

NORTH ROSE-WOLCOTT CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION REGULAR MEETING

May 25, 2023

6:00 PM

Auditorium of the Middle School

AGENDA

1. Call to Order/Pledge of Allegiance

Approval of Agenda

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the agenda of May 25, 2023.

Motion for approval by _____, seconded by _____, all in favor ____-____.

2. Presentations:

- Student Presentation – NRWE
 - Reagan Boogaard and Maximo Hernandez Vasquez
- North Rose-Wolcott Directors– Laurie Elliott, Sara McLean
 - School Improvement Plan – Update
- Athletic Update – Marc Blankenberg
- Superintendent Update – Michael Pullen

3. Reports and Correspondence:

- Board of Education Building Liaisons
 - Elementary School –Linda Eygnor
 - Middle School – Paul Statskey
 - High School – Tina Reed
- Four County Update – Linda Eygnor
- Handbook Committee – Lucinda Collier, Tina Reed, Jasen Sloan
- Audit Committee –John Boogaard, Shelly Cahoon, Linda Eygnor
- Building & Grounds/Capital Project/Energy Committee – Jasen Sloan, Shelly Cahoon, Paul Statskey
- District Safety Committee – Jasen Sloan
- Alternative Learning Center – Jasen Sloan
- Policy Committee – Paul Statskey, Shelly Cahoon, Tina Reed
 - First Reading: The following policies are being submitted for a first reading.

7000	Students	
7420	Sports and the Athletic Program	Revised
7521	Students with Life Threatening Health Conditions	Revised
7530	Child Abuse and Maltreatment	Revised
7550	Dignity for All Students	Revised
7553	Hazing of Students	Revised
7580	Safe Public School Choice Options	Revised
8000	Instruction	
8130	Equal Educational Opportunities	Revised
8210	Safety Conditions and Prevention Instruction	Delete
8230	Instruction in Certain Subjects	Delete
8440	Home Instruction	Revised

4. Public Access to the Board:

This time is provided for residents of the District to address the Board of Education. Persons wishing to speak must complete the sign in sheet and be recognized by the President. The speaker will be allowed three minutes to address the Board of Education.

5. Consent Agenda:

A motion for approval of items as listed under the CONSENT AGENDA ITEMS is made by _____, and seconded by _____ any discussion- All in favor ___ - ___.

a. Board of Education Meeting Minutes

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Meeting Minutes of May 4, 2023.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Meeting Minutes of May 16, 2023.

b. Recommendations from CSE and CPSE

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the recommendations for the Committee on Special Education dated April 19, 26, 28, May 1, 2, 3, 4, 8, 10, and 15, 2023; and instructs the Superintendent to implement the recommendations on behalf of the following individuals identified by student number:

11734	12924	12955	14859	11779	13901	11335	12440	12561	11781
13735	14235	14878	13798	14060	14864	14457	13392	14853	13691
14723	14368	14367	13776	12328	13865	13236	13005	12547	14753
14870	13841	13292	14686	11818	14550	13170	13558	13910	14330

c. Substitute Teachers and Substitute Service Personnel

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the individuals named on the substitute lists, which are on file with the District Clerk.

d. Cooperative Purchasing Services 2023-24 – CiTi BOCES

**FOOD AND CAFETERIA SUPPLIES
SCHOOL YEAR 2023-2024**

WHEREAS,

It is a plan of a number of public school districts in the Oswego County Board of Cooperative Educational Services Area in New York (known as the Center for Instruction, Technology & Innovation [CiTi]), to bid jointly Cafeteria supplies including but not limited to food and paper items, and

WHEREAS,

The Central School named below is desirous of participating with other districts in the Oswego County Board of Cooperative Educational Services/CiTi area in the joint bidding of the commodities mentioned above as authorized by General Municipal Law, Section 119-o, and

WHEREAS,

The Central School named below wishes to appoint a committee made up of participating schools to assume the responsibility for drafting of specifications, advertising for bids, accepting and opening bids, tabulating bids and awarding bids and reporting the results to the schools; therefore;

BE IT RESOLVED,

That the Board of Education of the Central School listed below hereby appoints the Oswego County Board of Cooperative Educational Services/CiTi to represent it in all matters relating above, and designates the Oswego County Board of Cooperative Educational Services/CiTi designated newspaper(s) as the legal publication(s) for all Cooperative Purchasing bid notifications, and,

BE IT FURTHER RESOLVED,

That the Board of Education of the Central School listed below authorizes the above committee to represent it in all matters leading up to the entering into a contract for the purchase of the above mentioned commodities, and,

BE IT FURTHER RESOLVED,

That the Board of Education of the Central School listed below agrees to (1) assume its equitable share of the costs of the Cooperative Bidding; (2) abide by majority decisions of the participating districts on quality standards; (3) abide by the Award of the Oswego County Board of Cooperative Educational Services/CiTi according to the recommendations of the committee; (4) and that after the award of the bid it will conduct all negotiations directly with the successful bidder(s).

e. Revised 2023-2024 Board of Education Meeting Calendar

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law adopts the revised 2023-2024 Board of Education Meeting Calendar.

f. Future Business Leaders of America FBLA Overnight Field Trip

Business Teacher Jennifer Judge is planning to take two (2) members of the Future Business Leaders of America Club to Atlanta, Georgia to compete in state and national competitive events. The cost of this trip and overnight stay will be paid for by FBLA, fundraising and a grant.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Future Business Leaders of America (FBLA) Club overnight field trip to Atlanta, GA on June 26, 2023-July 1, 2023. Jennifer Judge will serve as a chaperone and the trip will be paid for by FBLA, fundraising and a grant.

g. Amendment to 2022-2023 Budget

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approve the budget amendment in the amount of \$93,137 from appropriated fund balance and amend the 2022-2023 budget by an increase of \$23,632 to the contractual code A-5510-400-06-0000 and \$69,505 to equipment code 5510-200-06-0000.

h. Personnel Items:

1. Termination of Employment – Debra Buettner

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the termination of employment of Debra Buettner as a Teacher Aide and Grant Program Teacher Aide, effective with the close of business on May 12, 2023.

2. Letter of Resignation – Ashley Sherman
Ashley Sherman has submitted a letter of resignation as School Psychologist.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law accepts the resignation from Ashley Sherman as School Psychologist effective May 12, 2023.

3. Letter of Resignation –Carlotta Ford
Carlotta Ford has submitted a letter of resignation as Cleaner.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law accepts the resignation from Carlotta Ford as Cleaner effective May 19, 2023.

4. Letter of Resignation – Tina Guerra
Tina Guerra, Teacher Aide, has submitted a letter of resignation contingent upon her appointment as Teaching Assistant.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law accepts the resignation from Tina Guerra as Teacher Aide effective April 9, 2023.

5. Letter of Resignation – Karen Haak
Karen Haak, Elementary Teacher has submitted a letter of resignation contingent upon her appointment as Elementary Assistant Principal.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law accepts the resignation from Karen Haak as Elementary Teacher effective June 30, 2023.

6. Letter of Resignation –Shawn Brown
Shawn Brown has submitted a letter of resignation as Automotive Mechanic.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law accepts the resignation from Shawn Brown as Automotive Mechanic effective June 1, 2023.

7. Letter of Resignation – Tammi Murtha
Tammi Murtha has submitted a letter of resignation as School Media Specialist.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law accepts the resignation from Tammi Murtha as School Media Specialist effective June 16, 2023.

8. Letter of Resignation – Cathy Grasso
Cathy Grasso has submitted a letter of resignation as Social Worker.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law accepts the resignation from Cathy Grasso as Social Worker effective June 30, 2023

9. Leave of Absence – Jennifer Schmiegel

Jennifer Schmiegel, Bus Driver, is requesting an unpaid leave of absence to commence on approximately May 3, 2023 through June 30, 2023.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the unpaid leave of absence for Jennifer Schmiegel from approximately May 3, 2023 through June 30, 2023.

10. Leave of Absence – Erica Ragan

Erica Ragan, TESOL, is requesting an unpaid leave of absence to commence on approximately May 3, 2023 through June 23, 2023.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the unpaid leave of absence for Erica Ragan from approximately May 3, 2023 through June 23, 2023.

11. Permanent Appointment –Karena Anderson

Benjamin Stopka recommends Karena Anderson to a permanent appointment as Cleaner.

RESOLUTION

Be it resolved, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the permanent appointment of Karena Anderson as Cleaner effective December 13, 2022.

12. Permanent Appointment –Joseph Durell

Benjamin Stopka recommends Joseph Durell to a permanent appointment as Maintenance Worker.

RESOLUTION

Be it resolved, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the permanent appointment of Joseph Durell as Maintenance Worker effective December 13, 2022.

13. Appoint Sr. Clerk Typist – Harley Seager

Megan Paliotti recommends Harley Seager to fill a Sr. Clerk Typist position.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the 52- week probationary appointment of Harley Seager as a Senior Clerk Typist, conditional upon a criminal history record check according to Commissioners Regulation §80 1.11 and Part 87 as follows:

Probationary Period: June 12, 2023-June 11, 2024

Salary: \$19.00/hour

14. Appoint Bus Driver-Linda Maeske

Todd Henry recommends Linda Maeske to the position of School Bus Driver.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the 52-week probationary appointment of Linda Maeske as a Bus Driver conditional upon a criminal history record check according to Commissioners Regulation §80 1.11 and Part 87 as follows:

Probationary Period: June 12, 2023-June 11, 2024
Salary: \$23.00/hr.

15. Appoint School Monitor – Linda Maeske

Linda Maeske recommends Linda Maeske to fill a School Monitor position.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the 52-week probationary appointment of Linda Maeske as a School Monitor conditional upon a criminal history record check according to commissioners Regulation §80 1.11 and Part 87 as follows:

Probationary Period: June 12, 2023-June 11, 2024
Salary: \$15.00/hr.

16. Appoint Teaching Assistant –Tina Guerra

Christie Graves recommends Tina Guerra to fill a Teaching Assistant position.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the four-year probationary appointment of Tina Guerra as a Teaching Assistant conditional upon a criminal history record check according to Commissioners Regulation §80 1.11 and Part 87 as follows:

Certification: Teaching Assistant, Level I
Tenure Area: Teaching Assistant
Probationary Period: April 10, 2023-April 9, 2027
Salary: Step A, \$21,711

The expiration date is tentative and conditional only. In order to be eligible for and considered for tenure, the teacher must meet all requirements of the educational law and corresponding regulations.

17. Appoint Elementary Teacher – Sydney Coe

Christie Graves recommends Sydney Coe to fill an Elementary Teacher position.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the four-year probationary appointment of Sydney Coe as an Elementary Teacher conditional upon a criminal history record check according to Commissioners Regulation §80 1.11 and Part 87 as follows:

Certification: Childhood Education, Grades 1-6, Initial
Tenure Area: Elementary
Probationary Period: August 29, 2023-August 28, 2027
Salary: Step A, \$50,790.00

The expiration date is tentative and conditional only. In order to be eligible for and considered for tenure, the teacher must meet all requirements of the educational law and corresponding regulations

18. Appoint Elementary Assistant Principal – Karen Haak

Megan Paliotti recommends Karen Haak to fill the position of Elementary Assistant Principal.

RESOLUTION

Be it resolved, that on the recommendation of the Superintendent of Schools, the Board of Education hereby appoints Karen Haak who holds a School Building Leader certification to a four year probationary appointment in the tenure area of Assistant Principal, with the probationary appointment commencing on July 1, 2023 expiring on June 30, 2027 (unless extended in accordance with the law). This expiration date is tentative and conditional only. Except to the extent required by the applicable provisions of Section 3012 of the Education Law, in order to be granted tenure the Assistant Principal must receive composite or overall annual professional performance review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either effective or highly effective in at least three (3) of the four (4) preceding years, and if the Assistant Principal receives an ineffective composite or overall rating in the final year of the probationary period the Assistant Principal shall not be eligible for tenure at that time.

Certification: School Building Leader –Initial

Tenure Area: Assistant Principal

Probationary Period: July 1, 2023-June 30, 2027

Salary: \$72,500

19. Appoint High School Principal: Nicole Sinclair

Megan Paliotti recommends Nicole Sinclair to fill the position of High School Principal.

RESOLUTION

Be it resolved, that on the recommendation of the Superintendent of Schools, the Board of Education hereby appoints Nicole Sinclair, who holds a School Building Leader certification to a four year probationary appointment in the tenure area of Principal, with the probationary appointment commencing on July 1, 2023 and expiring on June 30, 2027 (unless extended in accordance with the law). This expiration date is tentative and conditional only. Except to the extent required by the applicable provisions of Section 3012 of the Education Law, in order to be granted tenure the Principal must receive composite or overall annual professional performance review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either effective or highly effective in at least three (3) of the four (4) preceding years, and if the Principal receives an ineffective composite or overall rating in the final year of the probationary period the Principal shall not be eligible for tenure at that time.

Certification: School Building Leader – Emergency COVID 19

Tenure Area: Principal

Probationary Period: July 1, 2023-June 30, 2027

Salary: \$107,900

20. Academic and Enrichment Summer Program Appointments

The following individuals are being recommended to work in the summer academic and enrichment programs that are funded by grants.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the following individuals to work various summer academic and enrichment programs from July 1, 2023 through August 18, 2023 conditional upon a criminal

history record check according to Commissioners Regulation §80-1.11 and Part 87.

Staff	Position	\$/Hr.
Steve Johnson	Teacher	\$39.78/hr.
Michael Scharvella	Teacher	\$39.78/hr.
Amy Musengo	Teacher	\$39.78/hr.
Michael VanDoren	Teacher	\$39.78/hr.
Maureen Mahoney	Teacher	\$39.78/hr.
William McDermott	Teacher	\$39.78/hr.
Brandon Kipcinski	Teacher	\$39.78/hr.
Ryan Haskins	Teacher	\$39.78/hr.
Paul Petersen	Teacher	\$39.78/hr.
Amy Johnson	Teacher	\$39.78/hr.
Kaitlyn Bowens	Teacher	\$39.78/hr.
Mike Flaherty	Teacher	\$39.78/hr.
Amy Suss	Teacher	\$39.78/hr.
Paul Maring	Grant Program Teacher	\$39.78/hr.
Cary Merritt	Coordinator/Clerk	\$39.78/hr.
Keri McQuown	Cook	\$15.45/hr.
Jody Parrish	Food Service Helper	\$15.71/hr.
Arline Perce	Food Service Helper	\$18.86/hr.

