



MINUTES

Tuesday, November 9, 2021 Business Board Meeting 7:00 PM

1. Call to Order

2. Opening of the Meeting – 7:06 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; Mr. Massimo Bufalini; Ms. Penny Sullivan-Nunes; Ms. Brooke Bass; Dr. Lisa Brady, Superintendent; Dr. Darrell Stinchcomb, Assistant Superintendent of Curriculum, Instruction and Equity; Mr. Ron Clamser, Jr., Assistant Superintendent of Finance, Facilities and Operations; and Ms. Loretta Tularzko, District Clerk.

2.03 Acceptance of the Agenda

Ms. Lucasey moved, and Ms. Sullivan-Nunes seconded, that the Board accept the November 9th Agenda.

Vote: 7 - ayes - 0 nays

2.04 Approval of Minutes

Ms. Kennedy moved, and Ms. Bass seconded, that the Board approve the minutes of the October 5, 2021 meetings.

Vote: 6 - ayes - 0 nays – 1 abstention – Ms. Sullivan-Nunes

Mr. Bufalini moved, and Ms. Bass seconded, that the Board approve the minutes of the October 12, and 19, 2021 meetings.

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.

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Ms. Baron welcomed all the attendees and explained the rules of Public Participation as stated in Policy 1230.

Over thirty community members voiced their opinions of the DEI Plan.

After speaker 19, at 7:46 PM, Ms. Sullivan-Nunes moved, and Mr. Bufalini seconded, that the Board extend the Citizens Comment section 15 minutes.

Vote: 7 - ayes - 0 nays

After speaker 25, at 8:04 PM, Ms. Bass moved, and Mr. Bufalini seconded, that the Board extend the Citizens Comment section 15 minutes.

Vote: 7 - ayes - 0 nays

After speaker 31, at 8:21 PM, Mr. Bufalini moved, and Ms. Bass seconded, that the Board extend the Citizens Comment section 15 minutes.

Vote: 6 - ayes - 0 nays – 1 abstention – Ms. Lucasey

Summary of Comments:

- Multiple comments in support of the DEI Plans
- Thank you to the BOE and Administration
- DEI is not CRT
- Dobbs Ferry doesn't need a DEI Plan
- Children will form their own opinions
- Against DEI – CRT best of intention does not make a racist
- Diversity should not be forced
- Disappointed in the approach
- Disappointing and disturbing, completely one sided - More people are against but are afraid to be targeted
- This is not politicized
- Disappointed at this political agenda
- Applauds the efforts of this wonderful program
- We need more translation services
- Troubled with the NYSED Framework's discussion of students as "agents of social change"
- Support – parents need to be open to being educated on DEI – they need to be comfortable not being comfortable

Next, Tracy Baron gave a summary of the 15 emails received by the Board:

- 1 email: Springhurst parents should receive a list of the books that the students will be reading so they can opt out. We do not co-parent with the government or school.
- 14 emails expressing support of the District's DEI Plan.

4. Announcements

Westchester Putnam School Boards Association

Understanding & Mitigating Conflict: a brain-based approach

Thursday, December 9, 2021 - The speaker is Professor Bodi Regan from Columbia University Teachers College

There is a fee so please register through Loretta.

PTSA

November 19th will be the second walk to school event. It will begin in the Stop & Shop parking lot and they will be supplying fruit to the walkers.

5. Superintendent's Report

Veteran's Day - Thursday 11/11 - Schools are closed

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Thank you to all of our Veterans both living and deceased. We have a number of activities planned in our schools to honor them.

Each year on November 11th, we take the time to remember all of our US veterans who have served our country.

This year, we will continue this tradition. On November 10th, we will honor our Veterans in several different ways. November 10th will be RED, WHITE, AND BLUE DAY. Students and staff will be encouraged to wear RED, WHITE, AND BLUE. If you want to snap a picture of your class or take a video, please do so, and drop it into this folder Veteran's Day 2021 .

