



## **MINUTES**

**Tuesday, November 12, 2024**  
**Regular Meeting**  
**7:00 PM**  
**MS/HS Library Presentation Room**

**1. Video Conferencing Notice**

**1.01 Video Conferencing Notice**

S. Stringer participated via video conference.

**2. Call to Order**

B. Bass called the meeting to order at 7:04 pm.

**3. Meeting Opening**

**3.01 Pledge of Allegiance**

**3.02 Roll Call**

Brooke Bass, President; Penny Sullivan-Nunes, Vice President; Jean Lucasey; Shannon Stringer; Darren Wood; Pavithra Nagarajan; Rebecca Hershberg; Kenneth Slentz, Superintendent; and Operations; Darrell Stinchcomb, Assistant Superintendent of Curriculum, Instruction, and Equity; Elizabeth Saperstein, District Clerk.

R. Clamser was not present.

**3.03 Acceptance of the Agenda**

D. Wood moved and P. Nagarajan seconded, that the board accept the November 12, 2024 Agenda.

Vote: 7 ayes, 0 nays

**3.04 Approval of Minutes**

R. Hershberg moved and D. Wood seconded, that the board approve the minutes of the October 22, 2024 meeting.

Vote: 7 ayes, 0 nays

**4. Citizen Comments**

**4.01 Notice**



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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 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.

### 5. Correspondence

None.

### 6. Announcements

K. Slentz made two announcements:

The Dobbs Ferry Middle School production of *Aladdin* opens on Friday, November 15 at 7:00 pm, and two additional performances will be held on Saturday, November 16 at 1:00 pm and 7:00 pm.

The Dobbs Ferry Varsity Football Sectional Championship against Valhalla will take place at Mahopac High School on Saturday, November 16 at 12:30 pm.

R. Hershberg, on behalf of the PTSA, reported that the PTSA grossed \$22,000 at their annual Pumpkin Fair and thanked the DFSD, the community of volunteers and Mr. Slentz, who was a judge in the chili contest.

### 7. Superintendent Report

#### 7.01 NYSED Graduation Measures Implementation Timelines & Implications for District Planning

K. Slentz reported on the Board of Regents meeting from November 4 and November 5, 2024.

Blue Ribbon Commission Graduation Measures Update - highlights include:

- Adopt a NYS Portrait of a Graduate
- Redefine credits (away from the idea of “seat time”)
- Decouple assessment requirements for graduation – students will still have to take Regents exams, but not as a graduation requirement.
- Move to one high school diploma, but all diploma seals will continue to be recognized
- Implement courses relating to financial literacy



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The proposed timeline for implementation begins now (Fall 2024) with phases through Fall 2029, that would affect current 4<sup>th</sup> graders if all deadlines were met. None of the proposed changes are final until they are adopted by the Board of Regents.

There are fiscal implications for the graduation measures (additional cost, resource allocation, etc.) and expectations from teachers and teacher preparation (e.g. Career and Technical Education certification to teach Financial Literacy).

The district is in a good position to do many of these things as many of the changes align with being an IB school. Next steps include developing a local roadmap to talk about the things we have in place regarding readiness for graduation measures.

### Regionalization Update

Regionalization (discussed at previous meeting) could result in a change in school funding via redistribution of state funds. A study of the Foundation Aid formula will be released to the governor and legislators by December 2, 2024 and we are awaiting those findings.

## 8. Board Committee Reports

### 8.01 Committee Reports

S. Stringer reported on the October 21, 2024 meeting of the Board of Education Finance Committee.

- Senior tax exemption
- Position/payroll reconciliation
- Update on long range financial plan
- Update on financing of Phase II project

J. Lucasey reported on the November 7, 2024 meeting of the Board of Education Policy Committee.

- Review of second readings for 11/12 meeting
- Update on cell phone policy and protocols
- Update on Employee Code of Ethics
- Continued discussion of policies relating to sexual harassment and sex discrimination under Title IX.

*Committee minutes are posted on the district website.*

## 9. Board Actions

### 9.01 Creation of New Position: Instructional Support Services (ISS) Provider: Math Interventionist

**BE IT RESOLVED**, that upon the recommendation of the superintendent of schools, the board of



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education hereby creates the full-time instructional support services (ISS) provider position of math interventionist, effective January 1, 2025.

K. Slentz explained that the ISS/Math Interventionist is a new title for an existing elementary teaching position, replacing a retiring employee.

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

Vote: 7 ayes, 0 nays

### 9.02 **Creation of New Position: Team Leader for the State Seal of Biliteracy**

**BE IT RESOLVED**, that upon the recommendation of the superintendent of schools, the board of education hereby creates the position of teacher leader/team leader of the State Seal of Biliteracy.

K. Slentz explained that the positions of Team Leader for the State Seal of Biliteracy, Seal of Civic Readiness and Community engagement are not full-time positions but are stipends based on DFUT contractual amounts.

