

REVISED

**HASTINGS-ON-HUDSON
BOARD OF EDUCATION MEETING
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REVISED

TUESDAY, MAY 5, 2009

7:00 P.M.	Meeting Called to Order. Board moves into Executive Session in District Conference Room to discuss specific personnel matters.
8:00 P.M.	Meeting Reconvenes in John J. Russell Lecture Room.

A G E N D A

BOARD OF EDUCATION

Eric Sweeting, President
Gabrielle Lesser, Vice President
Eileen Baecher
Caryn Campbell
Lindsey Hicks
Donna Laing
Jodie Meyer

ADMINISTRATION

Robert I. Shaps, Superintendent of Schools
Maureen Caraballo, Treasurer

DISTRICT CLERK

Mary A. Wirth

STUDENT LIAISON REPRESENTATIVE

Lena Street

I. CALL TO ORDER

II. REPORT FROM THE SUPERINTENDENT

III. ANNOUNCEMENTS

May	1-2	Grades 5 & 6 Musical <i>Dear Edwina</i> – High School Auditorium	7:00 P.M.
May	2	SAT I & II at Hastings	8:00 A.M.
May	4-15	Hastings High School Advanced Placement Exams	
May	5-15	K-12 NYSESLATs (make-up’s May 6 – May 15)	
May	5	HHS Parent Liaison Meeting – High School Room 225	6:45 P.M.
May	5	Board of Education Meeting – John J. Russell Lecture Room	7:00 P.M.
		- Executive Session	8:00 P.M.
		- Regular Meeting	
May	6	Early Release Day for Students – Kindergarten dismissed at 12:15 p.m.; Grades 1-12 dismissed at 1:00 p.m.; Afternoon Staff Development	
May	6	FMS Parent Meeting on Internet Safety – High School Auditorium	7:00 P.M.
May	7	National Art Honor Society Inductions – High School Lobby	7:00 P.M.
May	9	Voter Registration – High School Lobby	10:00 A.M.– 2:00 P.M.
May	13-15	Grade 8 Trip to Boston	
May	13	Voter Registration – High School Lobby	4:00 P.M. – 8:00 P.M.
May	14	High School Spring Concert – High School Auditorium	7:00 P.M.
May	15	H.A.S.P. Graduation Ceremony – John J. Russell Lecture Room	10:00 A.M.
May	15	Walk-to-School Week Dance – Cochran Gymnasium (re-scheduled from May 1 st)	6:30 P.M.
May	18	Senior Alternative Internships Begin	
May	18	FMS Parent Liaison Meeting – Lloyd Library	6:45 P.M.
May	18	Board of Education Meeting – John J. Russell Lecture Room	7:00 P.M.
		- Executive Session	8:00 P.M.
		- Regular Meeting	
May	19	SCHOOL BUDGET VOTE & TRUSTEE ELECTIONS – Cochran Gymnasium	7:00 A.M. – 9 P.M.
May	19	Grades 5 & 6 Spring Concert – High School Auditorium	7:00 P.M.

IV. PERSONNEL

- P.1 Recommendation to accept the resignation of **Lenore A. Kaufman**, (Bd. Enc.)
for retirement purposes, effective July 1, 2009.
- P.2 Recommendation to accept the resignation of **Linda Herring**, for (Bd. Enc.)
retirement purposes, effective June 30, 2009.
- P.3 Recommendation to appoint **James J. Adamo** to tenure in the
Foreign Language 7-12 tenure area, effective September 1, 2009.
- P.4 Recommendation to appoint **Krista S. Annunziato** to tenure in the
Elementary K-6 tenure area, effective September 1, 2009.
- P.5 Recommendation to appoint **Janice F. Bocchichio** to tenure in the
Pre-K, K, 1-6 tenure area, effective September 1, 2009.
- P.6 Recommendation to appoint **Eszter B. Fejer-Kui** to tenure in the
Elementary K-6 tenure area, effective September 1, 2009.
- P.7 Recommendation to appoint **Stephanie R. Mayer** to tenure in the
Foreign Language 7-12 tenure area, effective September 1, 2009.
- P.8 Recommendation to appoint **Jill S. Ochacher** to tenure in the Science
7-12 tenure area, effective September 1, 2009.
- P.9 Recommendation to appoint **Dona Ratterree** to tenure in the School
Media Specialist (Library) tenure area, effective November 11, 2009.
- P.10 Recommendation to appoint **Robin A. Royal-Horn** to tenure in the
English 7-12 and Special Education tenure area, effective September
1, 2009.
- P.11 Recommendation to appoint **Beth O. Rudd** to tenure in the English
7-12 tenure area, effective September 1, 2009.
- P.12 Recommendation to appoint **Mary T. Schwarz** to tenure in the Art
tenure area, effective September 1, 2009.
- P.13 Recommendation to appoint **Gloria M. Szeszko** to tenure in the
School Psychologist tenure area, effective September 1, 2009.
- P.14 WHEREAS, on March 30, 2009 it was determined that a vacancy (Bd. Enc.)
exists for a 1.0 FTE probationary General Music/Strings teacher for
the 2009-2010 school year, which will be integral to Hastings-on-
Hudson's operations in the 2009-2010 school year; and

WHEREAS, the Board has identified **Kathryn B. Concra** as a qualified candidate and wishes to appoint her to a 1.0 FTE probationary position as a 1.0 FTE General Music/Strings teacher for the 2009-2010 school year, effective September 1, 2009; and

WHEREAS, Kathryn B. Concra, as a new hire, has already submitted to a background check and obtained clearance from the State Education Department.

NOW, THEREFORE, BE IT RESOLVED, that the Board has identified Kathryn B. Concra as a qualified candidate and wishes to appoint her to the position of General Music/Strings teacher for the 2009-2010 school year, effective September 1, 2009.

Tenure Area:	General Music
Salary Placement:	MA, Step 3
Date of Commencement of Probationary Service:	09/01/09
Date of Expiration of Probationary Service:	08/31/12
Anticipated Tenure Date:	09/01/12
Certification Status	Initial

- P.15 WHEREAS, on May 5, 2009 it was determined that a vacancy exists (Bd. Enc.)
for a 1.0 FTE leave replacement 7-12 Mathematics teacher for the 2009-2010 school year, which will be integral to Hastings-on-Hudson's operations in the 2009-2010 school year; and

NOW, THEREFORE, BE IT RESOLVED, that the Board wishes to recall **Sorin D. Mihalcescu** from the preferred eligible list as a 1.0 FTE leave replacement 7-12 Mathematics teacher for the 2009-2010 school year, effective September 1, 2009.

- P.16 WHEREAS, on May 5, 2009 it was determined that a vacancy exists (Bd. Enc.)
for a 1.0 FTE leave replacement Mathematics teacher for the 2009-2010 school year, which will be integral to Hastings-on-Hudson's operations in the 2009-2010 school year; and

NOW, THEREFORE, BE IT RESOLVED, that the Board has identified **Karen S. Pak** as a qualified candidate and wishes to appoint her a 1.0 FTE leave replacement Mathematics teacher for the 2009-2010 school year, effective September 1, 2009.

- P.17 WHEREAS, on May 5, 2009 it was determined that a vacancy exists (Bd. Enc.)
for a 1.0 FTE leave replacement Foreign Language teacher for the 2009-2010 school year, which will be integral to Hastings-on-Hudson's operations in the 2009-2010 school year; and

NOW, THEREFORE, BE IT RESOLVED, that the Board has identified **Julie A. Riccardi** as a qualified candidate and wishes to appoint her to a 1.0 FTE leave replacement position as an Elementary Foreign Language teacher for the 2009-2010 school year, effective September 1, 2009.

- P.18 WHEREAS, on May 5, 2009 it was determined that a vacancy exists (Bd. Enc.)
for a .8 FTE CSE Chairman/Educational Evaluator for the 2009-2010
school year, which will be integral to Hastings-on-Hudson's
operations in the 2009-2010 school year; and
NOW, THEREFORE, BE IT RESOLVED, that the Board wishes to
recall **Nancy Horsey** as a .8 FTE CSE Chairperson/Educational
Evaluator for the 2009-2010 school year, effective September 1,
2009.
- P.19 WHEREAS, on May 5, 2009 it was determined that a vacancy exists (Bd. Enc.)
for a .8 FTE School Psychologist for the 2009-2010 school year,
which will be integral to Hastings-on-Hudson's operations in the
2009-2010 school year; and

NOW, THEREFORE, BE IT RESOLVED, that the Board wishes to
recall **Elizabeth Zuck** as a .8 FTE School Psychologist for the 2009-
2010 school year, effective September 1, 2009.
- P.20 WHEREAS, on May 5, 2009 it was determined that a vacancy exists (Bd. Enc.)
for a .7 FTE Physical Education teacher for the 2009-2010 school
year, which will be integral to Hastings-on-Hudson's operations in
the 2009-2010 school year; and

