

**WYANDANCH UNION FREE SCHOOL DISTRICT
BOARD OF EDUCATION MINUTES OF
COMBINED WORK & VOTING SESSION
HELD ON NOVEMBER 14, 2018
CENTRAL ADMINISTRATION BUILDING
1445 DR. MARTIN LUTHER KING, JR. BOULEVARD
WYANDANCH, NEW YORK 11798**

APPROVED

12/12/18
6-0-0

The meeting was called to order by President Crawford at 6:12 PM. He called for a moment of silence.

Roll Call: Performed by Stephanie Howard

Trustees Present: James Crawford, Shirley Baker, Ronald Fenwick, Nancy Holliday, Charlie Reed

Trustees Who Arrived Later: Yvonne Robinson

Trustees Absent: Dr. Ronald Allen, Sr.

Others Present: Dr. Mary Jones, Gina Talbert, Idowu Ogundipe, Kester Hodge, Lisa Hutchinson, Esq., Jade Edwards, Esq., Winsome Ware, Stephanie Howard, Principals, Administrators and Community

ADOPTION OF AGENDA

Motion by Reed, second by Fenwick

Motion carried 5-0-0

President Crawford welcomed everyone to the meeting.

Trustee Fenwick made a motion to discuss class advisors. There was some discussion between the Board and the Community regarding this matter.

Trustee Robinson arrived at the meeting at 6:15 PM.

EXECUTIVE SESSION

Motion by Baker, second by Holliday to go into Executive Session at 6:20 PM to receive advisement from legal counsel and to discuss matters pertaining to the employment of particular persons.

Motion carried 6-0-0

RECONVENE

Motion by Baker, second by Robinson to reconvene at 7:15 PM

Motion carried 6-0-0

**SUPERINTENDENT'S
PRESENTATION**

Pinelawn Memorial Park

Dr. Jones presented a plaque to Justin Locke, President of Pinelawn Memorial Park and Arboretum with gratitude for a \$10,000 donation that the organization made to the District.

Her presentation was followed by applause and photos.

APPROVED

BOARD PRESENTATION

R.S. Abrams Financial Statement for the Fiscal Year Ending June 30, 2018

Marianne Van Duyne, Managing Partner of R.S. Abrams & Co., LLP, External Auditors for Wyandanch UFSD, presented the results of the Financial Statement and Independent Auditor's Report for the Fiscal Year Ending June 30, 2018.

Ms. Van Duyne's statement is as follows:

"During our 2017-2018 audit we noted the District overexpended their total budgeted appropriations by \$1,296,989, which is not permitted by Education Law, §1718. They also over budgeted their total revenues in the amount of \$1,343,885. As a result of the District overspending the total budget the District ended the 2018 fiscal year with a deficit unassigned fund balance of \$1,185,812.

The District revenues were over budgeted and the expenditures were over expended primarily due to the following:

- Expenditures for programs for children with handicap conditions were over budget by \$1,125,197 due to additional unanticipated special education students new to the District for the 2017-2018 school year.
- Expenditures for pupil transportation were over budget by \$582,296 due to additional transportation expenditures through BOCES.
- Expenditures for employee benefits were over budget by \$624,333 due to additional worker's compensation claims and an increase in health insurance rates.
- Actual state aid received was under budget by \$1,584,802 due to the school district not receiving state aid that was included in the budget."

Ms. Van Duyne's presentation was followed by extensive questions/answers and dialogue from the Community and Board.

SUPERINTENDENT'S RECOMMENDATIONS

Dr. Jones presented the Administration Resolution.

ADMINISTRATION RESOLUTIONS

ADMIN #1 Donation

WHEREAS, the 370 Chromebooks donated in August of 2018 by private corporations are to become inventoried as the property of the Wyandanch Union Free School District and will be utilized under the District's Network User Acceptable Use Policy for the purpose of the 1:1 Chromebook initiative for student use at the Wyandanch Memorial High School;

WHEREAS, to ensure that the equipment has appropriate warranty, management licenses and software; it is necessary that the Chromebooks are transferred to and designated as District property from the Wyandanch Memorial High School Student Government Association;

BE IT RESOLVED the Board of Education hereby grants authorization to the Superintendent of Schools to accept the Chromebooks as inventoried assets of the Wyandanch Union Free School District.

Motion by Reed, second by Robinson

Motion carried 6-0-0

Mr. Hodge presented the Personnel Resolutions.

**PERSONNEL
RESOLUTIONS**

**PERS #1
Terminations**

BACKGROUND INFORMATION:

The employees named herein are not recommended for continued employment with the District.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the termination of the following employees from the position indicated.

TERMINATIONS

- A. Kristyn Langstrand, Teaching Assistant, effective November 5, 2018.
- B. Sandra O'Kelley, School Bus Driver, effective November 5, 2018.

Motion by Baker, second by Fenwick

Motion carried 6-0-0

**PERS #1A
Removal of Employee
TABLED FOR EXEC
SESSION**

BACKGROUND INFORMATION:

The employees named herein are no longer available to work in the position indicated and are recommended for removal from the position indicated.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the removal of the following employees from the position indicated.

- A. Ana Gutierrez, Part Time School Monitor, effective November 15, 2018.
- B. Jenny Melo, Part Time School Monitor, effective November 15, 2018.
- C. Jennifer Rivera, Part Time School Monitor, effective November 15, 2018.
- D. Shavonda Belton, Part Time School Monitor, effective November 15, 2018.
- E. Kenya Melina-Lazo, Part Time School Monitor, effective November 15, 2018.
- F. Roy Jimenez, Part Time School Monitor, effective November 15, 2018.
- G. Karen Williams, Part Time School Monitor, effective November 15, 2018.
- H. Darnell Rodriguez, Part Time School Monitor, effective November 15, 2018.

Motion by Robinson, second by Holliday to table

Motion carried 6-0-0

**PERS #1B
Disciplinary Charges
TABLED FOR EXEC
SESSION**

WHEREAS, disciplinary charges of insubordination and job abandonment have been filed and served against the employee named on the attached confidential list as "Employee A" (hereinafter referred to as "Subject Employee") pursuant to Section 75 of the Civil Service Law;

BE IT RESOLVED, that pending the hearing and determination of the disciplinary charges against the Subject Employee, said Employee shall be suspended without pay for a period of thirty (30) days commencing November 15, 2018.

BE IT FURTHER RESOLVED, that, _____ be appointed as the Hearing Officer to conduct the hearing required by Civil Service Law Section 75 and make a determination of the disciplinary charges against the Subject Employee, and to make a recommendation thereafter to the Board of Education.

**PERS #2
Coordinator/Advisor
Appointments**

BACKGROUND INFORMATION:

The candidates named herein are recommended for an appointment to the position indicated.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the appointment of the following candidates to the position indicated.

