

GORHAM-MIDDLESEX CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION
AGENDA

Meeting: Regular

Date: September 10, 2018

Time: 6:30pm

Place: Board Room

A. CALL MEETING TO ORDER

**Board Action items*

***B. EXECUTIVE SESSION (If needed)**

C. PUBLIC ACCESS TO THE BOARD OF EDUCATION:

Thank you for coming. We appreciate your taking the time to attend our meeting and welcome your comments. If you would like to share your thoughts with the board, please state your name and address and please limit your comments to 3 minutes. This will keep the comment period to a reasonable length and still allow everyone who wishes an opportunity to speak. Please understand we will not respond to your comments or questions at this time, but if you would like a response please be sure to include your phone number or email address on the sign in sheet. Please turn cell phones off or to silent and no texting.

***D. APPROVAL OF AGENDA**

E. ACCEPTANCE OF MINUTES-as submitted

E.1. Minutes of the August 13, 2018 Regular Meeting

F. ACCEPTANCE OF TREASURER'S REPORT

Due to end of year audit Treasurer reports will be attached to the October agenda.

G. ADMINISTRATORS' REPORTS:

G.1. Jeramy Clingerman—Opening Day video, New School Year

G.2. Zoe Kolczynski-New Budget Mandates

G.3. Erica Hasselstrom-Summer Professional Development

G.4. Bonnie Cazer-Summer Reading Program

***H. CONSENT AGENDA**

H.1. Personnel Agenda:

The following appointments are pending clearance of NYS fingerprinting requirements:

H.1.a. Substitutes: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby re-appoint the submitted list of Substitutes at the approved rates.

H.1.b. Substitute Teacher: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **Sharon Simmons-Shepard** as a Substitute Teacher for the 2018-19 school year.

H.1.c. Substitute Teaching Assistant: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **Sharon Simmons-Shepard** as a Substitute Teaching Assistant for the 2018-19 school year.

H.1.d. Substitute Teacher Aides: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **Alanna Brahm and Sharon Simmons-Shepard** as a Substitute Teacher Aides for the 2018-19 school year.

H.1.e. Substitute Bus Driver: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **Jennifer Soles** as a Substitute Bus Driver for the 2018-19 school year.

H.1.f. Substitute Bus Monitor: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **Joanne Hey** as a Substitute Bus Monitor for the 2018-19 school year.

H.1.g. Appoint Bus Monitor-Shane Carroll: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby grant **Shane Carroll** a full time probationary Civil Service appointment as a Bus Monitor, at an hourly rate per contract, effective September 1, 2018 with a probationary period from September 1, 2018 through September 1, 2019.

H.1.h. Appoint Temporary Clerk-Robin Spedick: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **Robin Spedick** to a Civil Service Temporary Clerk position, effective September 4, 2018 at an hourly rate per the MW Teacher Aides, Teaching Assistants, and Clerical Employees Assoc.

H.1.i. Appoint Teacher Aide-Karen Clark: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby grant **Karen Clark** a full time probationary Civil Service appointment as a Teacher Aide, at an hourly rate per contract, effective September 1, 2018 with a probationary period from September 1, 2018 through September 1, 2019.

H.1.j. Appoint Teacher Aide-John Demetros: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby grant **John Demetros** a full time probationary Civil Service appointment as a Teacher Aide, at an hourly rate per contract, effective September 1, 2018 with a probationary period from September 1, 2018 through September 1, 2019.

H.1.k. Appoint Teacher Aide-Candace Hackett: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby grant **Candace Hackett** a full time probationary Civil Service appointment as a Teacher Aide, at an hourly rate per contract, effective September 4, 2018 with a probationary period from September 4, 2018 through September 4, 2019.

H.1.l. Teacher Aide-Kristen Hamilton: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby grant **Kristen Hamilton** a full time probationary Civil Service appointment as a Teacher Aide, at an hourly rate per contract, effective September 1, 2018 with a probationary period from September 1, 2018 through September 1, 2019.

H.1.m. Appoint Teacher Aide-Samantha Harris: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby grant **Samantha Harris** a full time probationary Civil Service appointment as a Teacher Aide, at an hourly rate per contract, effective September 1, 2018 with a probationary period from September 1, 2018 through September 1, 2019.

H.1.n Appoint Teacher Aide-Cullien Marks: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby grant **Cullien Marks** a full time probationary Civil Service appointment as a Teacher Aide, at an hourly rate per contract, effective September 1, 2018 with a probationary period from September 1, 2018 through September 1, 2019.

H.1.o. Appoint Teacher Aide-Julia Rowlands: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby grant **Julia Rowlands** a full time probationary Civil Service appointment as a Teacher Aide, at an hourly rate per contract, effective September 1, 2018 with a probationary period from September 1, 2018 through September 1, 2019.

H.1.p. Appoint Teacher Aide-Michael Salotto: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby grant **Michael Salotto** a full time probationary Civil Service appointment as a Teacher Aide, at an hourly rate per contract, effective September 1, 2018 with a probationary period from September 1, 2018 through September 1, 2019.

H.1.q. Appoint Head Custodian-Richard Welsh: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **Richard Welsh**, a full time permanent Civil Service appointment as a Head Custodian, at an hourly rate per contract, effective September 5, 2018 with a probationary period from September 5, 2018 through September 5, 2019.

H.1.r. Appoint Head Custodian-Tyler Bermon: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **Tyler Bermon**, a full time permanent Civil Service appointment as a Head Custodian, at an hourly rate per contract, effective September 5, 2018 with a probationary period from September 5, 2018 through September 5, 2019.

H.1.s. Resignation- Lynn Lafler:Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept the resignation for the purpose of retirement of **Lynn Lafler**, Teacher’s Aide, effective September 4, 2018.

H.1.t. Resignation-Sharon Simmons-Shepard: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept the resignation of **Sharon Simmons-Shepard**, Teacher’s Aide, effective August 31, 2018.

H.1.u. Approve Unpaid Leave of Absence Request-Linda Cripps: Be it resolved that upon the Board of Education of the Gorham-Middlesex Central School District does hereby approve the unpaid leave request from Linda Cripps, Bus Monitor from November 1, 2018 through March 8, 2019.

