

REGULAR MEETING (Thursday, June 17, 2021)

Generated by Patricia Wright on Friday, June 18, 2021

**HEMPSTEAD PUBLIC SCHOOLS
BOARD OF EDUCATION
JUNE 17, 2021
MINUTES**

The regular meeting of the Hempstead Public Schools Board of Education was held in the A.B.G.S. Middle School music room, 70 Greenwich Street, Hempstead, New York 11550. The meeting was called to order at 7:13 P.M., moved by Trustee Spleen and seconded by Trustee McNeill. All of the Board Members were present. Trustee McNeill excused herself at 10:18 P.M. during executive session. Trustee Pratt excused himself at 9:15 P.M. in person and continued the meeting via zoom. The Superintendent offered remarks, she congratulated the community engagement team on their success of the Family Fund day event held on June 12, 2021 and the elementary school soccer teams. She also informed the board and community of the forum scheduled for Monday, June 21, 2021 to give an update of the district usage of stimulus funds.

BOARD MEMBERS PRESENT:

LaMont Johnson, President

Patricia Spleen, Vice President

Randy Stith, Trustee - Zoom

Patricia McNeill, Trustee

Victor Pratt, Trustee- In person and Zoom as of 9:15 P.M.

SED MONITOR:

Dr. William Johnson

STAFF MEMBERS PRESENT:

Regina Armstrong, Interim Superintendent

Jamal Scott, Assistant Superintendent for Business & Operations

Rodney Gilmore, Associate Superintendent for Human Resources

Djuana Wilson, Assistant Superintendent for Special Education

James Clark, Assistant Superintendent for Special Assignments

Allan Wakefield, Facilities Consultant

Gary Gentles, District Treasurer

Patricia Wright, District Clerk

John Sheahan, General Counsel

Jonathan Scher, Labor Counsel

A. MEETING OPENING**Procedural: 1. Pledge of Allegiance****Procedural: 2. Moment of Silence****B. PRESIDENT'S REMARKS****C. SUPERINTENDENT'S REMARKS****D. COMMENDATIONS/PRESENTATIONS**

Trustee Stith moved, seconded by Trustee Pratt to approve the consent calendar with the exception of the items moved to executive session.

MOTION YES 5 MOTION CARRIED
To approve the

consent calendar.

Trustee Pratt moved, seconded by Trustee Stith to convene to executive session at 7:38 P.M. to discuss a particular individual and advice of legal counsel.

MOTION YES 5 MOTION CARRIED

To convene to executive session

E. OTHER AGENDA ITEMS

Action, Minutes: 1. MINUTES

1. **RESOLVED**, that the Board of Education accept the minutes of the meetings held April 20, 2021, May 11,13,14,18, & 20, 2021 as submitted by the District Clerk.

F. BOARD OPERATIONS

SCHOOL RENAMING

1. **RESOLVED**, that the Hempstead Board of Education approves the Interim Superintendent of Schools recommendation to rename Front Street Elementary School as follows:

FROM: Front Street Elementary School

TO: Front Street Global Academy

DISTRICT WIDE SAFETY PLAN

2. **RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to accept the District Wide Safety Plan for the 2021-2022 school year as submitted by Mr. James Clark and reviewed by members of the Health and Safety team on May 16, 2021.

DISTRICT WIDE SAFETY TEAM

3. **RESOLVED**, that the Board of Education ACCEPTS the Interim Superintendent's recommendation to have the following staff members make up the 2021-2022 District Wide Health and Safety Team.

Ahunna Akoma
Winsome Brown Cooke
Richard Brown
Sheena Burke
Bridgett Burroughs
Carey Gray
Arlise Carson
Rowena Costa
Tanika Cullum
Carole Eason
Kelly Fairclough
Pamela Green
Barbara Intrieri
Jasmin Sowell
John Robinson
Joy Vanhook
Keesha Keller
April Keys
MaryAnn Aiello – Salerno Brokerage
Desiree Maurice
Cynthia Moore-Drayton
Nick Salerno – Salerno Brokerage
Sandra Nicotra

Glenn O'Neil
 Peter LaDuca – BOCES
 Sandra Powell
 Rozella Fibleuil
 Gary Rush
 Stephen Strachan
 Allan Wakefield
 Patricia Wright – Board of Education
 James Clark
 Randy Stith
 LaMont Johnson
 Anita Reynolds

ITEM #4 MOVED TO EXECUTIVE SESSION

APPOINTMENT OF SUPERINTENDENT

4. **RESOLVED**, that the Board of Education hereby appoints Ms. Regina Armstrong as Superintendent of Schools for the Hempstead Union Free School District to a three (3) year term of office effective July 1, 2020 and ending July 1, 2023.

ITEM #5 MOVED TO EXECUTIVE SESSION

SUPERINTENDENT'S CONTRACT

5. **RESOLVED**, that the Board of Education authorizes the President of the Board to negotiate the terms and conditions of an employment contract with Ms. Regina Armstrong as Superintendent of Schools, such contract to be approved by the Board of Education at the next meeting of the Board and or prior to June 30, 2021.

Item # 6 Main Street lease approve as amended in bold italics.

MAIN STREET LEASE

6. **BE IT RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves a Lease between the District and 100 Main Street Realty, LLC c/o Alma Realty Corp. for the period of ~~June 30, 2021~~ **July 1, 2021** through December 31, 2021, for the property located at 100 Main Street, Hempstead, New York, subject to the adherence to Education Law Section 403-B and approval of Commissioner of Education, and authorizes the Board President to execute such Lease upon approval of the Commissioner of Education. (*Minimum of \$37,080 and maximum of \$ 222,480*).

