

Hempstead Union Free School District
185 Peninsula Blvd Hempstead, New York 11550

Ms. Regina Armstrong – Superintendent of Schools

Dr. William Johnson – SED Monitor

PROGRESS BENCHMARKS

Quarter 1

July 1, 2021 – September 30, 2021

Financial Action Plan

Blue = Implementation completed; The Hempstead Union Free School District (“the District”) has satisfactorily completed this activity

Green = The District is on schedule to implement this recommendation.

Yellow = Implementation begun but behind schedule: The District has begun to implement the recommendation, but implementation is behind schedule.

Red = Implementation not yet begun: The District has not yet begun to implement this recommendation.

Not Applicable: The recommendation was not expected to be in implantation status during the period of the report.

Recommendation	Status of Implementation as of September 30, 2021	STATUS 9/30/21
<p>1. The District shall work with the Legislature and Executive to secure additional aid to compensate for the cost of charter students, to secure additional Foundation Aid, and a home rule bill for reducing the limits for transportation eligibility.</p>	<p>The District received an increase in Foundation Aid that saved the District from excessing staff and positions for the 2021–22 school year.</p> <p>The District continues to work with local elected leaders on charter school funding issues. More relief is needed in this area.</p>	<p>GREEN</p>
<p>2. The District shall include in the 2021-22 school budget a plan to fully staff the Business Office.</p>	<p>The budget for the 2021-22 school year included the needed positions in the Business Office: Accountant, Business Manager, Accounts Clerk, Transportation Coordinator, and Operator.</p> <p>The Business Manager was approved by the Board of Education ("the Board") on September 10, 2021.</p> <p>The positions of Accountant and Transportation Coordinator have been advertised. Interviews will take place with the goal of filling the positions by end of year.</p>	<p>GREEN.</p>
<p>3. A plan will be included in the 2021-22 school budget for having a Board of Cooperative Educational Services (BOCES), the New York State School Boards Association, or another qualified entity review and revise for consideration by the Board all policies related to the operation of the Business Office.</p>	<p>As June 30, 2021, this recommendation has been fully implemented.</p>	<p>BLUE.</p>

Recommendation	Status of Implementation as of September 30, 2021	STATUS 9/30/21
4. During this school year, the Board will select attorneys who have the knowledge and experience necessary to provide a full range of services and will seek to enter into retainer agreements with these attorneys to serve as labor and general counsel, to significantly reduce the cost of representation.	By April 2022, the District will create a Request for Proposal (RFP) to solicit counsel for the 2022-23 school year. Interviews will be conducted and counsel selected prior to the Reorganization meeting in July 2022.	GREEN
5. The Board will try again to reach an agreement with the Teachers' Association and the Civil Service employees.	<p>Negotiations are now complete with Hempstead Schools Civil Service Association (HSCSA); terms and conditions of the new contract took effect July 1, 2021.</p> <p>The District and Hempstead Classroom Teachers Association (HCTA) began the Fact Finding/Negotiation process in October 2021. Some matters have been resolved. This process will continue until consensus is reached.</p>	YELLOW
6. Financial reports will continue to be sent monthly for the Board's review and acceptance.	This recommendation is ongoing. The District clerk provides all pertinent financial reports to the Board monthly, prior to a Board meeting. Documents are also posted online.	GREEN
7. The Audit Committee will be formed and meet during this fiscal year.	The Audit Committee currently consists of the members of the Board. A calendar of meeting dates and times had not yet been set at the time of this update. However, the Board is considering changing the configuration to include members of the community. A more detailed update will be provided in the next report.	YELLOW
8. Expenditures will not exceed the budget during this fiscal year unless an emergency budget adjustment is authorized in advance by the Board.	The District ended the 2020 – 2021 school year with a fund balance and did not overspend the budget approved by the community. This is reflected in the District's financial reports.	GREEN
9. District should during this fiscal year create an Educational Foundation.	Preliminary exploration of this idea by District staff revealed that there are significant logistical challenges to the District implementing this recommendation. The District believes this recommendation should be postponed until a later date.	RED