H.1.v. Activity Advisors: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby approve the following people as activity advisors for the 2018-19 school year:

Activity Advisor	Name	Stipend
Art Club (High School)	Mark Rowe	\$588.00
Art Club (Middle School)	Katie Stamm	\$588.00
Entrepreneur Club	Kathleen Alvord	\$1501.50
HS Fall Play Director	Damian Grzeskowiak	\$2772.00
MS Drama Club Fall Advisor/Dir of Fall Perf	Jennifer Mitchell	\$2310.00

MS Drama Club Spring Musical Director	Jennifer Mitchell	\$1732.50
FFA	Mary Catherine Coolbaugh	\$2772.00
Freshman Advisor	Wendy Kierst	\$420.00
Freshman Advisor	Amy Harter	\$420.00
Future Educators	Michele Underwood	\$840.00
Honor Society	James Santonastaso IV	\$787.50
Honor Society	Beth Mineo	\$787.50
Horticulture Club	Mary Catherine Coolbaugh	\$735.00
Intramurals	Karen Lahue	\$11.55/hr
Intramurals MS	Jeff Anthony	\$11.55/hr
Substitute MS Intramurals	Jill Mackerchar	\$11.55/hr
Substitute HS Intramurals	Todd Cunningham	\$11.55/hr
Jazz Ensemble (6th)	Matthew Bond	\$378.00
Jazz Ensemble (7th & 8th)	Matthew Bond	\$630.00
Jazz Ensemble (High School)	Matthew Bond	\$2310.00
Junior Advisor	Lindsay Kramer	\$787.50
Junior Advisor	Justin Devlin	\$787.50
Masterminds	Michele Underwood	\$420.00
HS Musical Director	Damian Grzeskowiak	\$3465.00
Senior Advisor	Jennifer Mitchell	\$1050.00
Senior Advisor	Wendy Warters	\$1050.00
Ski Club (Elementary)	Bailey Colonna	\$144.40
Ski Club (Elementary)	Ali Schenk	\$144.40
Ski Club (High School)	Kathleen Alvord	\$462.00
Ski Club (Middle School)	Jessica Frank	\$462.00
Sophomore Advisor	Andrea Bush	\$577.50

Sophomore Advisor	Andrea Robertson	\$577.50
Student Council (Elementary)	Karen Lahue	\$262.50
Student Senate (Middle School)	Deanna McLellan-Tuck	\$1050.00
Year Book HS	Mark Rowe	\$1680.00
Year Book Club MS	Stephanie Ellerstein	\$800.00
PRISM	Andrea Bush	\$288.75
PRISM	Caitlin Foley	\$288.75
MS Tech Club	Matthew Bond	\$428.40

H.1.w. Amend Fall Coach Appointments: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby amend the following appointments:

Team	Coach	Base	Longevity	Stipend
Girls Varsity Swimming	Mindy Heaven	\$3,598	\$50	\$3,648
Modified A Football	Michael Gorton	\$2,570	\$200	\$2,770

H.1.x. Appoint Fall Coach Appointment: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby amend the following appointment:

Team	Coach	Base	Longevity	Stipend
Varsity Cross Country Asst	Bonnie Stathis	\$3,084	\$0	\$3,084

H.1.y. Termination Modified Football Coach-Jim Sibeto: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby terminate of **Jim Sibeto**, effective August 20, 2018.

H.1.z. Resignation Varsity Cross Country Assistant Coach-Terry Lucero: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept the resignation of Terry Lucero, Varsity Cross Country Assistant Coach, effective August 7, 2018.

H.1.aa. Yearly Building Per Diem Substitutes: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint the following yearly building per diem substitutes:

Gorham Elementary	Cassie Davis
Middle School	Christina Stephens
High School	Al DeGroot

H.1.bb. Technology Coach Appointments: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint the following as Technology Coaches for the 2018-19 school year:

Amanda Cooney	Michelle Miller
Jason Green	Patrick Prusinowski
Jennifer Horn	Andrea Robertson
Kelly Karszes	Jacqueline Wickham
	Samantha Wolf

H.1.cc. College Student Placement: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby approve the following for the 2018 fall semester:

Hobart William Smith

Laura Rollins	Assistant Teacher Year 2	Lucinda Moses
Duration: October 9, 2018 through December 7, 2018		

H.2. Volunteers: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby approve the 2018-19 list of volunteers.

H.3. Resignation-Thomas Durham: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept the resignation for the purpose of retirement of Thomas Durham, School Social Worker, effective August 30, 2018.

H.4. Resignation-Pamela Scutt: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept the resignation for the purpose of retirement of Pamela Scutt, Teaching Assistant, effective November 2, 2018.

H.5. Increase High School Social Studies Position-Mackenzie Juda: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex

Central School District does hereby increase the position of 0.6 Social Studies Teacher, Mackenzie Juda to 0.8 High School Social Studies Teacher, effective September 1, 2018 through January 31, 2019.

H.6. Long Term Substitute 0.6FTE Science Teacher-Jean Gregory: Be it resolved that the Board of Education of the Gorham-Middlesex Central School District, pursuant to section 3012 of the Education Law and in compliance with part 30-1.3 of the Rules of the Board of Regents, upon the recommendation of the Superintendent, does hereby appoint **Jean Gregory**, as a 0.6 FTE long term substitute Science Teacher position beginning September 1, 2018 through June 30, 2019, at Step 1, of the current teacher contract.

H.7. Long Term Substitute Reading Teacher-Rachel Skopinsky: Be it resolved that the Board of Education of the Gorham-Middlesex Central School District, pursuant to section 3012 of the Education Law and in compliance with part 30-1.3 of the Rules of the Board of Regents, upon the recommendation of the Superintendent, does hereby appoint **Rachel Skopinsky**, as a 1.0 FTE long term substitute Reading Teacher position beginning September 1, 2018 through December 20, 2018 at Step 1, of the current teacher contract.

H.8. Long Term Substitute Elementary Special Education Teacher-Tessa Stone: Be it resolved that the Board of Education of the Gorham-Middlesex Central School District, pursuant to section 3012 of the Education Law and in compliance with part 30-1.3 of the Rules of the Board of Regents, upon the recommendation of the Superintendent, does hereby appoint **Tessa Stone**, as a 1.0 FTE long term substitute elementary special education teacher position beginning September 1, 2018 through June 20, 2019, at Step 1, of the current teacher contract.

H.9. Probationary Appointment-Katie Stamm: Be it resolved that the Board of Education of the Marcus Whitman Central School District, pursuant to section 3012 of the Education Law and in compliance with part 30-1.3 of the Rules of the Board of Regents, upon the recommendation of Superintendent, does hereby appoint **Katie Stamm**, who holds an Art Permanent Certificate, Permanent Certificate PreK-6 certificate and Professional Certificate Students with Disabilities Grades 1-6, to a Teaching position in the tenure area of Art for a three year probationary appointment commencing September 1, 2018 and ending on August 31, 2021, contingent on the teacher receiving a rating of Effective or Highly Effective on two of the three years preceding the tenure recommendation; salary starting at Step 10 of the current MWTA contract for the 2018-19 school year.

H.10. Resignation-Adam Killebrew: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept the resignation of Adam Killebrew, Teacher's Aide effective August 31, 2018.

H.11. Probationary Teaching Assistant-Adam Killebrew: Be it resolved that the Board of Education of the Marcus Whitman Central School District, pursuant to section 3012 of the Education Law and in compliance with part 30-1.3 of the Rules of the Board of Regents, upon the recommendation of Superintendent, does hereby appoint **Adam Killebrew**, who holds a Level I Teaching Assistant Certificate, to a Teaching Assistant position in the tenure area of Teaching Assistant for a four year probationary appointment commencing September 1, 2018 and ending on August 31, 2022, contingent on the teacher receiving a rating of Effective or Highly Effective on three of the four years preceding the tenure recommendation; salary starting per Teacher Aides, Teaching Assistants and Clerical Employees Association for the 2018-19 school year.