INVESTIGATION CONCLUSION

7. **WHEREAS**, on October 5, 2020, the Board received a complaint of harassment ("Complaint") submitted by the individual identified in Confidential Schedule "A" ("Complainant");

BE IT RESOLVED, the Board finds insufficient evidence to sustain the Complaint under Board policy based upon its review of the Complaint and the results of an investigation; and

BE IT FURTHER RESOLVED, the Board authorizes the Interim Superintendent of Schools to send the Complainant a determination letter notifying such Complainant of the Board's determination with respect to the Complaint.

INVESTIGATION CONCLUSION

8. **WHEREAS**, on October 1, 2020, the Board received a complaint of harassment and retaliation ("Complaint") submitted by the individual identified in Confidential Schedule "B" ("Complainant");

WHEREAS, on October 15, 2020, the Board engaged the services of Elena Cacavas, Esq. of Cacavas ADR, LLP, to perform an internal investigation of the Complaint; and

WHEREAS, on or about December 8, 2020, Ms. Cacavas completed her investigation.

NOW, THEREFORE, BE IT RESOLVED in consideration of the investigation and findings of Ms. Cavacas, the Board finds insufficient evidence to sustain the Complaint under Board policy; and

BE IT FURTHER RESOLVED, the Board authorizes the ~~Board President~~ **Superintendent of Schools** to send the Complainant a determination letter notifying such Complainant of the Board's determination with respect to the Complaint.

G. BUSINESS & OPERATIONS

BUSINESS & OPERATIONS

WARRANTS

1. **RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to review the Register of Bills as follows:

General Funds (Warrants #55, 53); Cafeteria/Lunch (Warrants #11); Federal (Warrants #24); Capital (Warrants #24).

TREASURER'S REPORTS

2. **RESOLVED**, that the Board of Education accept the Reports as submitted by the District Treasurer. **Treasurer's Reports for the month of April 2021.**

REVENUE REPORTS

3. **RESOLVED**, that the Board of Education accept the Reports as submitted by the District Treasurer. **Revenue Reports for the month of April 2021.**

APPROPRIATION REPORTS

4. **RESOLVED**, that the Board of Education accept the Reports as submitted by the District Treasurer. **Appropriation Reports for the month of April 2021**

ITEM # 5 MOVED TO EXECUTIVE SESSION

GENERAL FUND BUDGET

5. **RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation for Ed Cullen to provide Business Office Consulting Services for the period of July 1, 2021 through December 31, 2021 not to exceed 15 hours per week at a rate of \$130 per hour.

Justification: Elementary School Construction (Phase 1-demolition, Phase 2-construction, Phase 3-removal of elementary portable classrooms); Energy Performance Contract; Long Range Planning Study; Possible Future Bond Referendum; Bond Anticipation Notes; Capital Projects; Buildings and Grounds; Insurance; Financial Advisor; Bond Counsel; State Monitor.

VRD CHANGE ORDER

6. **RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to approve Change Orders 3 and 4R to the VRD General Construction Contract in accordance with the attached.

INSURANCE RECOVERY

7. **RESOLVED**, that the Board of Education approves the interim Superintendent's recommendation to increase the revenue and expense side of the 20/21 General Fund Budget in the amount of \$79,762.80 to reflect an insurance recovery from Zurich American Insurance Co.

H. CONTRACTS/STIPULATIONS OF SETTLEMENT

CONTRACTS/STIPULATIONS OF SETTLEMENT

Textbook Central

1. **RESOLVED**, that the Board of Education APPROVES the Interim Superintendent's recommendation to enter into an agreement with Textbook Central for the 2021-2022 school year. Textbook Central provides books to Hempstead students that attend private schools. Prices range from \$17.10 to \$29.05 per student depending on the number of students enrolled in the particular school.

Recommended by: James Clark

VYUSE Studios

2. **RESOLVED**, that the Board of Education approves the Interim Superintendent's Recommendation to approve VYUSE Studios (Andrew Osborne) for contracted services for Comprehensive Support and Improvement high school and authorizes the President of the Board to execute same.

Purpose: To provide professional development and training for Virtual Arts & Performing Arts (VAPA) department teachers to include the use of professional cameras, lighting, and sound equipment at Hempstead High School for new Broadcasting programs

Funding Source: PSSG Grant during 2021-2022 beginning 07/06/21

Amount: \$3500

I. DONATION**DONATIONS****Island Harvest Food**

1. **RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to enter into a Partnership agreement with Island Harvest to stock the Food Pantry at the A.B.G.S. Middle School. They will be providing groceries and an assortment of donated products to service families of students in our district. The Food Pantry is scheduled to open in August 2021. The hours of operation will be Monday, Wednesday and Friday from 3:30 p.m. to 6:30 p.m. and one Saturday per month. The pantry will be staffed by interns and volunteers.

Recommended by: James Clark/Carey Gray

Dollar General Literacy Foundation Grant

2. **RESOLVED**, that the Board of Education approves the Interim Superintendent's recommendation to **ACCEPT** the 2021 Dollar General Literacy Foundation grant in the amount of \$8000 to support the Adult & Community Education department's "Virtual Literacy" program. The program will be in effect from June 2021 to May 2022.

