



**Tuesday, December 7, 2021
Business Board Meeting
7:00 PM**

1. Call to Order

2. Opening of the Meeting – 7:05 PM

2.01 Pledge of Allegiance

2.02 Roll Call

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

Dr. Darrell Stinchcomb, Assistant Superintendent of Curriculum, Instruction and Equity and Mr. Massimo Bufalini were not in attendance.

2.03 Acceptance of the Agenda

Ms. Lucasey moved, and Ms. Bass seconded, that the Board accept the December 7th Agenda.

Vote: 6 - ayes - 0 nays

2.04 Approval of Minutes

Ms. Sullivan-Nunes moved, and Ms. Lucasey seconded, that the Board approve the minutes of the November 9, 2021 meetings.

Vote: 6 - 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.

One community member voiced his opinion as follows:

- Latinx is an inappropriate terminology - Latino or Hispanic is preferred

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- No one is opposed to diversity or equity
- Equality of outcome squashes down excellence
- Let's foster the excellence - not run away from the excellence

4. Announcements

Westchester Putnam School Boards Association
Understanding & Mitigating Conflict: a brain-based approach
Thursday, December 9, 2021

5. Superintendent's Report

Dr. Brady acknowledged Pearl Harbor Day and all of the brave Americans who lost their lives and were injured and affected in so many ways. All of in our schools acknowledge our veterans on this very somber day.

District

- On December 14th, a Gun Safety Letter from the Westchester County DA will be sent out to parents. It stresses the importance of securing any firearms that you may have in your home.
- Surveillance Testing continues on Wednesdays
- We are still looking into Gateway testing following the holiday break
- Test to Stay - we are not planning to do this since it has not been endorsed by the CDC or NYSDOH.

High School

- Our school was featured last week at the National Blue Ribbon Conference. A special thanks to Candace and Sarah for sharing the video that Kevin worked very hard on producing. Student success is a district wide endeavor. Students don't suddenly become IB students in 11th and 12th grade; they become IB learners 6th grade with the Middle Years Program.
- The DFHS staff recently engaged in professional development on school-wide Tier 1 interventions as they relate to the "Creating a Welcoming and Affirming Environment" section of the CR-S Framework.
- High School Winter Concert will be in-person, Wednesday 12/22, in auditorium, 7pm. All guests must be masked. No limitation of guests.
- Our annual holiday gingerbread contest is in full swing in all of Ms. Buschi's art classes. Voting will take place before holiday break.
- DFHS junior Mika Wurf participated in the NYSSMA Conference All-State concert last weekend in Rochester. Mika received a 100 on her Level Six NYSSMA solo audition, the highest score possible, and was selected to perform in the prestigious Mixed Chorus as an Alto 1. Georgia DeFalco, Vocal Music and Theater Director for Dobbs Ferry HS/MS accompanied her to the conference.
- Congratulations to Frida Bajic on being selected as an alternate for Conference All State this year for violin. This is an amazing accomplishment as she received a perfect score of 100 on the highest level of competition.
- IB CAS for All is an ongoing school-wide goal for our school, and at present all of our juniors are enrolled in IB DP CAS. This is a first in DFHS history. A special thanks to Ms. Grosso who is our IB CAS coordinator. Ms. Grosso and her students worked at the Dobbs Ferry Food Pantry on the Wednesday before Thanksgiving. The director of the Food Pantry noted that our students were respectful and compassionate with their clients.
- Special thanks to the Hands-In Club, International Club, Fun-raising Club, Youth to Youth, and the DFHS 10 grade English classes for a very successful Thanksgiving food drive. In conjunction with the DFPD, we created and delivered over a dozen food baskets for local families in need.

Middle School

- Holiday Concert will be held on December 15 at 7 p.m.

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Springhurst

- Springhurst 5th gr. Concert is Thursday 12/16/21 featuring the Springhurst Orchestra, Band & Harmonaires.
 - Students will watch the concert virtually on 12/16 and a recording will be made to share with the public.
- Professional Development for the Springhurst Staff this fall:
 - Springhurst staff has been engaging with the DFSD Strategic Plan and assessing progress in each grade and department toward its goals.
 - Michelle Yang-Kaczmarek as DEI Teacher Leader led a couple of sessions with staff discussing CR-S vocabulary and starting to dive deeper into “culture”.
 - This week’s staff development focus is: Tier I Interventions, Progress Monitoring, Child Study Team (CST) & Multi-Tiered Systems of Support (MTSS).
 - The DASA/PBIS Committee have been meeting and focusing on a development of a video on character education.
- The DASA/PBIS committee once again sponsored a three-week long drive to donate to Abbott House in Irvington. Our goal was to beat our number of 764 pairs of socks collected last year. The Springhurst Student Govt. helped us keep track of all the socks we collected. We exceeded our goal - Springhurst students and staff collected over 1,400 pairs of socks.
- Springhurst had its first annual Springhurst Turkey Trot on 11/23 (organized by our PE dept.) and we have also restarted the beloved tradition of Student Birthday Photos displayed on the TV in the Springhurst lobby for students to see as they pass.
- Student clubs are back and well on their way as well with students engaged in activities like: Student Government, The Springhurst Times, ELA Academy, Social Justice and more.