H.12. Amend Probationary Appointment of a Combined Area Elementary School Teacher-Lisa Wizeman:

WHEREAS, on August 31, 1999, Lisa Wizeman acquired tenure in the Special Education tenure area in the Gorham-Middlesex Central School District, received an annual professional performance review for the 2017-2018 school year, and has at least three years of satisfactory experience as a teacher.

NOW THEREFORE BE IT RESOLVED, that the Board of Education of the Gorham-Middlesex Central School District, pursuant to Section 3012 of the Education Law and in compliance with section 30-1.3 of Part 30 of the Rules of the Board of Regents, upon the recommendation of Jeramy Clingerman, Superintendent of Schools, does hereby appoint Lisa Wizeman, who holds permanent New York State Certificate Pre-Kindergarten, Kindergarten and Grades 1-6, Speech and Hearing Handicapped Permanent Certificate and Special Education Permanent Certificate, permitting her to teach subjects in Elementary AIS, and because of her certificate and years of satisfactory experience is qualified to perform Instruction Support Services in the public schools of New York State, to the position of Elementary AIS and Instruction Support Services (.6 FTE in the area of Elementary AIS and .4 FTE in the area of Instructional Support Services), in the tenure area of Elementary, for a probationary period of three (3) years, to commence on September 1, 2018, and to expire on August 31, 2021, and

BE IT FURTHER RESOLVED, that Lisa Wizeman, during her first year of appointment, shall be paid at the annual salary at Step 27 of the MWTA Contract.

H.13. Approve Textbook: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby approve the Restaurant Entrepreneur 2014 Publishing Rights for the High School Business Class.

H.14. Approve School Resource Officer Contract: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District

does hereby approve the contract with Ontario, County, for the School Resource Officer Program at the Gorham-Middlesex Central School District for the dates of September 1, 2018 through June 30, 2019.

H.15. Accept Athletic Training Services Agreement between The Rochester General Hospital and Gorham-Middlesex CSD Board of Education: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept the athletic training services agreement between The Rochester General Hospital Services Agreement and Gorham-Middlesex Central School District Board of Education concerning the athletic training services for our student athletes.

H.16. Approve Revised Tax Warrant: Be it resolved that whereas the approved tax levy has been aligned against the current assessments and the tax rates are available, the Gorham-Middlesex Central School District, upon the recommendation of the Superintendent, does approve the revised tax warrant as submitted.

H.17. Approve Amended Policies: Be it resolved that upon the recommendation of the Policy Committee the Board of Education of the Gorham-Middlesex Central School District does hereby approve the first reading and waive the second reading of the following amended Policies:

0100 Non-Discrimination and Equal Opportunity

0115 Student Harassment and Bullying Prevention and Intervention

1420 Complaints About Curricula or Instructional Materials

1500 Public Use of School Facilities

1530 Smoking and Other Tobacco Use on School Premises

1741 Home-Schooled Students

1800 Donations, Gifts and Grants to the District

1925 Interpreters for Hearing-Impaired Parents

5661 District Wellness Policy

H.18. Rescind Policy 7552 Bullying: Peer Abuse in the Schools and 7553 Hazing of Students: Be it resolved that upon the recommendation of the Policy Committee the Board of Education of the Gorham-Middlesex Central School District does hereby rescind Policy 7552 Bullying: Peer Abuse in the Schools and 7553 Hazing of Students due to the policy being duplicative to the Policy 0115 Student Harassment and Bullying Prevention and Intervention.

H.19. CSE & CPSE Recommendations: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby approve the CSE/CPSE recommendations as submitted and filed in the minute file.

I. PUBLIC ACCESS TO THE BOARD

J. BOARD MEMBER ITEMS:

Audit Committee Meeting

Buildings and Grounds Committee Meeting

Policy Committee Meeting Sept. 26 7:30am

Legislative Committee-Phyllis Frantel

Board Committees-any updates from meetings

*** K. EXECUTIVE SESSION, if needed**

***L. ADJOURN MEETING**

GORHAM-MIDDLESEX CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING

August 13, 2018
Board Room 6pm

Public Hearing on Annual Title I and IDEA Meeting from 6pm to 6:15pm.

Board Members Present: Sheila Brown-President, Cindy Hall-Vice-President, Mike Bentley, Sue Campbell, Cory Clark, Keri Link

Absent: Jeff Allen, Sue Craugh and Phyllis Frantel

Administrators Present: Jeramy Clingerman, Sharene Benedict, Dan Blankenberg, Bonnie Cazer, Clayton Cole, Erica Hasselstrom, Gil Jackson, Zoe Kolczynski, Paul Lahue, Brenda Lehman, Cheryl MacDonald, Lee Ann Shipman, Jenn Taft and Susan Wissick

Didn't have a quorum meeting began at 6:28pm.

Mike Bentley and Keri Link entered the meeting at 6:28pm.

Sheila Brown called the meeting to order at 6:28pm.

PUBLIC ACCESS TO THE BOARD OF EDUCATION:

Karen Shoemaker, Stanley: Mrs. Shoemaker went to some summer events and seen students at Pageant of Steam, Play at Smith Opera House, Empire Farm Days (FFA). Looking forward to September starting another great school year.

Motion by Sue Campbell seconded by Cindy Hall to approve the agenda.

APPROVAL OF AGENDA

Yes 6 No 0 (Absent: Jeff Allen, Sue Craugh and Phyllis Frantel) MC

ACCEPTANCE OF MINUTES-as submitted

The Board accepted the minutes of the Re-Organization and Regular Board of Education Meeting dated July 9, 2018

ACCEPTANCE OF TREASURER'S REPORT

Due to end of year audit the June Treasurer report will be attached to the September agenda.

ADMINISTRATORS' REPORTS:

Jeramy Clingerman and John McGuire, Futures Education—They both presented to the Board about the Special Education Review that was conducted during the 2017-18 school year.

Zoe Kolczynski/Carla Woolston—They both presented to the Board about the breakfast and lunch Program. From the presentation, we have 36.5% of our student population that have direct certification for free and reduced meals we would need 40% to qualify for the grant. Food Service Dept. will be continuing to offer new menu items in each building to grow participation.

Motion by Cory Clark seconded by Cindy Hall to approve the consent agenda.

CONSENT AGENDA

Personnel Agenda:

The following appointments are pending clearance of NYS fingerprinting requirements:

Substitute Teacher: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **Nicholas Moses** as a Substitute Teacher for the 2018-19 school year.

Substitute Teaching Assistant: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **Nicholas Moses** as a Substitute Teaching Assistant for the 2018-19 school year.

Substitute Bus Driver: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **William Staley** as Substitute Bus Driver for the 2018-19 school year.

Abolish Temporary School Nurse Position: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby abolish temporary school nurse position effective August 29, 2018.

Appointment-School Nurse-Rachael Johnson: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Marcus Whitman Central School District does hereby appoint **Rachael Johnson**, effective August 30, 2018, with a probationary period of August 30, 2018 through August 30, 2019 as school nurse at the salary of \$28,000 per year, for the 2018-19 school year.

