

**HEMPSTEAD PUBLIC SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
OCTOBER 16, 2024  
MINUTES**

The Board of Education Work Study 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 6:00 pm, motioned by Trustee Spencer, seconded by Trustee Williams. There was public participation.

**Board Members Present:**

Trustee Victor Pratt  
Trustee Jeffrey Spencer  
Trustee Elise Nicholson  
Trustee LaMont E. Johnson  
Trustee Joylette Williams, PhD.

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

Dr. William Johnson

**Staff Members Present:**

Ms. Susan Johnson	Acting Superintendent of Schools
Dr. Rodney Gilmore	Associate Superintendent for Human Resources
Mr. James Clark	Assistant Superintendent for Pupil Personnel Service
Mr. Jamal Scott	Assistant Superintendent for Business & Operations
Mrs. Djuana Wilson	Assistant Superintendent for Special Education
Mrs. April Keys	District Clerk
Ms. Lottie Whitehead	District Clerk Pro-Tem
Mr. James Pierre	District Treasurer
Mr. Joseph Lilly	General & Labor Counsel
Ms. Liza Blaszczyk	General & Labor Counsel

**A. MEETING OPENING**

1. Pledge of Allegiance
2. Moment of Silence

**B. PRESIDENT'S REMARKS**

**C. TRUSTEE REMARKS**

**D. OLD BUSINESS**

**E. NEW BUSINESS**

**F. SUPERINTENDENT'S REMARKS**

**G. COMMENDATIONS/PRESENTATIONS**

1. Presentation from EFPR Group, External Auditors by Mr. Thomas Smith

**H. WAIVER OF POLICY # 2342**

**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 October 16, 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 October 16, 2024, meeting.

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

**MOTION** YES 5 **MOTION CARRIED**  
To approve waiver of policy # 2342.

**Trustee Spencer moved, seconded by Trustee Pratt, to approve the Agenda Docket.**

**MOTION** YES 5 **MOTION CARRIED**  
To approve the Agenda Docket.

## **I. PUBLIC PARTICIPATION**

## **J. BOARD OPERATIONS**

### **Board of Education Meeting Minutes**

**RESOLVED**, that the Board of Education **ACCEPTS** the minutes of the Regular Meeting of the Board of Education held on Wednesday, September 18, 2024, and the Special Meeting on Thursday, September 5, 2024 and Wednesday, September 25, 2024 as submitted by the District Clerk.

## **K. CONTRACTS/STIPULATIONS OF SETTLEMENT**

### **1. Settlement Agreement**

#### **Settlement Agreement**

**WHEREAS**, Carolyn Rodriguez ("Plaintiff") commenced the above-entitled action ("Action") in the New York State Supreme Court, County of Nassau under Index Number 603922/2020 on March 11, 2020, alleging claims of discrimination under the New York State Human Rights Law based upon disability, violation of the New York State Human Rights Law based upon harassment, and violation of the New York State Human Rights law based upon retaliation; and

**WHEREAS**, on June 15, 2020, the District filed a Motion to Dismiss the Action; and

**WHEREAS**, on July 28, 2020, the Plaintiff filed opposition to the Motion to Dismiss; and

**WHEREAS**, on August 10, 2020, the District filed a reply to the Plaintiff's opposition to the Motion to Dismiss; and

**WHEREAS**, on July 22, 2021, the Court denied the District's Motion to Dismiss; and

**WHEREAS**, on September 9, 2021, the District filed an Answer to the Plaintiff's Complaint, denying the allegations and claims asserted in the Complaint; and

**WHEREAS**, between September 2021 and January 2024, the parties conducted extensive discovery in this Action; and

**WHEREAS**, on March 12, 2024, the District filed a Motion for Summary Judgment seeking the dismissal of this Action; and

**WHEREAS**, on April 12, 2024, the Plaintiff filed opposition to the District's Motion for Summary Judgment; and

**WHEREAS**, on April 24, 2024, the District filed a reply to the Plaintiff's opposition to the Motion for Summary Judgment; and

**WHEREAS**, on August 13, 2024, the Court granted in part and denied in part the District's Motion for Summary Judgment, dismissing the Plaintiff's claims for harassment and retaliation, but the Plaintiff's claim for disability discrimination survived; and

**WHEREAS**, in the interests of avoiding the cost, expense and uncertainties of trial, the Plaintiff and the District (collectively, the "Parties") desire to resolve all claims asserted in the Action or which could have been asserted in the Action or which may otherwise have been available to Plaintiff or existed arising from her employment with the District; and

**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 now therefore it is

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

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

## **2. Reach, LLC Contract**

### **REACH, LLC Contract**

**RESOLVED:** That the Board of Education approves the Superintendent's recommendations to execute the attached Partnership Contracts with Reach, LLC for contracted services for Comprehensive Support and Improvement high school and authorizes the President of the Board to execute same.