Kevin Ridley will be compiling our photos and videos into a Veteran's Day video. Some suggestions are: students can make cards, banners, posters, recite poems, write poems, letters, etc.

Students and families will also be encouraged to participate at home.

On November 10th (tomorrow) students will bring their cards to school and there will be three boxes located in various locations for students to place their cards. Ray will be creating a schedule for classes to drop off their cards. All cards will be bundled up and delivered to local veterans!

The Dobbs Ferry veterans will gather around the flagpole in front of the HS on Thursday at 11 a.m. for their annual ceremony. We are pleased that our BOE passed a resolution last year granting the Veteran's Tax exemption as a way of honoring and recognizing the contributions made by our Dobbs Ferry veterans.

COVID-19 Screening/Surveillance Testing is conducted on Wednesdays each week. Parents may sign their children up at any time. We test 20% of the population who have opted into the program weekly. We have not had any positive tests from the screening so far this year.

Vaccination Clinic for children ages 5-11 years - WCDOH is beginning to look at how to best facilitate these clinics. They are piloting some testing in White Plains to get an idea of how long it will take for each child to be immunized since this will be a little more involved due to the requirement that parents be present etc. We have submitted our information to WCDOH but have no idea when we will have something scheduled here. We sent information to parents over the weekend about how to get their children vaccinated immediately prior to the upcoming holidays. Over 500 parents indicated that they are planning to have their children vaccinated.

Vaccinations and Masks - there has been some talk about eventually tying the easing of mask restrictions to vaccinations after the holidays. For example - if 80% of the students and staff in a building are vaccinated, mask restrictions could be impacted.

Fall Sports Update:

- The Girls Volleyball team has won the sectional title and will be advancing to regional championships.
- Marc Lucasey and Fenna Laban will be advancing to the state competition for Cross Country
- Varsity football will be playing for a Sectional Championship this upcoming Saturday
- Lucy Walker has qualified for the state championship in girls swim

6. Correspondence

The Board acknowledged the following:

1. Email in support of and with recommendations concerning District's DEI Plan.
2. Email concerning substitute teachers
3. Email concerning vaccination of MS/HS winter sports athletes
4. Email concerning Policy 105 and related regulations
5. Thank You from NAMI Westchester in honor of School Board Recognition Week

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6. Email concerning Springhurst Library Reading List
7. Email concerning Cannabis Legalization in Dobbs Ferry
8. Two emails with questions concerning the NYS Culturally Responsive-Sustaining Education Framework
9. Four emails expressing Support for the District's DEI Plan.

7. Committee Reports

7.01 Committee Reports

Finance - 10/2

- The Committee reviewed the Monthly Financial Reports July through September
- They asked Mr. Clamser about the rise in Health Insurance and Employee Retirement Expenses. He explained that it is due added positions.
- The district received the first installment of the school tax payment from the Town of Greenburgh.
- The district received approval for the Emergency Connectivity Fund grant to be used for mobile internet and one-one Chromebooks for students