Resignation-Brandi Close: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept the resignation of Brandi Close, Teacher's Aide effective Sept. 1, 2018.

Resignation-Kellie Gorton: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept the resignation of Kellie Gorton, Teacher's Aide effective Sept. 1, 2018.

Create Temporary Part-Time Transportation Clerk: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby create one temporary part-time transportation clerk effective August 13, 2018.

Fall Coach Appointments: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint the following people:

Team	Coach	Base	Longevity	Stipend
Varsity Football Asst.	Greg Parzych	\$2,827	\$0	\$2827
Modified A Football	James Sibeto	\$2,570	\$0	\$2,570
Girls Modified A Tennis	Christine Porschet	\$1,799	\$0	\$1,799

Department Chairpersons: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby approve the following people as department chairpersons for the 2018-19 school year:

Department Chairperson	Name	Stipend
Dept. Chairperson for Arts in Education (6-12)	Damian Grzeskowiak	\$1,625.00
Dept. Chairperson for Arts in Education (Pre-K-2)	Beth Sloth	\$812.50
Dept. Chairperson for Arts in Education (3-5)	Corrine DeRue	\$812.50
Dept. Chairperson for Counselors (Pre-K-12)	Kyle Cunningham	\$1,625.00
Dept. Chairperson for English Language Arts (6-12)	Melissa Butler	\$1,625.00
Dept. Chairperson for Fine Arts (K-12)	Mark Rowe	\$1,625.00
Dept. Chairperson for Foreign Language (6-12)	Michele Underwood	\$1,625.00

Dept. Chairperson for Math (6-12)	Amanda Cooney	\$1,625.00
Dept. Chairperson for Music (K-12)	Corrine DeRue	\$1,625.00
Dept. Chairperson for Occupations/Technology (6-12)	Kathleen Alvord	\$1,625.00
Dept. Chairperson for Physical Education (K-12)	Jill MacKerchar	\$1,625.00
Dept. Chairperson for Pupil Support Services (6-12)	Wendy Warters	\$1,625.00
Dept. Chairperson for Science (6-12)	Patrick Prusinowski	\$1,625.00
Dept. Chairperson for Social Studies (6-12)	Jody McLaughlin	\$1,625.00
Dept. Chairperson for Special Education-Gorham	Kara Jones	\$1,625.00
Dept. Chairperson for Special Education-Valley	Marcy Adams	\$1,625.00
Dept. Chairperson for Nurse	Michelle Rohring	\$1625.00
UPK-K Team Leader	Amy Zimmerman	\$1,625.00
Team Leader (1 st Grade)	Joanne Emerson	\$1,625.00
Team Leader (2 nd Grade)	Mary Kelley Berna	\$1,625.00
Team Leader (3 rd Grade)	Kelly Karszes	\$1,625.00
Team Leader (4 th Grade)	Gwen Winkler	\$1,625.00
Team Leader (5 th Grade)	Greg O'Connor	\$1,625.00
Team Leader (6th Grade)	Kellie Fritz	\$1,625.00
Team Leader (7th Grade)	Matt Palmer	\$1,625.00
Team Leader (8th Grade)	Keith Walters	\$1,625.00
Team Leader MS Special Area	Jill MacKerchar	\$1,625.00
Team Leader ECO	Malcolm MacKenzie	\$3,740.00

Mentors: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint the following mentors for the 2018-19 school year:

Mentor	New Teacher	Year	Stipend
Amy Delforte	Kaysie Burnett	1	\$600
Larkin Ryan	Delana Hey	1	\$600
Amanda Cooney	Tonya McFadden	1	\$600
Kate Burley	Angela Bates	1	\$600
Anne Hoffman	Molly Gray	1	\$600
Casey Imrich	Jennifer Allen	1	\$600
Kerri Mitchell-DePorter	Bonnie Stathis	1	\$600
Alysse Navarra	Elise Stalker	1	\$600
Kristie Nielson	Ethan Eschler	1	\$600
Beth Mineo	Mary Coolbaugh	1	\$600

Mentor	New Teacher	Year	Stipend
Jennifer Twomey	Kay Muscato	1	\$600
Penny Ayers	David Helling	1	\$600
Marcy Adams	Ashley Watson	2	\$300
Jessica Frank	Mackenzie Juda	2	\$300
Melissa Butler	Jackie Wickham	3	Comp Day
Michelle Freida	Christopher Clark	3	Comp Day
Beth Sloth	Melissa Michael	3	Comp Day
Patti Johnston	Brianna Parzych	3	Comp Day
Andrea Bush	Caitlyn Foley	3	Comp Day
Sara Betrus	Amy Harter	3	Comp Day
Karen Neumann	Krista Brunner	3	Comp Day
Kimberly Carr	Bailey Colonna	3	Comp Day
Naomi Pritchard	Brett Lamb	3	Comp Day
Michael Sullivan	Alyse Navarra	3	Comp Day
Donovan Lopez	Katie Stamm	3	Comp Day
Meredith Freida	Kristin Tomion	3	Comp Day

Field Band Appointments- *This was pulled from the consent agenda.*

College Student Placement: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby approve the following for the 2018 fall semester:

Hobart William Smith College

Genevieve Carpenter Tutor **Brian Ayers**

Duration: October 9, 2018 through December 7, 2018

Aurora Cunningham Assistant Teacher **Jackie Wickham**

Duration: October 9, 2018 through December 7, 2018

Surplus: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby declare the submitted list of books and 13 e-doctrina cameras as surplus.

Volunteers: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby approve the 2018-19 of volunteers submitted.

Field Trip: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby acknowledge the initial proposal for Drama Club students going to New York City April 26, 2018-April 28, 2018.

Middle School Dean of Students-Donovan Lopez: *This was pulled from the consent agenda.*

High School Dean of Students-Michael Sullivan: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District

does hereby appoint **Michael Sullivan** as a Guidance Counselor on Special Assignment, 0.5FTE High School Dean of Students and 0.5FTE Guidance Counselor for the 2018-19 school year.

Appointment for Director of Whitman Resource Center-James Santonastaso IV: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **James Santonastaso IV**, Director of the Whitman Resource Center at a stipend of \$6,000 from July 1, 2018 through June 30, 2019.

Approve Stipend: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Marcus Whitman Central School District does hereby approve the following Library Media Specialists for the 2018-19 school year:

Name	Level	Stipend
Tammy Boyce	Level III	\$1,000
Jennifer Green	Level III	\$1,000
Amanda Lowden-Fleig	Level I	\$800
Marsha Lazarus	Level II	\$900
Catrina Oswald	Level I	\$800
Linda Stell	Level I	\$800

Resignation-Catrina Oswald: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept resignation from Catrina Oswald, Teacher Aide, effective August 31, 2018.

Probationary Teaching Assistant-Catrina Oswald: Be it resolved that the Board of Education of the Marcus Whitman Central School District, pursuant to section 3012 of the Education Law and in compliance with part 30-1.8 of the Rules of the Board of Regents, upon the recommendation of Superintendent, does hereby appoint **Catrina Oswald**, who holds a Level I Teaching Assistant Certificate, to a Teaching Assistant position in the tenure area of Teaching Assistant for a four year probationary appointment commencing September 1, 2018 and ending on August 31, 2022, contingent on the teacher receiving a rating of Effective or Highly Effective on three of the four years preceding the tenure recommendation; salary starting per Teacher Aides, Teaching Assistants and Clerical Employees Association for the 2018-19 school year.