**WMHS
2018-2019 COORDINATOR/ADVISOR
APPOINTMENTS**

	Name	Position	Stipend	Effective Dates
A	Jill Lewis	Art Club Advisor	\$1,606.00	2018-2019 School Year
B	Bruce Penn	WYHI Broadcasting Club Advisor	\$1,606.00	2018-2019 School Year
C	Bruce Penn	Yearbook Advisor	\$2,987.00	2018-2019 School Year
D	Stacy Hesekiel-Wilhelm	Sophomore Class Co-Advisor	\$942.50	2018-2019 School Year
E	Jennifer Ashdown	Sophomore Class Co-Advisor	\$942.50	2018-2019 School Year
F	Filomena Russo	Senior Class Co-Advisor	\$1,493.50	2018-2019 School Year
G	Alejandra Fonseca	National Honor Society Advisor	\$1,606.00	2018-2019 School Year
H	Luisa Peralta	Bilingual ENL Lead Teacher	\$4,961.00	2018-2019 School Year
I	Alejandro Fonseca	HLA/World Language Lead Teacher	\$4,961.00	2018-2019 School Year
J	Michelle Lloyd	Junior Class Co-Advisor	\$1,155.00	2018-2019 School Year
K	Angelique Shannon	Junior Class Co-Advisor	\$1,155.00	2018-2019 School Year
L	Tanisha Crawford	Senior Class Co-Advisor	\$1,493.50	2018-2019 School Year

Motion by Robinson, second by Reed

Motion carried 6-0-0

**PERS #2A
MLO Coordinator/
Advisor Appointments**

BACKGROUND INFORMATION:

The candidates named herein are recommended for an appointment to the position indicated.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the appointments of the following candidates to the position indicated.

**MLO
COORDINATOR/ADVISOR APPOINTMENTS**

	Name	Position	Stipend	Effective Dates
A	Claudia Finkle	National Junior Honor Society Co-Advisor	\$748.00	2018-2019 School Year
B	Stephanie Smith	National Junior Honor Society Co-Advisor	\$748.00	2018-2019 School Year
C	Dr. Joshua Furnell	8 th Grade Advisor	\$1,496.00	2018-2019 School Year
D	Dr. Joshua Furnell	Yearbook Co-Advisor	\$748.00	2018-2019 School Year
G	Glenn Greubel	Student Government	\$1,496.00	2018-2019 School Year

Motion by Robinson, second by Fenwick

Motion carried 6-0-0

**PERS #2B
Twilight Program
Appointments**

BACKGROUND INFORMATION:

The candidates named herein are recommended for an appointment to the position indicated.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the appointment of the following candidates to the position indicated. Costs to be funded through the My Brother's Keeper Challenge Grant.

**TWILIGHT PROGRAM
APPOINTMENT**

	Name	Position	Rate Per Hour	Effective Dates
A	Jennifer Mignanelli	Substitute Teacher	\$40.00	10/18/18 – 06/07/19
B	Jill Lewis	Substitute Teacher	\$40.00	10/18/18 – 06/07/19

Motion by Robinson, second by Fenwick

Motion carried 6-0-0

**PERS #2C
Achieve Now Home
Instruction Academy
Appointment**

BACKGROUND INFORMATION:

The candidate named herein is recommended for an appointment to the position indicated.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the appointment of the following candidate to the position indicated.

**ACHIEVE NOW
HOME INSTRUCTION ACADEMY
APPOINTMENT**

- A. Mary Ellen McEntee, Science Teacher, at a rate of \$48.00 per hour, effective 2018-2019 school year.

Motion by Fenwick, second by Robinson

Motion carried 6-0-0

**PERS #2D
PTECH Appointments**

BACKGROUND INFORMATION:

The candidates named herein are recommended for an appointment to the positions indicated.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the candidates referenced below as School Personnel. These positions are funded through the PTECH grant funds (F2110-136-12-197000).

PTECH
APPOINTMENTS

	NAME	STAFF TITLE	SUBJECT	DATES	STIPEND
A	David Milch	Technology Teacher	PTECH STEM Liaison	07/01/18-06/30/19	\$3,000.00
B	Mary Ellen McEntee	Science Teacher	PTECH Academic Liaison	07/01/18- 06/30/19	\$5,000.00
C	Desiree Pressley	Science Teacher	PTECH MLO Liaison	07/01/18 – 06/30/19	\$2,000.00

Motion by Fenwick, second by Baker

Motion carried 6-0-0

PERS #2E
Permanent Status

RESOLUTION:
BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the successful completion of the probationary period of the employees indicated below and award permanent status in the position indicated.

- A. Joe Bradshaw, Custodial Worker III, effective November 15, 2018.
- B. Keith Paschall, Custodial Worker II, effective November 15, 2018.
- C. Pedro Luna, Custodial Worker II, effective November 15, 2018.
- D. Ericca Gulley, Custodial Worker II, effective November 15, 2018.
- E. Concepcion Salguera, Custodial Worker I, effective November 15, 2018.
- F. Andres Gonzalez, Custodial Worker I, effective November 15, 2018.
- G. Kenneth Mathurin, Custodial Worker I, effective November 15, 2018.
- H. Gary Ballard, Custodial Worker I, effective November 15, 2018.
- I. Dwight Gibson, Custodial Worker I, effective November 15, 2018.
- J. Carlos Patrick, Groundskeeper I, effective November 15, 2018.
- K. Alyssa Vignone, School Registered Nurse, November 15, 2018.

Motion by Baker, second by Robinson

Motion carried 6-0-0

PERS #2F
District Wide Security
Appointments

BACKGROUND INFORMATION:
The candidates named herein are recommended for an appointment to the position indicated.

RESOLUTION:
BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the appointment of the following candidates to the position indicated.

DISTRICT WIDE
SECURITY
APPOINTMENTS

	Name	Position	Stipend	Effective Dates
A	Rafael Perez	Lead Officer WMHS	.75¢ per hour	07/01/2018 - 06/30/2019
B	Sonny Williams	Lead Officer MLO	.75¢ per hour	07/01/2018 - 06/30/2019
C	Craig Braswell	Lead Officer LFH/MLK	.75¢ per hour	07/01/2018 - 06/30/2019

Motion by Baker, second by Fenwick

Motion carried 6-0-0

PERS #2G
Sports Appointments

BACKGROUND INFORMATION:

The candidates named herein are recommended for an appointment to the position indicated.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the appointment of the following candidates to the position indicated.

