



DRAFT MINUTES

Tuesday, November 18, 2025

7:00 p.m. Regular Meeting - MS/HS Library Presentation Room

1. Call to Order - Regular Meeting

B. Bass called the regular meeting to order at 7:06 p.m.

2. Meeting Opening

2.01 Pledge of Allegiance

2.02 Roll Call

Brooke Bass, President; Penny Sullivan-Nunes, Vice President; Darren Wood; Pavithra Nagarajan; Rebecca Hershberg; Mindy Walker; Sudha Reddy; Ashley Wu; Yael Klein; Kenneth Slentz, Superintendent; Lisa Raymond, Assistant Director of Finance, Facilities and Operations; Darrell Stinchcomb, Assistant Superintendent of Curriculum, Instruction, and Equity; Ken Slentz, Superintendent, and Elizabeth Saperstein, District Clerk.

2.03 Acceptance of the Agenda

B. Bass requested a motion to accept the November 18, 2025 agenda.

D. Wood moved and R. Hershberg seconded, that the board accept the November 18, 2025 agenda.

Vote: 7 ayes, 0 nays

2.04 Approval of Minutes

B. Bass requested a motion to approve the minutes of the October 28, 2025 meeting.

S. Reddy moved and P. Nagarajan seconded, that the board approve the October 28, 2025 minutes.

Vote: 7 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 education 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



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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 Board Correspondence

The board acknowledged receiving an Invitation to Middle School Halloween Extravaganza.

5. Announcements

K. Slentz acknowledged the accomplishments of the fall sports teams and thanked everyone who came out to support our student athletes and coaches, in particular the girls varsity volleyball section championship match vs. Putnam Valley at the County Center and the varsity football sectional final vs. Bronxville at Mahopac.

K. Slentz acknowledged the middle school theater team for its production of "Once Upon an Island," in which 107 students participated, both on stage and behind the scenes.

K. Slentz thanked the administration, facilities and technology teams, the Dobbs Ferry Police Department, and district electrical contractors Talt for their speedy and coordinated responses to Springhurst's power outage due to a tree that fell on power lines. K. Slentz thanked Dr. Nitin Gupta of Rivertowns Pediatrics, for their generous support of our students in need of free and reduced lunch on Friday, November 14, during the power outage. Seventy-three students enjoyed free pizza and beverages.

R. Hershberg announced, on behalf of the PTSA, that the Thanksgiving Pumpkin Pie Fundraiser met its goal of providing 125 pies for the Dobbs Ferry Food Pantry.

R. Hershberg also announced that rehearsals are underway for Springhurst's upcoming production of Willie Wonka. The PTSA is also considering bringing back the "First Responder Day at Springhurst" event, which honors local police, fire, and ambulance personnel. Lastly, R. Hershberg announced that Dr. Tashia Brown's principal chat earlier in the day was helpful.

B. Bass announced that on Thursday, December 11, 2025 from 7:30-9:30 p.m. the PTSA, SPRING Community Partners, Trailguides, and the Dobbs Ferry Schools Foundation are hosting "A Winter Welcome" meet up for new parents and families. The event will include cheese and wine, and will take place at HudCo (148 Palisade Street, Dobbs Ferry).

6. Board Committee Reports



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6.01 Board Committee Reports

S. Reddy reported the following highlights from the October 27, 2025 finance committee meeting:

- The committee received an update from Lisa Raymond and K. Slentz on the district's long-range financial plan and budget impact model;
- The committee reviewed 2026-27 revenue projections, including anticipated DFUT retirements, elementary school enrollment and staff restructuring, the impact of flat and/or reduced federal aid, and potential expenditure reductions if revenue falls short of expectations; and
- The committee reviewed 2026-27 budget goals and facilities projects funding.

P. Nagarajan reported the following highlights from the October 28, 2025 curriculum, instruction and equity committee meeting:

- The committee reviewed the various measures that the district uses to monitor academic progress and student growth reports, including STAR and DIBELS. (K. Slentz, D. Stinchcomb and A. Klebanoff, presenting).

R. Hershberg reported the following highlights from the November 12, 2025 school and community relations committee meeting:

- The committee received a status update on the family engagement ad hoc committee;
- The committee developed a schedule and framework for the ad hoc committee's first two meetings, including obtaining important community insights and contributions.

B. Bass added that it was a positive meeting and a great start.

7. Student Representative Report

7.01 Implementation of Policy 5695 Update

B. Bass introduced the student ex-officio board members Y. Klein and A. Wu. The students updated the board on their next steps for comprehensive information gathering for its report on how the cell phone ban is progressing, including looking at student locker use. They anticipate being ready to report back to the board at its December 2, 2025 meeting.

8. Superintendent Report

8.01 2025-26 School District Accountability Update

K. Slentz gave an overview of the 2025-26 NYSED Accountability Plan under the Every Student Succeeds Act (ESSA) which is being "reimagined" post-pandemic.