Recommended by: Susan Thompson

Funding Source: The Dollar General Literacy Foundation

Purpose: To provide supplemental virtual literacy support for adult learners

J. USE OF FACILITIES**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.

1. 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)

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

Name	For Use Of	Date(s)
Village of Hempstead Police Activity League (PAL)	Hempstead High School Track	Day: Wednesday & Friday
Contact: Det. Sheryl Roberts (516) 478-6521	All students of the Village of Hempstead Residence	Date: June 2, 2021 through June 30, 2021
		Time: 6:00 pm to 7:00 pm
		Cost: \$1,953.00
		Insurance: On File
		Principal Approval: Approved
		Approved 5-27-2021 by the BOE via polling

K. DISPOSAL OF EQUIPMENT

DISPOSAL OF EQUIPMENT

1. **RESOLVED**, that the Board of Education approves the disposal of a Victory refrigerator. (Attached)

L. SPECIAL EDUCATION

CSE/CPSE MEETINGS

1. **RESOLVED**, that the Board of Education approves to accept the recommendations of the CSE/CPSE meetings held on:

5/3, 5/4, 5/5 ,5/6, 5/7 ,5/10, 5/11, 5/12, 5/13, 5/14, 5/17, 5/18, 5/19, 5/20, 5/21, 5/24 ,5/25, 5/26, 5/27, 5/28

M. PUPIL PERSONNEL SERVICES

N. PERSONNEL

RESOLVED, that the Board of Education approves the Interim 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>
Julieta Martinez Eff. 9/2/2021 4-Year Probationary Period, 9/1/2025 Spanish 7-12, Professional. Eff. 11/4/2016	World Language - Spanish Hempstead High School	\$78,738 - (Lv. 8, St. 6) Recommended By: Stephen Strachan Purpose: Fill Vacant Position Replacing Employee #5086, terminated eff. 4/17/2021; Board Action - 3/18/2021.
Annemarie Ladevaia Eff. 9/2/2021	Art Teacher Jackson Main	\$68,877 - (Lv. 5, St. 5) Recommended By: Richard Brown

4-Year Probationary Period,
9/1/2025
Visual Arts, Emergency COVID-19
Eff. 1/21/2021

Purpose: Fill Vacant Position
Replacing C. Booth, retired eff. 6/30/2021;
Board Action - 3/18/2021.

Claudia Finkle
Eff. 9/2/2021
4-Year Probationary Period,
9/1/2025
Educational Technology Specialist,
Professional, Eff. 6/17/2020

Educational Technology Specialist
Front Street

\$76,280 (Lv. 5, St. 8)
Recommended By: Arlise Carson
Purpose: Fill Vacant Position
New position not filled in 2020-2021
school budget.

Jacqueline Coffey
Eff. 9/2/2021
4-Year Probationary Period,
11/11/2023
(Jarema credit for previous service)
Students W/Disabilities (Grade 1-6),
Initial, Eff. 2/1/2018

Special Education Teacher
Front Street

\$71,348 (Lv. 5, St. 6)
Recommended By: Arlise Carson
Purpose: Fill Vacant Position
Replacing A. Zayas Galloway, retired eff.
2/1/2021,
Board Action - 1/21/2021.

**C. Gray moved to executive
session & PULLED BY
SUPERINTENDENT**

Carey Gray
Eff. 7/1/21
3-Year Probationary Period,
1/2/2023
(Jarema credit for previous service)
School Administrator Supervision,
Eff. 9/1/2010

Principal
ABGS Middle School

\$164,888 (Lv.2 , St.7)
Purpose: Fill Vacant Position
Replacing A. Gonzalez, resigned eff.
12/21/19
Board Action - 12/12/19

Linda St. John
Eff. 7/1/2021
3-Year Probationary Period,
1/3/2024
(Jarema credit for previous service)
School Building Leader,
Initial, Eff. 9/3/2020

IB MYP Coordinator
ABGS Middle School

\$111,427 (Lv. 9, St. 4)
Purpose: Fill Vacant Position
Replacing S. Hood, resigned eff. 12/22/2020.
Board Action - 12/17/2020.

RESIGNATION – RESOLVED, that the Board of Education approves the Interim 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>
Winsome Brown Cooke Eff. 6/28/2021	Social Worker Joseph McNeil	Letter of resignation received for retirement purposes.
Carolyn Brown Eff. 6/30/2021	Teaching Assistant Jackson Main	Letter of resignation received for retirement purposes.
Sharon Inkles-Offenberg Eff. 6/30/2021	Speech Teacher ABGS Middle School	Letter of resignation received for retirement purposes.
Terrence Chapman Eff. 6/30/2021	Math Teacher Hempstead High School	Letter of resignation received for retirement purposes.
Yolanda Blunt Eff. 6/28/2021	Attendance Teacher Hempstead High School	Letter of resignation received for personal reasons.

Nicole McNair
Eff. 6/9/2021

Teaching Assistant
ABGS Middle School

Letter of resignation received for personal reasons.

RESIGNATION – RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to **TERMINATE** the following Professional Personnel:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
(NO ACTION REQUIRED)		

LEAVE OF ABSENCE - RESOLVED, that the Board of Education approves the Interim 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>
Calixte Zinsou Eff. 5/17/2021 - 6/9/2021	Math Teacher Hempstead High School	Letter requesting an Extension of Medical Leave of Absence/FMLA, with pay utilizing accrued sick time from 5/17/2021 to 6/9/2021. Letter received on 6/2/2021 in Human Resources. Medical documentation on file.
Vanessa Dossous Eff. 5/24/2021 - 6/25/2021	Elementary Teacher Joseph McNeil	Letter requesting a Medical Leave of Absence/FMLA, with pay utilizing accrued sick time from 5/24/2021 to 6/25/2021. Letter received on 5/23/2021 in Human Resources. Medical documentation on file.
Lateef Myles Eff. 6/1/2021 - 6/25/2021	Elementary Teacher Front Street	Letter requesting an Extension of Medical Leave of Absence at 1/2 pay, utilizing accrued sick time from 6/1/2021 to 6/25/2021. Letter received on 5/24/2021 in Human Resources. Medical documentation on file.
Ketty Figueredo-Perez Eff. 5/17/2021 - 6/25/2021	Bilingual Elementary Teacher Front Street	Letter requesting a Medical Leave of Absence at 1/2 pay, not to exceed 90 days, utilizing accrued sick time from 5/17/2021 to 6/25/2021. Letter received on 6/8/2021 in Human Resources. Medical documentation on file.
Beatrice Coker Eff. 6/10/2021 - 6/25/2021	Elementary Teacher David Paterson	Letter requesting a Medical Leave of Absence/FMLA, with pay utilizing accrued sick time from 6/10/2021 to 6/25/2021. Letter received on 6/9/2021 in Human Resources. Medical documentation on file.