2018-2019
SPORTS
APPOINTMENTS

	NAME	POSITION	Stipend/Rate	Effective Date(s)
A	Patricia Taylor	Varsity Boys Track Coach	\$6,675.75	2018-2019 School Year
B	Christopher Lavin	Varsity Boys Track Assistant Coach	\$4,904.75	2018-2019 School Year
C	Filomena Russo	Junior Varsity Girls Softball Coach	\$4,904.75	2018-2019 School Year

Motion by Fenwick, second by Baker
Reed and Holliday Abstained

Motion carried 4-0-2

PERS #2H
District Wide
Appointment
TABLED FOR EXEC
SESSION

BACKGROUND INFORMATION:

The candidates named herein are recommended for an appointment to the position indicated.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the appointment of the following candidates to the position indicated.

DISTRICT WIDE
APPOINTMENT

- A. Tyjanea Weaver, Substitute Part Time Monitor, at a rate of \$11.00 per hour, effective September 15, 2018.

Motion by Baker, second by Fenwick

PERS #2I
Change in Certification

BACKGROUND INFORMATION:

The employee named herein is recommended for a change in certification as indicated.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the change in certification for the employee named below as indicated.

	Name	Certification	Salary	Effective Date
A	Evan Henry	Level III	\$45,816.00	November 15, 2018

Motion by Baker, second by Robinson

Motion carried 6-0-0

PERS #3
Student Teaching
Observation

BACKGROUND INFORMATION:

The candidate named herein has requested to do their student teaching/observation hours within the Wyandanch Union Free School District.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the student teacher/observer for the following candidate as indicated:

NAME	Subject Area	COLLEGE	Teacher	BLDG	Effective Date(s)
Sadaf Bashir	SWD	LIU-CW POST	Ms. Taylor	MLK	Fall Semester. 2018

Motion by Robinson, second by Fenwick

Motion carried 6-0-0

PERS #4
Conference/Workshop

BACKGROUND INFORMATION:

District Personnel are encouraged to be involved in staff development activities in order to maintain their professional growth. The employees named herein are requesting approval to attend the conference indicated below.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools that the Board of Education grant approval for the following employees to attend the conference indicated funded through the IDEA 611 Grant:

Yvonne Schmaeling
ABA Bootcamp for Special Education Professionals
Los Niño’s Corporate Office
New York, New York
November 8, 2018 through November 9, 2018
*Cost Not to Exceed \$500.00

Dana Valentino
ABA Bootcamp for Special Education Professionals
Los Niño’s Corporate Office
New York, New York
November 8, 2018 through November 9, 2018
*Cost Not to Exceed \$500.00

Sheron Smith-Parnell
ABA Bootcamp for Special Education Professionals
Los Niño’s Corporate Office
New York, New York
November 8, 2018 through November 9, 2018
*Cost Not to Exceed \$500.00

Motion by Robinson, second by Holliday

Motion carried 6-0-0

BACKGROUND INFORMATION:

The employee named herein has requested a Family Medical Leave of Absence.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education grant a Family Medical Leave of Absence without pay to the following employee for the period indicated below.

LEAVE OF ABSENCE

- A. Kris Simmons, Teaching Assistant, effective October 29, 2018 through November 30, 2018.

Motion by Robinson, second by Fenwick

Motion carried 6-0-0

**PERS #5A
Leave of Absence**

BACKGROUND INFORMATION:

The employee named herein has requested a Child Care Leave of Absence.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education grant a Child Care Leave of Absence without pay to the following employee for the period indicated below.

LEAVE OF ABSENCE

- A. Joanna Hubbard, Teaching Assistant, effective November 26, 2018 through June 26, 2019.

Motion by Robinson, second by Holliday

Motion carried 6-0-0

**PERS #5B
Leave of Absence**

BACKGROUND INFORMATION:

The employee named herein has requested a Child Care Leave of Absence.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education grant a Child Care Leave of Absence without pay to the following employee for the period indicated below.

LEAVE OF ABSENCE

- A. Jackie Deleon, Guard, effective February 25, 2019 through April 29, 2019.

Motion by Robinson, second by Holliday

Motion carried 6-0-0

SALARY SCHEDULE-REGULAR MEETING NOVEMBER 14, 2018

NAME	POSITION	OLD RATE OF PAY	NEW RATE OF PAY
Jill Lewis	Art Club Advisor		\$1,606.00 stipend
Bruce Penn	WYHI Broadcasting Club Advisor		\$1,606.00 stipend
Bruce Penn	Yearbook Advisor		\$2,987.00 stipend
Stacy Hesekiel-Wilhelm	Sophomore Class Co-Advisor		\$942.50 stipend
Jennifer Ashdown	Sophomore Class Co-Advisor		\$942.50 stipend
Filomena Russo	Senior Class Co-Advisor		\$1,493.50 stipend
Alejandra Fonseca	National Honor Society Advisor		\$1,606.00 stipend
Luisa Peralta	Bilingual ENL Lead Teacher		\$4,961.00 stipend
Alejandro Fonseca	HLA/World Language Lead Teacher		\$4,961.00 stipend
Michelle Lloyd	Junior Class Co-Advisor		\$1,155.00 stipend
Angelique Shannon	Junior Class Co-Advisor		\$1,155.00 stipend
Tanisha Crawford	Senior Class Co-Advisor		\$1,493.50 stipend
Claudia Finkle	National Junior Honor Society Co-Advisor		\$748.00 stipend
Stephanie Smith	National Junior Honor Society Co-Advisor		\$748.00 stipend
Dr. Joshua Furnell	8 th Grade Advisor		\$1,496.00 stipend
Dr. Joshua Furnell	Yearbook Co-Advisor		\$748.00 stipend
Glenn Greubel	Student Government		\$1,496.00 stipend
Jennifer Mignanelli	Substitute Teacher		\$40.00 per hour
Jill Lewis	Substitute Teacher		\$40.00 per hour
Mary Ellen McEntee	Science Teacher		\$48.00 per hour
David Milch	PTECH STEM Liaison		\$3,000.00 stipend
MaryEllen McEntee	PTECH Academic Liaison		\$5,000.00 stipend
Desiree Pressley	PTECH MLO Liaison		\$2,000.00 stipend
Rafael Perez	Lead Officer WMHS		.75¢ per hour
Sonny Williams	Lead Officer MLO		.75¢ per hour
Craig Braswell	Lead Officer LFH/MLK		.75¢ per hour
Patricia Taylor	Varsity Boys Track Coach		\$6,675.75 stipend
Christopher Lavin	Varsity Boys Track Assistant Coach		\$4,904.75 stipend
Filomena Russo	Junior Varsity Girls Softball Coach		\$4904.75 stipend
Tyjanea Weaver	Substitute Part Time Monitor		\$11.00 per hour
Evan Henry	Level III Teaching Assistant	\$43,147.00 annual	\$45,816.00 annual

This schedule is informational. All salaries are determined by the Collective Bargaining Agreement for each Bargaining Unit.

Gina Talbert presented the Curriculum Resolutions.

CURRICULUM
RESOLUTIONS

CURR #1
Human touch Translations, Ltd.