21. Academic and Enrichment Summer Program Appointments

The following individuals are being recommended to work in the summer academic and enrichment programs that are funded by grants.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the following individuals to work various summer academic and enrichment programs from June 1, 2023 through August 19, 2023 conditional upon a criminal history record check according to Commissioners Regulation §80-1.11 and Part 87.

Staff	Position	\$/Hr.
Vickie Randall	Grant Program Nurse	\$39.78/hr.
Elizabeth Decker	Grant Program Nurse	\$39.78/hr.
Stephanie Humbert	Grant Program Nurse	\$39.78/hr.
Colleen Barron	Grant Program Nurse	\$39.78/hr.
Alex Richwalder	Grant Program Teacher	\$39.78/hr.
David Hahn	Grant Program Teacher	\$39.78/hr.
Brian LaValley	Grant Program Teacher	\$39.78/hr.
Laurel LaTray	Grant Program Teacher	\$39.78/hr.
Alison Maloney	Grant Program Teacher	\$39.78/hr.
Sarah Covotta	Grant Program Teacher	\$39.78/hr.
Brad LeFevre	Grant Program Teacher	\$39.78/hr.
Lucia Copeland	Grant Program Teacher	\$39.78/hr.
Patty Weber	Grant Program Teacher	\$39.78/hr.
Daniel Kim	Grant Program Teacher	\$39.78/hr.
Lindsey Roberts	Grant Program Teacher	\$39.78/hr.
Brenda Mitchell	Grant Program Teacher	\$39.78/hr.
Jordan Camp	Grant Program Teacher	\$39.78/hr.
Julie Norris	Grant Program Teacher	\$39.78/hr.
Joanna Samar	Grant Program Teacher	\$39.78/hr.

Melissa Mason	Grant Program Teacher	\$39.78/hr.
Matt Akerley	Grant Program Teacher	\$39.78/hr.
Ashleigh Gerstner	Grant Program Teacher	\$39.78/hr.
Kurt Laird	Grant Program Teacher	\$39.78/hr.
Kimberly Youngman	Grant Program Teacher Aide	\$17.00/hr.
Lisa Putman	Grant Program Teacher Aide	\$16.97/hr.
Cindy O'Dell	Grant Program Teacher Aide	\$17.60/hr.
Crystal Shaft	Grant Program Teacher Aide	\$15.45/hr.
Christy Grimsley	Grant Program Teacher Aide	\$17.17/hr.
Stephanie Kerr	Grant Program Teacher Aide	\$16.65/hr.
Keisha Laird	Grant Program Teacher Aide	\$16.82/hr.
Danielle Webster	Grant Program Teacher Aide	\$16.05/hr.
Jen McKown	Grant Program Teacher Aide	\$18.47/hr.
Chelsea Deon	Grant Program Teacher Aide	\$16.05/hr.

22. Appoint Extended School Year (ESY) Summer School Staff

Sara McLean is recommending the following individuals to staff the Special Education Summer School Program.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, appoints the following individuals to fill positions for Special Education Summer School, from July 1, 2023 through August 18, 2023.

Name	Position	Salary
Ashley McDonald	ESY Speech Pathologist	\$39.78/hr.
Jaime Akerley	ESY Speech Pathologist	\$39.78/hr. effective August 8/7/23 -8/11/23
Carol Hull	ESY Teacher Aide	\$20.96/hr.
Chere Poole	ESY Teacher Aide	\$18.81/hr.
Melissa Stevens	ESY Teacher Aide	\$20.94/hr.
Kristin Winslow	ESY Teacher	\$39.78/hr.
Cathy LaValley	ESY Teacher	\$39.78/hr.

23. Appoint K-12 Home/School Liaison

The K-12 Home School Liaison will help establish better communication between our schools and homes while reinforcing the importance of higher achievement of all students.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the appointment of Irene Interlichia as Home/School Liaison at \$45.00/hr. for the 2023-24 school year to be funded from the McKinney-Vento Homeless Education Assistance Grant.

24. Approve Terms & Conditions of Employment

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the Terms and Conditions of Employment for employees deemed Confidential for the 2023-2024 school year. The contracts are on file with the District Clerk.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the Terms and Conditions of Employment for the Senior

Maintenance Mechanic for the 2023-2024 school year. The contract is on file with the District Clerk.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the Terms and Conditions of Employment for Director of Human Resources for the period of July 1, 2023-June 30, 2024. The contract is on file with the District Clerk.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the Terms and Conditions of Employment for the Assistant Superintendent for Instruction and School Improvement for the period of July 1, 2023-June 30, 2024. The contract is on file with the District Clerk.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the amended Terms and Conditions of Employment for the Director of Business Operations and Finance for the period of July 1, 2023-June 30, 2024. The contract is on file with the District Clerk.

25. Appoint Volunteers

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the following individuals to work as a volunteer in the district for the 2022-2023 school year.

Sarah Lynn
Aron Gardner

Patricia Luciano
Shirley Luciano

Anna Furletti
Nicole Smith

Brooke Angelo
Joseph Compton

6. Award Bids

A motion for approval of items as listed under Award Bids is made by _____, and seconded by _____ any discussion- All in favor ___ - ___.

a. Award Bid for Interior Painting

It is the recommendation to award the NRWCS D High School Gymnasium Painting Bid to Armstrong Painting, LLC. May 8, 2023, Bid Opening in the following amounts:

\$24,500.00 Base Bid

RESOLUTION

Be it Resolved, the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, authorizes awarding a bid to the bidder deemed to be the lowest responsible meeting the bid specifications as follows.

Bidder	Items	Amount
Armstrong Painting, LLC. 36 Fisherman’s Creek Baldwinsville, NY 13027	High School Gymnasium Painting	Base Bid \$24,500.00
		TOTAL \$24,500.00

b. Bid Award for NRWCS D 2022-23 Capital Outlay Project

It is the recommendation of our Architects, SEI Design Group, to award the General Construction Bid for 2022-23 Capital Outlay Project following competitive sealed bids received on May 10, 2023, as follows:

General Construction Contract

Massa Construction, Inc.

Base Bid Contract Sum \$105,000.00

Alternate #1 (Hollow Metal Interior Windows) \$ -26,000.00

Total \$ **79,000.00**

RESOLUTION

Be it Resolved, the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, authorizes awarding Capital Outlay general Construction Bid as follows:

<u>Contractor</u>	<u>Items</u>	<u>Amount</u>
Massa Construction, Inc 630 Pre-Emption Road Geneva, NY 14456	2022-23 Capital Outlay Project	\$79,000.00

Board Member Requests/Comments/Discussion:

Good News

Informational Items:

- Claims Auditor Reports

Motion for Adjournment:

There being no further business or discussion, a motion is requested adjourn the regular meeting.

Motion for approval by ____, seconded by ____, with motion approved __-__. Time adjourned: __:__ p.m

SUBJECT: SPORTS AND THE ATHLETIC PROGRAM**General Principles and Eligibility**

Athletics are an integral part of a well-balanced educational program. The District's interscholastic athletic program will conform with the Commissioner's regulations, as well as the established rules of the New York State Public High School Athletic Association (NYSPHSAA) and the State Education Department.

Athletic eligibility requires that the student:

- a) Provide written parental or guardian consent. The consent form must contain information regarding mild traumatic brain injuries (concussions) as specified in the Commissioner's regulations.
- b) Obtain medical clearance from the school physician or nurse practitioner or the student's personal physician. The school physician or nurse practitioner retains final approval on any physicals performed by a student's personal physician.
- c) Meet the requirements for interscholastic competition as set forth by the Commissioner's regulations and the NYSPHSAA.
- d) Comply with all District rules, codes, and standards applicable to athletic participation.

Title IX Compliance

The Board supports equal athletic opportunities for members of both sexes through interscholastic and intramural activities. To ensure equal athletic opportunities for its students, the District will consider:

- a) Its accommodation of athletic interests and abilities (the nature and extent of sports offered, including levels of competition, team competition, and team performance);
- b) Equipment and supplies;
- c) Scheduling of games and practice time;
- d) Travel costs and opportunities for travel;
- e) Assignment and compensation of coaches;
- f) Locker rooms, practice, and competitive facilities;
- g) Available medical and training facilities and services; and

(Continued)

Students

SUBJECT: SPORTS AND THE ATHLETIC PROGRAM (Cont'd.)

- h) The nature and extent of support, publicity, and promotion.

The District may consider other pertinent factors as well. Each of the factors will be assessed by comparing availability, quality, type of benefits, kind of opportunities, and form of treatment. Identical benefits, opportunities, or treatment are not required.

The District's ~~Civil Rights Compliance Officer~~ Title IX Coordinator(s) will coordinate the District's efforts to comply with ~~and carry out~~ its responsibilities under Title IX. This person will be appropriately trained and possess comprehensive knowledge about applicable federal and state laws, regulations, and policies. To the extent possible, the District will not designate an employee whose other job duties may create a conflict of interest, such as the athletic director.

Booster Clubs

The District has a responsibility under Title IX to ensure that boys' and girls' programs are provided with equivalent benefits, treatment, services, and opportunities regardless of their source. When determining equivalency, therefore, benefits, services, and opportunities attained through private funds—including donations, fundraising, and booster clubs—must be considered in combination with all benefits, services, and opportunities.

Athletic Placement Process for Interscholastic Athletic Programs (APP)

The APP is a method for evaluating students who want to participate in sports at higher or lower levels, consistent with their physical and emotional maturity, size, fitness level, and skills. The Board approves the use of the APP for all secondary school interscholastic team members. The Superintendent will implement procedures for the APP, and will direct the athletic director to maintain records of students who have successfully completed the APP.

Student Athletic Injuries

No injured student will be allowed to practice or play in an athletic contest. An appropriate medical professional should diagnose and treat an athlete's injuries. The coach should ensure that any player injured while under his or her care receives prompt and appropriate medical attention, and that all of the medical professional's treatment instructions are followed. The injured student has an obligation to promptly inform his or her coach of all injuries. No student will be allowed to practice or compete if there is a question whether he or she is in adequate physical condition. A physician's certification may be required before an athlete is permitted to return to practice or competition.

(Continued)

SUBJECT: SPORTS AND THE ATHLETIC PROGRAM (Cont'd.)**Athletic Program-Safety**

The District will take reasonable steps to minimize physical risks posed to students participating in the interscholastic athletic program by:

- a) Requiring timely medical examinations of participants;
- b) Employing certified or licensed staff to coach all varsity, junior varsity, and modified practices and games;
- c) Providing or requiring certified or licensed officials to officiate all competitions;
- d) Ensuring that its players' equipment is safe and operates within the applicable manufacturers' guidelines;
- e) Ensuring that all home fields, courts, pools, tracks, and other areas where athletes practice, warm-up, or compete are safe and appropriate for use; and
- f) Providing professional development and training opportunities for all coaching staff.

Title IX of the Education Amendments of 1972, 20 USC § 1681 et seq.
45 CFR Part 86
8 NYCRR §§ 135 and 136

NOTE: Refer also to Policies #3420 -- Non-Discrimination and Anti-Harassment in the District
#3421 -- Title IX and Sex Discrimination
#7520 -- Accidents and Medical Emergencies
#7522 -- Concussion Management

Revised: 6/24/97; 1/9/07; 7/1/08; 6/9/15; 1/9/18;

Students

SUBJECT: STUDENTS WITH LIFE-THREATENING HEALTH CONDITIONS

Students come to school with diverse medical conditions which may impact their learning as well as their health. Some of these conditions are serious and may be life-threatening. As a result, students, parents, school personnel, and health care providers must all work together to provide the necessary information and training to allow children with chronic health problems to participate as fully and safely as possible in the school experience. This policy encompasses an array of serious or life-threatening medical conditions such as anaphylaxis, diabetes, seizure disorders, or severe asthma and acute medical conditions such as substance overdose. All students within the District with known life-threatening conditions will have a comprehensive plan of care in place: an Emergency Care Plan (ECP) or Individualized Healthcare Plan (IHP) and if appropriate, an Individualized Education Plan (IEP) or Section 504 Plan.

Life-Threatening Conditions

For those students with serious or life-threatening conditions, including but not limited to, diabetes, seizure disorders, asthma, and allergies, the District must work cooperatively with the parent(s) and the healthcare provider(s) to:

- a) Immediately develop an ECP for each at risk student to ensure that appropriate personnel are aware of the student's potential for a life-threatening reaction;
- b) If appropriate, develop an IHP that includes all necessary treatments, medications, training, and educational requirements for the student. If the student is eligible for accommodations based upon the Individuals with Disabilities Act (IDEA), Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act, the appropriate procedures will be followed regarding evaluation and identification;
- c) Provide training by licensed medical personnel (e.g., registered professional nurse) for all adults in a supervisory role in the recognition and emergency management of a specific medical condition for specific students;
- d) Obtain specific medical-legal documents duly executed in accordance with New York State law; appropriate health care provider authorization in writing for specific students that includes the frequency and conditions for any testing and/or treatment, symptoms, and treatment of any conditions associated with the health problem; and directions for emergencies;
- e) Secure written parent permission and discuss parental responsibility that includes providing the health care provider's orders, providing any necessary equipment, and participation in the education and co-management of the child as he or she works toward self-management;

(Continued)

Students

SUBJECT: STUDENTS WITH LIFE-THREATENING HEALTH CONDITIONS (Cont'd.)

- f) Allow supervised students to carry life-saving medication in accordance with relevant laws, regulations, and procedures. The District will also encourage parents and students to provide duplicate life-saving medication to be maintained in the health office in the event the self-carrying student misplaces, loses, or forgets their medication;
- g) Assure appropriate and reasonable building accommodations are in place within a reasonable degree of medical certainty.