D. Wood moved and P. Sullivan-Nunes seconded, to approve the stipend position.

Vote: 7 ayes, 0 nays

### 9.03 **Creation of New Position: Team Leader for Community Engagement**

**BE IT RESOLVED**, that upon the recommendation of the superintendent of schools, the board of education hereby creates the position of teacher leader/team leader for community engagement.

P. Sullivan-Nunes moved and P. Nagarajan seconded, to approve the stipend position.

Vote: 7 ayes, 0 nays

### 9.04 **Creation of New Position: Team Leader for the State Seal of Civic Readiness**

**BE IT RESOLVED**, that upon the recommendation of the superintendent of schools, the board of education hereby creates the position of teacher leader/team leader of the State Seal of Civic Readiness.

J. Lucasey moved and R. Hershberg seconded, to approve the stipend position.

Vote: 7 ayes, 0 nays

### 9.05 **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.

D. Wood moved and J. Lucasey seconded, to approve the personnel recommendations.

Vote: 7 ayes, 0 nays



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### 1. Teacher Leaders/Team Leaders

(a) Michael Meagh  
Team Leader (.5)  
New York State Seal of Civic Readiness  
Location: Dobbs Ferry High School  
\$2,342.26 per annum

(b) Amanda Newhouse  
Senior Internship Coordinator (.5)  
Location: Dobbs Ferry High School  
\$2,342.26 per annum

(c) Kelley Evans  
Senior Internship Coordinator (.5)  
Location: Dobbs Ferry High School  
\$2,342.26 per annum

(d) Laura Metrano  
Team Leader, Community Engagement (SPRING Community Partners Liaison)  
Location: Springhurst Elementary School  
\$4,684.52 per annum

### 2. Mentors

(a) Joan Kaminski, for Samantha Mayrose  
Location: Springhurst Elementary School  
Effective: October 22, 2024 - June 26, 2025  
Compensation: \$1,966.91 per annum (prorated)

(b) Ellen Elsen, for Mary-Anne McTiernan  
Location: Springhurst Elementary School  
Effective: October 22, 2024 - June 25, 2025  
Compensation: \$1,966.91 per annum (prorated)

(c) Sheila Sullivan, for Christina Tracey (ENL)  
Location: Springhurst Elementary School  
Effective: November 13, 2024 - June 26, 2025  
Compensation: \$1,966.91 per annum (prorated)

### 3. Temporary/Seasonal Appointment

(a) Nathan Brewster, Musical Accompanist, Aladdin  
Location: Dobbs Ferry Middle School



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Effective: November 14 and 15, 2024

Compensation: \$549.23 (includes three rehearsals, three performances)

(b) Katie Chancee, Musical Accompanist, Aladdin

Location: Dobbs Ferry Middle School

Effective: November 14 and 15, 2024

Compensation: \$425.63 (includes three rehearsals, three performances)

(c) David Hertzberg, Musical Accompanist, Aladdin

Location: Dobbs Ferry Middle School

Effective: November 14 and 15, 2024

Compensation: \$508.03 (includes two rehearsals, three performances)

(d) David Hertzberg, Vocal Arrangements, Middle School productions/concerts

Location: Dobbs Ferry Middle School

Effective: 2024-2025 school year

Compensation: \$1,500

(e) Jim Lindsay, temporary (leave replacement) Physical Education Teacher

Location: Dobbs Ferry High School

Effective: approximately November 20, 2024 - December 20, 2024

Compensation: \$111,214 per annum, prorated

#### 4. Appointment Changes - Co-Curricular Advisors

(a) Andrew Fischbeck, Creative Writing Club

15% Longevity

Compensation: \$1,303.10

(b) Justine Henry, Destination Imagination

15% Longevity

Compensation: \$3,197.76

(c) Michael Meagh, Student Govt Legislative

15% Longevity

Compensation: \$3,197.76

(d) Jin Park, Chess Club

Step 2 (\$1,029.79)

(e) Sandra Hacker, Peer Tutoring 7/8 (.5)

10% Longevity

Compensation: \$623.20

(f) Georgia DeFalco



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Chorus aka "Glee" Club Advisor (.5)  
Location: Dobbs Ferry Middle School  
Compensation: Cat A, Step 3 incl. 10% Longevity (\$1,921.20)

Girls Flight Club (.5)  
Location: Dobbs Ferry Middle School  
Compensation: Cat D, Step 3 (\$566.55)

(g) James Carney  
Chorus aka "Glee" Club Advisor (.5)  
Location: Dobbs Ferry Middle School  
Compensation: Cat A, Step 1 (\$1,407.25)

Girls Flight Club (.5)  
Location: Dobbs Ferry Middle School  
Compensation: Cat D, Step 1 (\$463.24)

(h) Brandon Sealey, Rescindment of Pit Band Director, Aladdin  
Location: Dobbs Ferry Middle School  
Note: Ms. Chancee as Musical Accompanist will satisfy this role.  
Ms. Chancee was appointed as Musical Director for Aladdin at the Oct. 22, 2024 meeting.

