



Tuesday, June 22, 2021
Regular Board Meeting
Google Meet - Virtual Meeting, 7:00 PM

1. Internal Auditor's Annual Update - 6:30 PM

1.01 Denise Connell

Denise Connell, our internal Claims Auditor provided an annual update to the Board.

2. Call to Order

3. Opening of the Meeting – 7:08 PM

Louis Schwartz called the meeting to order.

3.01 Pledge of Allegiance

3.02 Roll Call

Mr. Louis Schwartz, President; Ms. Rita Kennedy, Vice President; Ms. Shannon Johnson; Ms. Jean Lucasey; Ms. Tracy Baron; Ms. Shannon Stringer; Mr. Massimo Bufalini, Dr. Lisa Brady, Superintendent; Mr. Douglas Berry, Assistant Superintendent of Curriculum and Instruction ; Mr. Ron Clamser, Jr., Assistant Superintendent of Finance, Facilities and Operations; and Ms. Loretta Tularzko, District Clerk.

3.03 Acceptance of the Agenda

Mr. Bufalini moved, and Ms. Lucasey seconded, that the Board accept the June 22nd Agenda.

Vote: 7 - ayes - 0 nays

3.04 Approval of Minutes

Ms. Johnson moved, and Ms. Stringer seconded, that the Board move to approve the minutes of the June 8, 2021 meeting

Vote: 6 - ayes - 0 nays – 1 abstention – Rita Kennedy

4. Report to the Board

4.01 Demographic Report

Dr. Brady introduced Richard S. Grip, Ed.D. from Statistical Forecasting, LLC.

Dr. Grip gave a brief introduction of his background and the company's work with other Districts in Westchester, NYC and in Virginia and Washington DC..

Highlights of the study included:

- Statistical Forecasting
- Purpose of Study
- DF Demographic Profile

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- Historical Enrollment Trends
- Historical Enrollments by Grades
- Non-Public School Enrollment
- Public/Private Percentages
- Enrollment Projection Method Cohort Survival Ratio
- Birth Counts
- Age Pyramids
- Change in Males & Females
- Approved and Proposed Housing
- Home Sales
- Enrollment Projections
- Projected by Grade
- COVID 19
- Summary

Next he answered a few questions from the Board to the best of his ability.

- It has been about a year and a half since the last report.
- He projected enrollments for a five year period from 2021 to 2026.
- He looked at the school districts attendance area and our historical enrollments for the last 10 years for each school, elementary, middle and high school and students attending private schools and the impact of new developments.
- Most of the impact will be at Springhurst due to the increasing birth rates in the last six or seven years.
- They are projecting 40 to 50 additional students at Springhurst for next year from historical data; however, the School District is working on the enrollment data at Springhurst. The projected number seems to be little high from what we what we have currently.

Questions:

- How do our numbers compare to other communities in Westchester? And to we have any way to guess whether the past cohorts of our ratio would continue, i.e., what causes those ups and downs and how do we compare?
 - He had no overarching comparisons to other schools in the county or district other than those that are in the kindergarten level.
 - He was aggressive in these numbers because:
 - Bringing students back into the district assuming everyone's coming back in the fall,
 - The numbers assume we are going to have more people coming back because COVID and a really strong housing resale market.
 - Is there any sense of the trends in the direction of people moving out of the city, out in New York City out of Brooklyn to town/district versus other comparable districts in Westchester, New Jersey and Connecticut?
 - It's going to be September when we get the counts, because we're not really seeing the influx in the change because so many schools were hybrid. It's just there's so much confusion right now.
 - Do we know how many students will be coming back or ow many that didn't come in for kindergarten last year?
 - Most will return and we expect about 12 to 15 kids who enroll over the summer.
 - We are projecting six sections of kindergarten with 19 students in a class.
 - If the numbers climb we will need to add a 7th section of Kindergarten.
 - Is there any supporting data regarding the trend of delaying motherhood since our birth date numbers are from 2018?
 - Lower birth rates with millennials have been going on for a while.

Mr. Schwartz thanked Dr. Grip for this very important presentation and making time for us to share this critical data.