Athletics:

- Varsity Football won the Sectional Championship and Regional Championship and finished the season with a record of 11 wins and 1 loss
- Varsity Volleyball won the Sectional Championship and Sub-Regional Championship and finished the season with a record of 20 wins and 1 loss
- Marc Lucasey and Fenna Laban competed in the NYS State Championship in Varsity Cross Country
- Lucy Walker finished in 2nd place at the NYS State Championship for Varsity Swim

6. Correspondence

The Board acknowledged the following:

1. An email from the Dobbs Ferry Administrators Association (DFAA) about their role in the Superintendent search process
2. An email Thank you for the DEI plan
3. Three emails in support of the DEI plan
4. Invitation to PTSA Safe Routes Committee meeting
5. An email from DFUT about their role in the Superintendent search process

7. Committee Reports

7.01 Committee Reports

School & Community Relations - 11/18

The Committee discussed the following:

- We had a good response rate so far to the Digital Equity Survey which we are required to do.
- Figuring out the capabilities for us to do a hybrid Board meeting, if one or two board members need to be remote, whether we can do that, we think we can have a hybrid meeting if we are allowed to do it.
- Updates that need to be made for to the DEI website page.
- Finding out how parents prefer to receive communications and what type, emergency, school closing, etc.
- The HS IB video Dr. Brady mentioned that was presented at the Blue Ribbon School conference.

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- Author - Kyle Lukoff will be having an author talk for the Dobbs Ferry Library, they will be using our Commons.

Special Ed - 11/30

- The committee was presented with the CSE and CPSE recommendations. Questions were asked and clarified.
- The committee reviewed amendments pertaining to reading goals and discussed how recent revisions in elementary special class reading program have led to improvements in progress monitoring and skill level modifications.

Personnel - 12/1

- Dr. Brady reviewed the personnel recommendations with the committee.
- The committee asked about the budget impact of bringing payroll back in-house. Mr. Clamser reported that it will be a savings of \$27,000 for this year's budget.
- We also anticipated a few retirements coming our way on December 30. Dr. Brady will discuss these retirements in Executive Session at the January 4th Board meeting

Facilities - 12/6

- Tetra Tech give an update on the status of the capital project an informed us that we are approximately \$3 million under budget.
- There are a couple remaining projects that can be done with the money. The remaining money cannot be used for anything else.
 - Springhurst generator
 - A walkable pathway from Children's Village to Springhurst
 - Nothing has been decided
- Enrollment numbers will be increasing with new Village developments
- They went over possibilities on how to add on space.

Superintendent's Search Committee

- The School Board reviewed five Search Firm proposals in response to our RFP.
- We reviewed the proposals in executive session and discussed similar quantitative and qualitative evaluations of these proposals.
- Based on this, the whole Board selected three firms to interview and Loretta has notified the firms of the December 16th interview date and their time slot.
- We are planning on starting at 5pm, with the Board, in order to discuss process and answer any last minute questions and then begin the first interview at 5:15 PM.
- Loretta has forwarded the responses to the RFP to David Shaw and he will be working with the search committee to create a set of interview questions.
- We are looking to have a mix of uniform and standard questions to ask each firm, as well as, questions about their firm.
- The Superintendent Search Committee will meet before the December 16 date to finish up these questions.
- We can meet with or without David Shaw.
- If we meet without David Shaw we will provide notice of the meeting date.
- The committee will take the questions and post them in the executive content for review.
- We would also like to invite the Board to forward any specific questions they may have directly to the committee, so we can add them to the executive content.
- The Board will wait to send their questions to the committee until after the committee receives the questions from David Shaw.
- Note to the community – at this point we are only interviewing the possible Search Firms not actual candidates.

8. Report to the Board

8.01 COVID Report

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Vaccination	Springhurst	Number	Percentage	Middle	Number	Percentage	High	Number	Percentage
Students		63	11%		86	24%		180	40%
Staff		117	95%		61	97%		79	94%
COVID CASES (year totals)	Springhurst Year Total			MS Year Total			HS Year Total		
Students		8		1			1		
Staff		1		1			3		
Quarantine (year totals)	Springhurst			Middle			High		
Students		14		0			2		
Staff		0		0			0		
Surveillance testing	Springhurst	Number	Percentage	Middle	Number	Percentage	High	Number	Percentage
Students		296	42%		125	35%		173	38%
Staff		90	73%		30	47%		30	35%

9. Board Actions

9.01 2022-2023 Budget Development Calendar

Ms. Bass moved, and Ms. Kennedy seconded, that the Board adopt the 2022-2023 Budget Development Calendar.