Curriculum & Instruction - 10/27

- Dr. Brady and Dr. Stinchcomb presented the draft DEI Plan and received feedback and recommendations from the board members.
- Springhurst Math - Pilot Math Programs-Illustrative Math Josh Rosen and Dr. Stinchcomb observed a Kindergarten Illustrative Math lesson
- Josh Rosen, Dr. Stinchcomb, and Dr. Drake met to discuss math at Springhurst. Dr. Drake, Mr. Cavallo, and Dr. Stinchcomb observed demonstration lessons of two candidates for the .5 AIS math position.
- Dr. Stinchcomb, Michelle Yang-Kaczmarek, and Dr. Drake met to discuss the building level DEI Committee and ELA at Springhurst.
- Dr. Stinchcomb, Amber Klebanoff, and Dr. Drake met to discuss ICI.
- Dr. Stinchcomb is visiting classes to conduct read-alouds at Springhurst to meet the students and teachers.
- Middle School Josh Rosen, Dr. Stinchcomb, Patrick Mussolini, and Anne Pecunia met to discuss math at the MS and Mr. Rosen's role.
- Dr. Stinchcomb, Michelle Yang-Kaczmarek Patrick Mussolini, and Anne Pecunia met to discuss the building level DEI Committee and ELA at the MS
- Dr. Stinchcomb, Amber Klebanoff, and Patrick Mussolini met to discuss ICI.
- High School Dr. Stinchcomb, Michelle Yang-Kaczmarek Dr. Falino, and Candace Reim met to discuss the building level DEI Committee.
- K-12 Diversity, Equity and Inclusion (DEI) Update Dr. Stinchcomb and Michelle Yang Kaczmarek meet weekly to plan DEI work across the District.
- The following are areas of focus for the building level committees:
 - Defining and common terminology
 - Welcoming and Affirming Environment
 - Developing a Professional Development web page to provide resources for the faculty and staff
- Met with Bex, a consultant to discuss training for faculty and staff on LGBTQ+
- Met with Jean Gismervik to discuss special education classes and support. Discussed possibly looking at other programs to see how they develop and support classes
- Innovative Classroom Initiative (ICI) Update Dr. Stinchcomb and Amber Klebanoff meet weekly to discuss ICI and how to support district initiatives.
- Conducted meetings with all building principals to discuss ICI and instructional support.
- MYP
 - Dr. Stinchcomb and Jen Hickey met to discuss MYP and the professional development needs
 - Establishing times for meetings with Josh, Michelle, and Amber to discuss instructional roles throughout the district
 - Discussed Amber's work with teachers and departments that don't have teacher leaders

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- Discussed the preparation for the MYP visit
- Springhurst ELA small group instruction is a real focus this year to help with both the social emotional aspects of coming back after COVID and it is a super effective instructional methodology.

Facilities - 11/1

- Springhurst Space Planning Using the latest demographic study as a backdrop for the discussion, and considering the potential for increases in enrollment over the next several years, especially at Springhurst, Tetra Tech presented various options for adding new classroom space at Springhurst. The committee discussed the potential for another capital project referendum and what a project timeline would look like.
- Also part of the discussion was how the current capital project is currently under budget, and how the remaining funds might be used to address additional facility needs that are under the scope of the previously approved referendum.
- Tetra Tech will work with Ron and Dave over the next several weeks and present additional options at the next Facilities Committee meeting on December 6. The full board will be invited to attend the next Facilities Committee meeting.
- Middle School Special Education Class/Space Needs - Ron shared with the committee that for the 2022-23 school year, there is a need at the MS for a special education classroom that has access to a dedicated bathroom. We are currently looking at the possibility of converting the current special education administrative office space into a classroom, which would require us to relocate that office space to another location. We are continuing to look at all options, however, they are limited. This is a project that would be completed internally and most likely over the summer of 2022.

Students Activities & Athletics - 11/8

Fall Sports Update:

- The Girls Volleyball team has won the sectional title and will be advancing to regional championships.
- Marc Lucasey and Fenna Laban will be advancing to the state competition for Cross Country
- Varsity football will be playing for a Sectional Championship this upcoming Saturday
- Lucy Walker has qualified for the state championship in girls swim

Winter Sports Update:

- We will have one student bowling as a team of one and he will be following the Irvington team and practice/game schedule
- We have two students who will be playing on the Rivertown Legends merged Hockey team
- We are anticipating large numbers of students trying out for JV and Varsity boys basketball. These teams will be making cuts to limit roster size

We will reassess which student-athletes are fully vaccinated for winter sports as soon as the final rosters are made.

We are not anticipating screening spectators for vaccination status or limiting spectators for indoor sporting events in Westchester.

We will continue to follow the guidance of the Westchester Department of Health and Section 1 Athletics on spectator COVID-19 protocols.