RECALLS MOVED TO EXECUTIVE SESSION

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

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Jaelle Mann-Tineo Eff. 7/1/2021	Elementary Assistant Principal Rhodes School	\$122,656 - (Lv. 6, St. 6)
Reginald Carolina Eff. 9/2/2021	Teaching Assistant	\$32,206.62 - (Lv. 4, St. 5)

Kerry James Eff. 9/2/2021	Teaching Assistant	\$30,342.23 - (Lv. 4, St. 3)
Ricardo Larosa Eff. 9/2/2021	Teaching Assistant	\$31,277.55 - (Lv. 4, St. 4)
Tiara Register Eff. 9/2/2021	Teaching Assistant	\$30,342.23 - (Lv. 4, St. 3)
Amanda Lucas Eff. 9/2/2021	Teaching Assistant	\$26,815.27 - (Lv. 2, St. 3)
Jerane Alleyne Eff. 9/2/2021	Teaching Assistant	\$26,492.75 - (Lv. 3, St. 2)
Ireanna Courtenay Eff. 9/2/2021	Teaching Assistant	\$33,137.78 - (Lv. 4, St. 6)
Tiayla Brooks Eff. 9/2/2021	Teaching Assistant	\$27,629.00 - (Lv. 2, St. 4)
Ebony Keys Eff. 9/2/2021	Teaching Assistant	\$25,677.07 - (Lv. 3, St. 1)

RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to **CHANGE** the following Board Action:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Beatrice Coker	Elementary Teacher, David Paterson	CHANGE tenure appointment date FROM 10/6/21 TO 8/30/21 (Previously approved on the 5/20/21 Board Meeting Agenda under item #7)
Christina Piscitelli	Elementary Teacher, Jackson Main	CHANGE tenure appointment date FROM 10/3/21 TO 8/30/21 (Previously approved on the 5/20/21 Board Meeting Agenda under item #7)
Diorca Badaraco	Bilingual Elementary Teacher, Jackson Annex	CHANGE tenure appointment date FROM 10/31/21 TO 8/30/21 (Previously approved on the 5/20/21 Board Meeting Agenda under item #7)

JUUL AGREEMENT

WHEREAS, the following professional staff were appointed by the Board of Education to a probationary position; and
WHEREAS, the professional staff have been informed that the Interim Superintendent does not intend to recommend tenure; and

WHEREAS, the professional staff have requested that the Board of Education not terminate employment and has agreed to extend the probationary period; and

WHEREAS, the Board of Education has no legal or other obligation to agree to this request, but is willing to do so in this instance as set forth in a letter of agreement that has been executed by this employee.

BE IT FURTHER RESOLVED, the probationary period of the following professional staff is extended as follows:

<u>NAME</u>	<u>CURRENTLY DUE TO EXPIRE</u>	<u>EXTENDED TO AND WILL EXPIRE</u>
<u>JOSEPH MCNEIL SCHOOL</u> Sandra Powell	9/30/2021	9/30/2022

RESOLVED, that the Board of Education **APPROVES** the Interim Superintendent's recommendation to **APPOINT** the following professional personnel as **CLUB ADVISORS** for the 2020-2021 school year:

<u>HIGH SCHOOL</u>	<u>POSITION</u>	<u>COMPENSATION</u>
--------------------	-----------------	---------------------

NAME

Crystal Ferguson	Yearbook Co-Advisor	\$1,500
Nathalie Placide-Riboul	Yearbook Co-Advisor	\$1,500

RESOLVED, that the Board of Education **APPROVES** the Interim Superintendent's recommendation to **APPOINT** the following professional personnel as **CLUB ADVISORS** for the 2020-2021 school year:

HIGH SCHOOL**POSITION****COMPENSATION****NAME**

Crystal Ferguson	Yearbook Co-Advisor	\$1,500
Nathalie Placide-Riboul	Yearbook Co-Advisor	\$1,500

A. RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following **ADULT AND COMMUNITY EDUCATION PROGRAM** Professional staff: (Employment Preparation Education Funding)

Recommended By: Susan Thompson

Purpose: To help students participate consistently in the program and reach their employment, career and educational goals.

Source of Funds: Employment Preparation Education (EPE) aid allocation

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Ana Baez-Crosswell Eff. 9/2/21	Adult Education Instructor Assessment and Advisement and Data Management), A.B.G.S. Middle School	\$91,069 (Lv. 5, St. 14)

B. RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following **ADULT AND COMMUNITY EDUCATION PROGRAM** Professional staff at the ABGS Middle School, effective 7/6/2021 to 6/30/2022 (Monday through Thursday, 5:00 p.m. to 6:00 p.m.):

Recommended By: Susan Thompson

Purpose: To engage 75 adult education students in a virtual literacy experience designed to strengthen their literacy, listening and language skills using a digital platform (Newsela).

Source of Funds: Dollar General Literacy Foundation Grant (\$8,000) and supported with the District's 2021-2022 Employment Preparation Education (EPE) aid allocation.

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Beverly Robinson	Literacy Teacher	\$50.00/hr.

C. RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following **ADULT AND COMMUNITY EDUCATION PROGRAM** Professional staff at the ABGS Middle School, effective 9/2/2021:

Recommended By: Susan Thompson

Purpose: To cover teacher absences and increased enrollment.

Source of Funds: Using the 2021-2022 Employment Preparation Education (EPE) aid allocation (F2340.150-22-5601).

