



Elizabeth Vladeck
General Counsel

Samantha M. Biletsky
Ethics Officer

August 8, 2022

New York City Conflicts of Interest Board
2 Lafayette Street, Suite 1010
New York, NY 10007

Re: Post-Employment Retention of Catherine Delso as a DOE Consultant Pursuant to COIB Rule Section 1- 07(d)(1)

Dear Conflicts of Interest Board Members:

This letter serves to notify the Conflicts of Interest Board ("COIB") that in accordance with COIB Rule 1-07(d)(1), the New York City Department of Education ("DOE") is retaining former employee Catherine Delso as a consultant. Ms. Delso's last day of employment with DOE was April 8, 2022, and she is being retained as a consultant for the purpose of filling a vacancy until a replacement can be hired, as well as training her replacement.

Ms. Delso is being retained for a period of up to six months to temporarily perform duties she previously performed in her role as Arts Program Manager, with the exception of supervisory duties, and to train the new Arts Program Manager once hired. She is uniquely qualified to perform such duties since she previously served in this role. The Arts Program Manager responsibilities primarily involve coordinating student city-wide arts education programs (including Summer Arts Institute, All-City High School Music Program, Salute to Music Program, All-In(clusive) Teen Theater Program, Broadway Junior, and the Shubert High School Theater Festival) as well as music and theater teacher professional development. These programs are particularly critical as schools work to build back performing arts programs stopped due to the COVID-19 pandemic. The Summer Arts Institute is a credit-bearing summer school and is returning to in-person learning for the first time in three years, and Ms. Delso's expertise was critical to the smooth and safe re-opening of this program. Ms. Delso is also best-suited to train her successor, given her singular understanding of the day to day responsibilities of the position. Ms. Delso began consulting work with Summer Arts Institute on July 20, 2022.

Under the consulting agreement, Ms. Delso will be compensated at a rate of \$50.00 per hour, which is comparably equal to her annual salaried rate when she was employed at DOE (final salary of \$97,508).

Sincerely,


David C. Banks
Chancellor

DB: sb
c: Samantha M. Biletsky, Ethics Officer



Elizabeth Vladeck
General Counsel

Samantha M. Biletsky
Ethics Officer

August 8, 2022

New York City Conflicts of Interest Board
2 Lafayette Street, Suite 1010
New York, NY 10007

Re: Post-Employment Retention of Annastaisia Todd as a DOE Consultant Pursuant to COIB Rule Section 1- 07(d)(1)

Dear Conflicts of Interest Board Members:

This letter serves to notify the Conflicts of Interest Board ("COIB") that in accordance with COIB Rule 1- 07(d)(1), the New York City Department of Education ("DOE") is retaining former employee Annastaisia Todd as an Education Consultant. Annastaisia's last day of employment with DOE was October 30, 2021, and she is being retained as an Education Consultant for the purpose of completing critical projects that she was working on during her employment, as well as training other team members to perform this work.

Annastaisia Todd is being retained for a period of up to 50 days to complete critical projects that she was working on during her employment with the Division of Human Resources (DHR) as The Knowledge, Training & Technology Consultant. She will support the New York City Department of Education (NYCDOE) Division of Human Resources (DHR) by providing data, reporting, and technical support to meet reporting requirements and answer critical questions to support effective human resources functions across the NYCDOE system. Collaborating with Technology & Knowledge teams on the HR Connect Portal redesign. Designing all graphical elements for the new portal and submitting mock-ups/wireframes to Oracle consultants for development. Coordinating testing, tracking errors and resolving issues with new portal functionality. Guiding the Knowledge Team in making necessary content updates to support the new portal. Developing a communications plan to communicate and promote the launch. Anna is also- best-suited to train her successor given her singular understanding of the day to day responsibilities of the position.

Under the consulting agreement, Ana will be compensated at a rate of \$71.42 per hour, which is comparably equal to her annual salaried rate \$126,096.00 when she was employed at DOE.

Sincerely,


David C. Banks
Chancellor

DB: sb
c: Samantha M. Biletsky, Ethics Officer



Elizabeth Vladeck
General Counsel

Samantha M. Biletsky
Ethics Officer

August 18, 2022

New York City Conflicts of Interest Board
2 Lafayette Street, Suite 1010
New York, NY 10007

Re: Post-Employment Retention of Ana Marinovic as a DOE Consultant Pursuant to COIB Rule Section 1-07(d)(1)

Dear Conflicts of Interest Board Members:

This letter serves to notify the Conflicts of Interest Board ("COIB") that in accordance with COIB Rule 1-07(d)(1), the New York City Department of Education ("DOE") is retaining former employee Ana Marinovic as an Education Consultant. Ms. Marinovic's last day of employment with DOE was April 22, 2022, and she is being retained now as an Education Consultant for the purpose of completing critical projects that she was working on during her employment, as well as training other team members to perform this work.