**Purpose:** Science support/coaching focuses on the steps above to provide goal-oriented support to science teachers. Pre-, mid-, and post -assessment reports and planning days for services (necessary since subject requires specific preparation aligned with units and discreet science subjects) for Hempstead High School.

**Funding Source:** Smart Scholars ECHS (Cohort 6) (F2110-400-25-0005) for 2024-2025 School Year.

**Amount:** \$12,000

Recommended by: Dr. Stephen Strachan, Principal Hempstead High School

## **3. Settlement Agreement "SA" Omar Ulffe**

### **Settlement Agreement "SA" Omar Ulffe**

**RESOLVED**, that upon the recommendation of the Acting Superintendent of Schools, the Board of Education **APPROVES** the Settlement Agreement between Omar Ulffe and the Hempstead Union Free School District and that the Board hereby authorizes the Board President to execute the Settlement Agreement "SA".

## **4. SETTLEMENT OF AGREEMENT "SA" Nicholas Wisz**

### **SETTLEMENT OF AGREEMENT "SA" Nicholas Wisz**

**RESOLVED**, hat upon the recommendation of the Acting Superintendent of Schools, the Board of Education **APPROVES** the Settlement Agreement between Nicholas Wisz, Classroom Teacher's Association (HCTA) and the Hempstead Union Free School District hereby authorizes the Board President to execute the Settlement Agreement "SA"

## **L. BUSINESS & OPERATIONS**

### **WARRANTS**

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

**General Funds** (Warrants #18); **Cafeteria/Lunch** (Warrants #5); **Federal** (Warrants #8); **Capital** (Warrants #4).

**TREASURER’S REPORTS**

**RESOLVED**, that the Board of Education approves the Reports as submitted by the District Treasurer. **Treasurer’s Reports for the month of August 2024.**

**REVENUE REPORTS**

**RESOLVED**, that the Board of Education approves the Reports as submitted by the District Treasurer. **Revenue Reports for the month of August 2024.**

**APPROPRIATION REPORTS**

**RESOLVED**, that the Board of Education approves the Reports as submitted by the District Treasurer. **Appropriation Reports for the month of August 2024.**

**M. 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)
<b>Sisters of The Arts</b> <b>Jericho, NY 11753</b>	High School David B. Gates Auditorium for Performing Arts Showcase  75 Residents 75 Non-Residents of Hempstead School District  Admission Fee: \$20.00	<b>Day:</b> Saturday  <b>Date:</b> November 16, 2024  <b>Time:</b> 4:00 pm – 6:00 pm  <b>Cost:</b> \$ 2,279.00

<b>Contact:</b> Joyce Harding (347) 262-4674	(To award the participants in the showcase competition)	<b>Insurance: On file</b>  <b>Principal Approval: Approved</b>
---	--	--

**Use of Facility  
Proposed Class Reunion 2025**

**RESOLVED**, that the Board of Education of the Hempstead Union Free School District **APPROVES**, the Acting Superintendent of Schools recommendation to allow the Class of 1999 the usage of the Hempstead High School Commons to hold a meet and greet event on Friday, July 18, 2025, from approximately 4:00 pm until 11:00 pm, on behalf of the Hempstead High School Class Reunion 2025 Committee. this event will take place during the 2025-2026 school year, but it is necessary to receive approval, at this time, so the Committee can start canvassing its alumnus. the committee's representative, Sharita Burgess, is aware of all costs associated with this approval.

**N. DONATIONS**

**DONATION  
High School Scholarship**

**RESOLVED**, that the Board of Education **APPROVES** the Acting Superintendent of Schools recommendation for Hempstead High School, to receive a \$1,00.00 donation from Oswego Oil Service Corp., 45 Intersection Street, in Hempstead, New York, 11550. This donation is being provided to offer two (2) scholarships at \$500.00 each to two (2) high school seniors at the May 2025 Scholarship Dinner.