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Kerry James Eff. 9/2/2021	Substitute Teacher ABGS Middle School	\$40.00/hr.

LOCATION

JACKSON ANNEX

1. Resolved, that in compliance with the provisions of Section 3012 of the Education Law and Part 30.3 of the rules of the Board of Regents and upon the recommendation of the Interim Superintendent of Schools that **Heather Sharkey**, a probationary Elementary Education Teacher in the Elementary Education tenure area, it having been shown that Heather Sharkey holds a valid New York State Certification No. (on file in the Office of Human Resources) to serve in the aforementioned tenure area. It further having been shown that the probationary period of Heather Sharkey to serve in the district will expire on 9/3/2021. The Board of Education of the Hempstead Public Schools does hereby grant tenure and appoint to tenure, Heather Sharkey, effective 9/3/2021 to the position of **Elementary Education Teacher** in the **Elementary Education** tenure area.

RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to **APPROVE** the following personnel for the Virtual Summer Institute Program to improve instructional practice and social emotional learning, effective June 28, 2021 - July 2, 2021 (Monday - Friday) from 8:30 a.m. to 2:30 p.m. at \$200 per day (Funding - Targeted Support Intervention Grant)

ABGS MIDDLE SCHOOL

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Anthony Patricola	Special Education	\$200 per day.
Alphonse Persico	Elementary Education	\$200 per day.
Barbara Inrieri	Physical Education	\$200 per day.
Beverly Moore	Special Education	\$200 per day.
Carmen Alvarez-Holmes	World Language	\$200 per day.
Cherie Dortch	Social Worker	\$200 per day.
Cheryl Washington	Elementary Education	\$200 per day.
Claire-Erica Lamothe	Social Studies	\$200 per day.
Daniela Ranieri	ENL	\$200 per day.
Dawn Granville	Special Education	\$200 per day.
Dawn Sumner	Social Studies	\$200 per day.
Desiree Uzzell	Elementary Education	\$200 per day.
Donna Melcer	English	\$200 per day.
Elizabeth Diglio	Math	\$200 per day.
Estare Alston	Social Studies	\$200 per day.
Evette Coles	Special Education	\$200 per day.
Frank Ribeiro	Special Education	\$200 per day.
Janelle Kirton	Music	\$200 per day.
Joseph Germinaro	Elementary Education	\$200 per day.
Joseph Merolle	Guidance Counselor	\$200 per day.
Joyce Koestenblatt	Regents Earth Science	\$200 per day.
Jude Jacques	ESL/Latin/French	\$200 per day.
Judy Sun	ENL	\$200 per day.
Kellene Allen	Math	\$200 per day.
Kristie Hasin	Speech Pathologist	\$200 per day.
Maria Cady	Library	\$200 per day.
Mauricio Romero	Spanish/Home Language	\$200 per day.
Michelle Smith	Special Education	\$200 per day.
Mishka Fox	English	\$200 per day.
Raquel Goldsmith	ENL	\$200 per day.
Richard Cardenas	Social Studies	\$200 per day.

Robert Graziosi	ELA	\$200 per day.
Robin Branch	Elementary Education	\$200 per day.
Sarian Muhammad	Elementary Education	\$200 per day.
Stacey Eason	Elementary Education	\$200 per day.
Stacey Corvi	ENL	\$200 per day.
Stephen Lux	ENL	\$200 per day.
Vanessa Lee-James	Special Education	\$200 per day.
Wendy Eisner	History	\$200 per day.
Wendy Stone	Special Education	\$200 per day.
Winefred Oyebode	Special Education	\$200 per day.

HEMPSTEAD HIGH SCHOOL-******Trustee Spleen disclosed relationship.***

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Arlene Larsen	ELA	\$200 per day.
Aziz Elmrini	Math	\$200 per day.
Beatriz Caban	ENL	\$200 per day.
Beatriz Kresofsky	Social Studies	\$200 per day.
Carlos Ventura	Bilingual Social Studies	\$200 per day.
Charlene Robinson	Math	\$200 per day.
Dana Falcone	Social Studies	\$200 per day.
Danielle Golub	ENL	\$200 per day.
Donald Jackson	Social Studies	\$200 per day.
Dorothea Geiger	Special Education	\$200 per day.
Marsha Hutchinson	Guidance Counselor	\$200 per day.
Elfrida Bonner	Psychologist	\$200 per day.
Gail Glynn	Special Education	\$200 per day.
Graciela Palacios	Social Studies	\$200 per day.
Heudriss Turenne	Social Worker	\$200 per day.
Jennifer Salgado	ENL	\$200 per day.
Julieta Martinez	ENL	\$200 per day.
Kesha Ephraim	Special Education	\$200 per day.
Lisa Byrd Watkins	Social Worker	\$200 per day.
Madeline Henriquez	Science	\$200 per day.
Marvin Perez	Math	\$200 per day.
Melissa Spleen	Special Education	\$200 per day.
Mitchell Roseman	Special Education	\$200 per day.
Myriam Belotte-Poligadu	ENL	\$200 per day.
Nathalie Placide-Riboul	College and Career Counselor	\$200 per day.
Omar Ulffe	Math	\$200 per day.
Patricia Huancayo	Spanish Language	\$200 per day.
Rachel Blackburn	Music	\$200 per day.
Robyn Outlaw	Library	\$200 per day.
Tamara Belcher	Science	\$200 per day.
Timothy Dolan	Theatre	\$200 per day.
Tracey Brown	ELA	\$200 per day.
Wendi Hasbun	ENL/HLA World Language	\$200 per day.
Yeraldin Columbel	Social Worker	\$200 per day.

RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to **APPOINT** the following Professional Personnel for the 2021-2022 School Year. (These are non-representative positions).