Vote: 6 - ayes - 0 nays

9.02 Budget Transfer

Ms. Bass moved, and Ms. Sullivan-Nunes seconded, that the Board approve the following budget transfers to cover payroll code alignments:

Account	Decrease	Increase
2110-120-01-1050 Tch Reg-K Salary	120,623.12	
2110-120-01-1100 Tch Reg-1st Gr Salary	36,990.00	
2110-120-01-1200 Tch Reg-2nd Gr Salary		79,878.00
2110-120-01-1300 Tch Reg-3rd Gr Salary		57,444.40
2110-120-01-1500 Tch Reg-5th Gr Salary		20,290.72
2110-130-02-4500 Tch Reg-Foreign Lang		27,536.04
2110-150-04-0000 Tch Reg-Advancement	29,561.99	
2110-153-03-0000 Tch Reg-Ovrd/Extr HS		48,607.49
2250-150-01-7230 Sped Ed-Sal-Resource	55,459.30	
2110-160-01-8122 Aides/Monitors		26,206.76
2110-130-02-7307 Tch Reg-Reading AIS	17,329.00	
9010-810-00-0000 Employee Retirement		30,457.68
9020-820-00-0000 Teacher Retirement	30,457.68	
Total	290,421.09	290,421.09

Vote: 6 - ayes - 0 nays

9.03 CSE/CPSE Recommendations

Ms. Lucasey moved, and Ms. Kennedy seconded, that the Board authorize and direct the following:

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WHEREAS the Committee on Special Education and Committee on Pre-School Special Education had issued to the Board by written confidential report dated November 23, 2021, its IEP recommendations for the students who are identified therein; and

WHEREAS the Board is responsible for arranging for appropriate special programs and services to students with IEPs, as recommended by said committee;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Dobbs Ferry Union Free School District hereby authorize and direct the administration to immediately arrange for the special programs and services as set forth in said report dated November 23, 2021.

Vote: 6 - ayes - 0 nays

9.04 Personnel

Ms. Sullivan-Nunes moved, and Ms. Bass seconded, that the Board approve the civil service and staff personnel recommendations.

Vote: 6 - ayes - 0 nays

9.05 Policy Revision - Second Reading

The Board conducted a second reading. Ms. Bass moved, and Ms. Kennedy seconded, that the Board adopt the following policy as amended:

- 0100 - Non-Discrimination and Equal Opportunity

Vote: 6 - ayes - 0 nays

9.06 Policy Revision - First Reading

The Board conducted a first reading of the following policies:

- 0115 - Student Harassment & Bullying Prevention & Intervention
- 2342 - Agenda Preparation & Dissemination
- 8110 - School Building Safety
- 8112 - Health & Safety Committee
- 8220 - Buildings & Grounds Maintenance & Inspection

The Policy Committee will revise policy 0115 and it will be returned as a First Reading at the next Business meeting.

The four remaining policies will be moved to Second Reading at the next Business Meeting.

Ms. Lucasey thanked the committee for doing the extra work they are doing that we haven't done in previous years.

10. Acknowledgements

10.01 Treasurer's Report

The Board will acknowledge receipt of the Treasurer's Reports for July, August, September and October, 2021.

10.02 Warrant

The Board acknowledged the following warrants:

Warrant No. 21, 26 & 28 Multi.

11. Citizens Comments

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11.01 Notice

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Two community members voiced their opinion as follows:

- Concerns about how the district is going about transparency, professional development, and DEI.
- Some people were concerned about needing more time to review the documents in a Board of Ed meeting.
- Not being transparent in reference to consultants.
- Surveys – we haven't received any opt out forms or given the option to opt out of the services.
- All three surveys that have been sent out by the district are problematic for a variety of reasons.
- Parents are the primary stakeholders when it comes to children's social emotional well-being and schools are not social service agencies nor mental health agencies.

Tracy Baron reminded the community that in the future if they plan on commenting they must fill out the form and hand in a form to Loretta.

12. Old Business

None.

13. New Business

None.

14. Upcoming Meetings

14.01 Calendar

Tuesday, December 21, 2021 - 7:00 PM - ?

- Work Session

Tuesday, January 4, 2022 - 7:00 PM - MS/HS Library

15. Executive Session

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

At 8:34 PM, Ms. Lucasey moved, and Ms. Kennedy seconded, that the Board recesses into Executive Session for the following purpose: To discuss *the ongoing litigation - The Landing on the Water at Dobbs Ferry Condominium v. Town of Greenburgh*.

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

Vote: 6 - ayes - 0 nays

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Ms. Kennedy moved, and Ms. Lucasey seconded, to appoint Ms. Stringer as Clerk Pro Tem.

Vote: 6 ayes - 0 nays

At 9:57 PM, Ms. Lucasey moved, and Ms. Bass seconded, to move back to the Public Meeting.

Vote: 6 ayes - 0 nays

16. Adjournment

At 9:57 PM, Ms. Kennedy moved, and Ms. Bass seconded, that the Board adjourn the meeting.

Vote: 6 - ayes - 0 nays



Loretta Tularzko
District Clerk