In addition, the District will:

- a) Provide training for transportation, instructional, food service, or physical education staff, as appropriate, in the recognition of an anaphylactic reaction;
- b) Have standing emergency medical protocols for nursing or other staff;
- c) Request the school medical director to write a non-patient specific order for anaphylaxis treatment agents for the school's registered professional nurse or other staff, as designated by the administration and allowed under federal and New York State laws and regulations, to administer in the event of an unanticipated anaphylactic episode;
- d) Maintain or ensure the maintenance of a copy of the standing order(s) and protocol(s) that authorizes them to administer emergency medications such as anaphylactic treatment agents;
- e) As permitted by New York State law, maintain stock supplies of life-saving emergency medications such as epinephrine auto-injectors or Naloxone (Narcan) for use, especially in first time emergencies;
- f) Allow the school registered nurse, nurse practitioner, or physician to train unlicensed school personnel to administer emergency epinephrine via auto-injector, or emergency glucagon, to students with both a written provider order and parent/person in parental relation consent during the school day, on school property, and at any school function. Such training will be done in accordance with specifications outlined in the Commissioner's regulations;
- g) Ensure that ~~building level safety plans and~~ the District-wide ~~emergency response plan~~ ~~school safety plan and building-level emergency response plans~~ include appropriate accommodations for students with life-threatening health conditions;
- h) Encourage families to obtain medic-alert bracelets for at risk students;
- i) Educate students regarding the importance of immediately reporting symptoms of an allergic reaction.

(Continued)

SUBJECT: STUDENTS WITH LIFE-THREATENING HEALTH CONDITIONS (Cont'd.)**Emergency Medication****Epinephrine Auto-Injectors (EAI)**

The District has entered into a collaborative agreement with ~~Dr. Krishna Persaud~~ the Medical Director in order to provide and maintain EAI on-site in its instructional facilities. This agreement allows for trained school employees, who have completed a New York State Department of Health (NYSDOH) course, to administer EAI to any student or staff member who demonstrates symptoms of anaphylaxis, regardless of whether such person has a prior history of severe allergic reactions. This District will ensure that it has sufficient EAI available to ensure ready and appropriate access for use during emergencies and will immediately report every use of an EAI in accordance with the collaborative agreement to ~~Dr. Krishna Persaud~~ with the Medical Director. The collaborative agreement, as defined in Public Health Law Section 3000-c, is required for the District to permit trained school employees to administer stock EAI to students and staff members who do not have a patient specific order for such medication.

Creating an Allergen-Safe School Environment

The risk of accidental exposure or cross-contamination is always present in school, particularly for students with food allergies. The school setting is a high-risk environment for accidental ingestion of a food allergen due to the presence of a large number of students, increased exposure to food allergens, and cross-contamination of tables, desks, and other surfaces.

In an effort to prevent accidental exposure to allergens, the District will monitor the following high-risk areas and activities:

- a) Cafeteria;
- b) Food sharing;
- c) Hidden ingredients in art, science, and other projects;
- d) Transportation;
- e) Fundraisers and bake sales;
- f) Parties and holiday celebrations;
- g) Field trips;
- h) Before and after school programs.

(Continued)

SUBJECT: STUDENTS WITH LIFE-THREATENING HEALTH CONDITIONS (Cont'd.)**Medication Self-Management**

The District will work toward assisting students in the self-management of their chronic health condition based upon the student's knowledge level and skill by:

- a) Collaborating with ~~parents~~/persons in parental relation/guardians;
- b) Adequately training all staff involved in the care of the child, as appropriate;
- c) Assuring the availability of the necessary equipment and/or medications;
- d) Providing appropriately trained licensed persons as required by law;
- e) Developing an emergency plan, IHP, IEP, or 504 Plan as appropriate for the student; and
- f) Providing ongoing staff and student education.

Americans with Disabilities Act, 42 USC§ 12101, et seq.
Individuals with Disabilities Education Act (IDEA), 20 USC §§ 1400-1485
Section 504 of the Rehabilitation Act of 1973, 29 USC § 794 et seq.
34 CFR Part 300
Education Law §§ 6527 and 6908
8 NYCRR §§ 136.6 and 136.7
Public Health Law §§ 2500-h, 3000-a, and 3000-c

NOTE: Refer also to Policy #7513 -- Medication and Personal Care Items

Adopted: 1/9/07
Revised: 2/24/09; 2/9/16; 7/6/21;

Students

SUBJECT: ~~CHILD ABUSE AND MALTREATMENT~~

~~—The District takes seriously the obligations of its officers and employees to report cases of child abuse or maltreatment. To this end, regulations will be developed, maintained, and disseminated by administration regarding the:~~

- ~~a) — Mandatory reporting of suspected child abuse or maltreatment;~~
- ~~b) — Reporting procedures and obligations of persons required to report;~~
- ~~c) — Provisions for taking a child into protective custody;~~
- ~~d) — Mandatory reporting of deaths;~~
- ~~e) — Immunity from liability and penalties for failure to report;~~
- ~~f) — Obligations for provision of services and procedures necessary to safeguard the life or health of a child; and~~
- ~~g) — Provision of information in recognizing signs of unlawful methamphetamine laboratories for all current and new school officials (i.e., "mandated reporters") who, as part of their usual responsibilities, visit children's homes.~~

~~—Additionally, an ongoing training program for all current and new school officials will be established and implemented to enable the staff to carry out their reporting responsibilities.~~

Reporting Information

~~—The District will post the child abuse hotline telephone number and directions for accessing the Office of Children and Family Services (OCFS) website in English and Spanish on its website and in clearly and highly visible areas of school buildings. The District will also make this information available from its administrative offices; provide it to parents and persons in parental relation at least once per school year by electronic communication, sending the information home with students, or otherwise; and provide it to each teacher and administrator. The District may post and provide this information in other, common languages used by the school community.~~

~~—The hotline telephone number is 800-342-3720. Another hotline telephone number for school administrators and teachers to report is 800-635-1522.~~

Persons Required to Report

~~—Persons required to report cases of child abuse or maltreatment to the Statewide Central Register for Child Abuse and Maltreatment (SCR) in accordance with Social Services Law Section 413(1) include, but are not limited to, school teachers, school guidance counselors, school psychologists, school~~

(Continued)

Students

SUBJECT: ~~CHILD ABUSE AND MALTREATMENT (Cont'd.)~~

~~social workers, school nurses, school administrators or other school personnel required to hold a teaching or administrative license or certificate, and full or part-time compensated school employees required to hold a temporary coaching license or professional coaching certificate.~~

~~— All mandated reporters must make the report themselves to the SCR and then immediately notify the building principal or designee. The building principal or designee will be responsible for all subsequent administration necessitated by the report. Any report must include the name, title, and contact information for every staff member who is believed to have direct knowledge of the allegations in the report. The building principal will also take or cause to be taken, at public expense, color photographs of visible trauma and, if medically indicated, cause to be performed an X-ray of the child.~~

~~— Reports must be made by telephone or fax on a form supplied by the Commissioner of the NYS OCFS. Oral reports must be made to SCR, unless an appropriate local plan provides these reports should be made to the local CPS. The local CPS would then make a report to the SCR. An oral report must be followed by a written report within 48 hours.~~

Report Form

~~— The "Report of Suspected Child Abuse or Maltreatment" Form LDSS-222 IA may be accessed at the OCFS website.~~

Obligation to Assist CPS

~~— The District has a responsibility to provide assistance and data to enable CPS to carry out their investigation, including providing access to relevant records and allowing CPS to conduct an interview of such child without parental consent or court order when CPS encounters circumstances that warrant interviewing the child apart from family or other household members or the home or household where child abuse or maltreatment allegedly occurred. School personnel may observe the interview. The School may require CPS workers and those who accompany them to comply with reasonable visitor policies and procedures of the School and to present appropriate identification.~~

Immunity from Liability

~~— Mandated reporters are immune from liability who make a report in good faith. However, mandated reporters will be criminally liable if they knowingly report a false claim of child abuse or maltreatment to the SCR. Non-mandated reporters will also be criminally liable for knowingly reporting a false claim to a mandated reporter, knowing that the reporter is required to report such cases and intending that such a report be made.~~

(Continued)

Students

~~SUBJECT: CHILD ABUSE AND MALTREATMENT (Cont'd.)~~

~~Failure to Report~~

~~— Legal penalties under the Social Services Law will be placed on mandated reporters who fail to report a case of suspected child abuse, including liability for damages proximately caused by such failure.~~

~~Prohibition of Retaliatory Personnel Action~~

~~— The District will not take any retaliatory personnel action against an employee because the employee believes that he or she has reasonable cause to suspect that a child is an abused or maltreated child and that employee makes a report to SCR. Further, no school official will impose any conditions, including prior approval or prior notification, upon any staff member specifically designated a mandated reporter.~~

~~— "Retaliatory personnel action" means the discharge, suspension, or demotion of an employee, or other adverse employment action taken against an employee in the terms and conditions of employment.~~

~~Child Abuse in an Educational Setting~~

~~— The District is committed to the protection of students in educational settings from abuse and maltreatment by employees or volunteers.~~

~~— **Child abuse** means any of the following acts committed in an educational setting by an employee or volunteer against a child (defined as a person under the age of 21 years enrolled in a school):~~

- ~~a) — Intentionally or recklessly inflicting physical injury, serious physical injury, or death; or~~
- ~~b) — Intentionally or recklessly engaging in conduct which creates a substantial risk of physical injury, serious physical injury, or death; or~~
- ~~c) — Any child sexual abuse, defined as conduct prohibited by Penal Law Articles 130 or 263; or~~
- ~~d) — The commission or attempted commission against a child of the crime of disseminating indecent materials to minors in accordance with Penal Law Article 235.~~

~~**Administrator or school administrator** means a principal, or the equivalent title, in a school, or other chief school officer.~~

~~— **Educational setting** means the building(s) and grounds of the District; the vehicles provided directly or by contract by the District for the transportation of students to and from school buildings, field trips, co-curricular and extra-curricular activities both on and off District grounds; all co-curricular and extra-curricular activity sites; and any other location where direct contact between an employee or volunteer and a child has allegedly occurred.~~

(Continued)

Students

SUBJECT: — CHILD ABUSE AND MALTREATMENT (Cont'd.)

~~— In any case where an oral or written allegation is made to a teacher, school nurse, school counselor, school psychologist, school social worker, school administrator, Board member, or other school personnel required to hold a teaching or administrative license or certificate, as well as a licensed and registered physical therapist, licensed and registered occupational therapist, licensed and registered speech language pathologist, teacher aide or school resource officer that a child has been subjected to child abuse by an employee or volunteer in an educational setting, that person will upon receipt of the allegation:~~

- ~~a) — Promptly complete a written report of the allegation including the full name of the child alleged to be abused; the name of the child's parent; the identity of the person making the allegation and their relationship to the alleged child victim; the name of the employee or volunteer against whom the allegation was made; and a listing of the specific allegations of child abuse in an educational setting. This written report will be completed on a form prescribed by the Commissioner of Education.~~
- ~~b) — Except where the school administrator is the person receiving the oral or written allegation, the employee completing the written report must promptly personally deliver a copy of that written report to the school principal of the school in which the child abuse allegedly occurred.~~

~~— In any case where an oral or written allegation is made to a school bus driver employed by a person or entity that contracts with the District to provide transportation services to children that a child has been subjected to child abuse by an employee or volunteer in an educational setting, that school bus driver will upon receipt of the allegation, promptly report or cause a report to be made to his or her supervisor employed by the contracting person or entity.~~

~~— In any case where an oral or written report or allegation is made to a supervisor who is employed by a person or entity that contracts with the District to provide transportation services to children from a person employed by the contracted person or entity that a child has been subjected to child abuse by an employee or volunteer in an educational setting, the supervisor must, upon receipt of an allegation:~~

- ~~a) — Promptly complete a written report of the allegation including the full name of the child alleged to be abused; the name of the child's parent or guardian; the identity of the person making the allegation and their relationship to the alleged child victim; the name of the employee or volunteer against whom the allegation was made; and a listing of the specific allegations of child abuse in an educational setting. This report must be completed on a form prescribed by the Commissioner.~~
- ~~b) — Ensure that the written report is personally delivered to the Superintendent employed by the school district where the child abuse occurred or, for a school other than a school district or public school, the school administrator employed by the school where the child abuse occurred.~~

(Continued)

Students

SUBJECT: — CHILD ABUSE AND MALTREATMENT (Cont'd.)

~~— In any case where it is alleged a child was abused by an employee or volunteer of a school other than a school within the District, the report of these allegations will be promptly forwarded to the Superintendent of the District and the Superintendent of the school district where the abuse of the child allegedly occurred. If a case involves a school that is not a school district or public school, the appropriate school administrator or administrators, in addition to any appropriate Superintendent, must be notified of the allegations of abuse.~~

~~— If it is alleged the child was abused by the Superintendent or administrator, the report of the allegations will be made to another designated administrator.~~

~~— Any employee, volunteer, or supervisor who is employed by a person or entity that contracts with the District to provide transportation services to children who reasonably and in good faith makes a report of allegations of child abuse in an educational setting in accordance with the reporting requirements of the law will have immunity from civil liability which might otherwise result by reason of those actions.~~

~~— Upon receipt of a written report alleging child abuse in an educational setting, a school administrator or the Superintendent must then determine whether there is reasonable suspicion to believe that an act of child abuse has occurred. Where there has been a determination as to the existence of reasonable suspicion, the school administrator or Superintendent must follow the procedures mandated in law and further described in administrative regulations including parental notification. When the school administrator receives a written report, he or she must promptly provide a copy of the report to the Superintendent and promptly forward the report to appropriate law enforcement. In no event will reporting to law enforcement be delayed by an inability to contact the Superintendent.~~

~~— Where the Superintendent or, in a school other than a school district or public school, the school administrator has forwarded a written report of child abuse in an educational setting to law enforcement authorities, the Superintendent will also refer the report to the Commissioner if the employee or volunteer alleged to have committed an act of child abuse holds a certification or license issued by the State Education Department.~~

~~— Reports and other written material submitted in accordance with law with regard to allegations of child abuse in an educational setting, and photographs taken concerning those reports that are in the possession of any person legally authorized to receive that information, will be confidential and will not be redisclosed except to law enforcement authorities involved in an investigation of child abuse in an educational setting or as expressly authorized by law or in accordance with a court ordered subpoena. Such reports must be expunged from the District records five years after the date of its making if, after investigation, they do not result in a criminal conviction. They may be expunged earlier, in the District's discretion. The willful re-disclosure of such materials to unauthorized persons is a Class A misdemeanor. School administrators and the Superintendent will exercise reasonable care in preventing unauthorized disclosure.~~

(Continued)

Students

SUBJECT: — CHILD ABUSE AND MALTREATMENT (Cont'd.)

— Additionally, teachers and all other school officials will be provided an annual written explanation concerning the reporting of child abuse in an educational setting, including the immunity provisions as set forth in law. The Commissioner will furnish the District with required information, including rules and regulations for training necessary to implement District and staff responsibilities under the law.