Dr. Grip thanked Mr. Schwartz and the board

5. Citizens Comments

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5.01 Anyone wishing to make comments during the two Citizen's Comment portions of the meeting can do so by emailing boemeetingcomment@DFSD.org and you will be sent a link with additional details for joining the GoogleMeet for the Citizen's Comments portion of the meeting.

5.02 Notice

Members of the community may comment on any matter related to the meeting's approved agenda. The Board President may request a brief description of the topic the speaker plans to address. Any group or organization wishing to address the Board must identify a single spokesperson. To allow for public participation, a period not to exceed 30 minutes shall be set aside during the first part of the Board meeting for public comment, with priority given to comments on items on the meeting's agenda. A second 15-minute time period will be set aside at the end of the Board meeting for public comment on matters pertaining to the district as per policy 1230. Presentations should be as brief as possible and no speaker will be permitted to speak for longer than 3 minutes. It is expected that 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.

[For details of the Citizens Comments please visit the website for a video of the complete meeting.](#)

Mr. Schwartz read the above instructions and guidelines and noted that the 3-minute time limit per speaker will be strictly enforced. Please don't be offended. When making your comment, please have your camera on. If you don't have your camera on we will ask you to submit your comments in writing - all participants are to be showing their faces during their comments.

Several community members/parents/teacher (approximately 40) voiced their opinions both for and against Diversity, Equity, and Inclusion (DEI) efforts in the Dobbs Ferry School District, during the extended (105 minutes) Citizens Comments portion of the agenda.

At approximately 8:17pm, Ms. Johnson moved and Ms. Baron seconded, that the Board extend the Citizens Comments session by 30 minutes.

Vote: 7 - ayes - 0 nays

At approximately 8:47pm, Mr. Bufalini moved and Ms. Stringer seconded, that the Board extend the Citizens Comments session by 30 minutes.

Vote: 7 - ayes - 0 nays

Comments included:

- Support Diverse and Culturally Responsive teaching but not Critical Race Theory nor Natalie Zwerger.
- We need to slow down and make sure that all voices are being heard especially conservative ones.
- Not in support of NYU Steinhardt.
- I agree with the district's goals. I feel we need a curriculum that affirms all of our students but not Natalie Zwerger.
- So much that is problematic for me - the content of the presentation, committee's mission, policy, and curriculum and they say we have failed our children.
- It is not that we are against the DEI efforts in our schools, we oppose the language and the framework.
- Lack of support for our law enforcement and what that does emotionally and socially to our children of law enforcement.
- We've been taught to celebrate our differences because they make us unique. Students need groups to support each other and the best way to implement Diversity, Equity, and Inclusion is through clubs. Clubs, such as the Racial and Social Justice Alliance and student government promote these ideas.
- New York State CRS education framework's intent is to educate all students effectively and equitably, but there is concern over statements in the framework such as "students learn about power and privilege" that I cannot support.
- Students need to be taught that feelings and opinions are not facts.
- Teachers should not push their own views and opinions on students.
- Policy 0105 creates a divide amongst the school community.
- New York State's Culturally Responsive Framework and DEI policies have not been rushed.

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- It's important that teachers are trained in addressing what's happening in our present society, for the benefit of all our children.
- Dobbs Ferry and the teachers as a whole is a fantastic place and the District does not have a problem with race, creed, or such. It's exactly the opposite.
- We all want equality, diversity, and inclusion but it needs to be pursued with both integrity and dignity.
- I will not have my children educated around a framework that bases and judges any children in categories.
- I hope to see many of the recommendations formally adopted.
- We always strive for diversity, equity, and inclusion goals in our schools.
- CRT is problematic. There is no right opinion.
- It's a great idea that the district is doing this.
- I want my child to learn about systemic inequality and BIPOC history.

Mr. Schwartz thanked everybody for all of their feedback.

At 9:25 PM, Ms. Lucasey moved, and Ms. Stringer seconded, that the Board take a five minute recess.

Vote: 7 - ayes - 0 nays

The meeting resumed at 9:31 PM.

6. Announcements

None.

7. Superintendent's Report

Dr. Brady explained the components of the American Rescue Plan (ARP) which is open to Public Comment via email at schoolsreopening@dfs.org. The window for responses will be 10 days until we have to file with the SED.

