



HUDSON
CITY SCHOOL DISTRICT
Claverack : Ghent : Greenport : Hudson : Livingston : Stockport : Tighkanic

Dr. Juliette Pennyman, Superintendent of Schools

Hudson City School District Restructuring Human Resources Operations with New Executive Director and Audit Recommendations

The Hudson City School District's hiring of Chante Brooks as Executive Director of Human Resources is a key strategy to integrate new oversight systems, improvements and streamlining regarding the District's human resources functions.

A Human Resources consultant, Kathleen Culligan, audited human resources tasks and efficiency and provided a report to the Board of Education during Tuesday night's meeting.

The audit, commissioned by Superintendent Dr. Juliette Pennyman, was conducted before Brooks started in her position on Oct. 1, 2024. The position, previously called the Human Resources Manager, had been vacant since 2022.

"This survey was done to create fair and equitable systems, and streamline operations," Dr. Pennyman said.

Culligan said current human resources responsibilities are "fragmented among many departments and staffers," which she said could jeopardize confidentiality and enhance liability. She also said such a status "is not unusual" in the previous absence of an HR Director. Referring to Brooks, she said, "I believe she will do an excellent job" and encourages cooperation and patience as Brooks restructures the department.

Among the areas that will be reviewed: certifications, licensing, tenure, hiring processes, orientations of new employees, coaching, evaluations, monitoring employee absences, management of personnel files for each employee and presentation of information to the Board of Education.

Superintendent's Report

During her Superintendent's Report, Dr. Pennyman:

- Thanked the Board of Education for its volunteer services and noted that Oct. 14-18 has been designated School Board Recognition Week by the New York State School Boards Association. She additionally thanked Board of Education Clerk Tracy Gaffney and Hudson High School student representative Thomas Orbinski for their contributions. "Thank you all for helping me make the dreams of our students come true," Dr. Pennyman said.
- Announced that she has created the Superintendent's Spotlight Awards "to make teachers feel more appreciated and for our staff to feel more appreciated. Honorees will be recognized for "excelling in their duties and are dedicated to fostering an excellent school environment," Dr. Pennyman said, noting that recipients will be highlighted during Board of Education meetings.
- Reaffirmed that the Flying Classroom Saturday STEM Pilot Program will launch on Oct. 26, to provide Hudson Junior and Senior High School students with additional educational opportunities to focus on science, technology, engineering and math concepts.
- Announced that October's Harvest of the Month focused on apples, and that students engaged in learning numerous activities involving apples grown in New York State.
- Reported that a youth dental-care program, currently serving Montgomery C. Smith Elementary School, will expand to serve Hudson Junior High School and Hudson Senior High School. "This is an example of bringing the community to our schools," Dr. Pennyman said. "This is a great partnership."

Other Actions

Elsewhere, the Board of Education also approved appointments, resignations, a transfer, contracts and applications. Learn more by visiting <https://go.boarddocs.com/ny/hudsoncsd/Board.nsf/Public>. Click on the Oct. 22 Meeting Agenda and then click each item for details. View the meeting on the Hudson City School District's YouTube page at <https://www.youtube.com/watch?v=RrFnGfXiOdM>.

The next Board of Education meeting is Tuesday, Nov. 5 at 6 p.m. in the Hudson Junior Senior High School Auditorium. The meeting also can be viewed live, or on demand, on the YouTube page.