BACKGROUND INFORMATION:

Human Touch Translations, Ltd., pride themselves in developing a personal relationship with all of their clients and interpreters. They are proud to work with the best linguists in the industry to serve organization’s needs. Human Touch Translations offers education document translation and face-to-face interpreting services nationally to school districts and universities.

WHEREAS, students enrolled in the Wyandanch Union Free School District are in need of face to face interpreting services in their native language, to complete the New York State Assessment (please see attached schedule rate);

BE IT RESOLVED, that the Board of Education approve the Superintendent’s recommendation to contract said services with Human Touch Translations for the remainder of the 2018 - 2019 school year, and authorizes the Board President to sign said contract upon review and approval of same by Counsel.

Motion by Baker, second by Robinson

Motion carried 6-0-0

CURR #2
Reinforcing & Improving the
Student Experience (RISE)
WITHDRAWN

BACKGROUND INFORMATION:

The Reinforcing and Improving the Student Experience (RISE) program, was developed by the Stony Brook School of Medicine Student National Medical Association (SNMA). The RISE program is a mentoring program with two separate components for middle school and high school students two year program for Juniors, who are interested in the health related field.

WHEREAS, the school district desires its students to be exposed to possible career options and educational opportunities in health care related disciplines, and

WHEREAS, Student National Medical Association (SNMA) is committed to supporting current and future underrepresented minority medical students, addressing the needs of underserved communities, and increasing the number of clinically excellent, culturally competent and socially conscious physicians. In addition, SNMA is dedicated both to ensuring that medical education and services are culturally sensitive to the needs of diverse populations and to increasing the number of African-American, Latino, and other students of color entering and completing medical school.

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, reviewed by the General Counsel, that the Board of Education be authorized to approve the RISE Program Memorandum of Agreement between the Wyandanch Union Free School District and Stony Brook University for the 2018-2019 school year.

CURR #3
Field Trips

BACKGROUND INFORMATION:

Students in the Wyandanch School District should be constantly involved in activities both within and outside the district to assist them in developing as whole individuals, enhancing their knowledge and reinforcing their course(s) of study. Special activities have been planned by national, state and local organizations to promote continuous growth of students. The following field trips have been planned to assist students in accomplishing these goals:

BUILDING	DATE/TIME	LOCATION
<u>WMHS: Grades 9 – 12</u> Tiffany Kee 36 STUDENTS/4 ADULTS	11/26/18 7:00 AM – 1:00 PM (Charter Bus) NO COST TO DISTRICT	Monroe College Tour 2501 Jerome Ave. Bronx, NY 10468
<u>WMHS: Grades 9 – 12</u> <u>JROTC</u> Jeff Zanelotti 40 STUDENTS/2 ADULTS	11/28/18 10:00 PM – 1:00 PM (School Bus)	Museum of American Armor 1303 Round Swamp Rd. Old Bethpage, NY 11804
<u>MLO: Grades 6 – 8</u> Kenya Vanterpool 200 STUDENTS/6 ADULTS	11/28/18 5:45 PM -10:00 PM (School Bus) NO COST TO DISTRICT	United Skates 1276 Hicksville Rd. Seaford, NY 11783
<u>WMHS: Grades 9 – 12</u> Paul Sibblies 20 STUDENTS/2 ADULTS	11/28/18 6:30 AM – 2:00 PM (Charter Bus)	New York Marriott at the Brooklyn Bridge 333 Adams St. Brooklyn, NY 11201
<u>MLO: Grades 6 – 8</u> Kenya Vanterpool 200 STUDENTS/6 ADULTS	12/6/18 5:45 PM – 10:00 PM (School Bus) NO COST TO DISTRICT	United Skates 1276 Hicksville Rd. Seaford, NY 11783
<u>WMHS: Grades 9 – 12</u> Tiffany Kee 50 STUDENTS/5 ADULTS	12/7/18 5:00 AM – 7:00 PM (Charter Bus) NO COST TO DISTRICT	SUNY Oneonta College Visit 108 Ravine Pkwy Oneonta, NY 13820
<u>MLO: Grades 6 – 8</u> Chris DeMarzo 60 STUDENTS/4 ADULTS	12/14/18 9:00 AM – 12:30 PM (School Bus)	Vanderbilt Planetarium 180 Little Neck Rd. Centerport, NY 11721

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the above Field Trips as listed.

Motion by Robinson, second by Fenwick

Motion carried 6-0-0

Dr. Jones presented the Pupil Personnel Services Resolutions.

**PUPIL PERSONNEL
SERVICES
RESOLUTIONS**

**PPS #1
Section 504 Placements**

RESOLUTION

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Section 504 placements be approved as listed.

Motion by Robinson, second by Fenwick

Motion carried 6-0-0

BACKGROUND INFORMATION:

The **Babylon Union Free School District** located at 50 Railroad Avenue, Babylon, New York 11702 is providing **Health and Welfare Services** for children who are parentally-placed in non-public/parochial schools and reside within the boundaries of the **Wyandanch Union Free School District** for the 2018-2019 school year.

Amount for the 2018-2019 school year \$946.06 per pupil for 10 students.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, and having been reviewed by the General Counsel, that the Board of Education approves the agreement between the **Wyandanch UFSD and the Babylon Union Free School District** for the 2018 –2019 school year.

Motion by Baker, second by Fenwick

Motion carried 6-0-0

Dr. Jones presented the Special Education Resolutions.

**SPECIAL EDUCATION
RESOLUTIONS**

**SPEC ED #1
CPSE/CSE Placements**

RESOLUTION

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the CPSE/CSE placements be approved as listed.

Motion by Robinson, second by Fenwick

Motion carried 6-0-0

**SPEC ED #2
Helping Hands
Consultation Services
Inc.**

BACKGROUND INFORMATION:

This agreement is between **Wyandanch Union Free School District and Helping Hands Consultation Services Inc.** with a business address of 229 Laurel Road, East Northport, New York 11731 to related services and evaluations to Wyandanch scholars from **July 1, 2018 through June 30, 2019.**

Fees will be paid in accordance to the attached Fee Agreement in the contract.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, and having been reviewed by the General Counsel, that the Board of Education approves the agreement between the **Wyandanch UFSD and Helping Hands Consultation Services Inc. from July 1, 2018 through June 30, 2019.**

Motion by Baker, second by Holliday

Motion carried 6-0-0

SPEC ED #3
Farmingdale School
District

BACKGROUND INFORMATION:

The Farmingdale School District located at 50 Van Cott Avenue, Farmingdale, New York 11735 is providing Special Education Services for children who are parentally-placed in non-public/parochial schools in Farmingdale and reside within the boundaries of the Wyandanch Union Free School District from July 1, 2017– June 30, 2018 school year.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, and having been reviewed by the General Counsel, that the Board of Education approves the agreement between the Wyandanch UFSD and the Farmingdale School District for the July 1, 2017 – June 30, 2018 school year.