Training

— The District will establish and implement ongoing training regarding the identification and reporting of child abuse and maltreatment in accordance with law and Commissioner regulations to all current and new teachers, nurses, counselors, psychologists, social workers, administrators, other personnel required to hold a teaching or administrative certificate or license, any bus driver or supervisor employed by an entity that contracts with the District to transport children, all persons employed in equivalent titles in the District, Board members, licensed and registered physical and occupational therapists, licensed and registered speech language pathologists, teacher aides, and school resource officers.

— Such training shall include, at a minimum, information regarding the physical and behavioral signs that a child has been abused or maltreated and the statutory reporting requirements set out under Social Services law, including but not limited to, when and how a report must be made, what other actions the reporter is mandated or authorized to take, the legal protections that reporters have, and the consequences for failing to report.

— All school bus drivers employed on or after July 1, 2019 by a transportation contractor are required to take two hours of training regarding identification and reporting of child abuse and maltreatment furnished by an approved provider. Documentation of completion of the training must be given to the District.

— The District will annually provide to each teacher and all other school officials a written explanation of the reporting requirements including the immunity provisions.

Prohibition of "Silent" (Unreported) Resignations

— The Superintendent and other school administrators are prohibited from withholding from law enforcement authorities, the Superintendent, or the Commissioner, as appropriate, information concerning allegations of child abuse in an educational setting against an employee or volunteer in exchange for that individual's resignation or voluntary suspension from his or her position.

— The Superintendent or other school administrator who reasonably and in good faith reports to law enforcement officials information regarding allegations of child abuse or a resignation as required by law will have immunity from any liability, civil or criminal, which might otherwise result by reason of those actions.

(Continued)

Students

SUBJECT: — CHILD ABUSE AND MALTREATMENT (Cont'd.)

Prohibition on Aiding and Abetting Sexual Abuse

— Unless exempted by law, no District employee, contractor, or agent of the District will assist another District employee, contractor, or agent in obtaining a new job, apart from the routine transmission of administrative and personnel files, if the individual or agency knows or has probable cause to believe, that the individual engaged in sexual misconduct regarding a minor or student in violation of the law.

Education Law Article 23-B and §§ 409-1, 902(b), 1132(2), 3028-b and 3209-a

Family Court Act § 1012

Labor Law § 740(1)(e)

Penal Law Articles 130, 235 and 263

Social Services Law §§ 411-428

8 NYCRR Part 83, § 100.2(nn)

20 USC § 7926

Adopted: 1992

Revised: 11/12/03; 1/9/07; 10/28/08; 1/9/18; 7/6/21;

Students

SUBJECT: CHILD ABUSE AND MALTREATMENT**Child Abuse in a Domestic Setting**

The District takes seriously the obligations of its officers and employees to report cases of child abuse or maltreatment. To this end, regulations will be developed, maintained, and disseminated by administration regarding the:

- a) Mandatory reporting of suspected child abuse or maltreatment;
- b) Reporting procedures and obligations of persons required to report;
- c) Provisions for taking a child into protective custody;
- d) Mandatory reporting of deaths;
- e) Immunity from liability and penalties for failure to report;
- f) Obligations for provision of services and procedures necessary to safeguard the life or health of a child; and
- g) Provision of information in recognizing signs of unlawful methamphetamine laboratories for all current and new school officials (i.e., "mandated reporters") who, as part of their usual responsibilities, visit children's homes.

Additionally, an ongoing training program for all current and new school officials will be established and implemented to enable the staff to carry out their reporting responsibilities.

Reporting Information

The District will post the child abuse hotline telephone number and directions for accessing the Office of Children and Family Services (OCFS) website in English and Spanish on its website and in clearly and highly visible areas of school buildings. The District will also make this information available from its administrative offices; provide it to parents and persons in parental relation at least once per school year by electronic communication, sending the information home with students, or otherwise; and provide it to each teacher and administrator. The District may post and provide this information in other, common languages used by the school community.

Persons Required to Report

Persons required to report cases of child abuse or maltreatment to the State Central Register (SCR) in accordance with Social Services Law Section 413(1) include, but are not limited to, school teachers, school counselors, school psychologists, school social workers, school nurses, school administrators or

(Continued)

Students

SUBJECT: CHILD ABUSE AND MALTREATMENT (Cont'd.)

other school personnel required to hold a teaching or administrative license or certificate, and full- or part-time compensated school employees required to hold a temporary coaching license or professional coaching certificate.

All mandated reporters must make the report themselves and then immediately notify the building principal or designee. The building principal or designee will be responsible for all subsequent administration necessitated by the report. Any report must include the name, title, and contact information for every staff member who is believed to have direct knowledge of the allegations in the report.

Prohibition of Retaliatory Personnel Action

The District will not take any retaliatory personnel action against an employee because the employee believes that he or she has reasonable cause to suspect that a child is an abused or maltreated child and that employee makes a report to SCR. Further, no school official will impose any conditions, including prior approval or prior notification, upon any staff member specifically designated a mandated reporter.

"Retaliatory personnel action" means the discharge, suspension, or demotion of an employee, or other adverse employment action taken against an employee in the terms and conditions of employment.

Report Form

The "Report of Suspected Child Abuse or Maltreatment" Form LDSS-2221A may be accessed at the OCFS website.

Child Abuse in an Educational Setting

The District is committed to the protection of students in educational settings from abuse and maltreatment by employees or volunteers.

Definitions

"Administrator" or "school administrator" means a principal, or the equivalent title, in a school, or other chief school officer.

"Child abuse" means any of the following acts committed in an educational setting by an employee or volunteer against a child (defined as a person under the age of 21 years enrolled in a school):

- a) Intentionally or recklessly inflicting physical injury, serious physical injury, or death;

(Continued)

Students

SUBJECT: CHILD ABUSE AND MALTREATMENT (Cont'd.)

- b) Intentionally or recklessly engaging in conduct which creates a substantial risk of physical injury, serious physical injury, or death;
- c) Any child sexual abuse, defined as conduct prohibited by Penal Law Articles 130 or 263; or
- d) The commission or attempted commission against a child of the crime of disseminating indecent materials to minors in accordance with Penal Law Article 235.

"Educational setting" means the building(s) and grounds of a school; the vehicles provided directly or by contract by the school for the transportation of students to and from school buildings, field trips, co-curricular and extracurricular activities both on and off school grounds; all co-curricular and extracurricular activity sites; and any other location where direct contact between an employee or volunteer and a child has allegedly occurred.

"School" means a school district, public school, charter school, nonpublic school, Board of Cooperative Educational Services (BOCES), special act school district as defined in Education Law Section 4001, approved preschool special education program pursuant to Education Law Section 4410, approved private residential or non-residential school for the education of students with disabilities including certain private schools, or state-operated or state-supported school in accordance with Education Law Articles 85, 87, or 88.

Duties Upon Receipt of an Allegation of Child Abuse in an Educational Setting

In any case where an oral or written allegation is made to a teacher, school nurse, school counselor, school psychologist, school social worker, school administrator, Board member, or other school personnel required to hold a teaching or administrative license or certificate, as well as a licensed and registered physical therapist, licensed and registered occupational therapist, licensed and registered speech-language pathologist, teacher aide, or school resource officer that a child has been subjected to child abuse by an employee or volunteer in an educational setting, that person will upon receipt of the allegation:

- a) Promptly complete a written report of the allegation including the full name of the child alleged to be abused; the name of the child's parent; the identity of the person making the allegation and their relationship to the alleged child victim; the name of the employee or volunteer against whom the allegation was made; and a listing of the specific allegations of child abuse in an educational setting. This written report must be completed on a form prescribed by the Commissioner of Education.
- b) Except where the school administrator is the person receiving the oral or written allegation, the employee completing the written report must promptly personally deliver a copy of that written report to the school administrator of the school in which the child abuse allegedly occurred.

(Continued)

Students

SUBJECT: CHILD ABUSE AND MALTREATMENT (Cont'd.)

In any case where an oral or written allegation is made to a school bus driver employed by a school or a person or entity that contracts with a school to provide transportation services to children that a child has been subjected to child abuse by an employee or volunteer in an educational setting, that school bus driver will upon receipt of the allegation, promptly report or cause a report to be made to his or her supervisor employed by the school or the contracting person or entity.

In any case where an oral or written report or allegation is made to a supervisor who is employed by a school or a person or entity that contracts with a school to provide transportation services to children from a person employed by the school or the contracted person or entity that a child has been subjected to child abuse by an employee or volunteer in an educational setting, the supervisor must, upon receipt of an allegation:

- a) Promptly complete a written report of the allegation including the full name of the child alleged to be abused; the name of the child's parent or guardian; the identity of the person making the allegation and their relationship to the alleged child victim; the name of the employee or volunteer against whom the allegation was made; and a listing of the specific allegations of child abuse in an educational setting. This written report must be completed on a form prescribed by the Commissioner.
- b) Ensure that the written report is personally delivered to the superintendent employed by the school district where the child abuse occurred or, for a school other than a school district or public school, the school administrator employed by the school where the child abuse occurred.

In any case where it is alleged a child was abused by an employee or volunteer of a school other than a school within the school district of the child's attendance, the report of these allegations will be promptly forwarded to the superintendent of the school district of the child's attendance and the superintendent of the school district where the abuse of the child allegedly occurred. If a case involves a school that is not a school district or public school, the appropriate school administrator or administrators, in addition to any appropriate superintendent, must be notified of the allegations of abuse.

If it is alleged the child was abused by the superintendent or administrator, the report of the allegations will be made to another designated administrator.

Upon receipt of a written report alleging child abuse in an educational setting, a school administrator or superintendent must then determine whether there is reasonable suspicion to believe that an act of child abuse has occurred. If it is determined that reasonable suspicion exists, the school administrator or superintendent must follow the procedures mandated in law and further described in administrative regulations including parental notification. When the school administrator receives a

(Continued)

Students

SUBJECT: CHILD ABUSE AND MALTREATMENT (Cont'd.)

written report, he or she must promptly provide a copy of the report to the superintendent. The report must be promptly forwarded to appropriate law enforcement. In no event will reporting to law enforcement be delayed by an inability to contact the superintendent.

Where the superintendent or, in a school other than a school district or public school, the school administrator has forwarded a written report of child abuse in an educational setting to law enforcement authorities, he or she will also refer the report to the Commissioner if the employee or volunteer alleged to have committed an act of child abuse holds a certification or license issued by NYSED.

Civil Immunity

Any employee, volunteer, or supervisor who is employed by a person or entity that contracts with a school to provide transportation services to children who reasonably and in good faith makes a report of allegations of child abuse in an educational setting in accordance with the reporting requirements of the law will have immunity from civil liability which might otherwise result by reason of those actions.

Any school administrator or superintendent who reasonably and in good faith makes a report of allegations of child abuse in an educational setting, or reasonably and in good faith transmits a report to a person or agency as required by law, will have immunity from civil liability which might otherwise result by reason of those actions.

Confidentiality

Reports and other written material submitted in accordance with law with regard to allegations of child abuse in an educational setting, and photographs taken concerning those reports that are in the possession of any person legally authorized to receive that information, will be confidential and will not be redisclosed except to law enforcement authorities involved in an investigation of child abuse in an educational setting or as expressly authorized by law or in accordance with a court-ordered subpoena. School administrators and the superintendent will exercise reasonable care in preventing unauthorized disclosure.

Training

The District will implement a training program regarding child abuse in an educational setting for all current and new teachers, school nurses, school counselors, school psychologists, school social workers, school administrators, Board members, other school personnel required to hold a teaching or administrative license or certificate, and any school bus driver or supervisor employed by the District or any person or entity that contracts with the District to provide transportation services to children, as well as licensed and registered physical therapists, licensed and registered occupational therapists, licensed and registered speech-language pathologists, teacher aides, and school resource officers.

(Continued)

SUBJECT: CHILD ABUSE AND MALTREATMENT (Cont'd.)**Prohibition of "Silent" (Unreported) Resignations**

The Superintendent and other school administrators are prohibited from withholding from law enforcement authorities, the Superintendent, or the Commissioner, as appropriate, information concerning allegations of child abuse in an educational setting against an employee or volunteer in exchange for that individual's resignation or voluntary suspension from his or her position.

The Superintendent or other school administrator who reasonably and in good faith reports to law enforcement officials information regarding allegations of child abuse or a resignation as required by law will have immunity from any liability, civil or criminal, which might otherwise result by reason of those actions.

Notification

Teachers and all other school officials will be provided an annual written explanation concerning the reporting of child abuse and child abuse in an educational setting including the immunity provisions as set forth in law. The Commissioner will furnish the District with required information, including rules and regulations for training necessary to implement District and staff responsibilities under the law.

Prohibition on Aiding and Abetting Sexual Abuse

Unless exempted by law, no District employee, contractor, or agent of the District will assist another District employee, contractor, or agent in obtaining a new job, apart from the routine transmission of administrative and personnel files, if the individual or agency knows or has probable cause to believe, that the individual engaged in sexual misconduct regarding a minor or student in violation of the law.

Education Law Article 23-B and §§ 409-1, 3028-b, and 3209-a
Family Court Act § 1012
Labor Law § 740(1)(e)
Penal Law Articles 130, 235, and 263
Social Services Law §§ 411-428
8 NYCRR Part 83 and § 100.2(hh) and (nn)
20 USC § 7926

Adopted: 1992

Revised: 11/12/03; 1/9/07; 10/28/08; 1/9/18; 7/6/21;

SUBJECT: DIGNITY FOR ALL STUDENTS**Overview**

The District seeks to create an environment free of harassment, bullying, and discrimination; to foster civility in its schools; and to prevent conduct that is inconsistent with its educational mission. This policy is just one component of the District's overall commitment to maintaining a discrimination and harassment-free educational and work environment.

The District, therefore, prohibits all forms of harassment and bullying of students by employees or other students on school property and at school functions. The District further prohibits discrimination against students, including, but not limited to, discriminatory acts based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex by ~~school~~ employees or other students on school property and at school functions ~~that take place at locations off school property. In addition, other acts of harassment, bullying, or discrimination that can reasonably be expected to materially and substantially disrupt the education process may be subject to discipline or other corrective action.~~

In addition, other acts of harassment, bullying, and/or discrimination that occur off school property may be subject to discipline or other corrective action, where such acts create or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation, or abuse might reach school property.

