eff. 7/8/2024</b> 4-Year Probationary Period, 7/7/2028 School District Leader, Professional, Eff. 7/15/2023	Director of PE, Health & Athletics District-Wide	Lv. 7, St. 9 - prorated <b>PURPOSE:</b> Fill Vacant Position Replacing C. Raffo, resigned eff. 6/30/2022. Board Action - 5/19/2022.	\$155,895 - Lv. 7, St. 9 - prorated

**3. LEAVE OF ABSENCE**

**LEAVE 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>
(No Action Required)		

**4. CHANGE BOARD ACTION**

**RESOLVED**, that the Board of Education approves the Superintendents recommendation to **CHANGE** the following Board Action for the 2023-2024 School Year:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
(No Action Required)		

**5. RESCIND BOARD ACTION**

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Tiketa General Eff. 7/3/2024	Teacher/Step III Adult Education Summer Program	Rescinding appointment
Rob=ert Graziosi Eff. 7/3/2024	Coach – Football/Flag Empire Summer Camp	Declined position.
Michael Valente Eff. 7/3/2024	Coach – Football/Flag Empire Summer Camp	Declined position.

6. TERMINATION

RESOLVED, that the Board of Education APPROVES the Superintendent's recommendation to TERMINATE the probationary period for the following PROFESSIONAL PERSONNEL:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
(No Action Required)		

7. RECALL

RESOLVED, that the Board of Education approves the Superintendent's recommendation to RECALL the following Professional Personnel from the Preferred Eligibility List:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
(No Action Required)		

8. EMPIRE PROGRAM SUMMER CAMP

RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPOINT the following personnel to work in the Empire After School Summer Camp Program at Joseph McNeil and Hempstead High School, effective July 8, 2024 through August 1, 2024: Source of Funding: Empire Grant

RECOMMENDED: James Clark

MIDDLE SCHOOL: 1:00 pm - 3:00 pm

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Anthony Patricola	Soccer Coach	\$67.79/hr.

9. GUIDANCE COUNSELORS

RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPROVE the following SCHOOL COUNSELORS at the High School (not to exceed 10 days), Middle School (not to exceed 10 days) to work extra days effective 7/3/2024 - 8/27/2024, Monday through Thursday, to assist the schools to complete the necessary programming for the 2024/2025 school year.

MIDDLE SCHOOL

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Joseph Merolle	School Counselor	1/200th of Contractual Salary per day
Raheem Isom	School Counselor	1/200th of Contractual Salary per day
Lisette Velez	School Counselor	1/200th of Contractual Salary per day

HIGH SCHOOL

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
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Genevieve Edwards	School Counselor	1/200th of Contractual Salary per day
Marsha Hutchinson	School Counselor	1/200th of Contractual Salary per day
Michael Higgins	School Counselor	1/200th of Contractual Salary per day
Lourdes Ulloa	School Counselor	1/200th of Contractual Salary per day
Jared Weir	School Counselor	1/200th of Contractual Salary per day
Ruth Guilbaud	School Counselor	1/200th of Contractual Salary per day
Matthew Cuty	School Counselor	1/200th of Contractual Salary per day
Veronica Ortiz	School Counselor	1/200th of Contractual Salary per day
Nathalie Placide-Riboul	School Counselor	1/200th of Contractual Salary per day

**10. SMART SCHOLARS SUMMER**

**A. RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPROVE the following personnel for the Hempstead High School SMART SCHOLARS SUMMER SCHOOL COORDINATOR position, effective July 8, 2024 to August 15, 2024 (Monday through Thursday); 7 hours per day between 8:00 a.m. to 3:00 p.m., with a 1 hour lunch. Source of Funding: Smart Scholars Grant.**

**HIGH SCHOOL**

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>COMPENSATION</u></b>
Aliceia Varialle	Smart Scholar Coordinator	1/200th of Contractual Salary per day.

**B. RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPROVE the following personnel for the Hempstead High School as Instructional Technology Coach to support the SMART SCHOLARS SUMMER SCHOOL Program, effective July 8, 2024 to August 15, 2024 (Monday through Thursday) from 8:00 a.m. to 12:30 p.m. (Not to exceed 60 hours). Source of Funding: Smart Scholars Grant.**

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>COMPENSATION</u></b>
Aziz Elmirini	Instructional Technology Coach	\$57.36/hr.