**DONATION  
High School Scholarship**

**RESOLVED**, that the Board of Education **APPROVES** the Acting Superintendent of Schools recommendation for Hempstead High School, to receive a \$2,000.00 donation from General Refining and Smelting Corp., 59 Madison Avenue in Hempstead, New York 11550. This donation is being provided to offer two (2) scholarships at \$1,000.00 each to two (2) high school seniors at the May 2025 Scholarship dinner.

**DONATION  
200 Tickets for Harlem Renaissance HBCU Basketball Game**

**RESOLVED**, that the Board of Education **APPROVES** the Acting Superintendent of Schools recommendation for A.B.G.S Middle School and Hempstead High School, to receive a donation of two-hundred (200) tickets from Dwight J. Jackson, announcer for the Harlem Renaissance HBCU Basketball Classic to attend two (2) basketball games on November 23, 2024, at Manhattan College, game 1 at 2:00 pm and game 2 at 4:00 pm. The Hempstead School District will provide transportation for the students.

**O. DISPOSAL OF EQUIPMENT**

**DISPOSAL OF EQUIPMENT  
David Paterson Piano**

**RESOLVED**, that the Board of Education **APPROVES** the Superintendent's recommendation to allow Faust Harrison, from White Plains, New York to remove the piano (item number 31575) from the David Paterson school at no cost to the district (a savings of \$600 - \$1000) and provide the district with an additional discount towards a new Yamaha CLP835 piano.

**Recommended By:** Dr. Xavier Rodriguez and James Clark

**P. SPECIAL EDUCATION**

**CSE/CPSE Meetings**

**RESOLVED**, that the Board of Education approves to accept the recommendations of the CSE/CPSE meetings held on: 09/03; 09/04; 09/05; 09/06; 09/09; 09/10; 09/11; 09/12; 09/13; 09/16; 09/17; 09/18; 09/19; 09/20; 09/23; 09/24; 09/25; 09/26; 09/27; 09/30.

**Q. PUPIL PERSONNEL SERVICES**

**Liberty Partnerships Program  
Nassau Community College**

**RESOLVED**, that the Board of Education ACCEPTS the Superintendent's recommendation to allow Nassau Community College, on behalf of its Liberty Partnerships Program (LPP), to provide in-person learning and student support services such as Social Emotional Learning, public/community service and college and career readiness to students who are "at risk" for dropping out of high school. The program will take place after school hours and on Saturdays for 100 high school students for the 2024 - 2025 school year. LPP will provide three staff members. The program is effective September 1, 2022 through August 31, 2027.

Recommended by: James Clark

**Liberty Partnerships Program  
Adelphi University**

**RESOLVED**, that the Board of Education ACCEPTS the Superintendent's recommendation to allow Adelphi University, on behalf of its Liberty Partnerships Program (LPP), to provide in-person learning and student support services to students who are "at risk" for dropping out of high school. The program will take place after school hours and on Saturdays for 20 students at the ABGS Middle School and 20 students from the High School for the 2024 - 2025 school year. LPP will provide staffing and academic and counseling services to our students. The program is effective September 1, 2022 through August 31, 2027.

Recommended by: James Clark

**My Brother's Keeper  
"Reclaiming Potential: A Course for Positive Change"**

**RESOLVED**, that the Board of Education **APPROVES** the Superintendent's recommendation for the Hempstead Prevention Coalition to offer counseling services for young men of color to support them reentering school after suspension for issues such as violent behavior, substance use, truancy or other concerning actions. The program aims to equip students with the knowledge and tools to make positive decisions, build strong relationships and become responsible leaders in their community. Upon successful completion the students will receive a certificate. The cost will be \$150 per forty-five minute session, not to exceed \$5000.00. The program will run October 17, 2024 through May 16, 2025.

Recommended by: James Clark  
Source of Funds: My Brother's Keeper Challenge Program\

**R. PERSONNEL**

**1. RESIGNATIONS**

**RESIGNATION - RESOLVED**, that the Board of Education approves the Acting 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>
Helen Yoon Eff. 10/25/2024	School Psychologist Prospect School	Letter of resignation received for personal reasons.