The ESSA accountability measures are designed at the state and federal level to make sure that all of our students are given access and opportunities for success. As a condition of federal funding, ESSA requires states and school districts to commit to certain actions designed to improve educational outcomes for all students with a focus on closing achievement gaps between highest and lowest performing students.



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The "core" of ESSA is based on four pillars including: access to learning opportunities focused on higher-order thinking skills; multiple measures of equity; resource equity, and evidence-based interventions. This comes down to the question of are we doing right by every student in our district, and if not, why not and what are we doing to level the playing field.

At the state level, New York is currently in its "reimagine phase" and is based on data from the 2024-25 school year. It includes a new attendance indicator and student growth, college, career, and civic readiness indicators. K. Slentz explained that the indicators use a point system that determines performance levels, with 1 being the lowest and 4 the highest. Overall, student growth percentile points increased at buildings. Data on student subgroups (students with disabilities, economically disadvantaged, and hispanic students) is also analyzed.

Next steps continue to monitor the data and to provide opportunities for developing an understanding of the measures for all administrators and faculty and further develop each building's MTSS teams to address areas for growth based on state and local data.

The board will receive an update on final accountability status for the 2025-26 school year.

The presentation can be found on the district website.

9. Board Actions

9.01 Personnel - Professional/Certificated Staff

BE IT RESOLVED, that the board of education of the Dobbs Ferry Union Free School District moves to approve the professional/certificated personnel actions.

B. Bass requested a motion to approve the professional personnel actions.

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

Vote: 7 ayes, 0 nays

1. Resignation

(a) Fiona Youngs, temporary (leave replacement) ELA Teacher
Location: Dobbs Ferry Middle School
Effective: November 26, 2025

2. Leaves of Absence

(a) Jessica Bauer, Elementary Technology Teacher
Location: Springhurst Elementary School
Effective: November 7, 2025 and for up to 12 weeks
Note: FMLA



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(b) Dana Ryan (Molloy), Physics Teacher

Location: Dobbs Ferry High School

Effective: approximately April 7, 2026 and for up to 12 weeks

Note: FMLA

(c) Patricia Clifford, School Social Worker

Location: Springhurst Elementary School

Effective: November 21, 2025 and for up to 12 weeks

Note: FMLA

3. Overages

(a) T. Falconetti, two additional ELA classes, every day (.4)

(b) M. Pagano, one additional ELA class, every day (.2)

(c) R. Lief, one additional ELA class, every day (.2)

(d) J. Rosenblum, one additional ELA class, every day (.2)

Location: Dobbs Ferry Middle School

Effective: December 1, 2025 - January 31, 2026

note: For Gretczko/Youngs

4. Temporary, Part-Time or Seasonal Appointment

(a) James Keelty, temporary (leave replacement) Physics Teacher

Location: Dobbs Ferry High School

Effective: approximately April 7, 2025 and for up to 12 weeks, or upon the return of Dana Ryan, whichever is sooner.

Compensation: \$166,700 per annum, prorated.

Certification: Physics, Grades 7-12

(b) Ana. Dagmar, Musical Rehearsal Accompanist ("Pippin")

Location: Dobbs Ferry High School

Effective: Spring 2026

Compensation: \$750.00

(c) Steven Gates, Musical Rehearsal Accompanist ("Pippin")

Location: Dobbs Ferry High School

Effective: Spring 2026

Compensation: \$750.00

(d) Julianna Sherman, Per Diem Substitute Teacher

Location: Dobbs Ferry Middle School

Effective: November 19, 2025 pending fingerprint clearance

Compensation: \$125.00 per day, \$62.50 per half day

(e) Steven Gates, Musical Rehearsal Accompanist ("Once On This Island")



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Location: Dobbs Ferry Middle School

Effective: Fall 2025

Compensation: \$1,500

(f) D. Hertzberg, Musical Accompanist

Location: Dobbs Ferry Middle School

Effective: November 14 - 15, 2025

Compensation: pursuant to DFUT Article VII (8)

5. Salary Lane Changes

(a) M. Addona, MA to MA +15

(b) E. Elsen, MA +30 to MA +45 (correction from October 28, 2025 meeting)

9.02 Personnel - Civil Service Staff

BE IT RESOLVED, that the board of education of the Dobbs Ferry Union Free School District moves to approve the civil service personnel actions.

B. Bass requested a motion to approve the civil service personnel actions.

M. Walker moved and P. Nagarajan seconded, to approve the civil service personnel actions.

Vote: 7 ayes, 0 nays

1. Acknowledgement of Permanent Status

(a) Jilmar Estrada, Custodial Worker, effective October 21, 2025

(b) Jisun Shin, School Monitor, effective November 8, 2025

As required by civil service regulations, the above staff members have successfully completed their respective mandatory probationary period of a maximum of 52 weeks, therefore granting them permanent status.

2. Toileting Compensation

(a) J. Dawley, Teacher Aide

Location: Springhurst Elementary School

Effective: November 19, 2025 and for the remainder of the 2025-26 school year.