Special Ed - 11/2

- The committee was presented with the CSE and CPSE recommendations. Questions were asked and clarified.
- The Committee discussed a draft settlement agreement which will be discussed tonight in Executive Session on November 9th for possible inclusion in the December 7th BOE Regular Business Meeting for approval.
- The Committee discussed a new report card that is being developed for students in our special classes. The revised report card would be aligned with the new K-12 curriculum so that it more accurately reflects progress in key areas such as employability, communication, social strategies, self-advocacy, and daily living skills.
- Jean and Darrell discussed writing needs becoming a growing concern within new CSE referrals at Springhurst.

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Personnel - 11/3

- The Committee reviewed the Civil Service and Professional Staff Personnel recommendations. Edits to the recommendations have been made and questions were answered.
- The Committee discussed questions that had been raised by a per diem substitute teacher in the District. We increased the rate of pay from \$100 to \$110 a couple of years ago. Dr. Brady noted that the “revolving door” of subs is a challenge for all districts.

The Board suggested a five-minute break with the group returning at 9:05 PM.

8. Reports to the Board

8.01 Diversity, Equity and Inclusion Plan

- Plan Development Committee Members
- Communications, Community Partners and Engagement Recommendations
 - Desired Outcomes:
 - Educate and communicate to the community the goals and purpose of our DEI work and plan communications and engagement actions
- Hiring & Retention Practices Recommendations
 - Desired Outcomes:
 - Update the District’s Hiring Manual to Reflect Culturally Responsive Practices
- Curriculum & Instruction Recommendations
 - Departments, teachers, and students assess the existing curriculum for culturally responsive pedagogy and places for improvement.
 - Create “best practices”, “discussion protocols” and “language norms” for each department/level that align with the NYSED Culturally Responsive-Sustaining Education Framework
- Professional Learning Recommendations
 - Unpacking the components of the NYSED Culturally Responsive-Sustaining Education Framework so that teachers can employ common language
- The desired outcome areas included:
 - Program Activities
 - Timeline
 - Measures/Indicators
 - Who’s Responsible

BOE Questions:

- Will the student-run social media accounts be supervised by an adult?
 - Yes, either by Dr. Brady or Liz Hausman
- BIPOC peer programs – Social Justice Clubs
 - All students can join – there will be extra teachers/advisors involved
- Communications – feedback
 - parents on committees, Google Form, loop for parents
- Reporting – could be at the DASA level or below which would be more of holistic school climate reporting
- Surveys
 - Need to have feedback for ENL students and parents
 - Need to be aware of Survey fatigue
- Hiring - there will be no relaxing of our hiring standards

9. Board Actions

9.01 Dobbs Ferry Schools Foundation Grant

Ms. Kennedy moved, and Ms. Sullivan-Nunes seconded, that the Board accept the following grants from the Dobbs Ferry Schools Foundation:

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Rocketbooks	Curriculum	Michelle Haggerty	HS	\$ 813.00
Theory of Knowledge	Curriculum	Lindner, Ravo, Hoffman and Pallone	HS	\$ 250.00
Total				\$1,063.00

The Board thanked the Foundation for their generosity and continued support of our schools.

Vote: 7 - ayes - 0 nays

9.02 Corrective Action Plan to the Management Letter

Ms. Lucasey moved, and Ms. Kennedy seconded, that the Board accept the Corrective Action Plan to the Management Letter issued by PFK O'Connor Davies, LLP, for the audit of the fiscal year ended June 30, 2021.

Vote: 7 - ayes - 0 nays

9.03 Settlement Agreement

Mr. Bufalini moved, and Ms. Bass seconded, that the Board approve the following:

"BE IT RESOLVED, that the Board of Education does hereby approve the Settlement and Release Agreement in regard to Student No. 1; and

BE IT FURTHER RESOLVED, that the Board of Education does hereby authorize the Superintendent of Schools to execute such Settlement and Release Agreement on behalf of the District."