Ana Marinovic is being retained for a period of up to fifty days to complete critical projects that she was working on during her employment with the Division of Early Childhood Education ("DECE") as a Data Analyst. She will be expected to complete the data migration project that she started during her time employed with DECE, to train other team members on the use and data support of the Family Child Care Network (FCCN) Hub Data system that she created, and to provide technical assistance for the NYC Early Education Center (NYCEEC) application she created to support the budget submission cycle for FY23. Ideally, the consultancy will allow Ana Marinovic the necessary time: (1) to train and transition projects that were previously under her purview to other team members, (2) to continue providing critical data support to a few high priority projects, and (3) to create documentation for a number of complex data systems that she created and/or managed as a former DOE employee.

Under the consulting agreement, Ana Marinovic will be compensated at a rate of \$71.42 per hour, which is comparably equal to her annual salaried rate of \$102,008 when she was employed at DOE.

Sincerely,


David C. Banks
Chancellor

DB: sb
c: Samantha M. Biletsky, Ethics Officer



Elizabeth Vladeck
General Counsel

Samantha M. Biletsky
Ethics Officer

October 27, 2022

New York City Conflicts of Interest Board
2 Lafayette Street, Suite 1010
New York, NY 10007

Re: Post Employment Retention of Angela Schowengerdt as a DOE Consultant Pursuant to COIB Rule Section 1-07(d)(1)

Dear Conflicts of Interest Board Members:

This letter serves to notify the Conflicts of Interest Board (“COIB”) that in accordance with COIB Rule 1-07(d)(1), the New York City Department of Education (“DOE”) is retaining former employee Angela Schowengerdt as a consultant. Ms. Schowengerdt’s last day of employment with the DOE was 12/31/2021, and she is being retained as a consultant for the purpose of filling a vacancy to support finance and payroll teams until a replacement can be hired.

Ms. Schowengerdt is being retained for a period of up to four months to temporarily support the final entitlement reconciliation process for outstanding lump sum payments and the process to review and streamline pedagogical timekeeping in an automated system. She works twice a week for five hours a day. Ms. Schowengerdt is uniquely qualified to perform such duties. She served as the Senior Executive Director for Budget Operations and in other roles throughout her career in the DOE with oversight in budget, finance and HR timekeeping functions. She has the necessary understanding of payroll and timekeeping functions to support the work of reconciling final entitlements and timekeeping and the relationships to coordinate across the various finance and HR teams to move this work over the next few months. Ms. Schowengerdt has the knowledge and expertise to drive this project while a replacement is selected to manage this work in the long term.

The consulting agreement began in September 2022. Ms. Schowengerdt is compensated at a rate of \$500/day. This is a lower daily rate than her actual salary upon her retirement of \$196,376.

Sincerely,


David C. Banks
Chancellor

DB: sb
c: Samantha M. Biletsky, Ethics Officer

Elizabeth Vladeck
General Counsel

Samantha M. Biletsky
Ethics Officer

October 27, 2022

New York City Conflicts of Interest Board
2 Lafayette Street, Suite 1010
New York, NY 10007

Re: Post-Employment Retention of Bogdana Balyta as a DOE Consultant Pursuant to COIB Rule Section 1- 07(d)(1)

Dear Conflicts of Interest Board Members:


This letter serves to notify the Conflicts of Interest Board ("COIB") that in accordance with COIB Rule 1- 07(d) (1), the New York City Department of Education ("DOE") is retaining former employee Bogdana Balyta as an Education Consultant. Ms. Balyta's last day of employment with the DOE was February 28, 2022, and she is being retained as an Education Consultant for the purpose of completing critical projects that she was working on during her employment, as well as training other team members to perform this work.

Bogdana Balyta, was a DOE employee credentialed, and trained for access to the NYS Division of Criminal Justice Services E Justice platform. Our registration for the E justice is limited and her access and function are critical to the efficient operation of OPI's oversight of arrest processing. She is an expert in this subject matter and also has been trained and has experience as one of our NYS CJIS LASOs (Local Agency Security Officer). DHR has a pending audit with the state and cannot risk being out of compliance with state requirements.

Bogdana Balyta is being retained for a period of up to 833 hours to complete critical projects that she was working on during her employment with the Division of Human Resources (DHR). She will work directly to support employee relations functions specific to the processing of employee arrest transactions, including data entry, maintaining fluid communication through public facing email address mailboxes and liaising with state DCJS and NYSED.