The District adopts this policy as part of its effort to provide for the prompt and equitable resolution of complaints of harassment, bullying, and/or discrimination of students. The District will promptly respond to reports of harassment, bullying, and/or discrimination of students, ensure that all investigations are conducted within a reasonably prompt time frame and under a predictable fair grievance process that provides due process protections, and impose disciplinary measures and implement remedies when warranted.

Inquiries about this policy may be directed to the District's Dignity Act Coordinator(s) (DAC(s)).

Dignity Act Coordinator

In each of its schools, the District will designate at least one employee ~~holding licenses or certifications as required by the Commissioner~~ to serve as the ~~Dignity Act Coordinator (DAC)~~ and receive reports of harassment, bullying, and/or discrimination. Each DAC will be: ~~thoroughly~~

- a) Approved by the Board;
- b) Licensed and/or certified by the Commissioner as a classroom teacher, school counselor, school psychologist, school nurse, school social worker, school administrator or supervisor, or superintendent;

(Continued)

Students

SUBJECT: DIGNITY FOR ALL STUDENTS (Cont'd.)

- c) Instructed in the provisions of the Dignity for All Students Act and its implementing regulations;
- d) Thoroughly trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (including gender identity or expression), and sex; ~~Training will also be provided for DACs~~
- e) Provided with training which addresses the social patterns of harassment, bullying, and discrimination, including, but not limited to, those acts based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, and sex;
- f) Provided with training in the identification and mitigation of harassment, bullying, and discrimination; and
- g) Provided with training in strategies for effectively addressing problems of exclusion, bias, and aggression in educational settings. ~~All DAC appointments will be approved by the Board.~~

The District will widely disseminate the name, designated school, and contact information of each DAC to all school personnel, students, and parents or persons in parental relation by:

- a) Listing it in the *Code of Conduct*, with updates posted on the District's website; ~~and~~
- b) Including it in the *Code of Conduct's* plain language summary provided to all parents or persons in parental relation to students before the beginning of each school year; ~~and~~
- c) Providing it to parents or persons in parental relation in at least one District or school mailing or other method of distribution **each school year**, including, but not limited to, electronic communication and/or sending information home with each student. If the information changes, parents and persons in parental relation will be notified in at least one subsequent District or school mailing, or other method of distribution as soon as practicable thereafter; ~~and~~
- d) Posting it in highly visible areas of school buildings; and
- e) Making it available at the District and school-level administrative offices.

If a DAC vacates his or her position, the District will immediately designate **another eligible employee** as an interim DAC, pending approval of a **successor DAC** from the Board within 30 days of the date the position was vacated. In the event a DAC is unable to perform his or her duties for an extended period of time, the District will immediately designate ~~an~~ **another eligible employee** as an interim DAC, pending the return of the previous individual to the position.

(Continued)

Students

SUBJECT: DIGNITY FOR ALL STUDENTS (Cont'd.)**Training and Awareness**

Each year, all employees will be provided with training to promote a supportive school environment that is free from harassment, bullying, and/or discrimination, and to discourage and respond to incidents of harassment, bullying, and/or discrimination. This training may be provided in conjunction with existing professional **development learning**, and will be conducted consistent with guidelines approved by the Board, and will **include training to:**

- a) Raise awareness and sensitivity to potential acts of harassment, bullying, and/or discrimination;
- b) Address social patterns of harassment, bullying, and discrimination ~~and the effects on students~~;
- c) Inform employees on the identification and mitigation of harassment, bullying, and discrimination;
- d) Enable employees to prevent and respond to incidents of harassment, bullying, and/or discrimination;
- e) Make ~~school~~ employees aware of the effects of harassment, bullying, cyberbullying, and/or discrimination on students;
- f) Provide strategies for effectively addressing problems of exclusion, bias, and aggression;
- g) Include safe and supportive school climate concepts in curriculum and classroom management; and
- h) Ensure the effective implementation of school policy on conduct and discipline.

Rules against harassment, bullying, and discrimination will be included in Part V of the *Code of Conduct*, titled "The Dignity for All Student's Act," publicized District-wide, and disseminated to all staff and parents or persons in parental relation. Any amendments to the *Code of Conduct* will be disseminated as soon as practicable following their adoption. The District will provide new employees with a complete copy of the current *Code of Conduct* upon beginning their employment, and distribute an age-appropriate summary to all students at a school assembly at the beginning of each school year.

(Continued)

Students

SUBJECT: DIGNITY FOR ALL STUDENTS (Cont'd.)**Internal Reports and Investigations of Harassment, Bullying, and/or Discrimination**

~~The District encourages and expects students who have been subjected to harassment, bullying, or discrimination; parents or persons in parental relation whose children have been subjected to this behavior; other students who observe or are told of this behavior; and all District staff who become aware of this behavior to timely report it to the principal, Superintendent, DAC, or designee.~~

~~The principal, Superintendent, DAC, or designee will lead or supervise a timely and thorough investigation of all reports of harassment, bullying, and discrimination. The DAC or other individual conducting the investigation, may seek the assistance of the District's Civil Rights Compliance Officer in investigating, responding to, and remedying complaints.~~

~~In the event any investigation verifies that harassment, bullying, and/or discrimination occurred, the District will take prompt action reasonably calculated to end it, to eliminate any hostile environment, to create a more positive school culture and climate, to prevent recurrence of the behavior, and to ensure the safety of the student or students against whom the harassment, bullying, or discrimination was directed.~~

~~— The Superintendent, principal, DAC, or designee will promptly notify the appropriate local law enforcement agency when there is a reasonable belief that an incident of harassment, bullying, or discrimination constitutes criminal conduct.~~

~~— The District will timely collect information related to incidents involving harassment, bullying, and discrimination; provide required internal reports; and complete and submit any required report to the State Education Department in the manner and within the timeframe specified by the Commissioner. Such reports shall, whenever possible, also delineate the specific nature of such incidents of harassment, bullying and discrimination.~~

All District employees who witness or receive an oral or written report of harassment, bullying, and/or discrimination are required to take action. District employees must make an oral report promptly to the Superintendent or principal, their designee, or the DAC not later than one school day after witnessing or receiving an oral or written report of harassment, bullying, and/or discrimination. No later than two school days after making the oral report, the District employee must file a written report with the Superintendent or principal, their designee, or the DAC.

The Superintendent or principal, their designee, or the DAC will lead or supervise the thorough investigation of all reports of harassment, bullying, and/or discrimination and ensure that all investigations are promptly completed after the receipt of a written report. In investigating any allegation, the investigator may seek the assistance of the District's Civil Rights Compliance Officer(s) (CRCO(s)) and/or Title IX Coordinator(s) in investigating, responding to, and remedying complaints of harassment, bullying, and/or discrimination.

Additionally, other District policies and documents address harassment, bullying, and discrimination of students. These policies and documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District; Policy #3421 -- Title IX and Sex Discrimination;

Policy #7551 -- Sexual Harassment of Students; and the District's *Code of Conduct*. All complaints will be handled in accordance with the applicable District policies and/or documents.

The determination as to which District policies and/or documents are applicable is fact specific, and the DAC may work with other District staff such as the District's CRCO(s) and/or Title IX Coordinator(s) to determine which District policies and/or documents are applicable to the specific facts of the complaint.

When an investigation verifies a material incident of harassment, bullying, and/or discrimination, the Superintendent or principal, their designee, or the DAC will take prompt action, consistent with applicable laws and regulations as well as the District's *Code of Conduct*, reasonably calculated to end the harassment, bullying, and/or discrimination, eliminate any hostile environment, create a more positive school culture and climate, prevent recurrence of the behavior, and ensure the safety of the student or students against whom the behavior was directed.

The Superintendent or principal, their designee, or the DAC will promptly notify the appropriate local law enforcement agency when it is believed that any harassment, bullying, and/or discrimination constitutes criminal conduct.

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SUBJECT: DIGNITY FOR ALL STUDENTS (Cont'd.)**Reporting Incidents**Reporting Incidents to the Superintendent

At least once during each school year, each building principal will provide a report on data and trends related to harassment, bullying, and/or discrimination to the Superintendent in a manner prescribed by the District. This report will be used to submit the annual School Safety and the Educational Climate (SSEC) Summary Data Collection form to the State Education Department (SED).

Reporting of Material Incidents to the Commissioner of Education

Each school year, the District will submit to the Commissioner a report of material incidents of harassment, bullying, and/or discrimination that occurred during the school year in accordance with law and regulation. This report will be submitted in a manner prescribed by the Commissioner, on or before the basic educational data system (BEDS) reporting deadline or other date determined by the Commissioner.

Prohibition of Retaliatory Behavior (Commonly Known as "Whistle-Blower" Protection)

Any person who has reasonable cause to suspect that a student has been subjected to harassment, bullying, and/or discrimination by an employee or student on school grounds or at a school function, and who acts reasonably and in good faith in reporting it to school officials, the Commissioner of Education, or law enforcement authorities, or who otherwise initiates, testifies, participates, or assists in any formal or informal proceedings, will have immunity from any civil liability that may arise from making that report, or from initiating, testifying, participating, or assisting in those proceedings. The District also prohibits any retaliatory behavior directed against any complainant, victim, witness, or any other individual who participated in the reporting or investigation of an incident of alleged harassment, bullying, or discrimination.

Publication of District Policy

At least once during each school year, all school employees, students, and parents or persons in parental relation will be provided with a written or electronic copy of this policy, or a plain-language summary of it. The policy or summary will include information relating to how students, parents or persons in parental relation, and school employees may report harassment, bullying, or discrimination. Additionally, the District will strive to maintain a current version of this policy on its website at all times.

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SUBJECT: DIGNITY FOR ALL STUDENTS (Cont'd.)**Application**

Nothing in this policy or its implementing regulations should be interpreted to preclude or limit any right or cause of action provided under any local, state, or federal ordinance, law or regulation including, but not limited to, any remedies or rights available under the Individuals with Disabilities Education Act, Title VII of the Civil Rights Law of 1964, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act of 1990.

Education Law §§ 10-18, 801-a, 2801 and 3214
8 NYCRR § 100.2, NYS CROWN Act of 2020

NOTE: Refer also to Policies #1330 -- Appointments and Designations by the Board
#3410 -- Code of Conduct
#3420 -- Non-Discrimination and Anti-Harassment in the District
#3421 -- Title IX and Sex Discrimination
#5670 -- Records Management
#6411 -- Use of Email in the District
#7551 -- Sexual Harassment of Students
#7552 -- Student Gender Identity
#7533 -- Hazing of Students
#8130 -- Equal Educational Opportunities
#8242 -- Civility, Citizenship and Character Education/Interpersonal
Violence Prevention Education
District Code of Conduct

Adopted: 6/12/12
Revised: 12/18/12; 7/9/13; 11/18/14; 6/9/15; 7/6/21;

Students

SUBJECT: HAZING OF STUDENTS

The Board District is committed to providing a safe, productive, and positive learning environment within its schools. Hazing activities are demeaning and abusive behaviors that harm victims, are inconsistent with the educational goals of the District, and may constitute criminal conduct. Consequently, hazing of students by other students or groups of students is strictly prohibited on school property, in school buildings, on school buses, by school-sponsored groups, clubs, or teams, and at school-sponsored events and/or activities whether occurring on or off-campus. Hazing is prohibited regardless of the victim's apparent willingness to participate in the activity.

For purposes of this policy, the term "hazing" is defined as any humiliating or dangerous activity expected of a student to join a group, regardless of their willingness to participate. Acts constituting hazing may range in severity from teasing or embarrassing a student to various forms of physical, emotional, and/or sexual abuse. Hazing behaviors include, but are not limited to:

- a) Humiliation: socially offensive, isolating, or uncooperative behaviors.
- b) Substance abuse: abuse of tobacco, alcohol, or illegal drugs.
- c) Other dangerous actions: hurtful, aggressive, destructive, and disruptive behaviors.

Hazing is a form of harassment and bullying and may constitute discrimination. Various District policies and documents address discrimination and harassment of students. These policies and documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District; Policy #3421 -- Title IX and Sex Discrimination; Policy #7550 -- Dignity for All Students; Policy #7551 -- Sexual Harassment of Students; and the District's *Code of Conduct*. As such, the District's response to reports of hazing will be governed by applicable law, the District's *Code of Conduct*, and Policy #7550 -- Dignity for All Students, and its implementing regulations. In the event allegations involve hazing based on a student's race, color, religion, national origin, sex, sexual orientation, or disability, the District may utilize the procedures set forth in Policy #3420 -- Non-Discrimination and Anti-Harassment in the District, and its implementing regulations, handled in accordance with the applicable District policies and/or documents.

Education Law §§ 10-18, 1709-a, 2503-a, and 2801
 Penal Law §§ 120.16 and 120.17
 8 NYCRR § 100.2

NOTE: Refer also to Policies #3410 -- Code of Conduct
 #3420 -- Non-Discrimination and Anti-Harassment in the District
 #3421 -- Title IX and Sex Discrimination
 #7550 -- Dignity for All Students
 #7551 -- Sexual Harassment of Students
 District *Code of Conduct*

Adopted: 1/9/07
 Revised: 1/9/18;

Students

SUBJECT: SAFE PUBLIC SCHOOL CHOICE OPTION

Any District student who is a victim of a violent criminal offense, ~~as defined in Education Law and Commissioner's regulations~~, that occurred on the grounds of the District elementary or secondary school that the student attends, will be allowed to attend a safe public school within the District to the extent required by federal and state law and regulations.

In accordance with Commissioner's regulations, a "safe public school" ~~shall mean~~ a public school that has not been designated by the Commissioner of Education as a persistently dangerous public elementary or secondary school."

Violent Criminal Offense

The Superintendent will determine if the student has been the victim of a "violent criminal offense." "Violent criminal offense" means a crime that:

- a) Involves infliction of a serious physical injury upon another as defined in New York State Penal Law ~~Section 10.00(10)~~; or
- b) A sex offense that involves forcible compulsion; or
- c) Any other offense defined in New York State Penal Law ~~Section 10.00(12)~~ that involves the use or threatened use of a deadly weapon.

Serious Physical Injury

"Serious physical injury," ~~as defined in Penal Law Section 10.00(10)~~, means a "physical injury which creates a substantial risk of death, or which causes death or serious and protracted disfigurement, protracted impairment of health, or protracted loss or impairment of the function of any bodily organ."