Motion by Baker, second by Robinson

Motion carried 6-0-0

SPEC ED #4
2018/19 SEDCAR
Federal IDEA Part B
Flow Through
Allocations - Vendors

BACKGROUND INFORMATION:

This agreement between Wyandanch UFSD and the following vendors is to provide SEDCAR Federal IDEA Part B Flow Through Allocations for the 2018-2019 School year as follows:

Section 611

Program: \$1,167.00 per student
Related Services: \$389.00 per student

Section 619

Program: \$620.00 per student
Related Services: \$207.00 per student

Vendor	SECTION 611		SECTION 619	
	Program	Related Service	Program	Related Service
ACLD	\$3.501	\$0	\$1.860	\$0
AHRC	\$1.167	\$0	\$0	\$0
Alternatives For Children	\$7.002	\$0	\$3.720	\$0
Building Blocks Development Preschool	\$2.334	\$0	\$1.240	\$0
Cleary School For the Deaf	\$1.167	\$0	\$0	\$0
Developmental Disabilities	\$3.501	\$0	\$620	\$0
Just Kids Early Childhood Learning Center	\$12.837	\$0	\$6.820	\$0
Kids First Evaluation & Advocacy Center, Inc.	\$1.167	\$0	\$620	\$
Kidz Therapy Services	\$2.334	\$0	\$1.240	\$0
New York Therapy Placement Services	\$1.167	\$1.945	\$620	\$1.035

RESOLUTION

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools that the Board of Education approve the agreements between Wyandanch UFSD and the aforementioned vendors.

Motion by Baker, second by Robinson

Motion carried 6-0-0

President Crawford presented the Board of Education Resolutions.

BOARD OF EDUCATION
RESOLUTIONS

**BOE #1
Minutes of September 17, 2018 –
Special Meeting**

RESOLUTION

BE IT RESOLVED, the Board of Education of the Wyandanch Union Free School District hereby approves the Minutes of the Special Board Meeting held on Monday, October 29, 2018.

Motion by Baker, second by Robinson

Motion carried 6-0-0

**BOE #1A
Minutes of November 5, 2018 –
Special Meeting**

RESOLUTION

BE IT RESOLVED, the Board of Education of the Wyandanch Union Free School District hereby approves the Minutes of the Special Board Meeting held on Monday, November 5, 2018.

**Motion by Baker, second by Holliday
Robinson Abstained**

Motion carried 5-0-1

**BOE #2
Treasurer's Report as of
September 30, 2018**

RESOLUTION

BE IT RESOLVED, that the Board of Education hereby acknowledges receipt of the Treasurer's Report as of September 30, 2018.

Motion by Baker, second by Robinson

Motion carried 6-0-0

**BOE #3
Internal District Claims Auditor's
Report Month of July 2018**

RESOLUTION

BE IT RESOLVED, that the Board of Education hereby acknowledges receipt of the Internal District Claims Auditor's Report for the month of July 2018.

**Motion by Fenwick, second by Baker
Robinson, Holliday Abstained**

Motion carried 4-0-2

**BOE #3A
Internal District Claims Auditor's
Report Month of August 2018**

RESOLUTION

BE IT RESOLVED, that the Board of Education hereby acknowledges receipt of the Internal District Claims Auditor's Report for the month of August 2018.

**Motion by Baker, second by Fenwick
Robinson, Holliday Abstained**

Motion carried 4-0-2

**BOE #3B
Internal District Claims Auditor's
Report Month of September 2018**

RESOLUTION

BE IT RESOLVED, that the Board of Education hereby acknowledges receipt of the Internal District Claims Auditor's Report for the month of September 2018.

**Motion by Baker, second by Fenwick
Robinson Abstained**

Motion carried 5-0-1

**BOE #4
Budget Status Report Month for
the period ended June 30, 2018**

RESOLUTION

BE IT RESOLVED, that the Board of Education hereby acknowledges receipt of the Budget Status Report for the period ended June 30, 2018.

Motion by Fenwick, second by Robinson

Motion carried 6-0-0

**BOE #4A
Budget Status Report Month for
the period ended July 31, 2018**

RESOLUTION

BE IT RESOLVED, that the Board of Education hereby acknowledges receipt of the Budget Status Report for the period ended July 31, 2018.

Motion by Fenwick, second by Robinson

Motion carried 6-0-0

**BOE #4B
Budget Status Report Month for
the period ended August 31, 2018**

RESOLUTION

BE IT RESOLVED, that the Board of Education hereby acknowledges receipt of the Budget Status Report for the period ended August 31, 2018.

Motion by Fenwick, second by Baker

Motion carried 6-0-0

**BOE #4C
Budget Status Report Month for
the period ended September 30,
2018**

RESOLUTION

BE IT RESOLVED, that the Board of Education hereby acknowledges receipt of the Budget Status Report for the period ended September 30, 2018.

Motion by Fenwick, second by Reed

Motion carried 6-0-0

**BOE #5
WUFSD Policy Against Sexual
Harassment and Gender
Discrimination –**

**WYANDANCH UNION FREE SCHOOL DISTRICT
POLICY AGAINST SEXUAL HARASSMENT AND
GENDER DISCRIMINATION**

Introduction

Wyandanch Union Free School District is committed to maintaining a workplace free from sexual harassment. Sexual harassment is a form of workplace discrimination. All employees are required to work in a manner that prevents sexual harassment in the workplace. This Policy is one component of Wyandanch Union Free School District's commitment to a discrimination-free work environment. Sexual harassment is against the law and all employees have a legal right to a workplace free from sexual harassment and employees are urged to report sexual harassment by filing a complaint internally with Wyandanch Union Free School District. Employees can also file a complaint with a government agency or in court under federal, state or local antidiscrimination laws.

