

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

October 1, 2021 through December 31, 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 December 31, 2021	STATUS 12/31/21
<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><b>No update in this area for this quarter.</b> 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><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 Board of Education approved the accountant position in November. However, this hire left a vacancy in accounts payroll. The district is seeking a replacement. The district also interviewed for a director transportation; final interviews will be held in January, with a decision moving forward to the BOE in March 2022.</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><b>No update in this area for this quarter.</b> 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, to significantly reduce the cost of representation.</p>	<p><b>No update in this area for this quarter.</b> 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.</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 and HCTA declared an impasse. Fact finding in October 2021. Approximately 6 sessions were held, before the district and HCTA came to a dead holt again. However, the district is committed to continuing the process until consensus is reached.</p>	<p><b>YELLOW</b></p>

6. Financial reports will continue to be sent monthly for the Board's review and acceptance.	No update in this area for this quarter. 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 has been reformed and are meeting bi-monthly. The first meeting of the year was held in November 2021.	YELLOW
8. Expenditures will not exceed the budget during this fiscal year unless an emergency budget adjustment is authorized in advance by the Board.	No update in this area for this quarter. 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.	No update in this area for this quarter. 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
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.	The Superintendent presented to the Board of Education the new Table of Organization in December 2021. Duties and responsibilities of each Cabinet level member were spelled out.	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.	No update in this area for this quarter. 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.	No update in this area for this quarter. The monitor and I did not meet with legislation this quarter. We will begin to meet with our local legislators, Friday, 2/17/202. The focus of the meeting will continue to be the need for assistance with the first year of transportation monies for the district. For the district to pursue this as an option the funding is needed for the first year. There continues to very limited progress has been made in this area.	YELLOW

<p>13. The District will develop a balanced budget within the time frame outlined in the adopted budget timeline.</p>	<p>The District is committed to ensuring we have a balanced budget by the end of the fiscal year. The Business Officials and monitor continue to meet to review and discuss spending habits. The monitor makes recommendations for improvements. Unless something catastrophic happens, the district is on the trajectory to having a balance budget by the end of the year.</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><b>No update in this area for this quarter.</b> The District is still seeking to hire a full-time Account Clerk to assume responsibilities for applying for Medicaid reimbursement. This did not happen by August 31, but the District anticipates a person will be hired prior to the end of the calendar year. The District will continue to use the Consultant to process STAC (System to Track and Account for Children) claims.</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>Civil Service contract was settled and approved April 2021. The District and HCTA declared an impasse. Fact finding begun in October 2021. Approximately 6 sessions were held, before the district and HCTA came to a dead holt again. However, the district is committed to continuing the process until consensus is reached.</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><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.</p>	<p>RED</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 I will begin to meet with our local legislators, Friday, 2/17/202. The focus of the meeting will continue to be the need for assistance with the first year of transportation monies for the district. For the district to pursue this as an option the funding is needed for the first year. There continues to very limited progress has been made in this area..</p> <p>The District is hoping to use Federal Stimulus dollars to support the first year of providing expanded transportation.</p>	<p>YELLOW</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>No later than April 2022, the District will put out an RFP to seek applications for legal and general counsel.</p>	<p>GREEN</p>
<p>19. The District will need to hold vendors accountable for goods and services provided.</p>	<p><b>No update in this area for this quarter.</b> 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.</p>	<p>YELLOW</p>
<p>20. The District will need to produce a study of its predicted enrollment for the next five years.</p>	<p>The District has solicited the services of Eastern Suffolk BOCES Cooperative Educational Services (BOCES) again to complete the enrollment study. The study is in the process of being completed. Once the study is completed the district will use it to determine future capital projects.</p> <p><i>Please note comments in Academic Plan recommendation #37.</i></p>	<p>GREEN</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 Shapiro Public Relation Firm has provided multi opportunities for the district to share good happenings. The district will continue to work with PR to ensure our story regarding the numerous of programs and opportunities for students' learning and social emotional health are shared. The district has been featured on local and major news outlets, i.e. Channel 4, 7, 11, and 12, as well as Newsday.</p> <p>Please note this recommendation has also been placed in recommendation #32 in the Academic Plan.</p>	<p>GREEN</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><b>No update in this area for this quarter.</b> 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.</p>	<p>GREEN</p>