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
1st Sergeant Kenneth Woods	JROTC Officer High School	\$95,000
Sergeant Kent Kingston	JROTC Officer High School	\$80,000

O. CIVIL SERVICE PERSONNEL**CIVIL SERVICE PERSONNEL**

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Edwin Cruz Eff. 6/21/21	Provisional Bilingual Typist Clerk Rhodes School	\$37,213-prorated (Lv. 1A, St. 7) PURPOSE: New position
Jennifer L. Maldonado Eff. 7/15/21	Provisional Bilingual Typist Clerk Office of Special Education	\$37,213-prorated (Lv. 1A, St. 7) PURPOSE: Fill vacant position
Milton Goris Eff. 7/1/2021	Security Aide, 12-Month, F/T District	\$48,947 (Lv. 10, St. 19) PURPOSE: New position
Jose Guevara Eff. 7/1/2021	Security Aide, 12-Month, F/T District	\$48,947 (Lv. 10, St. 20) PURPOSE: New position
Chrystal Vu Eff. 9/2/21	School Lunch Monitor, P/T District	\$14.00/hr (Lv. 10A, St. 1) PURPOSE: New Position

RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation to **RESCIND LAYOFF AND RECALL** the following **CIVIL SERVICE** Personnel effective 9/2/21:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Rajnarine Bhagwandin Eff. 9/2/21	Security Aide, 10-Month, F/T	\$33,371 (Lv. 9, St.7) PURPOSE: To meet the needs of the district
Marc Ferro Eff. 9/2/21	Security Aide, 10-Month, F/T	\$31,599 (Lv. 9, St. 5) PURPOSE: To meet the needs of the district
Ronald Mahoney Eff. 9/2/21	Security Aide, 10-Month, F/T	\$31,599 (Lv. 9, St. 5) PURPOSE: To meet the needs of the district
Brenda Thomas Eff. 9/2/21	Security Aide, 10-Month, F/T	\$27,273 (Lv. 9, St. 2) PURPOSE: To meet the needs of the district
Jonathan Ayala Eff. 9/2/21	Security Aide, 10-Month, F/T	\$32,814 (Lv. 9, St. 6) PURPOSE: To meet the needs of the district
Austin Cobb, Jr. Eff. 9/2/21	Security Aide, 10-Month, F/T	\$34,137 (Lv. 9, St. 8) PURPOSE: To meet the needs of the district
Guy Banks Eff. 9/2/21	Security Aide, 10-Month, F/T	\$34,137 (Lv. 9, St. 8) PURPOSE: To meet the needs of the district
Robin Shelton Eff. 9/2/21	Security Aide, 10-Month, F/T	\$34,137 (Lv. 9, St. 8) PURPOSE: To meet the needs of the district
Deborah Davis Eff. 9/2/21	School Lunch Monitor, P/T	\$14.24/hr (Lv. 10A) PURPOSE: To meet the needs of the district
Sonya Rogers Eff. 9/2/21	School Lunch Monitor, P/T	\$14.24/hr (Lv. 10A) PURPOSE: To meet the needs of the district

Rene Flagg-Perez
Eff. 9/2/21

School Lunch Monitor, P/T

\$14.24/hr (Lv. 10A)

PURPOSE: To meet the needs of the district

RESIGNATION– RESOLVED, that the Board of Education approves the Interim Superintendent’s recommendation to ACCEPT the resignation(s) from the following Civil Service personnel for RETIREMENT/PERSONAL PURPOSES:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Luisa DeLarosa Eff. 6/14/21	Bilingual Typist Clerk, Bilingual Office	Letter of resignation received for personal reasons.
Margaret Kaczorowski Eff. 6/30/21	Personnel Clerk, Facilities	Letter of resignation received for retirement purposes.

RESOLVED, that the Board of Education APPROVES the Interim Superintendent’s recommendation to TERMINATE the following CIVIL SERVICE PERSONNEL, effective:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Employee #5075 Eff. 6/18/21	Typist Clerk, P/T-Sub District	Unavailability

LEAVE OF ABSENCE - RESOLVED, that the Board of Education approves the Interim 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>
Felisa Watts Eff. 4/1/21 - 6/30/21	Food Server, F/T	Letter requesting a Medical Leave of Absence/FMLA, with pay, utilizing accrued sick time. (Medical documentation on file. Letter received on 5/25/21 in Human Resources)
Maria Baird Eff. 6/26/21 - 9/15/21	Duplicating Machine Operator Hempstead High School	Letter requesting an extension of Medical Leave of Absence/FMLA, without pay, from 6/26/2021 to 9/15/2021. (Medical documentation on file. Letter received on 6/7/2021 in Human Resources).

RESOLVED, that the Board of Education approves the Interim Superintendent’s recommendation to CHANGE the following Board Action:

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Shona Russell Eff. 5/24/21 - 6/21/21	Food Server, High School	CHANGE effective date of Personal Leave of Absence without pay FROM 5/14/21 -6/18/21 TO 5/24/21 - 6/21/21 (Previously approved on the 5/20/21 Board Meeting Agenda under item letter Q)

RESOLVED, that the Board of Education approves the Interim Superintendent’s recommendation to APPOINT the following Adult and Community Education program Security Staff at the A.B.G.S Middle School, effective September 2, 2021 - June 30, 2022:

<u>NAME</u>	<u>COMPENSATION</u>
Denis Rodriguez	Contractual Hourly Rate

Dilian Rodriguez	Contractual Hourly Rate
Wayne Tomlinson	Contractual Hourly Rate
Muhammad O. Khan	Contractual Hourly Rate
Sorita Adkins (Sub)	Contractual Hourly Rate
Walter Everett (Sub)	Contractual Hourly Rate

Trustee Spleen moved, seconded by Trustee Pratt to reconvene to open session at 10:30 P.M.