NOW, THEREFORE, BE IT RESOLVED, that the Board wishes to
recall **Erica L. Drummond** from the preferred eligible list as a .7
FTE Physical Education teacher for the 2009-2010 school year,
effective September 1, 2009.
- P.21 WHEREAS, on May 5, 2009 it was determined that a vacancy exists (Bd. Enc.)
for a .4 FTE Speech and Language Pathologist for the 2009-2010
school year, which will be integral to Hastings-on-Hudson's
operations in the 2009-2010 school year, and

NOW, THEREFORE, BE IT RESOLVED, that the Board wishes to
recall **Lori A. Mackay** as a .4 FTE Speech and Language Pathologist
for the 2009-2010 school year, effective September 1, 2009.
- P.22 WHEREAS, on May 5, 2009 it was determined that a vacancy exists (Bd. Enc.)
for a .2 FTE CPSE Chairperson for the 2009-2010 school year, which
will be integral to Hastings-on-Hudson's operations in the 2009-2010
school year; and

NOW, THEREFORE, BE IT RESOLVED, that the Board wishes to
recall **John J. Hudak, Ph.D.** as a .2 FTE CPSE Chairperson for the
2009-2010 school year, effective September 1, 2009.
- P.23 WHEREAS, on May 5, 2009, it was determined that a vacancy exists (Bd. Enc.)
for a substitute teacher, for the 2008-2009 school year, which will be
integral to Hastings-on-Hudson's operations in the 2008-2009 school
year; and

WHEREAS, the Board has identified **Mindy H. Gabriel** as a qualified candidate and wishes to appoint her to a substitute teacher position for the 2008-2009 school year, effective May 5, 2009; and WHEREAS, Mindy H. Gabriel, as a new hire, has already submitted to a background check and obtained clearance from the State Education Department.

NOW, THEREFORE, BE IT RESOLVED, that the Board has identified Mindy H. Gabriel as a qualified candidate and wishes to appoint her to the position of substitute teacher for the 2008-2009 school year, effective May 5, 2009.

- P.24 WHEREAS, on May 5, 2009, it was determined that a vacancy exists for a substitute teacher, for the 2008-2009 school year, which will be integral to Hastings-on-Hudson’s operations in the 2008-2009 school year; and (Bd. Enc.)

WHEREAS, the Board has identified **Sean M. Mulholland** as a qualified candidate and wishes to appoint him to a substitute teacher position for the 2008-2009 school year, effective April 29, 2009; and

WHEREAS, Sean M. Mulholland, as a new hire, has already submitted to a background check and obtained clearance from the State Education Department.

NOW, THEREFORE, BE IT RESOLVED, that the Board has identified Sean Mulholland as a qualified candidate and wishes to appoint him to the position of substitute teacher for the 2008-2009 school year, effective April 29, 2009.

- P.25 Recommendation to rescind the Schedule B appointment of **Walter Mullings** as Modified Boys Tennis Coach for the 2008-2009 school year, effective April 20, 2009.

- P.26 Recommendation to rescind the Schedule B appointment of **Andrew Wendol** as Intramural Fencing Coach for the 2008-2009 school year, effective May 5, 2009.

- P.27 Recommendation to appoint the following individuals to Schedule B positions for the 2008-2009 school year: (Bd. Enc.)

<u>NAME</u>	<u>POSITION</u>	<u>STEP</u>	<u>STIPEND</u>
Diane L. Reckling	Intramural Fencing Coach	1	\$47. Hourly
Kathleen A. Reckling	Intramural Fencing Coach	1	\$47. Hourly

- P.28 WHEREAS, a proceeding was commenced against Employee No. 3 based upon a Notice dated October 15, 2008 from Mr. Robert Shaps, Superintendent of Schools, pursuant to New York State Civil Service Law §75; and

WHEREAS, as a result thereof Donald Sullivan was duly designated as the Hearing Officer by the Board of Education; and

WHEREAS, the Hearing Officer held a hearing at which Employee No. 3 was represented by counsel; and

WHEREAS, the Hearing Officer has rendered findings of fact and recommendations based upon the record presented at the aforementioned hearing; and

WHEREAS, the Board of Education has had an opportunity to review the record in this matter, as well as the findings of fact and recommendations of the Hearing Officer;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Hastings-on-Hudson Union Free School District hereby adopts the Hearing Officer's findings of fact and determinations as to guilt on the charges and specifications preferred in which he found guilt, as more fully set forth in the decision of the Hearing Officer dated February 24, 2009, and also hereby adopts the Hearing Officer's findings of fact and determinations as to innocence on Specifications 2 and 4 of Charge 2, as more fully set forth in the decision of the Hearing Officer dated February 24, 2009; and