Deadly Weapon

"Deadly weapon," ~~as defined in Penal Law Section 10.00(12)~~, ~~as defined as, but not limited to~~ means "any loaded weapon from which a shot, readily capable of producing death or other serious physical injury, may be discharged, or a switchblade knife, ~~gravity knife~~, pilum ballistic knife, metal knuckle knife, dagger, billy, blackjack, ~~plastic knuckles~~, or metal knuckles."

Determination Whether Student is a Victim

Procedures will be established for determination by the Superintendent of whether a student is a victim of a violent criminal offense that occurred on school grounds of the school the student attends. The Superintendent will, prior to making any determination, consult with any law enforcement agency investigating the alleged violent criminal ~~incident~~ offense and consider any reports or records provided by the agency. However, a criminal conviction is not required prior to the Superintendent's determination that a student has been a victim of a violent criminal offense.

(Continued)

Students

SUBJECT: SAFE PUBLIC SCHOOL CHOICE OPTION (Cont'd.)

The Superintendent's determination may be appealed to the Board. However, this determination will not preclude any student disciplinary proceeding brought against the alleged victim or perpetrator of the violent criminal offense.

Notice to Parents or Persons in Parental Relation

The District will establish procedures for notification of parents of, or persons in parental relation to, students who are victims of violent criminal offenses of their right to transfer to a safe public school within the District and procedures for the transfer. This notice will be, to the extent practicable, provided in the dominant language or mode of communication used by the parents or persons in parental relation to the student. The District will notify the parents of, or persons in parental relation to, the student within 24 hours of the determination that the student has been the victim of a violent criminal offense on school grounds at the school ~~he or she~~ they attends.

Written notice will be provided by personal delivery, express mail delivery, or equivalent means reasonably calculated to assure receipt of such notice within 24 hours of the determination at the last known address or addresses of the parents or persons in parental relation to the student. Where possible, notification will also be provided by telephone if the school has been provided with a telephone number(s) for the purpose of contacting parents or persons in parental relation.

Designation of Safe Public School

It is the responsibility of the District, based on objective criteria, to designate a safe public school or schools within the District to which students may transfer. Any student who transfers to a safe public school, in accordance with the provisions of this policy and applicable law and regulation, will be enrolled in the classes and other activities of the public school to which the student transfers in the same manner as all other students at the public school. The receiving school will be identified by the District and must be at the same grade level as the school from which the student is transferring. To the extent possible the District will allow transferring students to transfer to a school that is making adequate yearly progress and has not been identified as requiring school improvement, corrective action, or restructuring. The District will provide transportation for any student permitted to transfer to the safe public school within the District designated by the School System within the transportation limits established in Education Law Sections 3635 and 4401(4). Any student who transfers to a safe public school will be permitted to remain in the safe public school until the student has completed the highest grade level in the school transferred to, ~~or for such other period prescribed by the U.S. Department of Education, whichever is less.~~

While the parents or persons in parental relation to the student must be offered the opportunity to transfer their child, they may elect to have the child remain at the school he or she currently attends.

20 USC § 7912

Education Law § 2802(7)

Penal Law §10.00

8 NYCRR §§ 120.3 and 120.5

Adopted: 11/12/03

Revised: 1/9/18;

SUBJECT: — EQUAL EDUCATIONAL OPPORTUNITIES

~~The District provides equal opportunity for students and does not discriminate against any student enrolled in (or any candidate for admission to) its programs and activities on the basis of actual or perceived race, color, national origin, sex, disability, or age. Further, the District does not discriminate on the basis of weight, ethnic group, religion, religious practice, sexual orientation, gender, or any other basis prohibited by state or federal non-discrimination laws, and provides equal access to its facilities to the Boy Scouts and other designated youth groups.~~

Educational Services for Married/Pregnant Students

~~— The District will not discriminate against students based on their parental and/or marital status. The opportunity to participate in all of the services, programs, and activities of the District will not be restricted or denied because of pregnancy, parenthood, or marriage.~~

~~— Pregnant students will be encouraged to remain and participate in District programs. The forms of instruction provided to these students may include any or all of the following:~~

- ~~a) — Remain in school with provisions for special instruction, scheduling, and counseling as needed;~~
- ~~b) — Receive home instruction;~~
- ~~c) — Attend BOCES programs.~~

~~— In this regard, the Superintendent or designee, in consultation with student services staff, the school physician and the student's personal physician, may make program modifications which are feasible and necessary to accommodate the special needs of these students.~~

Investigation of Complaints and Grievances

~~— The District will act to promptly, thoroughly, and equitably investigate all complaints, whether verbal or written, of discrimination and will promptly take appropriate action to protect individuals from further discrimination. All complaints will be handled in a manner consistent with the District's policies, procedures, and/or regulations regarding the investigation of discrimination and harassment complaints, including Policy #3420 — Non-Discrimination and Anti-Harassment in the District and Policy #7551 — Sexual Harassment of Students.~~

~~— Additional information regarding the District's discrimination and harassment complaint and grievance procedures, including, but not limited to, the designation of the Civil Rights Compliance Officer (CRCO), knowingly making false accusations, and possible corrective actions, can be found in Policy #3420 — Non-Discrimination and Anti-Harassment in the District.~~

(Continued)

Instruction

SUBJECT: — EQUAL EDUCATIONAL OPPORTUNITIES (Cont'd.)

Prohibition of Retaliatory Behavior (Commonly Known as "Whistle-Blower" Protection)

—The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participated in the investigation of a complaint of discrimination. Complaints of retaliation may be directed to the CRCO. In the event the CRCO is the alleged offender, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity, or to the Superintendent

—When appropriate, follow-up inquiries will be made to ensure that discrimination has not resumed and that all those involved in the investigation of the discrimination have not suffered retaliation.

Americans with Disabilities Act, 42 USC § 12101 et seq.
Section 504 of the Rehabilitation Act of 1973, 29 USC § 794 et seq.
Title VI of the Civil Rights Act of 1964, 42 USC § 2000d et seq.
Title IX of the Education Amendments of 1972, 20 USC § 1681 et seq.
20 USC § 1701, et seq.
45 CFR § 84.40

NOTE: — Refer also to Policy #3420 — Non-Discrimination and Anti-Harassment in the District
District Code of Conduct

Adopted: 11/12/03
Revised: 10/28/08; 1/9/18

Instruction

SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES**Overview**

The District is committed to creating and maintaining an environment which is free from discrimination and harassment. This policy addresses the provision of equal educational opportunities to students. It is just one component of the District's overall commitment to maintaining a discrimination and harassment-free educational and work environment.

Consistent with this commitment and in accordance with law and regulation, the District provides equal opportunity for students and does not discriminate against any student enrolled in (or any candidate for admission to) its programs and activities on the basis of any legally protected class or category including, but not limited to: race; color; religion; disability; national origin; sexual orientation; gender identity or expression; military status; sex; age; marital status; pregnancy; parental status; weight; ethnic group; or religious practice. Further, the District provides equal access to its facilities to any group officially affiliated with the Boy Scouts of America or any other youth group listed in Title 36 (as a patriotic society).

The District adopts this policy as part of its effort to provide for the prompt and equitable resolution of complaints of discrimination. The District will promptly respond to reports of discrimination, ensure that all investigations are conducted within a reasonably prompt time frame and under a predictable fair grievance process that provides due process protections, and impose disciplinary measures and implement remedies when warranted.

Inquiries about this policy may be directed to the District's Civil Rights Compliance Officer(s) (CRCO(s)).

Educational Services for Married/Pregnant Students

The opportunity to participate in all of the programs and activities of the District will not be restricted or denied because of pregnancy, parenthood, or marriage. They are entitled to participate in all classes and extracurricular activities. Pregnant students will be provided with reasonable adjustments as needed to accommodate a student's pregnancy-related needs. Pregnant students are also entitled to the same services provided to students with other temporary medical conditions, including, as appropriate, temporary homebound instruction. Pregnant students may also choose to participate in any special education programs or classes available for pregnant students who are enrolled in the District.

~~Pregnant students will be encouraged to remain and participate in District programs. The forms of instruction provided to these students may include any or all of the following:~~

- ~~a) Remain in school with provisions for special instruction, scheduling, and counseling as needed;~~
- ~~b) Receive home instruction;~~
- ~~e) Attend BOCES programs.~~

~~—The Superintendent or designee, in consultation with student services staff, the school physician, and the student's personal physician, may make program modifications which are feasible and necessary to accommodate the special needs of these students.~~

(Continued)

Instruction

SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES (Cont'd.)**Reporting Allegations of Discrimination**

In order for the District to enforce this policy, and to take corrective action as warranted, it is essential that students who believe that they have been a victim of discrimination, as well as any other person who has knowledge of or witnesses any possible discrimination, immediately report the alleged conduct or incident. Reports of discrimination may be made orally or in writing to any District employee including, but not limited to, a teacher, building principal, or CRCO.

All District employees who witness or receive an oral or written report of discrimination must immediately inform the CRCO. Failure to immediately inform the CRCO may subject the employee to discipline up to and including termination. If the CRCO is unavailable, including due to a conflict of interest or other disqualifying reason, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity. If the District has not designated another CRCO, the Superintendent will ensure that another person with the appropriate training and qualifications is appointed to act as the CRCO.

Additionally, District employees must comply with reporting requirements in any other applicable District policy or document. Applicable policies or documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District; Policy #3421 -- Title IX and Sex Discrimination; Policy #7550 -- Dignity for All Students; and the District's *Code of Conduct*.

Grievance Process for Complaints of Discrimination

The District will act to promptly, thoroughly, and equitably investigate all complaints, whether oral or written, of discrimination and will promptly take appropriate action to protect students from further discrimination.

Various District policies and documents address discrimination. These policies and documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District; Policy #3421 -- Title IX and Sex Discrimination; Policy #7550 -- Dignity for All Students; and the District's *Code of Conduct*. All complaints will be handled in accordance with the applicable District policies and/or documents.

The determination as to which District policies and/or documents are applicable is fact specific, and the CRCO may work with other District staff such as the District's Title IX Coordinator(s) and/or Dignity Act Coordinator(s) (DAC(s)) to determine which District policies and/or documents are applicable to the specific facts of the complaint.

If an investigation reveals that discrimination has occurred, the District will take immediate corrective action as warranted. This action will be taken in accordance with applicable law and regulation, as well as any applicable District policy, regulation, procedure, collective bargaining agreement, third-party contract, or other document such as the District's *Code of Conduct*.

(Continued)

Instruction

SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES (Cont'd.)**Prohibition of Retaliatory Behavior (Commonly Known as "Whistle-Blower" Protection)**

The District prohibits retaliation against any individual because the individual made a report or complaint, testified, assisted, or participated or refused to participate in an investigation, proceeding, or hearing related to a complaint of discrimination.

Complaints of retaliation may be directed to the CRCO. If the CRCO is unavailable, including due to a conflict of interest or other disqualifying reason, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity. If the District has not designated another CRCO, the Superintendent will ensure that another person with the appropriate training and qualifications is appointed to act as the CRCO.

Where appropriate, follow-up inquiries will be made to ensure that the discrimination has not resumed and that those involved in the investigation have not suffered retaliation.

Age Discrimination Act of 1975, 42 USC § 6101 et seq.
 Americans with Disabilities Act (ADA), 42 USC § 12101 et seq.
 Equal Educational Opportunities Act of 1974, 20 USC § 1701 et seq.
 Section 504 of the Rehabilitation Act of 1973, 29 USC § 790 et seq.
 Title IV of the Civil Rights Act of 1964, 42 USC § 2000c et seq.
 Title VI of the Civil Rights Act of 1964, 42 USC § 2000d et seq.
 Title IX of the Education Amendments Act of 1972, 20 USC § 1681 et seq.
 28 CFR Part 35
 34 CFR Parts 100, 104, 106, 110, and 270
 45 CFR Part 86
 Civil Rights Law §§ 40, 40-c, and 47-b
 Education Law §§ 10-18, 313, 2801, 3201, and 3201-a
 New York State Human Rights Law, Executive Law § 290 et seq.
 8 NYCRR § 100.2
 9 NYCRR § 466 et seq.

NOTE: Refer also to Policies #3281 -- Use of Facilities by the Boy Scouts of America and Patriotic Youth Groups
 #3410 -- Code of Conduct
 #3420 -- Non-Discrimination and Anti-Harassment in the District
 #3421 -- Title IX and Sex Discrimination
 #7550 -- Dignity for All Students
 #7551 -- Sexual Harassment of Students
 District *Code of Conduct*

Adopted: 11/12/03
 Revised: 10/28/08; 1/9/18;

Instruction

SUBJECT: SAFETY CONDITIONS AND PREVENTION INSTRUCTION

The practice of safety will be considered an integral part of the instructional program through fire prevention, emergency procedures and drills, driver education, and traffic and pedestrian safety, a well-rounded education. Each principal will be responsible for the supervision of a safety program for his or her school. The safety program may include, but is not limited to, in-service training, plant inspection, fire prevention, accident recordkeeping, driver and vehicle safety programs, emergency procedures and drills, and traffic safety programs relevant to students, employees, and the community. The Board will provide inspections and supervision of the health and safety aspects of the school facilities. A well-rounded education contributes to student success. The District will strive to provide students with an education that will enable them to achieve and maintain a safe life.

Acquired Immune Deficiency Syndrome (AIDS) Instruction in Health Education

~~The Board will provide a~~ As part of its health education program ~~that includes~~, the District will provide appropriate instruction for all students concerning Acquired Immune Deficiency Syndrome (AIDS). Accurate information concerning the nature of the disease, methods of transmission, and means of prevention will be provided in an age-appropriate manner, will be consistent with community values, and will stress that abstinence is the most appropriate and effective premarital protection against AIDS.

A representative community advisory group consisting of appropriate school personnel, Board members, parents, religious representatives, and other community members will be established in order to make recommendations for curriculum content, implementation, and evaluation of an AIDS instructional program. The Board will determine the content of the curriculum, approve its implementation, and be responsible for the evaluation of the District's AIDS instruction program.

Appropriate training will be provided for instructional staff. Instructional materials will be provided to parents who request these materials.

No student will be required to receive instruction concerning the methods of AIDS prevention if ~~his or her~~ their parent or legal guardian files with the principal a written request that the student not participate in this instruction, with an assurance that the student will receive this instruction at home.