Policy:

1. Wyandanch Union Free School District's policy applies to all employees, applicants for employment, interns, whether paid or unpaid, contractors and persons conducting business, regardless of immigration status, with Wyandanch Union Free School District. In the remainder of this document, the term "employees" refers to this collective group.
2. Sexual harassment will not be tolerated. Any employee or individual covered by this policy who engages in sexual harassment or retaliation will be subject to remedial and/or disciplinary action (e.g., counseling, suspension, termination).
3. Retaliation Prohibition: No person covered by this Policy shall be subject to adverse action because the employee reports an incident of sexual harassment, provides information, or otherwise assists in any investigation of a sexual harassment complaint. Wyandanch Union Free School District will not tolerate such retaliation against anyone who, in good faith, reports or provides information about suspected sexual harassment. Any employee of Wyandanch Union Free School District who retaliates against anyone involved in a sexual harassment investigation will be subjected to disciplinary action, up to and including termination. All employees, paid or unpaid interns, or non-employees working in the workplace who believe they have been subject to such retaliation should inform a supervisor, manager, or the Designated Investigator. All employees, paid or unpaid interns or non-employees who believe they have been a target of such retaliation may also seek relief in other available forums, as explained below in the section on Legal Protections.
4. Sexual harassment is offensive, is a violation of our policies, is unlawful, and may subject Wyandanch Union Free School District to liability for harm to targets of sexual harassment. Harassers may also be individually subject to liability. Employees of every level who engage in sexual harassment, including managers and supervisors who engage in sexual harassment or who allow such behavior to continue, will be penalized for such misconduct.
5. Wyandanch Union Free School District will conduct a prompt and thorough investigation that ensures due process for all parties, whenever management receives a complaint about sexual harassment, or otherwise knows of possible sexual harassment occurring. Wyandanch Union Free School District will keep the investigation confidential to the extent possible. Effective corrective action will be taken whenever sexual harassment is found to have occurred. All employees, including managers and supervisors, are required to cooperate with any internal investigation of sexual harassment.
6. All employees are encouraged to report any harassment or behaviors that violate this policy. Wyandanch Union Free School District will provide all employees a complaint form for employees to report harassment and file complaints.
7. Managers and supervisors are required to report any complaint that they receive, or any harassment that they observe or become aware of, to the Investigator.
8. This policy applies to all employees, paid or unpaid interns, and non-employees and all must follow and uphold this policy. This policy must be provided to all employees and should be posted prominently in all work locations to the extent practicable (for example, in a main office, not an offsite work location) and be provided to employees upon hiring.

A. Sexual Harassment Defined

Sexual harassment is a form of sex discrimination and is unlawful under federal, state, and (where applicable) local law. Sexual harassment includes harassment on the basis of sex, sexual orientation, self-identified or perceived sex, gender expression, gender identity and the status of being transgender.

1. Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex when:

- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment, even if the reporting individual is not the intended target of the sexual harassment;
 - Such conduct is made either explicitly or implicitly a term or condition of employment; or
 - Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual's employment.
2. A sexually harassing hostile work environment includes, but is not limited to, words, signs, jokes, pranks, intimidation or physical violence which are of a sexual nature, or which are directed at an individual because of that individual's sex. Sexual harassment also consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient, which cause the recipient discomfort or humiliation, which interfere with the recipient's job performance.
 3. Sexual harassment also occurs when a person in authority tries to trade job benefits for sexual favors. This can include hiring, promotion, continued employment or any other terms, conditions or privileges of employment. This is also called "quid pro quo" harassment. Any employee who feels harassed should report so that any violation of this policy can be corrected promptly. Any harassing conduct, even a single incident, can be addressed under this policy.

B. Examples of Sexual Harassment

The following describes some of the types of acts that may be unlawful sexual harassment and that are strictly prohibited:

1. Physical acts of a sexual nature, such as:
 - o Touching, pinching, patting, kissing, hugging, grabbing, brushing against another employee's body or poking another employee's body;
 - o Rape, sexual battery, molestation or attempts to commit these assaults.
2. Unwanted sexual advances or propositions, such as:
 - o Requests for sexual favors accompanied by implied or overt threats concerning the target's job performance evaluation, a promotion or other job benefits or detriments;
 - o Subtle or obvious pressure for unwelcome sexual activities.
3. Sexually oriented gestures, noises, remarks or jokes, or comments about a person's sexuality or sexual experience, which create a hostile work environment.
4. Sex stereotyping occurs when conduct or personality traits are considered inappropriate simply because they may not conform to other people's ideas or perceptions about how individuals of a particular sex should act or look.
5. Sexual or discriminatory displays or publications anywhere in the workplace, such as:
 - o Displaying pictures, posters, calendars, graffiti, objects, promotional material, reading materials or other materials that are sexually demeaning or pornographic. This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace.
6. Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity and the status of being transgender, such as:

- o Interfering with, destroying or damaging a person's workstation, tools or equipment, or otherwise interfering with the individual's ability to perform the job;
- o Sabotaging an individual's work;
- o Bullying, yelling, name-calling.

C. Consent Defined

An individual must agree to engage in any sexual behaviors.

1. Silence is not consent.
2. An individual under the influence of alcohol, drugs or legal prescriptions cannot consent to sexual behaviors.
3. An unconscious person cannot consent to sexual activity.
4. New York statutory rape law is violated when a person has consensual sexual intercourse with an individual under age 17.

D. Consensual Relationships

Amorous, dating, or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between a teacher, supervisor, or other member of the District's community and any person for whom he or she has professional responsibility. These dangers can include: that a student or employee may feel coerced into an unwanted relationship because he or she fears that refusal to enter into the relationship will adversely affect his or her education or employment; that conflicts of interest may arise when a teacher, supervisor, or other member of the District's community is required to evaluate the work or make personnel decisions with respect to an individual with whom he or she is having a romantic relationship; that students or employees may perceive that a fellow student or co-worker who is involved in a romantic relationship will receive an unfair advantage; and that if the relationship ends in a way that is not amicable, either or both of the parties may wish to take action to injure the other party.

Teachers, supervisors, and other members of the District who have professional responsibility for other individuals, accordingly, should be aware that any romantic or sexual involvement with an employee for whom they have such a responsibility may raise questions as to the mutuality of the relationship and may lead to charges of sexual harassment. For the reasons stated above, such relationships are strongly discouraged.

For purposes of this section, an individual has "professional responsibility" for another individual at the District if he or she performs functions including, but not limited to teaching, counseling, advising, evaluating, hiring, supervising, or making decisions or recommendations that confer benefits such as promotions or other remuneration, or that may impact upon other employment opportunities.

E. Anyone Can Be a Target of Sexual Harassment

Sexual harassment can occur between any individuals, regardless of their sex or gender. New York Law protects employees, paid or unpaid interns, and non-employees, including independent contractors, and those employed by companies contracting to provide services in the workplace. Harassers can be a superior, a subordinate, a coworker or anyone in the workplace including an independent contractor, contract worker, vendor, client, customer or visitor.

F. Sexual Harassment Can Occur Anywhere

Unlawful sexual harassment is not limited to the physical workplace itself. It can occur while employees are traveling for business or at employer sponsored events or parties. Calls, texts, emails, and social media usage by employees can constitute unlawful workplace harassment, even if they occur away from the workplace premises, on personal devices or during non-work hours.

G. Retaliation

Unlawful retaliation can be any action that could discourage a worker from coming forward to make or support a sexual harassment claim. Adverse action need not be job-related or occur in

the workplace to constitute unlawful retaliation (e.g., threats of physical violence outside of work hours).