Vote: 6 - ayes - 0 nays – 1 abstention – Ms. Lucasey

9.04 Settlement Agreement

Ms. Lucasey moved, and Ms. Bass seconded, that the Board approve the following:

"BE IT RESOLVED, that the Board of Education does hereby approve the Settlement and Release Agreement in regard to Student No. 10; and

BE IT FURTHER RESOLVED, that the Board of Education does hereby authorize the Superintendent of Schools to execute such Settlement and Release Agreement on behalf of the District."

Vote: 7 - ayes - 0 nays

9.05 CSE/CPSE Recommendations

Ms. Kennedy moved, and Mr. Bufalini 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 October 29, 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 October 29, 2021.

Vote: 7 - ayes - 0 nays

9.06 Personnel

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

Vote: 7 - ayes - 0 nays

9.07 Policy Revision - First Reading

The Board conducted a first reading of the following policy:

- 0100 - Non-Discrimination and Equal Opportunity

It will be moved to Second Reading at the next Business Meeting.

9.08 Policy Revision - Second Reading

The Board conducted a second reading. Ms. Lucasey moved, and Ms. Bass seconded, that the Board adopt the following policies:

- 1530 - Smoking, Vaping & Other Tobacco Use on School Premises
- 4000 - Student Learning Standards and Instructional Guidelines

Vote: 7 - ayes - 0 nays

10. Acknowledgements

10.01 Warrant

The Board acknowledged the following warrants:

Warrant No. 19, 23 & 24 Multi.

11. Citizens Comments

11.01 Notice

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1. Speaker – Against DEI – BOE needs to be really careful
 - a. Not state mandated nor state funded
 - b. Parents do not co-parent with NYS

12. Old Business

At the NYSSBA Voting session, 2 resolutions that our Board supported were not passed and one not supported passed:

RESOLVED, that the New York State School Boards Association supports state legislation to establish guidelines for school districts for identifying and capturing data and creating metrics for initiatives that

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mitigate the damaging effects associated with climate change so as to more effectively communicate expectations and monitor outcomes when planning and implementing school budgets. - Didn't Pass.

RESOLVED, that the New York State School Boards Association should encourage laws, regulations and policies that promote alternatives for school districts when purchasing non-instructional services that do not give BOCES an unfair competitive advantage. - Didn't Pass

RESOLVED, that the New York State School Boards Association supports state aid eligibility for school districts that are obligated to pay tuition reimbursement for unilateral private placements. – Passed.

13. New Business

13.01 Nomination Letters for NYSSBA Area 10 Director

Frank Hariton, long-time BOE member in Ardsley and WPSBA Board member, is seeking the nomination for the NYSSBA Area 10 Director seat. He is asking if our district could write a letter nominating him for the Area 10 Director seat effective January 1, 2022.

- Tracy Baron will canvass the Board to see if they concur, and if so, she will create a letter nominating Frank Hariton.

The RFP for the Superintendent Committee reported and the Board discussed the following:

- Three responses to the RFP have been received to date.
- The Screening of the RFP's will be done by the full Board.
- The screening and interviewing of the search firms will be held in Executive Session.
- The District Clerk will share the RFP responses with the Board after the Close of Business on 11/15.

14. Upcoming Meetings

14.01 Calendar

Tuesday, November 23, 2021 - 7:00 PM - MS/HS Library

- Work Session

The work session topic on 11/23 will be Unconscious Bias.

Tuesday, December 7, 2021 - 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 10:25 PM, Ms. Lucasey moved, and Mr. Bufalini seconded, that the Board recesses into Executive Session for the following purpose: *to discuss a special-education Settlement and Release Agreement for student number 10.*

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

Vote: 7 - ayes - 0 nays

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

Vote: 7 ayes - 0 nays

At 10:45 PM, Ms. Bass moved, and Ms. Lucasey seconded, to move back to the Public Meeting.

Vote: 7 ayes - 0 nays

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16. Adjournment

At 10:46 PM, Ms. Sullivan-Nunes moved, and Mr. Bufalini seconded, that the Board adjourn the meeting.

Vote: 7 - ayes - 0 nays



Loretta Tularzko
District Clerk