Allowable Use of Funds

- safely returning students to in-person instruction;
- maximizing in-person instruction time;
- operating schools and meeting the needs of students;
- purchasing educational technology;
- addressing the impacts of the COVID-19 on students, including the impacts of interrupted instruction and learning loss, and the impacts on low-income students, children with disabilities, English language learners, and students experiencing homelessness;
- implementing evidence-based strategies to meet students' social, emotional, mental health, and academic needs;
- offering evidence-based summer, afterschool, and other extended learning and enrichment programs; and
- supporting early childhood education

Proposed Use of Funds

- establish a partnership with SPRING Community Partners to provide 3 FTE teachers for academic enrichment and support during the summer months;
- expand existing after school programs that provide academic support in ELA and Mathematics;
- increase the number of FTE teachers assigned to provide Academic Intervention and Remediation services; and
- provide additional mental health services and supports for students.

Public Comment at the meeting – none.

Announcements

We made it to the final week of the 2020-2021 school year.

Springhurst car parade will take place this Thursday, June 24 at 10:10 AM

Middle School Stepping Up will take place this Friday, June 25 at 9:00 AM

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HS Graduation – Saturday, June 26 at 10:00 AM at the Waterfront (weather permitting)

- Vaccinated attendees need not wear a mask.
- Unvaccinated attendees should wear a mask (on the honor system)
- A link to the live-stream will be sent out shortly.

As of today, we have not received any guidance regarding opening schools in September. As soon as we receive it, we will send it out via a K12.

Dr. Brady congratulated Ms. Baron for earning a Level 4 Board Lifetime Achievement Award for accumulating 500 points in leadership development opportunities.

8. Correspondence

8.01 BOE Correspondence

The Board acknowledged receipt of the following:

- Four emails in support of Diversity, Equity and Inclusion efforts in Dobbs Ferry School District.
- An email regarding Curriculum Changes and Concerns.
- An email inquiring whether the June 22nd meeting will be virtual.
- Invitation to a reception honoring DFHS students who participated in this year's DF Historical Society History Contest.
- An email regarding policies that were reviewed at the last meeting.
- A letter regarding a "raised crosswalk" at Ashford Avenue and Briary Road.

9. Committee Reports

Facilities – 6/14

Ron updated the committee on the summer projects that will be going on during the summer:

- The Kindergarten playground at Springhurst. The majority of this project for the equipment is being funded by the Schools Foundation at \$31,000 with the School District covering the remaining installation costs.
- The fifth grade bathrooms are being updated by staff
- Gym floors are being refurbished in all schools.
- A regular turf field maintenance
- Repair, replacement of security cameras and upgrading security camera, computer server and software.
- Some floor tiles are going to be replaced in the fifth grade classroom in select rooms
- Ron also talked about potential projects that are coming up depending upon funds and time availability
 - Those being Springhurst cafeteria being repainted and moving, removing the padding up from the walls and adding netting to the softball sides of the turf field to prevent ball flying out.

This meeting can be viewed on TV DFTV - Channel 77 & 47 or visit the website for the video of the complete meeting.

10. Reports to the Board

10.01 Race Matters Committee Recommendations to the Board

Dr. Brady presented the following:

- Dobbs Ferry School District Mission Statement
- Dobbs Ferry School District Vision Statement
- Diversity, Equity and Inclusion is aligned with our mission
- Long Range Strategic Plan 2018-2023
- Our Mission is Supported by the NYSED Culturally Responsive-Sustaining Education Framework
- Our Goal – To advance our Strategic Goals and the District Mission and Vision
- DEI has always been an important District Goal
- Establishment of Race Matters Committee: Involving all Stakeholders
- Race Matters Committee Members were Chosen to Represent all Stakeholders

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- Committee Members
- Areas of Focus
- Communications, Partnerships and Engagement
- Hiring and Retention Practices Recommendation
- Curriculum and Instructions Recommendations
- Professional Learning Recommendations
- Committee Member Reflections
- Next Steps

Dr. Brady thanked everyone on the committee that worked tirelessly on these recommendations.

Mr. Schwartz thanked Dr. Brady for the presentation.