Such retaliation is unlawful under federal, state, and (where applicable) local law. The New York State Human Rights Law protects any individual who has engaged in “protected activity.” Protected activity occurs when a person has:

- made a complaint of sexual harassment, either internally or with any anti-discrimination agency;
- testified or assisted in a proceeding involving sexual harassment under the Human Rights Law or other anti-discrimination law;
- opposed sexual harassment by making a verbal or informal complaint to management, or by simply informing a supervisor or manager of harassment;
- reported that another employee has been sexually harassed; or
- encouraged a fellow employee to report harassment.

Even if the alleged harassment does not turn out to rise to the level of a violation of law, the individual is protected from retaliation if the person had a good faith belief that the practices were unlawful. However, the retaliation provision is not intended to protect persons making intentionally false charges of harassment.

H. Reporting Sexual Harassment

Preventing sexual harassment is everyone’s responsibility. Wyandanch Union Free School District cannot prevent or remedy sexual harassment unless it knows about it. Any employee, paid or unpaid intern or non-employee who has been subjected to behavior that may constitute sexual harassment is encouraged to report such behavior to a supervisor, manager or Designated Investigator. Anyone who witnesses or becomes aware of potential instances of sexual harassment should report such behavior to a supervisor, manager or Designated Investigator.

Reports of sexual harassment may be made verbally or in writing. A form for submission of a written complaint is attached to this Policy, and all employees are encouraged to use this complaint form. Employees who are reporting sexual harassment on behalf of other employees should use the complaint form and note that it is on another employee’s behalf.

Employees, paid or unpaid interns or non-employees who believe they have been a target of sexual harassment may also seek assistance in other available forums, as explained below in the section on Legal Protections.

I. Supervisory Responsibilities

All supervisors and managers who receive a complaint or information about suspected sexual harassment, observe what may be sexually harassing behavior or for any reason suspect that sexual harassment is occurring, are required to report such suspected sexual harassment to the Designated Investigator.

In addition to being subject to discipline if they engaged in sexually harassing conduct themselves, supervisors and managers will be subject to discipline for failing to report suspected sexual harassment or otherwise knowingly allowing sexual harassment to continue.

Supervisors and managers will also be subject to discipline for engaging in any retaliation.

J. Complaint and Investigation of Sexual Harassment

All complaints or information about sexual harassment will be investigated, whether that information was reported in verbal or written form. Investigations will be conducted in a timely manner, and will be confidential to the extent possible.

An investigation of any complaint, information or knowledge of suspected sexual harassment will be prompt and thorough, commenced immediately and completed as soon as possible. The investigation will be kept confidential to the extent possible. All persons involved, including complainants, witnesses and alleged harassers will be accorded due process, as outlined below, to protect their rights to a fair and impartial investigation.

Any employee may be required to cooperate as needed in an investigation of suspected sexual harassment. Wyandanch Union Free School District will not tolerate retaliation against employees who file complaints, support another's complaint or participate in an investigation regarding a violation of this policy.

While the process may vary from case to case, investigations should be done in accordance with the following steps:

- Upon receipt of complaint, the Designator Labor Counsel will conduct an immediate review of the allegations, and take any interim actions (e.g., instructing the respondent to refrain from communications with the complainant), as appropriate. If complaint is verbal, encourage the individual to complete the "Complaint Form" in writing. If he or she refuses, prepare a Complaint Form based on the verbal reporting.
- If documents, emails or phone records are relevant to the investigation, take steps to obtain and preserve them.
- Request and review all relevant documents, including all electronic communications.
- Interview all parties involved, including any relevant witnesses;
- Conduct any site visits relevant to the facts uncovered in the investigation;
- Create a written documentation of the investigation (such as a letter, memo or email), which contains the following:
 - o A list of all documents reviewed, along with a detailed summary of relevant documents;
 - o A list of names of those interviewed, along with a detailed summary of their statements;
 - o A timeline of events;
 - o A summary of prior relevant incidents, reported or unreported; and
 - o The basis for the decision and final resolution of the complaint, together with any corrective action(s).
- Keep the written documentation and associated documents in a secure and confidential location.
- Promptly notify the individual who reported and the individual(s) about whom the complaint was made of the final determination and implement any corrective actions identified in the written document.
- Inform the individual who reported of the right to file a complaint or charge externally as outlined in the next section.

K. False and Malicious Accusations

Members of the District who make false and malicious complaints of sexual harassment, as opposed to complaints which, even if erroneous, are made in good faith, will be subject to disciplinary action.

L. Legal Protections And External Remedies

Sexual harassment is not only prohibited by Wyandanch Union Free School District but is also prohibited by state, federal, and, where applicable, local law.

Aside from the internal process at Wyandanch Union Free School District, employees may also choose to pursue legal remedies with the following governmental entities. While a private attorney is not required to file a complaint with a governmental agency, you may seek the legal advice of an attorney.

In addition to those outlined below, employees in certain industries may have additional legal protections.

M. State Human Rights Law (HRL)

The Human Rights Law (HRL), codified as N.Y. Executive Law, art. 15, § 290 et seq., applies to all employers in New York State with regard to sexual harassment, and protects employees, paid or unpaid interns and non-employees, regardless of immigration status. A complaint alleging violation of the Human Rights Law may be filed either with the Division of Human Rights (DHR) or in New York State Supreme Court.

Complaints with DHR may be filed any time within one year of the harassment. If an individual did not file at DHR, they can sue directly in state court under the HRL, within three years of the alleged sexual harassment. An individual may not file with DHR if they have already filed a HRL complaint in state court.

Complaining internally to the Wyandanch Union Free School District does not extend your time to file with DHR or in court. The one year or three years is counted from date of the most recent incident of harassment.

You do not need an attorney to file a complaint with DHR, and there is no cost to file with DHR.

DHR will investigate your complaint and determine whether there is probable cause to believe that sexual harassment has occurred. Probable cause cases are forwarded to a public hearing before an administrative law judge. If sexual harassment is found after a hearing, DHR has the power to award relief, which varies but may include requiring your employer to take action to stop the harassment, or redress the damage caused, including paying of monetary damages, attorney's fees and civil fines.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458. You may call (718) 741-8400 or visit: www.dhr.ny.gov.

Contact DHR at (888) 392-3644 or visit dhr.ny.gov/complaint for more information about filing a complaint. The website has a complaint form that can be downloaded, filled out, notarized and mailed to DHR. The website also contains contact information for DHR's regional offices across New York State.

N. Civil Rights Act of 1964

The United States Equal Employment Opportunity Commission (EEOC) enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act (codified as 42 U.S.C. § 2000e et seq.). An individual can file a complaint with the EEOC anytime within 300 days from the harassment. There is no cost to file a complaint with the EEOC. The EEOC will investigate the complaint, and determine whether there is reasonable cause to believe that discrimination has occurred, at which point the EEOC will issue a Right to Sue letter permitting the individual to file a complaint in federal court.