(i) James Carney, Rescindment of Theater Arts Showcase Assistant Director  
Location: Dobbs Ferry Middle School

(j) Brandon Sealey, Theater Arts Showcase Assistant Director  
Location: Dobbs Ferry Middle School  
Effective: Spring 2025  
Compensation: Cat D, Step 2 (\$1,029.79)

(k) Anthony Algieri, Rescindment of Student Government Activities Night Coordinator  
Location: Dobbs Ferry Middle School

(l) Jennifer Duran, Student Government Activities Night Coordinator  
Location: Dobbs Ferry Middle School  
Effective: 2024-25 School Year  
Compensation: Cat D, Step 1 (\$926.47)

5. Teaching Overage  
Katia Marques, one additional class every day (MTSS)  
Effective: September 3, 2024 - June 26, 2025  
Compensation: \$13,112.72 per annum

6. Probationary Appointment



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(a) Christina Tracey, ENL Teacher

Location: Springhurst Elementary School

Duration of Probationary Period: November 12, 2024 - November 11, 2028

Compensation: MA, Step 4 (\$74,379) prorated

Tenure Area: English to Speakers of Other Languages

Certification: English to Speakers of Other Languages; Childhood Education Grades 1-6; ELA 7-9 Extension

Replaces J. Jordan

(b) Rachel Diaz, K-12 Teaching Assistant

Location: Dobbs Ferry School District

Duration of Probationary Period: December 2, 2024 - December 1, 2028

Compensation: Teaching Assistant, Step 6 (\$40,448) prorated

Tenure Area: K-12 Teaching Assistant

Certification: Early Childhood Education B-2; SWD Birth -2

Replaces A. Thyrrre

### 9.06 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 action.

P. Nagarajan moved and P. Sullivan-Nunes seconded, to approve the civil service personnel recommendations.

Vote: 7 ayes, 0 nays

#### 1. Resignation

Artemis DiBenedetto, Office Assistant (Automated Systems) (10-month)

Springhurst Elementary School

Effective: November 8, 2024

#### 2. Permanent Appointment - Completion of Mandatory Probationary Period Pursuant to Civil Service Law Section 63

James Williams, Teacher Aide

Location: Dobbs Ferry High School

Effective: October 30, 2024

Elizabeth Felix, Teacher Aide

Location: Dobbs Ferry Middle School

Effective: November 5, 2024

Neil Buchalter, Part-Time School Monitor

Location: Dobbs Ferry Middle School



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Effective: November 12, 2024

3. Probationary Appointment

Jason Balbo, Senior Office Assistant (Automated Systems)  
 Location: Business Office  
 Effective: November 13, 2024 - November 12, 2025\*  
 Salary: Senior Office Assistant, Step 4 (\$47,781) prorated

\* As required by Westchester County Civil Service rules, it is necessary for employees to serve a probationary period of a minimum of 12 weeks to a maximum of 52 weeks. Unless otherwise noted, employees become permanent upon expiration of the maximum probationary period.

4. Appointment Change - Hours Increase

Kim Addis, Part-Time School Monitor  
 10-month/ FTE .2857 (2 hours per day, up from 90 minutes per day)  
 Location: Springhurst Elementary School  
 Effective: November 1, 2024

Note: Ms. Addis' hours are increasing to provide lunch/recess coverage until 1:30 pm.

**9.07 Dobbs Ferry Schools Foundation Grant**

BE IT RESOLVED, that the Board of Education of the Dobbs Ferry Union Free School District, hereby move to accept the following curriculum grant from the Dobbs Ferry Schools Foundation in the amount of \$3,000:

Name of Grant	Teacher(s)/Staff	School	Amount
Springhurst Musical	Charles Rhyner	Springhurst	\$3,000

K. Slentz explained that the grant was for funds to produce the *Seussical* musical.

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

Vote: 7 ayes, 0 nays

**9.08 Overnight Field Trip Request**

BE IT RESOLVED, that the overnight field trip in February to Florida for the girls varsity softball team is hereby approved.

J. Lucasey moved and P. Nagarajan seconded, to approve the agreement.

Vote: 7 ayes, 0 nays

**9.09 Policy Revisions - Second Reading**

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



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1. 5500: Student Records
2. 5550: Student Privacy
3. 1010: Responding to Political and Geopolitical Events

J. Lucasey moved and D. Wood seconded, to adopt the policies.

Vote: 7 ayes, 0 nays

*The policies are available on the district website.*

### 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, November 26, 2024 - 7:00 p.m. - MS/HS Library Business Meeting
- Tuesday, December 10, 2024 - 7:00 p.m. - MS/HS Library Business Meeting

### 14. Acknowledgements



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### **14.01 Warrants**

The Board acknowledged the following warrant:

Warrant No. 0020 Multi

### **14.02 Treasurer's Reports**

The board acknowledged the receipt of the July, August, and September 2024 treasurer's reports.

### **15. Adjournment**

D. Wood moved and R. Hershberg seconded, to adjourn the meeting at 7:56 pm.

Vote: 7 ayes, 0 nays

Elizabeth Saperstein  
District Clerk