**U. CIVIL SERVICE PERSONNEL**

**1. RESIGNATIONS**

**RESIGNATION RESOLVED, that the Board of Education approves the Superintendent's recommendation to ACCEPT the resignation(s) from the following Civil Service personnel for PERSONAL PURPOSES:**

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>REASON</u></b>
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**(No Action Required)**

2. APPOINTMENTS

CIVIL SERVICE PERSONNEL

APPOINTMENT(S) - RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPOINT the following CIVIL SERVICE Personnel:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
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(No Action Required)

3. LEAVE OF ABSENCE

LEAVE 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 CIVIL SERVICE personnel:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
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(No Action Required)

4. TERMINATION

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>
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(No Action Required)

5. RESCIND BOARD ACTION

RESOLVED, that the Board of Education approves the Superintendent's recommendation to RESCIND the following:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
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Ngozi Ezeocha Eff. 7/8/24 – 8/1/24	School Nurse 24-25 Summer Camp Program High School 12:30pm – 3:00 pm	Declined position.
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6. SUMMER CAMP PROGRAM

CIVIL SERVICE PERSONNEL

APPOINTMENT(S) - RESOLVED, that the Board of Education approves the Superintendent's recommendation to APPOINT the following Registered Professional School Nurses for 2024-2025 Summer Camp Program, effective July 8, 2024 through August 1, 2024:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Natalie Calder 12:30 pm – 3:00 pm	High School	Contractual Hourly Rate



**Waiver of Policy # 2342**

**BE IT RESOLVED**, the Board of Education waives policy # 2342, requiring the agenda, together with supporting background materials to be distributed to Board members seven (7) days in advance of a Board Meeting, and the Board shall permit the consideration of the hand carry resolutions presented at the July 2, 2024, meeting of the Board; and

**BE IT RESOLVED**, the waiver of policy # 2342, is effective only for the hand carry resolutions considered at the **July 2, 2024**, meeting.

**Trustee Johnson moved, seconded by Trustee Pratt, to approve Waiver of Policy # 2342.**

**MOVED**

**YES 5**

**MOTION CARRIED**

**To approve waiver of policy # 2342.**

**RESOLUTION**

**RESOLVED**, that the board of Education hereby approves the request for defense submitted by Patricia McNeill in accordance with and as set forth in public Officer's Law §18 and Education Law §3811 in connection with a Complaint filed against Ms. McNeil and the District in the Supreme Court of the State of New York, County of Nassau, index. #: 603895/2024 on May 2, 2024 ("Complaint")m and hereby confers upon Ms. McNeill the benefit of said statutes, as applicable and

**IT IS FURTHER RESOLVED**, that the District shall accordingly defend Ms. McNeil for costs and attorneys' fees, provided that the acts or omissions from which the judgement of claim (etc.) arose or occurred while Ms. McNeill was acting within the scope of her duties as Trustee of the Board of Education; and

**IT IS FURTHER RESOLVED**, that the District shall submit the Complaint to its insurance carrier to request the appointment of counsel to Ms. McNeill in connection with the defense of the Complaint; and

**IT IS FURTHER RESOLVED**, that the Board of Education shall only indemnify Ms. McNeill to the extent required by law; and that in the case of a settlement, the duty to indemnify and save harmless shall be conditioned upon the approval of the amount of any such settlement by the Board of Education and no Certificate of Good Faith or merit shall be required.

**Trustee Johnson moved, seconded by Trustee Pratt, to approve the resolution.**

**MOTION**

**YES 5**

**MOTION CARRIED**

To approve the resolution.

**V. ADJOURNMENT**

**Trustee Johnson moved, seconded by Trustee Williams, to adjourn the meeting @ 7:26 pm.**

**MOTION**

**YES 5**

**MOTION CARRIED**

To adjourn the meeting @ 7:26 pm.

***Respectfully submitted by:  
April Keys, District Clerk***

You may watch this meeting at: <https://livestream.com/hufsd/events/11158323/videos/247360591>