BE IT FURTHER RESOLVED, that the Board of Education of the Hastings-on-Hudson Union Free School District hereby rejects the Hearing Officer's determinations as to innocence on Specifications 2 and 4 of Charge 1, specifically that Employee No. 3 is innocent of the charge of misconduct for demonstrating a pattern of absences by using sick leave and personal leave before and after holidays and/or weekends; and

BE IT FURTHER RESOLVED, that the Board of Education finds Employee No. 3 guilty of Specifications 2 and 4 of Charge 1, specifically that Employee No. 3 is guilty of the charge of misconduct for demonstrating a pattern of absences by using sick leave and personal leave before and after holidays and/or weekends, based on the Board of Education's determination that the record demonstrates by substantial evidence that: Employee No. 3 used sick and personal leave on the dates charged; that 75% of Employee No. 3's sick and personal leave days were taken before or after a holiday and/or weekend establishing a pattern of absences; and that Employee No. 3's explanation for the established pattern is contradicted by the weight of the evidence in the record; and

BE IT FURTHER RESOLVED, that the Board of Education hereby rejects the penalty recommendation of the Hearing Officer as too lenient and finds, itself, that the greater penalty of a sixty (60) day disciplinary suspension without pay is appropriate based on a review of the record, the Hearing Officer's findings of fact, and the Board of Education's finding of guilt on Specifications 2 and 4 of Charge 1; and

BE IT FURTHER RESOLVED, that the District Clerk is hereby directed to forward a certified copy of this Resolution together with a copy of the Hearing Officer's decision and a copy of the record in this matter to the Personnel Officer of Westchester County pursuant to Civil Service Law §75, Subdivision 3.

- P.29 WHEREAS, on April 1, 2009, it was determined that a vacancy exists (Bd. Enc.) for a clerical and teacher aide substitute for the 2008-2009 school year; and

NOW, THEREFORE BE IT RESOLVED, that the Board hereby resolves to appoint **Mindy H. Gabriel** as a qualified candidate and wishes to appoint her to the position of clerical and teacher aide substitute, at the per diem rate of \$10.00 per hour, for the 2008-2009 school year, effective May 5, 2009.

- P.30 WHEREAS, on December 17, 2008, it was determined that a vacancy (Bd. Enc.) exists for a Cleaner for the 2008-2009 school year; and

WHEREAS, the Board has identified **Walter Avila** as a qualified candidate and wishes to appoint him to the position of Cleaner, Column 1, Step 1A, for the 2008-2009 school year, effective April 27, 2009. The probationary period for this position shall be April 27, 2009 through April 26, 2010.

WHEREAS, Walter Avila, as a new hire, is required by law to submit to a background check and obtain clearance from the State Education Department before being eligible for employment; and

WHEREAS, Walter Avila has not yet obtained such clearance, but has attested to the fact that he has never been convicted of a crime.

NOW, THEREFORE BE IT RESOLVED, that:

1. The Board hereby resolves to conditionally appoint Walter Avila on an emergency basis to the position of Cleaner for the 2008-2009 school year, subject to such limitations as are set forth in Board Policy #6170.
2. Upon receipt of notice from the State Education Department that Walter Avila has obtained conditional clearance, her emergency status shall be changed to conditional status. Upon receipt of notice that he has obtained full clearance, his conditional status shall be removed, he shall no longer be subject to Board Policy #6170, and he shall be accorded the same status and seniority as if he had possessed such clearance as of the date of his conditional appointment.

- 3. In the event that clearance is denied, the Board shall reconvene to ascertain what steps, if any; shall be taken with regard to Walter Avila’s continued employment by the Board.

P.31 WHEREAS, on March 9, 2009, it was determined that a vacancy exists for a Clerk, part-time, for the 2008-2009 school year; and (Bd. Enc.)

WHEREAS, the Board has identified **Joya M. Anzano** as a qualified candidate and wishes to appoint her to the position of Clerk, part-time, 2 hours per day, Column 1, Step 1, for the 2008-2009 school year, effective May 4, 2009.

WHEREAS, Joya M. Anzano, as a new hire, is required by law to submit to a background check and obtain clearance from the State Education Department before being eligible for employment; and

WHEREAS, Joya M. Anzano has not yet obtained such clearance, but has attested to the fact that she has never been convicted of a crime.