Recommendation	Status of Implementation as of September 30, 2021	STATUS 9/30/21
10. Until a new Superintendent begins his or her tenure, positions as currently defined should remain intact since they are connected to positive changes underway within the District. In July 2021, when a permanent Superintendent is scheduled to begin, one of the Superintendent's first assignments should be the possible reorganization and reassignment of responsibilities in the Central office.	During July, the District advertised for an Assistant Superintendent of Curriculum and Instruction. Interviews were held. A recommendation had not yet been submitted to the Board as of the date of this report. The District will present a candidate in October for Board approval. Once the person is hired, the restructuring of duties and responsibilities of Central Office staff will commence.	GREEN
11. By January 15, 2021, when the new legislative session begins, the District will have developed a strategic plan for sharing the cost of charter school students with the State.	The District worked with local officials throughout the year to develop strategies to address the costs of charter school tuition. No new legislation to address this issue was enacted in the 2021-22 State budget. The District and monitor continue to have discussions regarding how the charter school formula can be changed to make charter school tuition payments less impactful on the taxpayers.	YELLOW
12. By January 15, 2021, when the new legislative session begins, the district will have developed a strategic plan for sharing the cost of transportation with the State.	The Monitor and Superintendent met throughout the school year with local elected leaders to discuss the transportation needs of the District. No new legislation to address this issue was enacted in the 2021-22 State budget. There has been no movement in this area as of this reporting period.	YELLOW
13. The District will develop a balanced budget within the time frame outlined in the adopted budget timeline.	The District will continue the practice of meeting with administrators to create the budget for each school year. This work will begin in December. The Board adopted the Budget Calendar for the 2022-23 budget year at its August Board meeting.	GREEN
14. The District needs to make every effort to conclude negotiations with its teachers and Civil Service employees during this fiscal year.	On June 1, 2021, the Board approved the agreement between HSCSA and the District. This negotiation is now complete. The District and Hempstead Classroom Teachers Association agreed to go to Fact Finding.	YELLOW

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15. The District will need to seek to change the means by which charter schools are funded or seek additional aid to offset the expense in the budget.	<i>PLEASE NOTE: More information on this recommendation can be found in the annual report on implementation of the Academic Plan.</i> Please see response update for Recommendation 11.	GREEN
16. The District will need to address the transportation needs of its students and seek a legislative remedy that makes it affordable for the Hempstead taxpayer.	<i>PLEASE NOTE: More information on this recommendation can be found in the annual report on implementation of the Academic Plan.</i> The Monitor and Superintendent continue to meet with local elected leaders to discuss the transportation needs of the District. The District is hoping to use Federal Stimulus dollars to support the first year of providing expanded transportation.	YELLOW
17. The District will need during this fiscal year to engage under a retainer a legal firm with the expertise and experience to act as both general and labor council, which should control cost without compromising quality.	No later than April 2022, the District will put out an RFP to seek applications for legal and general counsel.	GREEN
18. The District will need to hold vendors accountable for goods and services provided.	Once the Business Office is fully staffed, the team will create a strategic plan in this area. The requirements will be shared with all vendors. The goal was to complete the plan by September 1, 2021; however, as of the date of this report, this area is still a work in progress.	YELLOW
19. The District will need to regularly push out information that describes the many changes it has made to improve the operation and the instruction within the District.	At the Reorganization meeting in July 2021, the District hired the Shapiro Firm at the Reorganization meeting to serve as the public relations (PR) firm for the District. The PR Firm consistently publicized District events. Next steps are to create and maintain the District's social media accounts and redesign the District website.	YELLOW.

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20. The District will need to examine alternative operational and instructional programs, services and systems that maximize State aid without compromising local control or quality.	The District created a three-year plan that outlined how the Federal stimulus dollars will be used based on the requirements under the American Rescue Plan Act. The New York State Education Department has approved the District's plans for use of Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA) and Elementary and Secondary School Emergency Relief Fund (ESSER) I and II grant funds.	GREEN