Compensation: \$4.00 per hour for each day of work, as set forth in the CSEA Clerical, Teacher Aide/Teaching Assistant CBA Article V(5). To the extent that the assumption of toileting duties takes place during part of the year, this extra compensation will either be prorated or terminated.

9.03 CSE/CPSE Recommendations and Proposed Stipulation Agreement



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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 13, 2025 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 authorizes and directs the administration to immediately arrange for the special programs and services as set forth in said report dated November 13, 2025.

B. Bass requested a motion to approve the CSE/CPSE recommendations.

D. Wood moved and P. Sullivan-Nunes seconded, to approve the CSE/CPSE recommendations.

Vote: 7 ayes, 0 nays

9.04 Approval of Individual Contract

BE IT RESOLVED, that the board hereby approves the independent contract for the secretary to school administrator (special education).

B. Bass requested a motion to approve the contract.

S. Reddy moved and M. Walker seconded, to approve the contract.

Vote: 7 ayes, 0 nays

9.05 2026-2027 School Budget Development Calendar

BE IT RESOLVED that the board hereby adopts the 2026-27 budget development calendar.

B. Bass requested a motion to adopt the calendar.

D. Wood moved and P. Nagarajan seconded, to adopt the calendar.

Vote: 7 ayes, 0 nays

9.06 Policy Revision - First Reading

The board conducted a first reading of the following policies:

1. Policy 0115: Student Harassment and Bullying Prevention and Intervention. B. Bass noted that the revision to the policy is in line with the reversion of federal policy (Title IX).



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2. Policy 5152: Admission of Non-Resident Students. D. Wood noted that this policy revision concerns the condition upon which families may enroll their children pertaining to domicile (moving in and out of the district) with a focus on students enrolled in grades 5, 8, 11 and 12.

3. Policy 8113: Extreme Heat Condition Days. P. Sullivan-Nunes noted that the policy revisions concern any occupied classroom that reaches 82 degrees fahrenheit must implement heat relief measures.

The proposed policy revisions are posted to the district website.

9.07 Revised State Environmental Quality Review Act Determination - 2025-26 Capital Outlay Project

WHEREAS, the board of education of the Dobbs Ferry Union Free School District ("board") is considering to undertake a capital outlay project consisting of upgrades and improvements to the district's security systems, that include the replacement of select courtyard facing, exterior aluminum storefront windows, doors, and door hardware("the project"); and

WHEREAS, the board wishes to fully comply with its obligations under the State Environmental Quality Review Act ("SEQRA") and the regulations thereunder with respect to the project; and

WHEREAS, the board has carefully considered the nature and scope of the proposed project; and
WHEREAS, upon review of the foregoing, the board makes the following determinations:

1. The proposed project involves certain renovations, upgrades, repairs, and replacements to the district's existing buildings and grounds.
2. The board hereby declares the district as the lead agency for purposes of the State Environmental Quality Review Act (SEQRA) and regulations associated with the proposed action.
3. The proposed project represents maintenance or repair involving no substantial changes in an existing structure or facility within the meaning of 6 NYCRR § 617.5(c)(1); and/or the replacement, rehabilitation or reconstruction of a structure or facility, in kind, within the meaning of 6 NYCRR § 617.5(c)(2); and/or a routine activity of an educational institution, including expansion of existing facilities by less than 10,000 square feet of gross floor area, within the meaning of 6 NYCRR § 617.5(c)(10).
4. The proposed project will in no case have a significant adverse impact on the environment based on the criteria contained in 6 NYCRR § 617.7(c) and is not otherwise a Type I action as defined by 6 NYCRR § 617.4.
5. The proposed project is a Type II action within the meaning of 6 NYCRR 617.5 and, therefore, is not subject to review under SEQRA and the regulations thereunder.

NOW THEREFORE BE IT RESOLVED, that the board finds and concludes that the proposed project is a Type II action within the meaning of 6 NYCRR 617.5 and, therefore, is not subject to review under SEQRA and the regulations thereunder.

B. Bass requested a motion to approve the resolution.

D. Wood moved and P. Nagarajan seconded, to approve the resolution.



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Vote: 7 ayes, 0 nays

10. Citizens' Comments

10.01 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 education 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.

11. Old Business

None.

12. New Business

None.

13. Upcoming Meetings

13.01 Calendar

Tuesday, December 2, 2025 - 7:00 p.m. - MS/HS Library Presentation Room

- Regular Meeting

Tuesday, December 16, 2025 - 7:00 p.m. - MS/HS Library Presentation Room

- Regular Meeting

14. Acknowledgements

14.01 Warrant

The board acknowledged warrant #0017 Multi.

14.02 Treasurer's Reports

The board acknowledged the October 2025 treasurer reports.



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15. Adjournment

B. Bass requested a motion to adjourn the November 18, 2025 meeting.

S. Reddy moved and R. Hershberg seconded, to adjourn the meeting at 7:55 p.m.

Vote: 7 ayes, 0 nays

Elizabeth Saperstein
District Clerk