MOTION YES 4 MOTION CARRIED

To reconvene to open session

BOARD OPERATIONS

Trustee Spleen moved, seconded by Trustee Johnson to approve the appointment of the Superintendent of Schools.

ITEM #4 MOVED TO EXECUTIVE SESSION

APPOINTMENT OF SUPERINTENDENT

4. RESOLVED, that the Board of Education hereby appoints Ms. Regina Armstrong as Superintendent of Schools for the Hempstead Union Free School District to a three (3) year term of office effective July 1, 2020 and ending July 1, 2023.

MOTION YES 4 MOTION CARRIED

To approve the appointment of the Superintendent of schools.

Trustee Johnson moved, seconded by Trustee Stith to approve the negotiation of the Superintendent's contract.

ITEM #5 MOVED TO EXECUTIVE SESSION

SUPERINTENDENT'S CONTRACT

5. RESOLVED, that the Board of Education authorizes the President of the Board to negotiate the terms and conditions of an employment contract with Ms. Regina Armstrong as Superintendent of Schools, such contract to be approved by the Board of Education at the next meeting of the Board and or prior to June 30, 2021.

MOTION YES 4 MOTION CARRIED

To approve the negotiation of the Superintendent's contract

Trustee Spleen moved, seconded by Trustee Johnson to approve the consulting services of Ed Cullen.

BUSINESS & OPERATIONS

ITEM # 5 MOVED TO EXECUTIVE SESSION

GENERAL FUND BUDGET

5. RESOLVED, that the Board of Education approves the Interim Superintendent's recommendation for Ed Cullen to provide Business Office Consulting Services for the period of July 1, 2021 through December 31, 2021 not to exceed 15 hours per week at a rate of \$130 per hour.

Justification: Elementary School Construction (Phase 1-demolition, Phase 2-construction, Phase 3-removal of elementary portable classrooms); Energy Performance Contract; Long Range Planning Study; Possible Future Bond

Referendum; Bond Anticipation Notes; Capital Projects; Buildings and Grounds; Insurance; Financial Advisor; Bond Counsel; State Monitor.

MOTION YES 4 MOTION CARRIED

To approve the consulting services of Ed Cullen

MIDDLE SCHOOL PRINCIPAL PULLED BY SUPERINTENDENT

RESOLVED, that the Board of Education approves the Interim 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>
C. Gray moved to executive session & PULLED BY SUPERINTENDENT		
Carey Gray Eff. 7/1/21 3-Year Probationary Period, 1/2/2023 (Jarema credit for previous service) School Administrator Supervision, Eff. 9/1/2010	Principal ABGS Middle School	\$164,888 (Lv.2 , St.7) Purpose: Fill Vacant Position Replacing A. Gonzalez, resigned eff. 12/21/19 Board Action - 12/12/19

Trustee Stith moved, seconded by Trustee Johnson to approve the recalls from the preferred eligibility list.

RECALLS MOVED TO EXECUTIVE SESSION

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

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Jaelle Mann-Tineo Eff. 7/1/2021	Elementary Assistant Principal Rhodes School	\$122,656 - (Lv. 6, St. 6)
Reginald Carolina Eff. 9/2/2021	Teaching Assistant	\$32,206.62 - (Lv. 4, St. 5)
Kerry James Eff. 9/2/2021	Teaching Assistant	\$30,342.23 - (Lv. 4, St. 3)
Ricardo Larosa Eff. 9/2/2021	Teaching Assistant	\$31,277.55 - (Lv. 4, St. 4)
Tiara Register Eff. 9/2/2021	Teaching Assistant	\$30,342.23 - (Lv. 4, St. 3)
Amanda Lucas Eff. 9/2/2021	Teaching Assistant	\$26,815.27 - (Lv. 2, St. 3)
Jerane Alleyne Eff. 9/2/2021	Teaching Assistant	\$26,492.75 - (Lv. 3, St. 2)
Ireanna Courtenay Eff. 9/2/2021	Teaching Assistant	\$33,137.78 - (Lv. 4, St. 6)

Tiayla Brooks
Eff. 9/2/2021

Teaching Assistant

\$27,629.00 - (Lv. 2, St. 4)

Ebony Keys
Eff. 9/2/2021

Teaching Assistant

\$25,677.07 - (Lv. 3, St. 1)

MOTION YES 4 MOTION CARRIED

To approve the
recalls from the preferred eligibility list

**Trustee Johnson moved, seconded by Trustee Pratt to waive policy # 2342
HAND CARRY # 1**

RESOLUTION TO SUSPEND POLICY #2342

RESOLVED, the Board of Education waives policy 2342 requiring the agenda, together with supporting background materials to be distributed to Board members seven days in advance of a Board meeting, and the Board shall permit the consideration of the hand-carry resolutions presented at the June 17, 2021 meeting of the Board; and it is further:

RESOLVED, the waiver of policy 2342 is effective only for the hand-carry resolutions considered at the June 17, 2021 meeting.

MOTION YES 4 MOTION CARRIED

To approve to
waive policy # 2342

Trustee Spleen moved, seconded by Trustee Johnson to approve the health insurance declination grievance with the HTAA as indicated in hand carry resolution # 2.