AIDS instruction in the elementary grades will be taught by the regular classroom teachers, while this instruction in the middle and high school grades will be a part of the required health education curriculum.

Hands-Only ~~Cardio Pulmonary~~ Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED) Instruction

High school students will be provided instruction in hands-only ~~cardiopulmonary resuscitation~~ CPR and the use of an AED as part of the District's health education program. Standards for this instruction will be based on a nationally recognized instructional program that utilizes the most current guidelines for cardiopulmonary resuscitation and emergency cardiovascular care issued by the American Heart Association or a substantially equivalent organization, that are consistent with the requirements of the programs adopted by the American Heart Association or the American Red Cross, and that will incorporate instruction designed to:

- a) Recognize the signs of a possible cardiac arrest and to call 911;

(Continued)

Instruction

SUBJECT: SAFETY CONDITIONS AND PREVENTION INSTRUCTION (Cont'd.)

- b) Provide an opportunity to demonstrate the psychomotor skills necessary to perform hands-only compression cardiopulmonary resuscitation; and
- c) Provide awareness in the use of an automated external defibrillator.

~~The Committee on Special Education or a Multidisciplinary Team, in accordance with Section 504 of the Rehabilitation Act, may determine, on an individual student basis, if a~~ A student with a disability may be exempted ~~should be excused~~ from the requirement for instruction in hands-only CPR and the use of AEDs if the student's individualized education program (IEP) or accommodation plan developed pursuant to Section 504 of the Rehabilitation Act of 1973 states that the student is physically or cognitively unable to perform the tasks included in the instruction.

~~Substance Abuse – Prevention Instruction~~

~~The Board recognizes the need to educate students on the hazards of alcohol, tobacco, and drug abuse. An educationally sequential health prevention program, utilizing, as appropriate, community, staff, and student input, will be developed to inform students of:~~

- ~~a) — Causes for substance abuse;~~
- ~~b) — Physical and psychological damage associated with substance abuse;~~
- ~~c) — Avoidance of alcohol, tobacco, and drugs; and~~
- ~~d) — Dangers of driving while under the influence of alcohol or drugs.~~

~~Environmental Conservation Instruction~~

~~The Board supports and encourages the development of a District-wide, articulated curriculum of environmental conservation integrated into other program disciplines.~~

Conservation of Natural Resources

Instruction relating to the conservation of the natural resources of New York State will be provided in accordance with law and regulation.

Fire and Arson Prevention/Injury Prevention/Life Safety Education

The Board directs the administration to provide instruction in fire and arson prevention, injury prevention and life safety education relating to protection against injury or death and property loss or damage as a result of criminally initiated or other preventable fire.

This instruction will include materials to educate children on the dangers of falsely reporting a criminal incident, an impending explosion or fire emergency involving danger to life or property, an impending catastrophe, or a life safety emergency. ~~The Board directs the administration to provide~~ This

instruction ~~for~~ will be given to all students for a period of at least 45 minutes during each month that school is in session.

~~Student~~ Safety and Accident Prevention in the Schools

Instruction in courses in technology education, science, home and career skills, health and safety, physical education, and art will include and emphasize safety and accident prevention.

(Continued)

Instruction

SUBJECT: SAFETY CONDITIONS AND PREVENTION INSTRUCTION (Cont'd.)

Safety instruction will precede the use of materials and equipment by students ~~in applicable units of work~~ in the courses ~~listed above, , and i~~ and instructors will teach and enforce all safety procedures relating to the particular courses. These procedures will include wearing protective eye devices during appropriate activities.

Eye Safety

The Superintendent or designee will ensure that eye safety devices are distributed as necessary and that these devices are properly repaired, cleaned, and stored to prevent the spread of germs or diseases after individuals use them. Each classroom teacher is responsible for the safe and proper use of all instructional materials and equipment by students in ~~his or her~~ **their** classroom.

~~Emergency Planning~~

~~The District will maintain updated plans and operating procedures to be followed in the event of natural or manmade disasters or enemy attack. Students will be provided instruction to respond effectively in emergency situations.~~

Instruction on Prevention of Child Abduction

All students in grades K through 8 in District schools will receive instruction designed to prevent the abduction of children. This instruction will be provided by or under the direct supervision of regular classroom teachers and the Board will provide appropriate training and curriculum materials for the regular classroom teachers who provide this instruction. However, at the Board's discretion, this instruction may be provided by any other public or private agency.

The Commissioner of Education will provide technical assistance to assist in developing curricula for these courses of study which must be age appropriate and developed according to the needs and abilities of students at successive grade levels in order to provide awareness skills, information, self-confidence, and support to aid in the prevention of child abduction.

For purposes of developing these courses of study, the Board may establish local advisory councils or utilize the school-based shared decision making and planning committee established under the Commissioner's regulations to make recommendations concerning the content and implementation of these courses. Alternatively, the District may utilize courses of instruction developed by consortia of school districts, boards of cooperative educational services, other school districts, or any other public or private agency. The advisory council will consist of, but not be limited to, parents, school trustees and Board members, appropriate school personnel, business and community representatives, and law enforcement personnel having experience in the prevention of child abduction.

Instruction on Prevention of Child Sexual Exploitation and Child Sexual Abuse

All students in grades K through 8 in District schools will receive instruction designed to educate students, parents, teachers, and other school personnel about the prevention of child sexual exploitation

and child sexual abuse. This instruction may be included as part of the District's health education program.

(Continued)

Instruction

SUBJECT: SAFETY CONDITIONS AND PREVENTION INSTRUCTION (Cont'd.)

Curriculum addressing this topic will be developed in consultation with school counselors, school social workers, school psychologists, parents, and community members. The curriculum will be designed to:

- a) Assist students, parents, teachers, and other school personnel in identifying child sexual abuse and child sexual exploitation;
- b) Provide awareness, assistance, referral, and resource information for students and families who are victims of child sexual abuse and/or child sexual exploitation; and
- c) Be aligned to grade objectives prescribed by the Commissioner in guidance.

Instruction on Child Development and Parenting Skills

Instruction regarding child development and parenting skills may be offered by the District as part of either its home economics or health education program. ~~The curriculum will include instruction on the consequences and prevention of shaken baby syndrome, which may include the viewing of a video presentation for students in secondary schools.~~

~~Education Law §§ 409, 409-a, 807, 807-a, and 906
8 NYCRR Part 136 and § 141.10~~

~~AIDS Instruction:~~

~~-8 NYCRR §§ 135.3(b)(2) and 135.3(e)(2)~~

~~Cardiopulmonary Resuscitation and Automated External Defibrillators:~~

~~-Education Law §§ 804-C and 804-D; 8 NYCRR § 100.2(e)(11)~~

~~Civil Preparedness:~~

~~-New York State Office of Disaster Preparedness~~

~~Fire and Arson/Injury Prevention/Life Safety:~~

~~-Education Law § 808~~

~~-8 NYCRR § 100.2(e)(6)~~

~~Prevention of Child Abduction:~~

~~-Education Law § 803-a~~

~~Student Safety:~~

~~-Education Law § 808~~

~~-8 NYCRR §§ 107 and 155~~

~~Instruction on Child Development and Parenting Skills~~

~~-Education Law § 804-B~~

Education Law §§ 409-a, 803-a, 803-b, 804-b, 804-c, 804-d, 808, 810, and 3204
8 NYCRR §§ 100.2(c), 135.3, and 141.10

NOTE: Refer also to Policies #3410 -- Code of Conduct on School Property
#7320 -- Alcohol, Tobacco, Drugs, and Other Substances
District *Code of Conduct*

Adopted: 1992
Revised: 1/9/18;

SUBJECT: INSTRUCTION IN CERTAIN SUBJECTS

Generally, the Board has the authority to prescribe the course of study in the schools of the District. However, there are general curriculum areas and specific topics in which the District must prescribe instruction. All students in the District will receive instruction in accordance with any applicable laws and regulations.

Driver Education

A driver education course may be offered under the conditions set forth by the New York State Education Department.

Gifted and Talented Students

The Board may provide appropriate educational programs for students identified as being gifted and talented. Administrative procedures for identifying Gifted and Talented Students and programming will be developed.

Physical Education Class

All students, except those with medical excuses, will participate in physical education in accordance with the Commissioner's regulations, which require that all students attend and participate in physical education as follows:

- a) All students in grades K through 3 shall participate in a daily program for a minimum of 120 minutes per week. All students in grades 4 through 6 shall participate in a program three times per week for a minimum of 120 minutes per week. The minimum time devoted to such programs (K through 6) ~~shall be at least 120 minutes in each calendar week, is~~ exclusive of any time that may be required for dressing and showering.
- b) Pupils in grades 5 through 6 that are in a middle school shall will participate in the physical education program a minimum of three periods per calendar week during one semester of each school year and two periods during the other semester, or a comparable time each semester if the school is organized in other patterns.
- c) All secondary students (in grades 7 through 12) shall have the opportunity for regular physical education, but not less than three times per week in one semester and two times per week in the other semester ~~or for a comparable time each semester if the school is organized in other patterns.~~ For students in grades 10 through 12 only a comparable time each semester shall be provided ~~if the school is organized in other patterns or~~ if students have demonstrated acceptable levels of physical fitness, physical skills and knowledge of physical education activities in extra-class programs or out-of-school activities approved by the physical education staff and the school administration.

(Continued)

SUBJECT: INSTRUCTION IN CERTAIN SUBJECTS (Cont'd.)

- d) For grades K through 12, a district may provide an equivalent program as approved by the Commissioner of Education.

An excuse from physical education class may be accepted from a licensed physician for medical reasons or a licensed chiropractor for conditions of the spine.

Any student ~~whose condition precludes participation in a regular program~~ who is temporarily or permanently unable to participate in the regular program of physical education will be provided with adaptive physical education ~~approved by the Commissioner of Education~~ that meets their particular needs.

Health and Mental Health Education

The District's health education program recognizes the multiple dimensions of health by including instruction related to:

- a) Mental health;
- b) The relation of physical and mental health;
- c) ~~The misuse and abuse of~~ Alcohol, tobacco, and other drugs; and
- d) The prevention and detection of certain cancers.

This instruction will enhance student understanding, attitudes, and behaviors that promote health, well-being, and human dignity.

Health education programs provided by the District will be designed according to the needs and abilities of the students at successive grade levels in accordance with applicable laws and regulations.

Education Law ~~Article 90~~ and §§ 803, 804, 806-a, 1709, and 3204

~~Education Law Article 90~~

8 NYCRR Part 142 and §§ 100.2(c), 107.2, 135.1, 135.3, and 135.4, ~~and 142~~

SUBJECT: HOME INSTRUCTION (HOME SCHOOLING)

The District will attempt to cooperate with parents who wish to provide home schooling for their children realizing that the child who is educated at home should receive an education in a manner consistent with an educational plan and at least substantially equivalent to that given to students of like age and attainments in the local public schools. The required subjects should be taught in a competent, systematic, and sequential manner, specifically in relation to the required courses set forth in Commissioner's regulation Section 100.10.

Primary responsibility for determining compliance with Commissioner's regulations addressing home instruction rests with the Superintendent of the school district in which a home-instructed student resides.

Provision of Services to Home-Instructed StudentsHome-Instructed Students

Home-instructed students are not awarded a high school diploma. A high school diploma may only be awarded to a student enrolled in a registered secondary school who has completed all program requirements set by the Board of Regents or the District.

a) Extracurricular Participation

Students instructed at home are not eligible to participate in interscholastic or intramural sports. Commissioner's regulations mandate that only students enrolled in the public school are allowed to participate in or intramural interscholastic sports. Further, the District *does not* permit home-instructed students to participate in any extracurricular activities.

b) Textbooks and Materials

The District is not required to loan available textbooks and other materials (e.g., library materials, microscopes, computer software, eTextbooks, and movie projectors).

The District will not provide such textbooks and other materials to the extent available to home-instructed students.

c) Health Services

The District is not required to furnish health services.

d) Remedial Programs

The District is not responsible for providing remedial programs.

(Continued)

SUBJECT: HOME INSTRUCTION (HOME SCHOOLING) (Cont'd.)e) Career and Technical/Gifted Education

The District is not authorized to provide Occupational and Vocational Education programs (career and technical education) nor programs for the gifted to home-instructed students.

f) Special Education Services

Solely for the purpose of Education Law Section 3602-c, home-instructed students with disabilities are deemed to be students enrolled in and attending a nonpublic school, which enables them to receive special education services, as well as to be included for computation of state aid for such education by the District.

The Committee on Special Education (CSE) will develop an Individualized Education Services Program (IESP) for the student. The IESP will be developed in the same manner and with the same content as an IEP. The Board will determine a location where special education services are to be provided to a home-instructed student. This location may, but is not required to be, in the student's home.

g) Use of School Facilities

Students instructed at home will not be allowed to use school facilities, except as provided for community organizations in Policy #3270 -- Use of School Facilities, Materials and Equipment.

Education Law Sections 3204, 3205, 3210(2), 3212(2), 3240-42, 3602-c and 4402
8 New York Code of Rules and Regulations (NYCRR)
Sections 100.10, 135.4(c)(7)(ii)(b)(2) and 200.2(a)

Adopted: 1992
Revised: 11/12/03; 1/9/07; 1/9/18;

NORTH ROSE-WOLCOTT CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION REGULAR MEETING MINUTES

May 4, 2023

6:00 PM

Auditorium of the Middle School

PRESENT:

BOE Members: John Boogaard, Shelly Cahoon, Linda Eygnor [via video-conferencing], Tina Reed, Jasen Sloan, Paul Statskey

Absent: Lucinda Collier

Superintendent: Michael Pullen

District Clerk: Tina St. John

Approximately 8 students, staff and guests.

1. Call to Order/Pledge of Allegiance

Vice President, Jasen Sloan called the meeting to order at 6:00p.m.

Approval of Agenda:

Motion for approval was made by Paul Statskey and seconded by Shelly Cahoon with the motion approve 6-0.

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the agenda of May 4, 2023.

2. Presentations:

- Budget Hearing – Gary Barno and Michael Pullen
 - Mr. Barno and Mr. Pullen presented the 2023-2024 budget.

