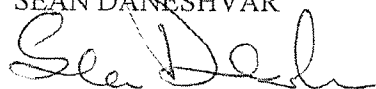




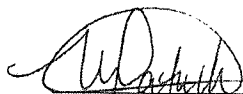
have personally checked the District's computer server and attest that the document annexed to Dr. Williams' Reply Affidavit as Exhibit "B" was never sent to the Board of Education.



SEAN DANESHVAR



Sworn to before me this  
20<sup>th</sup> day of November, 2017



Notary Public

Maxine A Patrick  
Notary Public, State of New York  
No. 01PA6317897

Qualified in Dutchess County  
Commission Expires: 1/12/2019

# Exhibit “A”

**From:** Dr. Nicole Williams <nwilliam@poughkeepsieschools.org>  
**Sent:** Wednesday, August 30, 2017 4:58 PM  
**To:** Felicia Watson; dcliffor@poughkeepsieschools.org; Raymond Duncan; Randy Johnson; Debra Long; boe@poughkeepsieschools.org  
**Cc:** Miller, Howard; Miller, John; Dr. Nicole Williams  
**Subject:** Response to Directive  
**Attachments:** ATT00001.htm; Teacher Transfers 2017-18.pdf

Good afternoon, Honorable Board Members.

Pursuant to the directive, please see the attached document and the "Responses" outlined in the correspondence below.

Thank you.

Dr. Nicole Williams  
Superintendent of Schools  
Poughkeepsie City School District  
(845) 451-4950 (W)  
(845) 391-6221 (C)  
Email: [nwilliam@poughkeepsieschools.org](mailto:nwilliam@poughkeepsieschools.org)

"Every scholar. Every day. Every classroom."  
"Teamwork makes the dream work."  
"Excellence is our goal."

Sent from my iPhone

**From:** "[BOE] Dr. Felicia Watson" <[fwatson@poughkeepsieschools.org](mailto:fwatson@poughkeepsieschools.org)>  
**Date:** August 30, 2017 at 10:28:10 AM EDT  
**To:** "Dr. Nicole Williams" <[nwilliam@poughkeepsieschools.org](mailto:nwilliam@poughkeepsieschools.org)>  
**Cc:** Board Members <[boe@poughkeepsieschools.org](mailto:boe@poughkeepsieschools.org)>, [jmiller@bsk.com](mailto:jmiller@bsk.com), [hmiller@bsk.com](mailto:hmillier@bsk.com), Stephanie Green <[president@ppsta.org](mailto:president@ppsta.org)>, "Phee Simpson" <[psimpson@poughkeepsieschools.org](mailto:psimpson@poughkeepsieschools.org)>, Andrea Moriarty <[amoriart@poughkeepsieschools.org](mailto:amoriart@poughkeepsieschools.org)>, Jason Gerard <[jgerard@poughkeepsieschools.org](mailto:jgerard@poughkeepsieschools.org)>, "Da'Ron Wilson" <[dwilson@poughkeepsieschools.org](mailto:dwilson@poughkeepsieschools.org)>, Mario Fernandez <[mfernand@poughkeepsieschools.org](mailto:mfernand@poughkeepsieschools.org)>, Linda Melton Mann <[lmann@poughkeepsieschools.org](mailto:lmann@poughkeepsieschools.org)>, Victoria Jackson <[vjackson@poughkeepsieschools.org](mailto:vjackson@poughkeepsieschools.org)>  
**Subject:** Board Approved Resolution #18-0013 & Policy 9420 Is In Complete Effect!

Dr. Williams:

This will acknowledge receipt of your letter dated August 28, 2017 regarding teacher transfers. As expressly stated in Section 1711 of the Education Law (which critical language you omitted from your letter) and our District policy, **transfers are subject to board approval**. In conjunction with Resolution # 18-0013 approved by the Board of Education on July 14, 2017, at this juncture, the Board has **not** approved any teacher or administrator transfers from one school building to another school building.

Furthermore, you have intentionally disregarded Resolution #18-0013 as it directed you to inform teachers and administrators, that you were transferring, to be informed in writing by **July 21, 2017** of the Board's moratorium on involuntary transfers for the optimal management of the district. Additionally, you have overridden objections of these involuntary teacher transfers from principals without explanation.

**It is imperative that you provide the Board, by 5:00 pm today, August 30, 2017, with the following information for each individual proposed transfer:**

- 1) Why the transfer is being made;

RESPONSE: To support the Receivership school/Struggling School. See the attached chart.

- 2) With whom you consulted about the transfer;

RESPONSE: Discussed with the president of the administrators' unit, the principals impacted and sent an email to this effect to the president of the teachers' unit. Discussed with the Board.

- 3) Where the wishes of the tenured teacher ascertained as per PPSTA contract;

RESPONSE: Yes.

- 4) What, if any, support or objection was made by the principal;

RESPONSE: Please see the attached chart.