Under the consulting agreement, Ms. Balyta will be compensated at a rate of \$30 per hour, which is comparably equal to her annual salaried rate \$64,197.00 when she was employed at DOE.

Sincerely,


David C. Banks
Chancellor

DB: sb
c: Samantha M. Biletsky, Ethics Officer:



Elizabeth Vladeck
General Counsel

Samantha M. Biletsky
Ethics Officer

October 31, 2022

New York City Conflicts of Interest Board
2 Lafayette Street, Suite 1010
New York, NY 10007

Re: Post-Employment Retention of Katelin Emmons as a DOE Consultant Pursuant to COIB Rule Section 1- 07(d)(1)

Dear Conflicts of Interest Board Members:

This letter serves to notify the Conflicts of Interest Board ("COIB") that in accordance with COIB Rule 1- 07(d) (1), the New York City Department of Education ("DOE") is retaining former employee Katelin Emmons as an Education Consultant. Ms. Emmons's last day of employment with the DOE was October 09, 2021, and she is being retained as an Education Consultant for the purpose of completing critical projects that she was working on during her employment, as well as training other team members to perform this work.

Katelin Emmons was a DOE employee credentialed and trained for access to the NYS Division of Criminal Justice Services E Justice platform. Our registration for E justice is limited and her access and function are critical to the efficient operation of OPI's oversight of arrest processing. She is an expert in this subject matter and also has been trained and has experience as one of our NYS CJIS LASOs (Local Agency Security Officer). DHR has a pending audit with the state and cannot risk being out of compliance with our state requirements.

Katelin Emmons is being retained for a period of up to 500 hours to complete critical projects that she was working on during her employment with the Division of Human Resources (DHR). She provides employee relations and communications support. Specifically, her work allows DHR to handle increased matters brought to its attention, as well as increased emails to HR during peak times. She also works on other initiatives. She started this work in September 2022.

Under the consulting agreement, Ms. Emmons will be compensated at a rate of \$50 per hour, which is comparably equal to her annual salaried rate \$76,401 when she was employed at DOE.

Sincerely,

David C. Banks
Chancellor

DB: sb

c: Samantha M. Biletsky, Ethics Officer

Elizabeth Vladeck
General Counsel

Samantha M. Biletsky
Ethics Officer

December 9, 2022

New York City Conflicts of Interest Board
2 Lafayette Street, Suite 1010
New York, NY 10007

Re: Post-Employment Retention of Denise Cesaire as a DOE Consultant Pursuant to COIB Rule Section 1-07(d)(1)

Dear Conflicts of Interest Board Members:

This letter serves to notify the Conflicts of Interest Board ("COIB") that in accordance with COIB Rule 1-07(d)(1), the New York City Department of Education ("DOE") is retaining former employee Denise Cesaire as an Education Consultant. Denise Cesaire's last day of employment with the DOE was September 28, 2022, and she is being retained as an Education Consultant for the purpose of completing critical projects that she was working on during her employment, as well as training new team members to perform this work as part of their onboarding.

As an employee in the Office of Postsecondary Readiness on the College and Career Planning team, Denise Cesaire led and managed the Student Success Center (SSC) program, a model for delivery of individualized college and career advising that integrates near-peer coaches and community-based organizations at over 40 middle and high schools, serving more than 10000 students each year. The SSC program was restored and expanded as a result of academic recovery program funding, and has become a critical component of the Office of Postsecondary Readiness's work to support the Chancellor's North Star for every student to graduate with a strong plan and a head start on the pathway to a career and long-term economic security.

The College and Career Planning team's staff has declined well over 50% in the last three years, and our team does not have currently have the staff capacity to assign a new staff person to this critical piece of work. Additionally, Denise Cesaire's knowledge of the schools, organizational partners and specifics of program implementation is also not replaceable without training and onboarding of a new staff member to manage this program as part of their portfolio. Our office anticipates that we will onboard a new staff member before the end of the calendar year who can take on this work.

Under the consulting agreement, Denise Cesaire will be retained for three additional months at 30-35 hours per week and will be compensated at a rate of \$65.00 per hour for a total amount of \$20,000. This rate is comparable to her annual salaried rate of \$84,616 when she was employed at the DOE. Denise will continue to



work during this time to fulfill her core responsibilities: managing launch and fall implementation of the Student Success Center program at all participating middle and high schools. In addition, we anticipate that a new team member will be hired within this timeframe, and Denise Cesaire will train this new member to take on management of the SSC program during the time she is retained as a consultant.

Sincerely,

A handwritten signature in blue ink that reads 'David C. Banks' followed by a stylized flourish.

David C. Banks
Chancellor

DB: sb

c: Samantha M. Biletsky, Ethics Officer: