



MINUTES

Tuesday, September 24, 2024
Regular Meeting
7:00 PM
MS/HS Library Presentation Room

1. Call to Order

B. Bass called the meeting to order at 7:02 pm.

2. Meeting Opening

2.01 Pledge of Allegiance

2.02 Roll Call

Brooke Bass, President; Penny Sullivan-Nunes, Vice President; Jean Lucasey; Darren Wood; Rebecca Hershberg; Kenneth Slentz, Superintendent; Ron Clamser, Jr., Assistant Superintendent of Finance, Facilities, and Operations; Darrell Stinchcomb, Assistant Superintendent of Curriculum, Instruction, and Equity; Elizabeth Saperstein, District Clerk.

Shannon Stringer and Pavithra Nagarajan were absent.

2.03 Acceptance of the Agenda.

R. Hershberg moved and P. Sullivan-Nunes seconded, that the Board accept the September 24, 2024 Agenda.

Vote: 5 ayes, 0 nays

2.04 Approval of Minutes

R. Hershberg moved and D. Wood seconded, that the Board approve the minutes of the September 10, 2024 meeting.

Vote: 5 ayes, 0 nays

3. Citizen 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



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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. Correspondence

4.01 BOE Correspondence

The Board acknowledged receipt of correspondence regarding BOE attendance at Springhurst Back-to-School night.

5. Announcements

Mr. Slentz issued a reminder to take a look at the October calendar and note the various days off during the month due to holidays as well as the early dismissal for students on October 16 (staff professional development).

6. Superintendent Report

6.01 Presentation of 2024-25 District Goals

Mr. Slentz presented an overview of the draft Strategic Planning Framework and District Goals for 2024-25 including nine topics that are a strategic area of focus:

1. Student Chronic Absenteeism
2. Family Engagement
3. Staff Retention
4. Student Subgroup Academic Outcomes
5. Implementation timeline for K-5 literacy and 6-8 ELA curriculum
6. Assessments
7. Professional Learning Plan
8. Energy Performance Contract (EPC)
9. Capital Reserve Project

In addition to refining these strategic areas of focus the District will look at different systematic procedures or methods that can be established toward setting, monitoring, and measuring goals.

7. Board Reports

7.01 23-24 Student Performance Data Presentation

This item has been postponed to the October 8, 2024 meeting.

8. Board Committee Reports



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8.01 Board Committee Reports

P. Sullivan-Nunes reported on the September 10, 2024 meeting of the Board of Education Organizational Meeting for Student Activities and Athletics Committee:

- Fall sports status
- Lights at Springhurst turf project
- BIMAS survey data

B. Bass reported on the September 16, 2024 meeting of the Board of Education Finance Committee:

- Internal audit results and draft corrective action plan
- Senior tax exemption
- Budget calendar review for 2025-26

J. Lucasey reported on the September 18, 2024 meeting of the Board of Education Policy Committee:

- First and second reading status
- Policy Development and/or Revisions

D. Wood reported on the September 19, 2024 meeting of the Board of Education School and Community Relations Committee:

- Status update on communication services for the 2024-25 school year
- Status update on potential communications audit/survey with the NSPRA (National School Public Relations Association)
- Policy regarding District statements on geopolitical events

J. Lucasey reported on the September 20, 2024 meeting of the Board of Education Special Education Committee:

- Student programming updates (out-of-district placements; 15:1 and 12:1 programs)
- Budget forecasts for 2025-26
- Update on District Special Education Plan and Parents' Guide to Special Education

Committee minutes are posted on the District website.

9. Board Actions

9.01 Establish Salaries for Permanent Substitutes

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the compensation for a teacher assigned everyday as a substitute teacher for a specific school building, effective September 25, 2024 as follows:

1. Permanent Substitute Teachers either (1) holding a valid NYSED teaching certification or (2) currently enrolled in a NYSED approved teacher preparation program at no less than six (6) semester hours per year, will be paid \$140.00 per day, or \$25,900 per annum based on 185-day school calendar.
2. Permanent Substitute Teachers will be eligible to receive individual health insurance, as per the CSEA Clerical, Teacher Aide/Teaching Assistant Agreement.
3. Permanent Substitute Teachers will be eligible to receive two (2) sick days and one (1)



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personal day per year.

4. Permanent Substitute Teachers who are requested to take over for a teacher for an extended period of time (more than six weeks, but less than a semester) will be paid at the per diem rate of BA, Step 1 of the current year's DFUT salary schedule.

5. Permanent Substitute Teachers who fail to maintain a valid NYSED certification or enrollment in an approved NYSED teacher preparation program will be paid \$125.00 per day for the remainder of the school year in which they are currently employed and the terms of their employment will be in accordance with the current regulations governing the employment of substitute teachers as set forth by the New York State Department of Education Office of Teaching Initiatives.

D. Wood moved and J. Lucasey seconded, to approve the permanent substitute compensation.

Vote: 5 ayes, 0 nay

9.02 Personnel - Professional/Certificated Staff

BE IT RESOLVED, that the Board of Education of the Dobbs Ferry Union Free School District moves to approve the following professional/certificated personnel actions:

P. Sullivan-Nunes moved and R. Hershberg seconded, to approve the personnel recommendations.

Vote: 5 ayes, 0 nay

1. Probationary Appointment

(a) Lauren Feliciano, K-12 Teaching Assistant, Dobbs Ferry School District
Duration of Probationary Period: September 25, 2024 - September 24, 2028
Tenure Area: K-12 Teaching Assistant
Per annum salary: Teaching Assistant, Step 5 (\$37,602) prorated.
Certification: Teaching Assistant Level III
Replaces: Vacant Position
Note: Ms. Feliciano worked as temporary (leave replacement) Teaching Assistant in the Winter/Spring 2024.

(b) Eileen Loveless, K-12 Teaching Assistant, Dobbs Ferry School District
Duration of Probation Period: September 25, 2024 - September 24, 2028
Tenure Area: K-12 Teaching Assistant
Per annum salary: Teaching Assistant, Step 5 (\$37,602) prorated
Certification: N-Grade 6; K-12 Art; K-12 Special Education
Note: Replaces D. Campisi, resignation

(c) Robyn La Guardia, ENL Teacher
Location: Springhurst Elementary School
Duration of Probationary Period: October 25, 2024 - October 23, 2028[^]
Per annum salary: MA +60, Step 11 (\$109,333)



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Certification: English to Speakers of Other Languages; SWD 1-6; SWD Birth - Grade 2; Childhood Education 1-6; Early Childhood Education Birth - Grade 2; School Building Leader

Note: Replaces J. Jordan, resignation

^ probationary start date and duration of term subject to release by NYCDOE and verification of prior tenure

2. Temporary, Seasonal and Part-Time Appointment.

(a) Mary-Anne McTiernan, temporary (leave replacement) School Library Media Specialist

Location: Springhurst Elementary School

Effective dates: September 3, 2024 - June 26, 2025

Per annum salary: MA, Step 1 (\$65,331)

Certification: Childhood Education, Grades 1-6

Replaces L. Rodriguez

(b) Deion Jones, Boys Assistant Soccer Coach

Effective: August 26, 2024 (Fall Season)

Category E, Step 2 (\$4,575.21)

Note: Mr. Jones was the JV coach last fall.

(c) Steven Gates, Musical Accompanist (Winter Concert) (Re-appointment)

Location: Springhurst Elementary School

Effective dates: 12/6 (rehearsal); 12/11 (9:00AM and 7:00PM concerts)

Compensation: \$283.75

(d) James Carney, Per Diem Substitute Teacher (Re-appointment)

Location: Dobbs Ferry Middle School

Effective: September 3, 2024 - June 26, 2025

Compensation: \$125 per day; \$62.50 half day

NYSED certification: Music, Initial

(e) Maksim Matranxhi, Permanent Substitute Teacher

Location: Dobbs Ferry High School

Effective: September 25, 2024- June 26, 2025

Compensation: \$25,900 per annum prorated.

Mr. Matranxhi is currently enrolled in the Physical Education Teacher Preparation Program at CUNY.

(f) Vanessa Fekete Archibald, Per Diem Substitute Teacher

Location: Dobbs Ferry High School

Effective: September 25, 2024 - June 26, 2025

Compensation: \$125 per day; \$62.50 half day

NYSED certification: School Counselor, Permanent

3. Teaching Overage



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(a) Sarah Joy Consiglio, one additional class everyday (ENL) at \$13,112.72 per annum
Effective: 2024-2025 school year

(b) Andrew Fischbeck, one additional class every other day (Film Production) at \$6,556.36 per annum
Effective: 2024-2025 school year

4. Spanish Translation

Megan Lois Maria Addona
Kenya Suncar Sarah Joy Consiglio
Sarah Stern

Effective: 2024-2025 school year
Compensation: \$50.00 per hour

5. Permanent Substitute Salary Changes

- (a) Mackenzie Zoller, Springhurst. \$25,900 per annum, prorated
- (b) Patrick Boynes, High School. \$25,900 per annum, prorated
- (c) Benjamin Birrittella, High School. \$25,900 per annum, prorated
- (d) Brandon Sealey, Middle School. \$25,900 per annum, prorated

Effective: September 25, 2024 - June 26, 2025

6. Appointment Change - Probationary Period

(a) Samantha Mayrose, Special Education Teacher
Location: Springhurst Elementary School
Duration of Probationary Period: August 28, 2024 - September 26, 2027

(b) Julie Straub, Special Education Teacher
Location: Springhurst Elementary School
Duration of Probation Period: March 6, 2024 - December 1, 2027

Note: Changes are pursuant to 2024 reforms to tenure laws including Section 2509 wherein Jarema Act Credit will reduce the probationary period by up to two years for teachers based upon the length of long-term regular substitute service by a probationer that immediately precedes appointment to probation in the same teacher tenure area of employment.

7. Appointment Change - Salary Placement

(a) Mary Dent, Part-Time (.5) Speech/Language Pathologist, Springhurst Elementary School



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From MA +15, Step 6 to MA +30, Step 6 adjusted and prorated per annum (\$43,357)

Effective; August 28, 2024 - June 26, 2025

Note: Verified credits beyond the Master's degree

(b) Mary Dent, temporary (leave replacement) (.5) Speech/Language Pathologist, Springhurst Elementary School

From MA, Step 2 to MA +30, Step 6 adjusted and prorated per annum (\$43,357)

Effective: approximately October 1, 2024 and for up to 12 weeks

Note: Replaces G. Kruze, maternity leave

8. Resignation

(a) Annika Thyrrer, K-12 Teaching Assistant, Dobbs Ferry School District

Effective: October 18, 2024

9.03 Personnel - Civil Service Staff

BE IT RESOLVED, that the Board of Education of the Dobbs Ferry Union Free School District moves to approve the following Civil Service personnel actions:

R. Hershberg moved and D. Wood seconded, to approve the civil service personnel recommendations.

Vote: 5 ayes, 0 nay

1. Permanent Appointment

Jenny Kaicher, Secretary (School Districts)

Location: Special Education Department

Effective date: September 25, 2024

Ms. Kaicher was appointed as Secretary (School Districts) on a provisional basis effective October 30, 2023 and has already served 47 weeks toward her probationary period. An amendment to New York State Civil Service Law Section 63 now provides that as a provisional employee appointed from a permanent certified eligible list on or after September 7, 2023, will receive credit for the time served as a provisional appointee toward the requisite probationary period of a minimum of twelve (12) weeks to a maximum of fifty-two (52) weeks.

2. Extra Hours

Kim Addis, part-time School Monitor

Location: Springhurst Elementary School

Effective: September 3, 2024 - June 26, 2025

Up to an additional 30 minutes per day, as needed

Compensation: Aide/Monitor, Step 9, per hour



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3. Resignation

Julian Espinosa, part-time School Monitor
Location: Dobbs Ferry Middle School
Effective: September 13, 2024

4. Appointment Change - Salary Placement

Maryann Ferrara, Part-Time School Monitor (FTE .3686)
Location: Springhurst Elementary School
Effective: August 28, 2024
To Aide/Monitor, Step 3 (\$9,811.03)
Note: Verified prior experience

9.04 Employment Agreement Employee #082724

BE IT RESOLVED, that the Board of Education hereby approves the terms of an Agreement between the District and Employee No. 082724 regarding the Employee's pedagogical employment with the District and authorizes the Board President to execute such an Agreement.

