

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**

**June 30, 2021**

### **Financial Action Plan**

**Blue** = Implementation completed; 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 June 30, 2021	STATUS 6/30/21
<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 in the upcoming school year.</p> <p>The Monitor and Superintendent continue to meet with elected leaders to discuss the transportation needs of the district.</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><b>GREEN</b></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 was passed by the voters. Positions to properly staff the Business Office were included in this budget.</p> <p>The Association of School Business Officials (ASBO) in conjunction with Human Resources will begin to advertise and interview for needed positions.</p>	<p><b>GREEN.</b></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><b>BLUE.</b></p>
<p>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, so as to significantly reduce the cost of representation.</p>	<p>The appointment of general counsel was approved by the Board in December 2020, and the appointment of legal counsel was approved in January 2021. These appointments were in place until the end of the school year.</p> <p>The District has issued an RFP to solicit counsel for the 2021-22 school year.</p> <p>Counsel will be appointed at the reorganization meeting on July 6, 2021.</p>	<p><b>GREEN.</b></p>

<p>5. The Board will try again to reach an agreement with the Teachers' Association and the Civil Service employees.</p>	<p>The District has settled the contract with the Hempstead Schools Civil Service Association (HSCSA). On June 17<sup>th</sup> the BOE approved the MOA between (HSCSA) and the District. This negotiation is now complete. Terms and conditions of new contract will take effect July 1, 2021.</p> <p>The District and Hempstead Classroom Teachers Association (HCTA) have agreed to go to Fact Finding.</p>	<p><b>YELLOW</b></p>
<p>6. Financial reports will continue to be sent monthly for the Board's review and acceptance.</p>	<p>As June 30, 2021, this recommendation has been fully implementation.</p>	<p><b>BLUE</b></p>
<p>7. The Audit Committee will be formed and meet during this fiscal year.</p>	<p>The Audit Committee was established and met regularly during the school year.</p>	<p><b>GREEN.</b></p>
<p>8. Expenditures will not exceed the budget during this fiscal year unless an emergency budget adjustment is authorized in advance by the Board.</p>	<p>The Monitor's report to the State Education Department indicates the district should end the school year with a fund balance.</p>	<p><b>GREEN.</b></p>
<p>9. District should during this fiscal year create an Educational Foundation.</p>	<p>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 tabled for a later date.</p>	<p><b>RED</b></p>
<p>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.</p>	<p>No changes were made to the central administration structure during the school year. The Board on June 17, 2021 appointed the superintendent to a permanent position.</p> <p>The District will actively seek a full-time Assistant Superintendent for Curriculum and Instruction to replace the previous incumbent who left at the beginning of June.</p>	<p><b>GREEN</b></p>
<p>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.</p>	<p>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.</p>	<p><b>GREEN</b></p>

<p>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.</p>	<p>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.</p>	<p>GREEN</p>
<p>13. The District will develop a balanced budget within the time frame outlined in the adopted budget timeline.</p>	<p>The district will continue the practice of meeting with administrators to create the budget for the school year.</p> <p>Working collaboratively with the Monitor, District staff developed a balanced budget for the 2021-22 school year that was informed by discussions with school leaders about their staffing and resource needs.</p> <p>The Board will adopt the Budget Calendar for the for the 2022-23 budget year at its regular August meeting.</p>	<p>GREEN</p>
<p>14. Until the District can fully fund a position or positions in the district to process STAC forms and Medicaid reimbursement, the District should continue to retain the services of its current consultant.</p>	<p>A contracted vendor provided this service to the District for the 2021-22 school year.</p> <p>The district is seeking to hire a full-time Account Clerk assume responsibilities in these areas by August 31, 2021.</p> <p>The current consultant will train the selected clerk as to how to apply for STACS and Medicaid reimbursements.</p> <p>The services of the vendor will terminate June 2022.</p>	<p>YELLOW</p>
<p>15. The District needs to make every effort to conclude negotiations with its teachers and Civil Service employees during this fiscal year.</p>	<p>On June 17<sup>th</sup> the BOE approved the agreement between HSCSA and the District. This negotiation is now complete.</p> <p>The district and HCTA agreed to go to Fact Finding.</p>	<p>YELLOW</p>
<p>16. 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.</p>	<p><u>PLEASE NOTE:</u> More information on this recommendation can be found in the annual report on implementation of the Academic Plan. Please see response update in Recommendation 11.</p>	<p>GREEN</p>

<p>17. 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.</p>	<p><i>PLEASE NOTE: More information on this recommendation can be found in the annual report on implementation of the Academic Plan.</i></p> <p>The Monitor and Superintendent continue to meet with local elected leaders to discuss the transportation needs of the District.</p> <p>The district is hoping to use Federal Stimulus dollars to support the first year of the transportation cost.</p>	<p><b>YELLOW</b></p>
<p>18. 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.</p>	<p>The district has issued an RFP to solicit counsel for the 2021-22 school year.</p> <p>Counsel will be appointed at the reorganization meeting July 6, 2021.</p>	<p><b>GREEN</b></p>
<p>19. The District will need to hold vendors accountable for goods and services provided.</p>	<p>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.</p> <p>The goal is to complete the plan by September 1st, 2021.</p>	<p><b>YELLOW</b></p>
<p>20. The District will need to produce a study of its predicted enrollment for the next five years.</p>	<p>The enrollment study was completed June 2020. The study has been shared with the Monitor.</p> <p>As June 30, 2021 this recommendation has been fully implementation.</p>	<p><b>BLUE</b></p>
<p>21. 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.</p>	<p>The district has hired the GOTHAM Group to serve as the public relation firm for the district.</p> <p>The PR Firm consistently publicized District events.</p> <p>The district has opened Tweeter, Instagram, and Face Book accounts.</p> <p>The district has been unsuccessful in issuing a Newsletter to circulate to the entire community.</p>	<p><b>YELLOW.</b></p>

<p>22. The District will need to examine alternative operational and instructional programs, services and systems that maximize State aid without compromising local control or quality.</p>	<p>The District created a three-year plan that outlines how the Federal stimulus dollars will be used based on the requirements under the American Rescue Act.</p> <p>The Plan was posted to the District's website at the end of June for public comment and feedback. This feedback will be used to develop final plan.</p> <p>The final plan will be placed on District's website by July 1, 2021.</p>	<p><u>N/A</u></p>
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