3. Reports and Correspondence: Committee chairperson or liaison provided an update.

- Board of Education Building Liaisons
 - Elementary School –Linda Eygnor
 - Middle School – Paul Statskey
 - High School – Tina Reed
- Four County Update – Linda Eygnor
- Handbook Committee – Lucinda Collier, Tina Reed, Jasen Sloan – no report given
- Audit Committee –John Boogaard, Shelly Cahoon, Linda Eygnor – no report given
- Building & Grounds/Capital Project/Energy Committee – Jasen Sloan, Shelly Cahoon, Paul Statskey – a meeting was held on April 13th
- District Safety Committee – Jasen Sloan – the committee met on April 26, 2023
- Alternative Learning Center – Jasen Sloan – no report given
- Policy Committee – Paul Statskey, Shelly Cahoon, Tina Reed – no report given

4. Public Access to the Board:

- No one addressed the Board of Education

5. Consent Agenda:

A motion for approval of the following items as listed under the CONSENT AGENDA is made by John Boogaard and seconded by Tina Reed with the motion approved 6-0.

a. Board of Education Meeting Minutes

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Meeting Minutes of April 26, 2023.

b. Recommendations from CSE and CPSE

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the recommendations for the Committee on Special Education dated April 10, 11, 12, 17, 18, 20, and 21, 2023; and instructs the Superintendent to implement the recommendations on behalf of the following individuals identified by student number:

14768	14468	14693	12336	14546	14520	14306	14349	14587	13695
14725	14028	14702	13725	13292	14550	13040	13287		
IEP Amendments:									
14878	14305	14870	13558	13293					

c. Treasurer Report

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the Treasurer Report for March 2023.

d. North Rose - Wolcott Service Employees' Association Contract Ratification

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of School and pursuant to Education Law, hereby ratifies and approves the terms of the Agreement between the Superintendent of Schools of the North Rose - Wolcott Central School District and the North Rose - Wolcott Service Employees' Association for the period covering July 1, 2023 through June 30, 2026.

BE IT FURTHER RESOLVED that the Board of Education approves the necessary funds for this agreement. The full terms and conditions of employment are on file with the District Clerk.

e. Personnel Items:

1. Tenure Appointment – Melissa Mason

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the appointment of Melissa Mason as a teacher on tenure in the Elementary area effective August 28, 2023.

2. Tenure Appointment – Irene Miller

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the appointment of Irene Miller as a teacher on tenure in the ESOL area effective August 28, 2023.

3. Tenure Appointment – Lucia Copeland

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the appointment of Lucia Copeland as a teacher on tenure in the Reading area effective August 28, 2023.

4. Tenure Appointment – Kimberly Schroth

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the appointment of Kimberly Schroth as a teacher on tenure in the Reading area effective August 28, 2023

5. Aquatics Program

Marc Blankenberg is recommending the following individual to fill a Water Safety Instructors and/or Lifeguard or Program Director position.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the following individual as Water Safety Instructors and/or Lifeguards or Program Directors for all swim programs during the 2022-2023 school year.

Name	Position(s)	Rate/Hr.
Bryan Mahoney	Lifeguard	\$14.20/hr.

6. Co-Curricular Appointments

The following individual is being recommended to fill a co-curricular position.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, appoints the following individual to fill a co-curricular position for the 2022-23 school year.

Name	Bldg.	Title	Step	Year	Salary
William McDermott		Athletic Event Staff			Per NRWTA contract

7. Appoint Healthy Reward Ambassadors

FLASHP has offered to reimburse the costs associated with the work being done in the district to promote employee wellness and health.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the appointment of Nick Wojieck as the Healthy Reward Ambassador for the 2022-23 school year at a stipend of \$300.00.

8. Corrections - Co-Curricular Appointments

A number of individuals are being recommended to fill co-curricular positions.

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, appoints the following individuals to fill co-curricular positions for the 2022-23 school year.

Name	Bldg.	Title	Step	Year	Salary
Michael Grasso	HS	Class of 2024 Advisor	4	12	\$1,041 \$1,381
Michael Flaherty	HS	Class of 2024 Advisor	1	2	\$631 \$837
Michele Bartholomew	HS	Musical – Costume Designer/Costumer	2	6	\$590 \$1,180

9. Appoint Volunteers

RESOLUTION

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law approves the following individuals to work as a volunteer in the district for the 2022-2023 school year.

Chantel Lockwood

Sarah Pickering

James Gardner

Stephanie Drollette

Board Member Requests/Comments/Discussion:

- There was no discussion

Good News:

- Various Newspaper articles
- Linda Eygnor was elected to a seat on the WFL BOCES board
- Teachers receiving tenure
- Fourth Grades won 300 bags of chips
- National Teacher Appreciation Week – Thank you for all that you do

Informational Items:

- Claims Auditor Reports

Adjournment:

A motion was requested to adjourn the regular meeting.

Motion for approval was made by John Boogaard and seconded by Shelly Cahoon with motion approved 6-0.

Time adjourned: 6:30p.m.

Tina St. John, Clerk of the Board of Education

NORTH ROSE-WOLCOTT CENTRAL SCHOOL DISTRICT
BUDGET VOTE MEETING MINUTES

May 16, 2023

12:00 NOON - 9:00 PM

FOYER OF THE HIGH SCHOOL

PRESENT

Chelsey Palmer, Tina St. John, William Fisher, Ruth Martin, Kathy Topping, Melanie Geil

CALL TO ORDER

Chairman, Chelsey Palmer, called the meeting to order at 11:45 AM.

Melanie Geil moved and William Fisher seconded the following motion.

Be it resolved that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves withholding of the reading of the Legal Notice of the Budget Vote and Election of Board members on May 16, 2023.

A copy of the Legal Notice and a list of appointed inspectors and clerks are on file in the District Clerk's office.

The Chief Inspector of Elections, Chelsey Palmer, confirmed the following:

- that Election Inspectors and Assistant Clerks had signed oath of office.
- that the voter qualifications are posted.

The Chairman announced that voting would proceed, the polls were declared open promptly at 12:00 noon, and that all duly qualified voters desiring to vote at any time until 9:00 PM were entitled to cast their vote.

At 4:30 PM, the Chairperson/Chief Inspector of Elections supervised a change of personnel and confirmed that the oath of office was signed.

At 8:55 PM, it was announced that the polls would close in five minutes.

At 9:00 PM, the polls closed. The voting results were recorded and announced at this time. Copies of the results of the vote are on file in the District Clerk's Office.

The meeting adjourned at 9:42 PM

Clerk of the Board of Education

TALLY SHEET
NORTH ROSE-WOLCOTT
Annual Budget Vote and Election of Board Members
Date: May 16, 2023

	TOTALS		
	YES	NO	
Proposition 1 - Budget	157	39	
Proposition 2 - Transportation Purchases	163	33	
Proposition 3 - Library	159	36	
Proposition 4 - Capital Bus Reserve	163	34	
BOARD CANDIDATES	TOTALS		Term
Lucinda Collier	133		7/1/2023-6/30/2028
Write In Candidates:			
Deanna Wiltsie	1		
Jennifer Murphy	38		
Brian Cole	1		
John Freer	1		
Laurie Navratil	1		
Joanne MacDougall	1		
Karli Starczewski	2		
Janet Sears	1		
Daniel Smith	1		
Jennifer Judge	1		

North Rose - Wolcott Central School District
Board of Education Meeting Calendar
2023-2024

*Meetings held at **6:00 PM** in the Auditorium of the Middle School unless otherwise announced*

July 13, 2023 - Re-Organization & Regular meeting

August 10, 2023

August 24, 2023

September 14, 2023

September 28, 2023

October 12, 2023

October 26, 2023

November 9, 2023

December 14, 2023

January 11, 2024

January 25, 2024

February 8, 2024

February 22, 2024

March 14, 2024

March 28, 2024

April 11, 2024

April TBD – BOCES Vote

May 2, 2024

May 14, 2024 - ***Budget Vote & Election of Board Members***

May 23, 2024 - tentative

June 13, 2024

Note: Meetings will held the 2nd & 4th Thursday unless otherwise noted. Additional meetings will be scheduled as required.



May 16, 2023

Mr. Michael Pullen
Superintendent of Schools
North Rose Wolcott Central School District
6188 West Port Bay Road
Wolcott, NY 14590

RE: 2022 Capital Outlay- North Rose-Wolcott High School Library Renovation
North Rose-Wolcott Central School District
SEI Project No. 20-3024

Dear Mr. Pullen:

As you are aware, the District received bids for the above referenced project on May 10, 2023. A Tabulation of Bids is attached. Having reviewed the Bid Forms, and post-bid interviews between SEI Design Group and the successful bidder, we present the following low bidder for the Prime Contract.

Section 1 – Apparent Low Bidders – Bid Results Summary
Section 2 – Contract Award and Total Award

1. APPARENT LOW BIDDER – BID RESULTS SUMMARY

General Construction Work Contract #201

Mass Construction
630 Pre-Emption Road
Geneva, NY 14456

Base Bid	\$ 105,000.00
Alternate #1 (Hollow Metal Interior Windows)	\$ -26,000.00
TOTAL	\$ 79,000.00

Based on the available budget for this project the deduct alternate for the interior windows would be accepted as an alternate for the project to fit within the District's budget. SEI Design Group recommends the District consider award of the contracts as follows:

2. CONTRACT AWARD AND TOTAL AWARD

General Construction Work Contract #201

Mass Construction
630 Pre-Emption Road
Geneva, NY 14456

Base Bid	\$ 105,000.00
Alternate #1 (Hollow Metal Interior Windows)	\$ -26,000.00
TOTAL	\$ 79,000.00

This information is intended to assist the Board in making the awards for your Capital Outlay Project. Please let us know if we can provide any additional information or clarification.

Sincerely,



Sarah A. Bald, RA
Associate Principal

SEI design group

Copy: File
Enclosures: Bid Tabulations

2022 Capital Outlay Project / General Construction Work Bid
 5/10/2023 3:30 PM

Vendor	Bid Amount	Bond	Non-Collusive	Bid Award/ Comments
Massa Constrution	105,000	x	x	Alt #1 -26,000
Iverson Constrution	152,000	x	x	Alt #1 --34,574

Cathy Luke/ Initial
 Gary Barno/ Initial

Claims Audit Report NRW Warrant 61 05-12-23

Summary of findings:

I checked all transactions in Warrant 61 all good with the following exceptions that were approved but need to be addressed.

Claim presented with PO 23-00990 date 5/4/23 and invoice dated 2/24/23. The purchase should have been anticipated and PO done when service was first requested. The invoice sat on somebody's desk for a while. All staff should be aware of the purchasing procedures. When you purchase a goods or service you first need permission that permission process is obtaining a Purchase order. Another, PO-2301020 5/8/23 NYSSMA for invoice 4/19/23.

May 12, 2023 09:25:02 am		North Rose-Wolcott Central School Dist				Page 18	
		Warrant Report Fiscal Year: 2023 Warrant: 0061-Payables 05/12/2023					
P.O. Number	Account	Description	Trans/Payment	Invoice Amt. For This Check	Payment Amt.	Check Number	Check Date
Total for assigned computer checks					721,778.96		
Total for unassigned payments					0.00		
Total for manual checks					0.00		
Total for electronic transfers (manual)					0.00		
Certified warrant amount					721,778.96		
Total of credits associated with cash replacement checks issued					0.00		
Total for Warrant Report					721,778.96		
Net Disbursement by Fund - All Payments							
Fund Summary							
A						\$ 650,736.31	
C						390.76	
F						18,485.12	
H						52,166.77	
Total for All Funds							\$ 721,778.96
Bank Account Summary		Computer Checks	Cash Replacement	EFT's	Transactions		
LYONS BANK GENERAL F		55 Checks (146659-146713)	0	0	61	\$ 650,736.31	
LYONS BANK SCHOOL LU		1 Check (013052)	0	0	1	390.76	
LYONS BANK SPECIAL A		2 Checks (003043-003044)	0	0	3	18,485.12	
H- CAPITAL FUND CHEC		3 Checks (000909-000911)	0	0	3	52,166.77	
Total for All Computer Checks							\$ 721,778.96
<p>I hereby certify that I have audited the claims for the 61 checks and 0 electronic disbursements above, in the total amount of \$ 721,778.96 You are hereby authorized and directed to pay to the claimants certified above the amount of each claim allowed and charge each to the proper fund.</p>							
5/12/23							
Date		Claims Auditor					

Russell Harris

Claims Audit Report NRW Warrant 62 05-19-23

Summary of findings:

I checked all transactions in Warrant 62 all good with the following exceptions that were approved but need to be addressed.

Claim presented regarding PO 23-00881 the Facilities Director signed the invoice as ok to pay but documentation receiving the items on the PO is lacking. Since the Director of Facilities was the requester, it is assumed he signed the invoice knowing the items were received. It is advisable to also have a separate signature and date that the items were received be included as with most other purchases. The claim was approved but the verification of receipt of the items should be attached to the paperwork.

P.O. Number	Account	Description	Trans/Payment	Invoice Amt. For This Check	Payment Amt.	Check Number	Check Date
Total for assigned computer checks					176,096.87		
Total for unassigned payments					0.00		
Total for manual checks					0.00		
Total for electronic transfers (manual)					0.00		
Certified warrant amount					176,096.87		
Total of credits associated with cash replacement checks issued					0.00		
Total for Warrant Report					176,096.87		
Net Disbursement by Fund - All Payments							
Fund Summary							
A					\$ 27,668.17		
C					96.00		
F					73,179.10		
H					75,153.60		
Total for All Funds						\$ 176,096.87	
Bank Account Summary							
	Computer Checks	Cash Replacement	EFT's	Transactions			
LYONS BANK GENERAL F	40 Checks (146714-146753)	0	0	56	\$ 27,668.17		
LYONS BANK SCHOOL LU	1 Check (013053)	0	0	1	96.00		
LYONS BANK SPECIAL A	3 Checks (003045-003047)	0	0	3	73,179.10		
H-CAPITAL FUND CHEC	1 Check (000912)	0	0	1	75,153.60		
Total for All Computer Checks						\$ 176,096.87	

I hereby certify that I have audited the claims for the 45 checks and 0 electronic disbursements above, in the total amount of \$ 176,096.87 You are hereby authorized and directed to pay to the claimants certified above the amount of each claim allowed and charge each to the proper fund.

5/19/23
Date Claims Auditor

WarrCap Ver. 23.05.15.2141 -- Vendor fiscal year to date amounts include payments on this warrant. Totals exclude expenses for prior year payables.

Russell Harris
585-738-0321