Create Teaching Assistant Position: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby create one teaching assistant position.

Probationary Teaching Assistant-Hope Brennan: Be it resolved that the Board of Education of the Marcus Whitman Central School District, pursuant to section 3012 of the Education Law and in compliance with part 30-1.8 of the Rules of the Board of Regents, upon the recommendation of Superintendent, does hereby appoint **Hope Brennan**, who holds a Level I Teaching Assistant Certificate, to a Teaching Assistant position in the tenure area of Teaching Assistant for a four year probationary appointment commencing July 1, 2018 and ending on June 30, 2022, contingent on the teacher receiving a rating of Effective or Highly Effective on three of the four years preceding the tenure recommendation; salary starting per Teacher Aides, Teaching Assistants and Clerical Employees Association for the 2018-19 school year.

Resignation-Carol Oakleaf: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept the resignation of Carol Oakleaf, HS Yearly Per Diem Substitute Teacher, effective August 4, 2018.

Resignation-Sara Bragg: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept the resignation of Sara Bragg, Secondary Art Teacher, effective August 13, 2018.

Long Term Substitute 0.6FTE Science Teacher-Jean Gregory: Be it resolved that the Board of Education of the Gorham-Middlesex Central School District, pursuant to section 3012 of the Education Law and in compliance with part 30-1.3 of the Rules of the Board of Regents, upon the recommendation of the Superintendent, does hereby appoint **Jean Gregory**, as a 0.6 FTE long term substitute Science Teacher position beginning approximately August 13, 2018 through August 12, 2019, at Step 3, of the current teacher contract.

Increase .8FTE to 1.0FTE Special Education Teacher-David Helling: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby approve increasing the .8FTE Special Education Teacher David Helling to 1.0FTE Special Education Teacher.

Probationary Appointment-David Helling: Be it resolved that the Board of Education of the Marcus Whitman Central School District, pursuant to section 3012 of the Education Law and in compliance with part 30-1.8 of the Rules of the Board of Regents, upon the recommendation of Superintendent, does hereby appoint **David Helling**, who holds an Initial Certificate Social Studies Grades 7-12 and Initial Certificate Students with Disabilities, to a 1.0FTE Special Education Teaching position in the tenure area of Education of Children with handicapping conditions-general special education for a four year probationary appointment commencing August 13, 2018 and ending on August 12, 2022, contingent on the teacher receiving a rating of Effective or Highly Effective on three of the four years preceding the tenure recommendation; salary starting at Step 3 of the current MWTA contract.

Probationary School Social Worker-Katharine Muscato: Be it resolved that the Board of Education of the Marcus Whitman Central School District, pursuant to section 3012 of the Education Law and in compliance with part 30-1.8 of the Rules of the Board of Regents, upon the recommendation of Superintendent, does hereby appoint **Katharine Muscato**, who holds a Professional Certificate in School Social Worker, to a School Social Worker position in the School Social Worker tenure area for a three year probationary appointment commencing August 13, 2018 and ending on August 12, 2021, salary starting at Step 24 of the current MWTA contract.

Probationary School Social Worker-Bonnie Stathis: Be it resolved that the Board of Education of the Marcus Whitman Central School District, pursuant to section 3012 of the Education Law and in compliance with part 30-1.8 of the Rules of the Board of Regents, upon the recommendation of Superintendent, does hereby appoint **Bonnie Stathis**, who has a pending Provisional School Social Worker certificate, to a School Social Worker position in the School Social Worker tenure area for a four year probationary appointment commencing August 13, 2018 and ending on August 12, 2022, salary starting at Step 1 of the current MWTA contract.

Approve Memorandum of Agreement: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Marcus Whitman Central School District does hereby approve a memorandum of agreement with the Marcus Whitman Teachers' Association for a teacher to accept an Elementary AIS/Instructional Support Services position for the 2018-19 school year.

Approve Leave of Absence Request-Lisa Wizeman: Be it resolved that upon the Board of Education of the Gorham-Middlesex Central School District does hereby approve the unpaid leave request from Lisa Wizeman, Special Education Teacher from September 1, 2018 through June 30, 2019.

Probationary Appointment of a Combined Area Elementary School Teacher-Lisa Wizeman:

WHEREAS, on August 31, 1999, Lisa Wizeman acquired tenure in the Special Education tenure area in the Gorham-Middlesex Central School District and received an annual professional performance review for the 2017-2018 school year.

NOW THEREFORE BE IT RESOLVED, that the Board of Education of the Gorham-Middlesex Central School District, pursuant to Section 3012 of the Education Law and in compliance with section 30-1.3 of Part 30 of the Rules of the Board of Regents, upon the recommendation of the Superintendent, does hereby appoint Lisa Wizeman, who holds a permanent certificate Pre-Kindergarten, Kindergarten and Grades 1-6, Speech and Hearing Handicapped permanent certificate and Special Education permanent certificate, permitting her to teach subjects in Elementary AIS, and Instruction Support Services in the public schools of New York State to the position of teacher in the tenure areas of Elementary AIS and Instruction Support Services (.6 FTE in the area of Elementary AIS and .4 FTE in the area of Instructional Support Services), for a probationary period of three (3) years, to commence on September 1, 2018, and to expire on August 31, 2021, and

BE IT FURTHER RESOLVED, that Lisa Wizeman, during her first year of appointment, shall be paid at the annual salary at step 27 of the MWTA contract.

Approve Ontario County Shared Services Panel-Jeramy Clingerman: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby approve Jeramy Clingerman to serve on the Ontario County Shared Services Panel for the 2018-19 school year.

Approve Textbook: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby approve the textbook *Health Smart Comprehensive Health Ed Program*.

Accept Organizational Chart: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby accept the Organizational Chart.

Accept Lunch Shaming Plan: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Marcus Whitman Central School District does accept Lunch Shaming Plan.

Accept Special Education Plan: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Marcus Whitman Central School District does accept the Special Education Plan.

Approve Tax Warrant: Be it resolved that whereas the approved tax levy has been aligned against the current assessments and the tax rates are available, the Gorham-Middlesex Central School District, upon the recommendation of the Superintendent, does approve the tax warrant as submitted.

Appointment of Audit Committee:

Board Members: **Sheila Brown, Cindy Hall and Sue Campbell**

Community Volunteers: **Tara Farmer and Robert Lehman**

Yes 6 No 0 Abstain 0 (Absent: Jeff Allen, Sue Craugh and Phyllis Frantel) MC

Motion by Sue Campbell seconded by Cindy Hall to approve the following resolution.