- 5) Why the transfer is being proposed so close to the beginning of the school year when this is clearly not in the best interest of students?

RESPONSE: Transfers were put into effect in accordance with the contract. Board issued a moratorium.

If there are legitimate factually supported reasons for the transfers, the Board will consider them in the best interests of our students. But those reasons **must** be clearly and thoroughly provided and substantiated in **complete facts**. Finally, I remind you that Board approved Resolution #18-0013 is **still** in complete effect as of today, August 30, 2017.

Dr. Watson  
C: 914.456.5085

On Mon, Aug 28, 2017 at 3:59 PM, Dr. Nicole Williams <[nwilliam@poughkeepsieschools.org](mailto:nwilliam@poughkeepsieschools.org)> wrote:

Good Afternoon, Honorable Board Members.

Please see the attached correspondence regarding the "Involuntary Transfer" directive, issued by the Board of Education.

Thank you.

Sincerely,

Dr. Nicole Williams  
Superintendent of Schools  
Poughkeepsie City School District  
(845) 451-4950 (W)  
(845) 391-6221 (C)  
Email: [nwilliam@poughkeepsieschools.org](mailto:nwilliam@poughkeepsieschools.org)

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## Poughkeepsie City School District

Delivering on the promise of a high-quality education

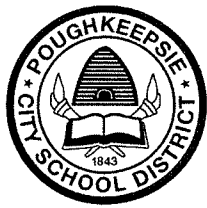
*Every scholar. Every day. Every classroom.*

### “Involuntary” Teacher Transfers 2017-2018

| Teacher's Name | 2016-17 Placement | 2017-18 Placement | Reason for Transfer   | Discussion held with Principals/Any Objections?        | Discussion held with the Board |
|----------------|-------------------|-------------------|---|--|--------------------------------|
| Neil Grover    | PMS               | PHS               | Medical Request—switching with Holly Dunn (same certification area).  | Yes/No   | Yes                            |
| Amber Grant    | PMS               | PHS               | Teacher and principal—skill set mathematics expertise fit for the high school level.  | Yes/No   | Yes                            |
| John Sammon    | Warring           | Krieger           | Receivership needs/skill set match for the sixth (6) grade. Certification is aligned with the instructional needs at PMS as a former instructional ELA coach. | Yes/Yes<br>Principal stated that the teacher objected. | Yes                            |
| Holly Dunn     | PHS               | PMS               | Medical Request from Mr. Grover—switching with Mr. Grover (same certification area).  | Yes/No   | Yes                            |
| Shereen Cader  | Krieger           | PMS               | Receivership needs/skill set match for the sixth (6) grade. Certification is aligned with the instructional needs at PMS.                                     | Yes/Yes<br>Principal stated that the teacher objected. | Yes                            |
| Kenneth Conrad | PMS               | Warring           | Returning from medical leave—certification is aligned with the instructional needs at Warring.  | Yes/No   | Yes                            |
| Andrea Boccio  | PMS               | Krieger           | Certification is aligned with the instructional needs at Krieger.   | Yes/No   | Yes                            |

# Exhibit “B”





# Poughkeepsie City School District

Delivering on the promise of a high-quality education

*Every scholar. Every day. Every classroom.*

## “Involuntary” Teacher Transfers 2017-2018

| Teacher's Name | 2016-17 Placement | 2017-18 Placement   | Reason for Transfer   | Discussion held with Principals/Any Objections?        | Discussion held with the Board |
|----------------|-------------------|---|---|--|--------------------------------|
| Neil Grover    | PMS               | PHS   | Medical Request—switching with Holly Dunn (same certification area).  | Yes/No   | Yes                            |
| Amber Grant    | PMS               | PHS   | Teacher and principal—skill set mathematics expertise fit for the high school level.  | Yes/No   | Yes                            |
| John Sammon    | Warring           | Krieger-<br>did not transfer in June<br><br>PMS- did not transfer in August | Receivership needs/skill set match for the sixth (6) grade. Certification is aligned with the instructional needs at PMS as a former instructional ELA coach. | Yes/Yes<br>Principal stated that the teacher objected. | Yes                            |
| Holly Dunn     | PHS               | PMS   | Medical Request from Mr. Grover—switching with Mr. Grover (same certification area).  | Yes/No   | Yes                            |
| Shereen Cader  | Krieger           | Warring-<br>did not transfer in June<br><br>PMS- did not transfer in August | Receivership needs/skill set match for the sixth (6) grade. Certification is aligned with the instructional needs at PMS.                                     | Yes/Yes<br>Principal stated that the teacher objected. | Yes                            |
| Kenneth Conrad | PMS               | Warring   | Returning from medical leave—certification is aligned with the instructional needs at Warring.  | Yes/No   | Yes                            |
| Andrea Boccio  | PMS               | Krieger   | Certification is aligned with the instructional needs at Krieger.   | Yes/No   | Yes                            |