2. PROFESSIONAL APPOINTMENTS

**RESOLVED**, that the Board of Education approves the Acting Superintendents recommendation to appoint the following professional personnel during the 2024-2025 school year:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>	<u>COMPENSATION</u>
Kayla Morrell Eff. 10/31/2024 4 Year Probation Period, 10/30/2028 Teaching Assistant, Lev I Eff. 8/29/2024	Teaching Assistant Joseph McNeil	Lv. 2, St. 4 <b>Purpose:</b> To meet the needs of the district.	\$29,834 - Prorated (Lv. 2, St. 4)

3. LEAVE OF ABSENCE

**LEAVE OF ABSENCE - RESOLVED**, that the Board of Education approves the Acting 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>
Jennifer Hayes Eff. 12/09/2024 - 3/21/2025	Elementary Teacher Joseph A McNeil	Requesting a Leave of Absence/FMLA utilizing accrued sick time from 12/09/2024 - 1/31/2025 and the remainder 2/1/2025 - 3/24/2025 without pay (Letter received in the Office of Human Resources on 9/16/24)

4. TERMINATION

**INDEPENDENT ACTION ITEM**

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Employee #4114 Eff 10/17/24	Special Education Teacher District	Document on file in Human Resources.
<b>Trustee Pratt moved, seconded by Trustee Spencer, to approve the Hand Carry Resolution.</b>		
<b>MOTION</b>	<b>YES 2</b>	<b>MOTION FAILED</b>
To approve the hand carry resolution	<b>NO (3) Trustee Johnson, Trustee Nicholson, Trustee Spencer</b>	

5. WINTER COACHES

**RESOLVED**, that the Board of Education approves the Acting Superintendent's recommendation to appoint the following personnel as **COACHES** for the Fall Season during the 2024-2025 school year:

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Martha Higgins 11/4/24 - 1/18/25	Middle School Boys Track Head Coach	\$4,500
Kwame Mason 11/4/24 - 1/18/25	Middle School Boys Basketball	\$4,500
Leasia Shabazz Earth	Middle School Girls Track	\$4,500

11/4/24 - 1/18/25

Penny Bacon 11/4/24 - 1/18/25	Middle School Girls Volleyball	\$4,500
----------------------------------	--------------------------------	---------

Anita Williams Reynolds 11/4/24 - 1/18/25	Middle School Girls Volleyball Assistant Coach	\$3,900
--	---	---------

6. OVERTIME

**RESOLVED**, that the Board of Education **APPROVES** the Acting Superintendent of Schools recommendation for overtime compensation for the following personnel, to prepare for the Education Stabilization Funds Coordinated Monitoring Review, and the Office of Educational Policy Report Regionalization Planning Strengths and Needs Tool, effective November 1, 2024 - April 15, 2025 (not to exceed 30 hours per month).

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Kimberlee Pierre, Ed. D.	Title I Coordinator	\$99.64/hr.

7. MY BROTHERS'S KEEPER

**A. RESOLVED**, that the Board of Education **APPROVES** the Acting Superintendent's recommendation to APPOINT the following personnel as the Part Time Project Director for the My Brother's Keeper Challenge Program. Candidate will be responsible for overseeing all My Brothers Keeper activities and events as well as providing data to the New York State Challenge Program. Candidate will also be planning college tours and helping the students meet the MBK goals: School readiness, reading at 3rd grade level by third grade, financial literacy and college career readiness. The program will run from October 17, 2024 through April 30, 2025. The hours for the program will be Monday, Tuesday, Thursday, and Friday 2:00 pm to 6:00pm and Saturday 8:30am - 12:30pm. The Director will work up to 12 hour per week and his Assistant will cover the difference in program hours, when needed. Additional hours during Spring Recess and My Brothers Keeper Symposiums may be required as well as for other MBK events.

**Program Hours:**  
Prospect and Joseph McNeil - Saturday, 8:30am - 12:30pm  
ABGS Middle School - Monday, Tuesday, & Thursday, 2:30pm - 6:00pm  
High School - Thursday and Friday, 2:00pm - 4:30pm

<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Earl Davis, Jr	Part Time - MBK Project Director	\$80/hr.