Middle School Dean of Students-Donovan Lopez: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint **Donovan Lopez** as a Teacher on Special Assignment, 0.5FTE Middle School Dean of Students and 0.5FTE Business Teacher for the 2018-19 school year. Yes 5 No 0 Abstain 1 (Sheila Brown) (Absent: Jeff Allen, Sue Craugh and Phyllis Frantel) No 0 MC

Motion by Sue Campbell seconded by Cindy Hall to approve the following resolution.

Field Band Appointments: Be it resolved that upon the recommendation of the Superintendent, the Board of Education of the Gorham-Middlesex Central School District does hereby appoint the following people:

Field Band Director	Holly Blueye	\$3,309
Field Band Assistant Director	Caitlin Kordziel	\$2,606
Field Band Percussion	Aaron Scott	\$1,092
Field Band Color Guard	Tim Denmark	\$1092
Field Band Pit	Heather Clark	\$546

Yes 5 No 0 Abstain 1 (Cory Clark) (Absent: Jeff Allen, Sue Craugh and Phyllis Frantel) MC

PUBLIC ACCESS TO THE BOARD

BOARD MEMBERS ITEMS:

Board Committees-

Audit (meeting August 28 7:30am)

Buildings/Grounds: Keri, Suzanne Craugh, Jeff Allen

Policy: Sue Campbell, Mike Bentley

Safety: Cory Clark

Four County

Board of Directors: Sheila Brown

Legislative: Phyllis Frantel

Motion by Sue Campbell, seconded by Keri Link to adjourn the meeting at 9:13pm.

Respectfully Submitted,

Sharene Benedict
District Clerk

Sub list for Bus Drivers 2018-2019

Nathaniel Burnett

Scott Davis

Gary Deatherage

Cheryl Jensen

Charles W Jones, Jr

Jennifer Kerrick

Michael McCrobie

Melissa Radder

William Staley

Sub list for Bus Monitors 2018-2019

Connie Cator

Jennifer Kerrick

Barbara Parker

Melissa Radder

Robyn Spedick

William Staley

Debra Warren

Lorraine Woodard

Sub list for Cleaners 2018-2019

Tara Grzeskowiak

Earl Oberdorf

Elizabeth Pierre

Karen Santee

Sub list for Food Service 2018-2019

Joan Blakeley-Allison

Sub list for Nurses 2018-2019

Nyssa Curtis

Kimberlie Rippie

Kari Strait

Sub list for Teacher Aides 2018-2019

Ashley, Teri

Alanna Brahm

Nyssa Curtis

Cynthia Docteur-Pollard

William Garman

Kathleen Green

Kimberly Hey

Jill Hotelling

Ken Seeling

Karen Shoemaker

Donna Smith

Megan Walters

Janet Yackel

Sub list for Teacher Assts 2018-2019

Teri Ashley

Nyssa Curtis

Cynthia Docteur-Pollard

William Garman

Kimberly Hey

Colby Orlando

Ken Seeling

Karen Shoemaker

Linda Tripp

Joseph Vivirito

Megan Walters

Janet Yackel

Sub list for Teachers 2018-2019

Rebecca Aikins

Teri Ashley

Barbara Bennett

Nyssa Curtis

Alan De Groote

Cynthia Docteur-Pollard

Lindsey Gales

William Garman

Thomas Geary

Lonnie Gunsalus

Kimberly Hey

Janice Holtby

Melissa Mason

Pam Mason

William McDermott

Nicholas Moses

Cynthia Myers

Colby Orlando

Helen Orlando

Deb Poplasky

Robert Rugaber

Pete Saracino

Pamela Savage

Ken Seeling

Karen Shoemaker

Christina Stephens

Linda Tripp

Aubre Virkler

Joseph Vivirito

Megan Walters

Janet Yackel

Tutors 2018-2019

Al De Groot

William Glitch

Cindy Myers

Pam Savage

John Tripp

(X) Required

() Local

() Notice

NON-DISCRIMINATION AND EQUAL OPPORTUNITY

The Board of Education, its officers and employees, shall not discriminate in its programs and activities on the basis of legally protected classes, such as, but not limited to: race, color, national origin, creed, religion, marital status, sex (including pregnancy, childbirth, or related medical condition), age, sexual orientation, disability (physical or mental), predisposing genetic characteristic, military work or status, domestic violence victim status, or use of a guide dog, hearing dog, or service dog, as applicable. The district will provide notice of this policy in accordance with federal and state law and regulation.

This policy of nondiscrimination includes access by students to educational programs, counseling services for students, course offerings, and student activities, as well as recruitment and appointment of employees and employment pay, benefits, advancement and/or terminations.

Additionally, to promote the district website's accessibility to staff, students, and members of the community with disabilities, the district will maintain a website that is accessible (or contains accessible alternatives) on perceivability, operability and understandability principles. The district's Director of Technology or designee } is responsible for considering the following when developing or updating the district website:

- Adding the text equivalent to every image;
- Posting documents in a text-based format such as HTML or RTF in addition to PDFs;
- Avoiding dictating colors and font settings;
- Including audio descriptions and captions to videos;
- Identifying other barriers to access; and
- Making other considerations when developing the district's website.

The Board of Education, its officers and employees shall not discriminate against students on the basis of actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex; sexual orientation, or gender (including gender identity and expression).

A finding that an individual has engaged in conduct in violation of this policy may result in disciplinary action and/or filing of a report with third parties in the manner prescribed by the district code of conduct, the law or applicable contract.

Nothing in this policy shall be construed to prohibit a denial of admission into, or exclusion from, a course of instruction or activity based on a person's gender that would be permissible under the law, or to prohibit, as discrimination based on disability, actions that would be permissible under the law.

Annual Notification

At the beginning of each school year, the district shall publish a notice of the established grievance procedures for resolving complaints of discrimination to parents/guardians, employees, students and the community. The public notice shall:

1. inform parents, employees, students and the community that education programs, including but not limited to vocational programs, are offered without regard to actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex; sexual orientation, or gender (including gender identity and expression);
2. provide the name, address and telephone number of the person designated to coordinate activities concerning discrimination; and
3. be included in announcements, bulletins, catalogues, and applications made available by the district.

The **Business Official** has been designated to handle inquiries regarding the district's non-discrimination policies. Contact information for the **Business Official** is available on the district's website. Complaints of sexual harassment or discrimination are covered by policy 0110.

All complainants and those who participate in the investigation of a complaint in conformity with state law and district policies, who have acted reasonably and in good faith, have the right to be free from retaliation of any kind.

The Board authorizes the Superintendent of Schools to establish such rules, regulations and procedures necessary to implement and maintain this policy.