The EEOC does not hold hearings or award relief, but may take other action including pursuing cases in federal court on behalf of complaining parties. Federal courts may award remedies if discrimination is found to have occurred. In general, private employers must have at least 15 employees to come within the jurisdiction of the EEOC.

An employee alleging discrimination at work can file a “Charge of Discrimination.” The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (TTY: 1-800-669-6820), visiting their website at www.eeoc.gov or via email at info@eeoc.gov.

If an individual filed an administrative complaint with DHR, DHR will file the complaint with the EEOC to preserve the right to proceed in federal court.

O. Local Protections

Many localities enforce laws protecting individuals from sexual harassment and discrimination. An individual should contact the county, city or town in which they live to find out if such a law exists. For example, employees who work in New York City may file complaints of sexual harassment with the New York City Commission on Human Rights. Contact their main office at Law Enforcement Bureau of the NYC Commission on Human Rights, 40 Rector Street, 10th Floor, New York, New York; call 311 or (212) 306-7450; or visit www.nyc.gov/html/cchr/html/home/home.shtml.

P. Contact the Local Police Department

If the harassment involves unwanted physical touching, coerced physical confinement or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

Motion by Baker, second by Fenwick

Motion carried 6-0-0

**RECEIVING AND HEARING
OF DELEGATIONS**

Name	Matter	Response
Zaire McQueen	Would like for the Board to work better together as a team. We Are Rising, let’s continue to see progress. Encouraged the community to vote in the upcoming school board election.	
Charles Zarala	Encouraged the Board and Administration to put students first and to support the students in their educational pursuits.	
Janet Villalta	Concerned about the lateness of the buses; students are being marked absent. She is still awaiting answers from the Administration.	Dr. Jones responded that all children are being transported. The bus in question is operated through BOCES. Mrs. Gibson is working diligently to get that problem resolved.
Malaysia Wright	Representing the Senior Class. Reiterated their concerns about the budget deficit, and hoped that the situation would continue to be resolved. Students should	

	<p>not be affected negatively. They should be able to enjoy a memorable senior year. Advisors are a necessity for a successful completion of the seniors' high school career. Areas that may be addressed to reduce the deficit: drug counselor, virtual classrooms are not utilized. Concerned about a board member sitting on two boards and questioned whether that presented a conflict of interest. She said that if cuts were to be made, then the expenses of the school board should be cut, starting with Trustee Holliday, Trustee Reed and Trustee Allen. She encouraged the community to vote.</p>	
Rosa Melendez	<p>Expressed her concerns about the budget problems, and suggested some areas in MLO that may be reduced to help meet the budget concerns: MLO National Honor Society, 8th Grade Advisor, Yearbook Advisor, Student Advisor</p>	
Kristal Grindly	<p>Spoke on behalf of the Senior Class. Spoke of the great necessity of having Senior Class Advisors, and how not having them was robbing them of their best senior year possible. Advisors gave the students more of an opportunity to bond with leader and grow to be their best selves.</p>	
David Smith	<p>10th grader, says he's new to the district. He comes from Brooklyn, and says he was so pleased to see the teamwork of the students in the Wyandanch School District, which was in stark contrast to the school he left in Brooklyn, where students were generally not interested in participating, even not coming to school at all. He said the district was like a circle where parents, students and the Board of Education/Administration keep each other going; when</p>	

	one falls all fall. He said he was receiving a good education compared to Brooklyn, and thanked the Board and Administration for all that they do.	
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President Crawford thanked everyone for their participation. He encouraged the Community to keep coming to the meetings so that they could continue to work together as a team for the good of the District.

EXECUTIVE SESSION

Motion by Reed, second by Holliday to go into Executive Session at 8:50 PM to discuss matters pertaining to the employment of particular persons and legal matters.

Motion carried 6-0-0

Trustee Fenwick left during Executive Session.

Trustee Crawford left during Executive Session.

RECONVENE

Motion by Reed, second by Holliday to reconvene at 9:24 PM Motion carried 4-0-0

**RECONSIDERATION
OF RESOLUTIONS**

**PERS #1B
Disciplinary Charges**

WHEREAS, disciplinary charges of insubordination and job abandonment have been filed and served against the employee named on the attached confidential list as “Employee A” (hereinafter referred to as “Subject Employee”) pursuant to Section 75 of the Civil Service Law;

BE IT RESOLVED, that pending the hearing and determination of the disciplinary charges against the Subject Employee, said Employee shall be suspended without pay for a period of thirty (30) days commencing November 15, 2018.

BE IT FURTHER RESOLVED, that Edna Wells Hardy, Esq. be appointed as the Hearing Officer to conduct the hearing required by Civil Service Law Section 75 and make a determination of the disciplinary charges against the Subject Employee, and to make a recommendation thereafter to the Board of Education.

Motion by Reed, second by Holliday

Motion carried 4-0-0

**PERS #2E
Permanent Status
AMENDED**

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the successful completion of the probationary period of the employees indicated below and award permanent status in the position indicated.

- A. Joe Bradshaw, Custodial Worker III, effective November 15, 2018.
- B. Keith Paschall, Custodial Worker III, effective November 15, 2018.**
- C. Pedro Luna, Custodial Worker II, effective November 15, 2018.
- D. Ericca Gulley, Custodial Worker II, effective November 15, 2018.
- E. Concepcion Salguera, Custodial Worker I, effective November 15, 2018.
- F. Andres Gonzalez, Custodial Worker I, effective November 15, 2018.
- G. Kenneth Mathurin, Custodial Worker I, effective November 15, 2018.
- H. Gary Ballard, Custodial Worker I, effective November 15, 2018.
- I. Dwight Gibson, Custodial Worker I, effective November 15, 2018.
- J. Carlos Patrick, Groundskeeper I, effective November 15, 2018.
- K. Alyssa Vignone, School Registered Nurse, November 15, 2018.

Motion by Holliday, second by Reed to make letter "B" Custodial Worker III

Motion carried 4-0-0

**PERS #2H
District Wide
Appointment**

BACKGROUND INFORMATION:

The candidates named herein are recommended for an appointment to the position indicated.

RESOLUTION:

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, that the Board of Education approve the appointment of the following candidates to the position indicated.

**DISTRICT WIDE
APPOINTMENT**

- A. Tyjanea Weaver, Substitute Part Time Monitor, at a rate of \$11.00 per hour, effective September 15, 2018.

Motion by Holliday, second by Reed

Motion carried 4-0-0

Trustee Reed left the meeting at 9:28 PM.

ADJOURNMENT

Meeting was adjourned at 9:30 PM as there was no longer a quorum.

**Minutes Recorded and
Transcribed By District Clerk**

**Date of Meeting: NOVEMBER 14, 2018
COMBINED WORK &
VOTING SESSION**


Stephanie Howard