11. Board Actions

11.01 Memorandum of Agreement

Ms. Johnson moved, and Ms. Baron seconded, that the Board approve the following resolution:

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby ratifies the provisions of a Memorandum of Agreement dated June 22, 2021, between the District and the Dobbs Ferry United Teachers, for a four-year successor Collectively Negotiated Agreement to the one that expired on June 30, 2020;

and

BE IT FURTHER RESOLVED, that the Board of Education hereby authorizes the expenditure of those monies necessary to implement the economic provisions of the 2020-2024 Collectively Negotiated Agreement between the District and the Dobbs Ferry United Teachers.

Vote: 7 - ayes - 0 nays

11.02 District's Reserve for Debt Service Increase

Ms. Lucasey moved, and Mr. Bufalini seconded, that the Board approve to increase the District's Reserve for Debt Service in the amount of \$174,557 to account for the BAN premium received on June 4, 2021.

Vote: 7 - ayes - 0 nays

11.03 Budget Transfer

Ms. Stringer moved, and Mr. Bufalini seconded, that the Board approve the following budget transfer to align employer pension contributions:

Account	Decrease	Increase
A 9020-820-00-0000 Teacher Retirement	\$25,000	
A 9010-810-00-0000 Employee Retirement		\$25,000

Vote: 7 - ayes - 0 nays

11.04 Budget Transfer

Ms. Johnson moved, and Mr. Bufalini seconded, that the Board approve the following budget transfers to reclassify various BOCES codes to cover technology services purchased through BOCES:

Account	Decrease	Increase
A 2010-490-04-0000 Curric Dev BOCES	\$35,000	
A 2070-490-04-0000 Staff Dev BOCES	\$15,000	
A 2250-490-02-7200 Spec Ed BOCES 6-8	\$20,000	

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A 2250-490-03-7200 Spec Ed BOCES 9-12	\$10,000	
A 2630-490-00-5500 Computer Tech BOCES		\$80,000

Vote: 7 - ayes - 0 nays

11.05 CSE/CPSE

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

WHEREAS the Committee on Special Education and Committee on Pre-School Special Education had issued to the Board by written confidential report dated June 22, 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 June 22, 2021.

Vote: 7 - ayes - 0 nays

11.06 Personnel

Ms. Stringer moved, and Ms. Kennedy seconded, that the Board approve the staff personnel recommendations.

Vote: 7 - ayes - 0 nays

11.07 Policy Revision - Second Reading

The Board conducted a second reading and adopted the following policies:

- 0105 – Diversity, Equity and Inclusion In Education
- 4000 - Student Learning Standards and Instructional Guidelines
- 4511 – Textbook Selection and Adoption
- 4513 - Library Materials Selection
- 6800 - Payroll Procedures
- 9240 - Recruiting and Hiring

All policies were adopted

The title of Policy 0105 was amended and a parenthesis was added. The new title is Diversity, Equity and Inclusion in Education.

12. Citizens Comments

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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.

No additional comments were received.

13. Acknowledgements

13.01 Treasurer's Report

The Board acknowledged receipt of the Treasurer's Report for May 2021.

13.02 Warrants

The Board acknowledged receipt of the following warrant:
Warrant No. 57 Multi.

14. Old Business

Mr. Schwartz asked the Board members to consider if they would want to run for the Board Presidency or Vice Presidency for the next school year. Voting will take place at our 7/6 Reorganization Meeting.

15. New Business

None.

16. Upcoming Meetings

16.01 Calendar

Tuesday, July 6, 2021 - 5:30 PM - Board Room

- Reorganizational Meeting

17. Executive Session

17.01 Executive Session

At 10:37 PM, Ms. Lucasey moved, and Ms. Baron seconded, that the Board recesses into Executive Session for the following purposes: to discuss the Superintendent's Evaluation.

Vote: 7 - ayes - 0 nays

At 10:39 PM, Ms. Lucasey moved, and Ms. Baron seconded, to appoint Ms. Kennedy as Clerk Pro Tem.

Vote: 7 ayes - 0 nays

At 10:44 PM, Ms. Stringer moved, and Mr. Bufalini seconded, to move back to the Public Meeting.

Vote: 7 ayes - 0 nays

18. Adjournment

At 10:44 PM Ms. Lucasey moved, and Ms. Baron seconded, that the Board adjourn the meeting.

Vote: 7 - ayes - 0 nays

19. Approved Minutes

19.01 Approved Minutes – June 8, 2021

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Loretta Tularzko
Loretta Tularzko
District Clerk