D. Wood moved and J. Lucasey seconded, to approve the employment agreement.

Vote: 5 ayes, 0 nay

9.05 Independent Contract Renewals

BE IT RESOLVED, that the Board of Education of the Dobbs Ferry Union Free School District moves to approve the contracts for the Personnel Assistant and Secretary (School Districts) (Special Education).

R. Hershberg moved and P. Sullivan-Nunes seconded, to approve the contracts.

Vote: 5 ayes, 0 nay

9.06 CSE/CPSE Recommendations

WHEREAS the Committee on Special Education and Committee on Preschool Special Education had issued to the Board by written confidential reports dated September 18, 2024, 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 reports dated September 18, 2024.

J. Lucasey moved and R. Hershberg seconded, to approve the CSE/CPSE recommendations.

Vote: 5 ayes, 0 nay



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9.07 Budget Transfer - Payroll Code Alignments

BE IT RESOLVED, that the Board of Education of the Dobbs Ferry Union Free School District, hereby move to approve the following budget transfers to cover payroll code alignments:

Account	Decrease	Increase
2110-155-01-1000 Teaching Assistant K-5		68,260.16
2110-160-01-1000 Teacher Aide/Monitor SH	58,405.16	
2110-160-03-3000 Teacher Aide/Monitor HS		27,747.00
2250-150-01-7200 Special Ed Teaching SH	5,124.00	
2250-150-02-7200 Special Ed Teaching MS	32,871.00	
2250-150-03-7200 Special Ed Teaching HS	37,602.00	
2250-160-01-8122 Spec Ed Teacher Aide SH		5,124.00
2250-160-02-8122 Spec Ed Teacher Aide MS		32,871.00
	134,002.16	134,002.16



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D. Wood moved and R. Hershberg seconded, to approve the budget transfer.

Vote: 5 ayes, 0 nay

9.08 Budget Transfer - Special Education Tuition

BE IT RESOLVED, that the Board of Education of the Dobbs Ferry Union Free School District, hereby move to approve the following budget transfers to move funds from special education tuitions - other to special education tuitions - public:

Account	Decrease	Increase
A 2250-472-00-7200 Spec Ed Tuitions - Other	\$350,000	
A 2250-471-00-7200 Spec Ed Tuitions - Public		\$350,000

J. Lucasey moved and D. Wood seconded, to approve the budget transfer.

Vote: 5 ayes, 0 nay

9.09 Policy Revision - First Reading

The Board conducted a first reading on the second revision of Policy Regulation 0115-R: Student Harassment and Bullying Prevention and Intervention. The revision consists of implementing person-first language throughout the document. An example of this: instead of referring to a bullied student as a “target” that individual is referred to as a “student who is being bullied.”

This regulation will be brought back for a second reading on October 22, 2024.

9.10 Policy Revisions - Second Reading

The Board conducted a second reading and adoption of the following policies:

1. Policy 4772: Graduation Ceremonies
2. Policy 6250 Extraclassroom Activities Fund Management
3. Policy 6690: Audit Committee
4. Policy 6700: Purchasing

D. Wood moved and P. Sullivan-Nunes seconded, to adopt the policies.

Vote: 5 ayes, 0 nay



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10. Citizen Comments

10.01 Notice

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None.

11. Old Business

12. New Business

12.01 NYSSBA Resolutions

The Board discussed sending a delegate to the virtual NYSSBA annual business meeting on October 10, 2024 at 4:00 pm. P. Sullivan-Nunes volunteered to be the voting delegate.

B. Bass requested a motion to authorize P. Sullivan-Nunes to represent the Board at the meeting.

D. Wood moved, R. Hershberg seconded, to authorize P. Sullivan-Nunes.

Vote: 5 ayes, 0 nay

J. Lucasey noted that the deadline for the District Clerk to register the delegate is October 4, 2024.

13. Upcoming Meetings

13.01 Calendar

- Tuesday, October 8, 2024 - 7:00 p.m. - MS/HS Library Business Meeting
- Tuesday, October 22, 2024 - 7:00 p.m. - MS/HS Library Business Meeting

14. Acknowledgements

15. Adjournment



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J. Lucasey moved and D. Wood seconded, to adjourn the meeting at 7:55 pm.

Vote: 5 ayes, 0 nays

Elizabeth Saperstein
District Clerk