8. EMPIRE STATE AFTER SCHOOL PROGRAM

**A. RESOLVED**, that the Board of Education **APPROVES** the Acting Superintendent's recommendation to appoint the following personnel, effective October 21, 2024 through May 16, 2025; Monday through Friday from 3:20 p.m. - 5:20 p.m. - Not to exceed 6 hours - (Source of Funding: Empire State After School Grant)

<u>PROSECT SCHOOL</u>		
<u>NAME</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Charmelle Hood	Teaching Assistant	\$35/hr.

S. CIVIL SERVICE PERSONNEL

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
-------------	-----------------	---------------



Jennifer Lemus Maldonado  
Eff. 11/15/24

Provisional Bilingual Typist Clerk  
Special Education

Letter of resignation received for personal reasons.

## 2. APPOINTMENTS

### CIVIL SERVICE PERSONNEL

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

<u>NAME</u>	<u>POSITION</u>	<u>REASON</u>
Vanessa DeFalco Eff. 11/4/24	Typist Clerk, P/T-Sub District	\$17.46/hr. (Lv. 9A, St. 8) <b>PURPOSE:</b> Expand substitute list. Services to be used by district as required
Kevin Mayo-Gibbs Eff. 10/21/24	Security Aide High School	\$40,429 - prorated (Lv. 9, St. 14) <b>PURPOSE:</b> To meet the needs of the district.
Orville Hall Eff. 10/21/24	Security Aide District	\$36,582-prorated (Lv. 9, St. 8) <b>PURPOSE:</b> To meet the needs of the district
Anthony White Eff. 10/21/24	Security Aide Rhodes Academy	\$36,582-prorated (Lv. 9, St. 8) <b>PURPOSE:</b> To meet the needs of the district
Kenneth Stewart, Jr. Eff. 10/21/24	Security Aide High School	\$38,061-prorated (Lv. 9, St. 10) <b>PURPOSE:</b> To meet the need of the district
Sonel Letang Eff. 10/21/24	Security Aide David Paterson	\$40,429-prorated (Lv. 9, St. 14) <b>PURPOSE:</b> To meet the needs of the district

**Trustee Williams moved, seconded by Spencer, to move to Executive Session to discuss personnel and seek legal advice from counsel @ 6:26 pm.**

**MOTION** YES 5 **MOTION CARRIED**  
To move to Executive Session @ 6:26 pm.

**Trustee Spencer moved, seconded by Trustee Williams, to Re-Convene to open session @ 8:25 pm.**

**MOTION** YES 5 **MOTION CARRIED**  
To re-convene to open session @ 8:25 pm.

### **RESOLUTION HAND CARRY # 1**

**RESOLVED**, that the Board of Education **APPROVES** the Acting Superintendent of Schools recommendation to accept and approve the 2023-20204 Financial Statements and Management Letters, Single Audit, and Extra Classroom Corrective Actin Plan.

**Trustee Spencer moved, seconded by Trustee Pratt, to approve the Hand Carry Resolution #1.**

**MOTION** YES 5 **MOTION CARRIED**  
To approve the hand carry resolution #1.

### **RESOLUTION HAND CARRY # 2**

**BE IT HEREBY RESOLVED** that the Board of Education of the Hempstead Union Free School District hereby accepts a donation in the amount of two-hundred dollars (\$200), from various District Stakeholders for the Hempstead High School Junior Varsity Cheerleaders.

**Trustee Johnson moved, seconded by Trustee Spencer, to approve the Hand Carry Resolution # 2.**

**MOTION** YES 5 **MOTION CARRIED**

To approve the hand carry resolution # 2.

**RESOLUTION  
HAND CARRY # 3**

**RESOLVED** that the Board of Education upon the recommendation of the Acting Superintendent of Schools that the District **ACCEPTS** the donation of the portrait of David Paterson, to be hung in the David Paterson Elementary School.

**Trustee Pratt moved, seconded by Trustee Spencer, to approve the Hand Carry Resolution # 3.**

**MOTION** YES 5 **MOTION CARRIED**

To approve the hand carry resolution # 3.

**T. ADJOURNMENT**

**Trustee Spencer moved, seconded by Trustee Williams, to adjourn the meeting @ 8:28 pm.**

**MOTION** YES 5 **MOTION CARRIED**

To adjourn the meeting @ 8:28 pm.

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

**You may watch this meeting at: <https://livestream.com/hufsd/events/11192174>**