NOW, THEREFORE BE IT RESOLVED, that:

- 1. The Board hereby resolves to conditionally appoint Joya M. Anzano on an emergency basis to the position of Clerk for the 2008-2009 school year, subject to such limitations as are set forth in Board Policy #6170.
- 2. Upon receipt of notice from the State Education Department that Joya M. Anzano has obtained conditional clearance, her emergency status shall be changed to conditional status. Upon receipt of notice that she has obtained full clearance, her conditional status shall be removed, she shall no longer be subject to Board Policy #6170, and she shall be accorded the same status and seniority has if she had possessed such clearance as of the date of her conditional appointment.
- 3. In the event that clearance is denied, the Board shall reconvene to ascertain what steps, if any; shall be taken with regard to Joya M. Anzano’s continued employment by the Board.

V. 2009-2010 SCHOOL BUDGET HEARING

VI. PUBLIC HEARING

When speaking at Board meetings, please state your name and address. Any persons wishing to address the Board should confine their remarks to three minutes. Each speaker is allowed one comment on an issue until all others have been heard.

VII. MINUTES

M.1 Recommendation to accept the minutes of the March 30, 2009 Regular Board meeting. (Bd. Enc.)

VIII. COMMITTEE REPORTS

- C.1 Diversity/Social Emotional Learning (“DSEL”) Committee (Jodie Meyer / Caryn Campbell / Lindsey Hicks)
- C.2 Student/Board of Education Liaison Committee (Jodie Meyer / Donna Laing / Caryn Campbell)
- C.3 Technology Committee (Eileen Baecher / Gabrielle Lesser)
- C.4 Community Leaders Group (Jodie Meyer / Eileen Baecher / Caryn Campbell)
- C.5 Facilities Committee (Eileen Baecher / Gabrielle Lesser / Caryn Campbell)

IX. BUSINESS

- B.1 Recommendation to approve the following Committee on Preschool Special Education recommendations for the 2008-2009 school year: (Bd. Enc.)
 - # 7724 # 7732
- B.2 Recommendation to approve the following Committee on Preschool Special Education recommendations for the 2009-2010 school year: (Bd. Enc.)
 - # 7261 # 7616
- B.3 Recommendation to approve the following Committee on Special Education recommendations for the 2008-2009 school year: (Bd. Enc.)
 - # 7001 # 5846 # 7493
 - # 94-024 # 89-011 # 91-045
 - # 91-031 # 95-063 # 91-017
- B.4 Recommendation to approve the following Committee on Special Education recommendations for the 2009-2010 school year: (Bd. Enc.)
 - # 6961 # 93-051 # 93-025 # 96-011
- B.5 Recommendation to accept the Revenue and Expenditure Reports for March, 2009. (Bd. Enc.)
- B.6 Recommendation to approve the enclosed budget transfer for the 2008-2009 school year. (Bd. Enc.)
- B.7 Recommendation to accept the Treasurers Report for February, 2009. (Bd. Enc.)
- B.8 Recommendation to accept the following Claims Auditor Warrant Reports: (Bd. Enc.)

Warrant #26	Fund A	Computer Checks for 3/19/09 – 3/26/09
Warrant #16	Fund F	Computer Checks for 3/01/09 – 3/31/09

Warrant #13	Fund H	Computer Checks for 4/01/09 – 4/30/09
Warrant #14	Fund TE	Computer Checks for 4/01/09 – 4/30/09
Warrant #17	Fund F	Computer Checks for 4/01/09 – 4/30/09
Warrant #18	Fund F	Computer Checks for 4/01/09 – 4/30/09

Warrant #14	Fund H	Computer Checks for 4/01/09 – 4/30/09
Warrant #19	Fund F	Computer Checks for 4/01/09 – 4/30/09
Warrant #20	Fund F	Computer Checks for 4/01/09 – 4/30/09

Warrant #27	Fund A	Computer Checks for 4/13/09 – 4/20/09
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B.9 Recommendation to amend the visiting artists in the approved Cultural Arts Programs for the 2008-2009 school year. (Bd. Enc.)

B.10 Recommendation to establish the annual Peter Reut Scholarship Award, and to bestow our gratitude upon the donors. (Bd. Enc.)

IX. OTHER BUSINESS

Old Business – Board of Education

O.B.1 Recommendation to adopt Students Policy #7611: Provision of Appropriate Special Education Services to Enable Involvement in and Foster Progress in the General Education Curriculum (second reading & adoption). (Bd. Enc.)

Old Business – Audience to Board of Education

New Business – Board of Education

New Business – Audience to Board of Education

XI. MEETING SUMMARY

ADJOURNMENT