Cross-ref: 0110, Sexual Harassment
5030, Student Complaints and Grievances
5300, Code of Conduct
9140.1, Staff Complaints and Grievances

Ref: Age Discrimination in Employment Act of 1967 29 U.S.C. §§621 *et seq.*
Americans with Disabilities Act, 42 U.S.C. §§12101 *et seq.*

Title VI, Civil Rights Act of 1964, 42 U.S.C. §§2000d *et seq.*
(nondiscrimination based on race, color, and national origin in federally assisted programs)

Title VII, Civil Rights Act of 1964, 42 U.S.C. §§2000e *et seq.*
(nondiscrimination based on race, color, and national origin in employment)

Title IX, Education Amendments of 1972, 20 U.S.C. §§1681 *et seq.*
(nondiscrimination based on sex)

§504, Rehabilitation Act of 1973, 29 U.S.C. §794

Individuals with Disabilities Education Law, 20 U.S.C. §§1400 *et seq.*

Genetic Information Nondiscrimination Act of 2008 P.L. 110-233
34 C.F.R. §§ 100.6; 104.8; 106.9; 110.25

Executive Law §§290 *et seq.* (New York State Human Rights Law)

Education Law §§10-18 (The Dignity for All Students Act)

Education Law §§313(3); 3201; 3201-a

ADA Best Practices Tool Kit for State and Local Governments,
Website Accessibility Under Title II of the ADA (see Chapter 5 and
Chapter 5 Addendum checklist),
www.ada.gov/pcatoolkit/toolkitmain.htm

Adoption date:

Required

Local

Notice

STUDENT HARASSMENT AND BULLYING PREVENTION AND INTERVENTION

The Board of Education is committed to providing an educational and working environment that promotes respect, dignity and equality. The Board recognizes that discrimination, such as harassment, hazing and bullying, are detrimental to student learning and achievement. These behaviors interfere with the mission of the district to educate its students and disrupt the operation of the schools. Such behavior affects not only the students who are its targets but also those individuals who participate and witness such acts.

To this end, the Board condemns and strictly prohibits all forms of discrimination, such as harassment, hazing and bullying on school grounds, school buses and at all school-sponsored activities, programs and events. Discrimination, harassment, hazing or bullying that takes place at locations outside of school grounds, such as cyberbullying, which creates or can be reasonably expected to create a material and substantial interference with the requirements of appropriate discipline in the operation of the school or impinge on the rights of other students are prohibited, and may be subject to disciplinary consequences.

Definitions

Bullying

Bullying, under the amended Dignity for All Students Act, has the same meaning as harassment (see below). The accompanying regulation provides more guidance regarding the definition and characteristics of bullying to help the school community recognize the behavior.

Cyberbullying

Cyberbullying is defined as harassment (see below) through any form of electronic communication.

Discrimination

Discrimination is the act of denying rights, benefits, justice, equitable treatment or access to facilities available to all others, to an individual or group of people because of the group, class or category to which that person belongs (as enumerated in the *Definitions* section, under Harassment, below).

Hazing

Hazing is an induction, initiation or membership process involving harassment which produces public humiliation, physical or emotional discomfort, bodily injury or public ridicule or creates a situation where public humiliation, physical or emotional discomfort, bodily injury or public ridicule is likely to occur.

Harassment

Harassment has been defined in various ways in federal and state law and regulation. The Board recognizes that these definitions are important standards, but the Board's goal is to prevent misbehavior from escalating in order to promote a positive school environment and to limit liability. The Dignity for All Students Act (§§10-18 of Education Law) defines harassment as the creation of a hostile environment by conduct or by threats, intimidation or abuse, including cyberbullying, that (a) has or would have the effect of unreasonably and substantially interfering with a student's educational performance, opportunities or benefits, or mental, emotional or physical well-being; (b) reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety; (c) reasonably causes or would reasonably be expected to cause physical injury or emotional harm to a student; or (d) occurs off school property and creates 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 harassing behavior may be based on any characteristic, including but not limited to a person's actual or perceived:

- race,
- color,
- weight,
- national origin,
- ethnic group,
- religion,
- religious practice,
- disability,
- sex,
- sexual orientation, or
- gender (including gender identity and expression).

For the purpose of this definition the term "threats, intimidation or abuse" shall include verbal and non-verbal actions.

In some instances, bullying or harassment may constitute a violation of an individual's civil rights. The district is mindful of its responsibilities under the law and in accordance with district policy regarding civil rights protections

In order to streamline the wording of this policy and regulation the term bullying will be used throughout to encompass harassment, intimidation, cyberbullying and hazing behaviors.

Prevention

The school setting provides an opportunity to teach children, and emphasize among staff, that cooperation with and respect for others is a key district value. A program geared to prevention is designed to not only decrease incidents of bullying but to help students build more supportive relationships with one another by integrating the bullying prevention program into classroom instruction. Staff members and students will be sensitized, through district-wide professional development and instruction, to the warning signs of bullying, as well as to their responsibility to become actively involved in the prevention of bullying before overt acts occur.

Curricular material that raises awareness and sensitivity to discrimination or harassment and civility in the relationships of people of different races, weights, national origins, ethnic groups, religions, religious practices, mental or physical abilities, sexual orientations, sexes or gender expression or identities will be included in the instructional program K-12.

In order to implement this program the Board will designate at its annual organizational meeting a ***Dignity Act Coordinator (DAC)*** for each school in the district. **DAC's** whose responsibilities are described in the accompanying regulation. The role of each **DAC** is to oversee and enforce this policy in the school to which they are assigned.

Intervention

Intervention by adults and bystanders is an important step in preventing escalation and resolving issues at the earliest stages. Intervention will emphasize education and skill-building. \

Successful intervention may involve remediation. Remedial responses to bullying include measures designed to correct the problem behavior, prevent another occurrence of the behavior and protect the target. Remediation may be targeted to the individual(s) involved in the bullying behavior or environmental approaches which are targeted to the school or district as a whole.

In addition, intervention will focus upon the safety of the target. Staff is expected, when aware of bullying, to report it in accordance with this policy, refer the student to designated resources for assistance, or to intervene in accordance with this policy and regulation.

Provisions for students who do not feel safe at school

The Board acknowledges that, notwithstanding actions taken by district staff, intervention may require a specific coordinated approach if the child does not feel safe at school. Students who do not feel safe at school are limited in their capacity to learn and reach their academic potential. Staff, when aware of bullying, should determine if accommodations are needed in order to help ensure the safety of the student and bring this to the attention of the ***building principal or DAC***. The ***building principal***, other appropriate staff, the student and the student's parent will work together to define and implement any needed accommodations.

The district recognizes that there is a need to balance accommodations which enhance student safety against the potential to further stigmatize the targeted student. Therefore, each case will be handled individually. The student, parent/guardian, and school administration will collaborate to establish safety provisions that best meet the needs of the targeted student. Follow-up discussion and/or meetings will be scheduled, as needed, to ensure that safety concerns have been adequately addressed and to determine when and if accommodations need to be changed or discontinued.

Incident Reporting and Investigation

Although it can be difficult to step forward, the district can't effectively address bullying if incidents are not reported. Students who have been bullied, parents whose children have been bullied or other students who observe bullying behavior are encouraged and expected to make a verbal and/or written complaint to any school personnel in accordance with the training and guidelines provided. Staff who observe or learn of incident(s) of bullying are required, in accordance with State law, to make an oral report to ***building principal or DAC*** within one school day and to fill out the district reporting form within two school days. If a staff person is unsure of the reporting procedure, he/she is expected to inquire about how to proceed by speaking with his/her supervisor. A district employee may be deemed to have permitted unlawful discrimination or harassment if he/she fails to report an observed incident, whether or not the target complains.

