



**Tuesday, November 23, 2021
Virtual Board Meeting – Work Session
7:00 PM**

1. Call to Order – 7:07 PM

2. Work Session Opening

2.01 Pledge of Allegiance

2.02 Roll Call

Ms. Tracy Baron, President; Ms. Shannon Stringer, Vice President; Ms. Rita Kennedy; Ms. Jean Lucasey; Mr. Massimo Bufalini; Ms. Brooke Bass; Ms. Penny Sullivan-Nunes; Dr. Lisa Brady, Superintendent; Mr. Ron Clamser, Jr., Assistant Superintendent of Finance, Facilities and Operations; Dr. Darrell Stinchcomb, Assistant Superintendent, Curriculum, Instruction and Equity; and Ms. Loretta Tularzko, District Clerk.

2.03 Acceptance of the Agenda

Ms. Bass moved, and Ms. Lucasey seconded, that the Board accept the November 23rd Agenda.

Vote: 7 - ayes - 0 nays

3. Citizens Comments

3.01 Notice

The Board of Education values input from the entire Dobbs Ferry School District community. Although we do not engage in dialogue with the public at our Board of Ed business meetings, we are listening. Members of our school district community may comment on any matter related to the meeting's approved agenda. If you wish to address the board, please sign in with the District Clerk. Any group or organization wishing to address the Board must identify a single spokesperson. Please state your name for the record and keep your remarks to 3 minutes or less. Speakers will conduct themselves in a civil manner and will be ruled out of order for any statement that constitutes a direct threat against officers, employees or students of the school district, or that is obscene. Questions or comments concerning matters that are not on the agenda will be taken under consideration and referred to the Superintendent for appropriate action.

None.

4. Announcements

None.

5. Work Session

5.01 Unconscious Bias in School

MINUTES

To prepare for the discussion, the attendees were asked to take a few minutes to read the following resources:

Who Participates?

The Reality of Unconscious Racial Bias

The session began with Dr. Brady sharing a presentation outlining the agenda for the night.

Next, the group watched a TedTalk by Dushaw Hockett entitled “We all have implicit biases. So what can we do about it?”

The attendees went into breakout rooms to share their thoughts on the TedTalk and to share an experience of when they felt they belonged and then when they felt they didn’t belong in their schooling.

The group reassembled and shared their discussions and their thoughts from their smaller groups.

Dr. Brady asked the group to take a minute or two to read the articles if they hadn’t prior to the session.

The articles discussed:

- Unconscious racial bias influences
 - Who gets called on or gets chosen for a special job
 - Bias also influences who is reprimanded and who is denied empathetic listening or a second chance.
 - EQUIP (Equity QUantified In Participation) - students' actual participation and students' opportunities to participate in the learning process. It is a tool that analyzes how discourse opportunities—both their quantity and quality—get distributed in a classroom
 - The world can’t make us immune to biased behavior.

The attendees went into breakout rooms and were asked to discuss a time that they felt that someone was biased against them or whether they felt they acted biased towards someone.

The group reassembled and shared their discussions and their thoughts from their smaller groups.

Next, the attendees went back into breakout rooms to discuss a passage from the either of the articles that resonated with them or an idea from the article or a few.

The group reassembled and shared their thoughts.

- The main area of discussion was around asking people/students what pronoun they identify
- Professional development for teachers in this area.
- Students/teachers need to come together to create a culture of trust.
- People need to be comfortable with being uncomfortable.

The last task for the group was to share their thoughts on the following:

- I used to think.....
- But now I think.....

Dr. Brady thanked everyone for coming to the meeting and participating in the work session.

Lastly, we were asked to remember the Lenape Tribe, who lived on the land where Dobbs Ferry now stands.

6. Executive Session

6.01 It is anticipated that the Board will act upon the following resolution to convene an Executive Session

MINUTES

At 8:47 PM, Ms. Lucasey moved, and Ms. Bass seconded, that the Board recesses into Executive Session for the following purpose: to discuss the employment history of a specific pedagogical employee.

Vote: 7 - ayes - 0 nays

At 8:51 PM, Mr. Bufalini moved, and Ms. Bass seconded, to appoint Ms. Stringer as Clerk Pro Tem.

Vote: 7 ayes - 0 nays

At 9:09 PM, Ms. Sullivan-Nunes moved, and Mr. Bufalini seconded, to move back to the Public Meeting.

Vote: 7 ayes - 0 nays

7. Board Action

7.01 Personnel

Ms. Kennedy moved, and Ms. Bass seconded, that the Board approve the staff personnel recommendation.

Vote: 7 ayes - 0 nays

To view the entire meeting visit our website under the News and Views tab and click on TV Programming/Video

8. Citizens Comments

8.01 Notice

The Board of Education values input from the entire Dobbs Ferry School District community. Although we do not engage in dialogue with the public at our Board of Ed business meetings, we are listening. Members of our school district community may comment on any matter related to district business. If you wish to address the board, please sign in with the District Clerk. Any group or organization wishing to address the Board must identify a single spokesperson. Please state your name for the record and keep your remarks to 3 minutes or less. Speakers will conduct themselves in a civil manner and will be ruled out of order for any statement that constitutes a direct threat against officers, employees or students of the school district, or that is obscene. Questions or comments concerning matters that are not on the agenda will be taken under consideration and referred to the Superintendent for appropriate action.

None.

9. Old Business

None.

10. New Business

None.

11. Upcoming Meetings

11.01 Calendar

Tuesday, December 7, 2021 - 7:00 PM - MS/HS Library

Tuesday, December 21, 2021 - 7:00 PM - MS/HS Library

- Work Session

MINUTES

12. Executive Session

12.01 It is anticipated that the Board will act upon the following resolution to convene an Executive Session

At 9:17 PM, Ms. Sullivan-Nunes moved, and Ms. Bass seconded, that the Board recesses into Executive Session for the following purposes: to discuss the employment history of a specific pedagogical employee, a *special-education Settlement and Release Agreement for student number 10*, and to review the five responses to our RFP for Superintendent Search Firms received on November 15, 2021.

The Board would not be returning to public session to take any action(s).

Vote: 6 - ayes - 0 nays – Ms. Lucasey lost the connection and therefore did not vote.

At, 9:18 PM, Mr. Bufalini moved, and Ms. Kennedy seconded, to appoint Ms. Stringer as Clerk Pro Tem.

Vote: 7 ayes - 0 nays

At 11:16 PM, Mr. Bufalini moved, and Ms. Bass seconded, to move back to the Public Meeting.

Vote: 7 ayes - 0 nays

13. Adjournment

At 11:17 PM, Ms. Kennedy moved, and Ms. Sullivan-Nunes seconded, that the Board adjourn the meeting.

Vote: 7 - ayes - 0 nays

14. Approved Minutes

14.01 Approved Minutes – October 5, 12 and 19, 2021



Loretta Tularzko
District Clerk