HAND CARRY # 2

RESOLVED, that the Board, is hereby amending the Board's resolution of June 10, 2021, which passed 5-0, to resolve the grievance and settle the arbitration with the Hempstead Teaching Assistants Association (hereinafter, the "HTAA") regarding the health insurance declination pay, due to a needed correction to the dollar figure cited in the prior resolution; and be it further

RESOLVED, that the Board, in review of its budget for the 2021-2022 School Year, and having conferred with Labor Counsel regarding the health insurance declination pay grievance filed by the HTAA concerning the claim of declination pay allegedly due to the HTAA's members listed on the replacement document attached hereto as **Confidential attachment A** (hereinafter, the "Affected Employees"), for the declination pay that the District did not pay to members covered by NYSHIP during the 2014-15, 2015-16, and 2016-17 school years, and with the understanding that the sum in controversy is presently calculated to be \$267,968.41 (see, **Confidential attachment A**, the replacement document attached hereto), and the Board having passed the resolution on June 10, 2021, in part, to avoid additional legal fees being incurred in the arbitration before the designated Contract Arbitrator, the Hon. Earl R. Pfeffer, who was assigned to hear the case pursuant to the 2014 – 2022 Collective Bargaining Agreement (hereinafter, the "CBA") between the District and the HTAA, at a hearing on July 7, 2021, via Zoom at 10:00 am, and in part, to avoid a late cancellation charge for the arbitration which may be avoided by resolving the matter forthwith (see, **Confidential attachment B**, attached hereto), and further, in reliance upon the offer made by the HTAA by email and by text messages on June 10, 2021 to settle the grievance upon the terms stated collectively therein (see, **Confidential attachment**, attached hereto), does hereby direct the Superintendent of Schools to pay out and resolve the subject grievance claim, in full, in two (2) payments, as follows:

- 50% of the \$267,968.41 to be paid pro rata to the Affected Employees listed the replacement document attached hereto as **Confidential attachment A**, to be made on or before September 30, 2021; and
- 50% of the \$267,968.41 to be paid pro rata to the Affected Employees listed the replacement document attached hereto as **Confidential attachment A**, to be made on or before September 30, 2022.

MOTION YES 4 MOTION CARRIED

To approve to health insurance declination grievance with the HTAA as indicated in hand carry resolution # 2.

Trustee Spleen moved, seconded by Trustee Johnson to approve the terms and conditions of the Superintendent's contract as indicated in hand carry item # 3

HAND CARRY # 3

RESOLVED, that the Board of Education (hereinafter, "BOE" or "Board"), having reviewed a draft contract negotiated for the District by the Board President, as verbally authorized by the BOE at its work study meeting on June 10, 2021, and having conferred with Labor Counsel regarding the terms and conditions stated therein, does hereby approve of the contract between the District and the Superintendent of Schools, for the three (3) year term, effective as of and retroactive to July 1, 2020, through and inclusive of June 30, 2023, in the form attached hereto, and does hereby authorize the BOE President to execute same forthwith.

MOTION YES 4 MOTION CARRIED

To approve the terms and conditions of the Superintendent's contract as indicated in hand carry resolution #3

Trustee Spleen moved, seconded by Trustee Stith to approve the MOA between the HSCSA and the district as indicated in hand carry resolution #4

HAND CARRY # 4

RESOLVED, that upon the recommendation of the Superintendent of Schools, based on the report from the negotiating committee of the Hempstead Schools Civil Service Association (hereinafter "HSCSA") on June 16, 2021, the membership of the HSCSA overwhelmingly voted to ratify the v9.2 draft of the Memorandum of Agreement (hereinafter "MOA") to settle the negotiations and approve the deal for a renewal collective bargaining agreement for a term of July 1, 2016 through June 30, 2024, and based upon the Board of Education's review of the terms, conditions, costs, operational improvements to be derived therefrom, and savings involved in such a deal, the Board of Education does hereby approve the settlement for a renewal contract for the term July 1, 2016- June 30, 2024; provided however, the implementation of the wage adjustments and other terms shall be delayed until the HSCSA delivers the v9.2 MOA draft MOA bearing the signatures of the HSCSA negotiating committee.

MOTION YES 4 MOTION CARRIED

To approve the MOA between the HSCSA and the district as indicated in hand carry resolution #4

Trustee Johnson moved, seconded by Trustee Spleen to approve the health insurance declination grievance with the HSCSA as indicated in hand carry resolution # 5.

HAND CARRY #5

RESOLVED, that the Board, in review of its budget for the 2021-2022 School Year, and having conferred with Labor Counsel regarding the health insurance declination pay grievance filed by the Hempstead Schools Civil Service Association (hereinafter, the "HSCSA") concerning the claim of declination pay allegedly due to the HSCSA's members listed on the spreadsheet attached hereto as Confidential attachment A (hereinafter, the "Affected Employees"), for the declination pay that the District did not pay to members of the HSCSA who were covered by NYSHIP during the 2014-15, 2015-16, and 2016-17 school years, and with the understanding that the sum in controversy is presently calculated to be \$180,348.53 (see, Confidential attachment A, attached hereto), and the Board seeking to avoid

additional legal fees being incurred in the connection with the grievance filed by the HSCSA pursuant to the 2010 – 2016 Collective Bargaining Agreement (hereinafter, the “CBA”), and in reliance upon the offer made by the HSCSA to settle the grievance upon a three (3) year payout commencing in the next school year , does hereby direct the Superintendent of Schools to pay out and resolve the subject grievance claim, in full, in three (3) payments, as follows:

- 50% of the \$180,348.53, to be paid pro rata to the Affected Employees listed on Confidential attachment A attached hereto, to be made on or before December 31, 2021; and
- 50% of the \$180,348.53, to be paid pro rata to the Affected Employees listed on Confidential attachment A attached hereto, to be made on or before December 30, 2022
-

MOTION YES 4 MOTION CARRIED

To approve to health insurance declination grievance with the HSCSA as indicated in hand carry resolution # 5.

P. ADJOURNMENT

Action: 1. Adjourn

Trustee Pratt moved, seconded by Trustee Stith to adjourn the meeting at 10:44 P.M.

MOTION YES 3 MOTION CARRIED

Meeting adjourned NO 1 (Trustee Johnson)

Respectfully submitted:

Patricia Wright
District Clerk



Check and
Twice Daily:
When You Arrive
When You Leave
Notify Mr. P
Inspected, Ex.