At all times, complaints will be documented, tracked and handled in accordance with the regulations and procedures accompanying this policy, or, if applicable, **0100, Equal Opportunity and Nondiscrimination, or 0110, Sexual Harassment** and the district's Code of Conduct. The ***DAC or Building Principal*** will prepare a quarterly report for the Superintendent based on complaints filed.

An equitable and thorough investigation will be carried out by Principal, Superintendent, or the Principal's or Superintendent's designee in accordance with the accompanying regulation. In addition, the results of the investigation shall be reported back to both the target and the accused as specified in the accompanying regulation. If either of the parties disagrees with the results of the investigation, they can appeal the findings in accordance with the regulations that accompany this policy. Verified bullying incidents that meet the criteria established by the state will be included in the statewide reporting system when applicable, in accordance with law and regulation.

The Board will receive the annual VADIR report, as well as any other state-required report relevant to bullying and/or school climate, for each building and for the district as whole. Based on the review of the data, the Board may consider further action, including but not limited to modification of this policy and additional training.

Disciplinary Consequences/Remediation

While the focus of this policy is on prevention, acts of bullying may still occur. In these cases, offenders will be given the clear message that their actions are wrong and the behavior must improve. Student offenders will receive in-school guidance in making positive choices in their relationships with others. If appropriate, disciplinary action that is measured, balanced and age-appropriate will be taken by the administration in accordance with the district's Code of Conduct,

as applicable. If the behavior rises to the level of criminal activity, law enforcement will be contacted.

Consequences for a student who commits an act of bullying shall be unique to the individual incident and will vary in method and severity according to the nature of the behavior, the developmental age of the student, and the student's history of problem behaviors, and must be consistent with the district's Code of Conduct.

Non-Retaliation

All complainants and those who participate in the investigation of a complaint in conformity with state law and district policies, who have acted reasonably and in good faith, have the right to be free from retaliation of any kind.

Training

The Board recognizes that in order to implement an effective bullying prevention and intervention program, professional development is needed. The Superintendent, the districtwide DAC and the District Professional Development Team will incorporate training to support this program in new teacher orientation and the annual professional development plan, as needed. Training opportunities will be provided for all staff, including but not limited to bus drivers, cafeteria and hall monitors and all staff who have contact with students. The DACs will be trained in accordance with state requirements and will continue their professional development so as to successfully support this policy and program.

Dissemination, Monitoring and Review

This policy, or a plain language summary, shall be published in student registration materials, student, parent and employee handbooks, and posted on the district's website. A bullying complaint form will be available on the district's website. The district will ensure that the process of reporting bullying is clearly explained to students, staff and parents on an annual basis.

Each year, as part of the annual review of the Code of Conduct, this policy will be reviewed to assess its effectiveness and compliance with state and federal law. If changes are needed, revisions will be recommended to the Board for its consideration.

The district will ensure that reporting of information to the public in conjunction with this policy will be in a manner that complies with student privacy rights under the Family Educational Rights and Privacy Act (FERPA).

Cross-ref: 0100, Equal Opportunity and Nondiscrimination
 0110, Sexual Harassment
 4321, Programs for Students with Disabilities
 5300, Code of Conduct
 5710, Violent and Disruptive Incident Reporting
 9700, Staff Development

Ref: Dignity for All Students Act, Education Law, §10 – 18
Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*
Title VI, Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq.*
Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.*; 34 CFR §100 *et seq.*
Title IX, Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*
§504, Rehabilitation Act of 1973, 29 U.S.C. §794
Individuals with Disabilities Education Law, 20 U.S.C §§1400 *et seq.*
Executive Law §290 *et seq.* (New York State Human Rights Law)
Education Law §§313(3), 3201, 3201-a
8 NYCRR 100.2(c), (l), (jj), (kk); 119.6

0115

Tinker v. Des Moines Independent Community School Dist., 393 US 503, (1969)
Doninger v. Niehoff, 527 F.3d 41 (2d. Cir. 2008)
Pollnow v. Glennon, 594 F.Sup. 220, 224 *aff'd* 757 F.2d. 496
Zeno v. Pine Plains 702 F3rd 655 (2nd Cir. 2012)
Cuff v. Valley Central School District F3rd 109 (2nd Cir 2012)
Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)
Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998)
Faragher v. City of Boca Raton, 524 U.S. 775 (1998)
Burlington Industries v. Ellerth, 524 U.S. 742 (1998)
Oncale v. Sundowner Offshore Services, Inc., 523 U.S. 75 (1998)
Franklin v. Gwinnett County Public Schools, 503 U.S. 60 (1992)
Meritor Savings Bank, FSB v. Vinson, 477 U.S. 57 (1986)
Appeal of K.S., 43 Ed. Dept. Rep. 492
Appeal of Ravick, 40 Ed. Dept. Rep. 262
Appeal of Orman, 39 Ed. Dept. Rep. 811

Adoption date:

() Required

(X) Local

(X) Notice

COMPLAINTS ABOUT CURRICULA OR INSTRUCTIONAL MATERIALS

The Board of Education recognizes its responsibility for the selection of instructional materials. The Board expects district teachers and administrators to recommend books and other materials in accord with sound educational principles and practices, and to use them effectively in the classrooms. However, the Board also recognizes the right of community members to voice concerns and/or complaints regarding the implementation of a particular curriculum and/or instructional material.

Any criticism of instructional materials that are in the schools that cannot be resolved informally shall be submitted in writing to the Superintendent of Schools. An Instructional Material Review Committee, consisting of an administrator, two faculty members and a parent of a student enrolled in the district, will be designated by the Superintendent to investigate and judge the challenged material.

The committee shall make recommendations to the Superintendent concerning the disposition of the complaint, and the Superintendent will issue a decision. This decision may be appealed to the Board, and the decision of the Board shall be final.

Ref: Education Law §§1709(15); 1711(2)(f)
Board of Educ., Island Trees UFSD v. Pico, 457 US 853 (1982)

Adoption date:

() Required

(X) Local

(X) Notice

PUBLIC USE OF SCHOOL FACILITIES

While the district's school buildings and grounds are maintained primarily for the purpose of educating students within the district, the Board of Education recognizes that the buildings and grounds are a valuable community resource and believes that this resource should be available to the community for specific uses that will not interfere with educational activities. This policy is intended to identify the uses that community groups may make of those facilities.

Permitted Uses

District facilities may be used for the purposes listed below, subject to the conditions and restrictions set forth in this policy.

- A. Instruction in any branch of education, learning or the arts.
- B. Public library purposes, subject to provisions of the Education Law, or as stations of public libraries.
- C. Social, civic (including but not limited to meetings of parent associations and parent-teacher associations) and recreational meetings and entertainments, or other uses pertaining to the welfare of the community, so long as such uses are non-exclusive and open to the general public.
- D. Meetings, entertainment and occasions where admission fees are charged, when the proceeds are to be spent for an educational or charitable purpose.
- E. Polling places for holding primaries and elections, and for the registration of voters.
- F. Civic forums and community centers.
- G. Recreation, physical training and athletics, including competitive athletic contests of children attending a private, nonprofit school.
- I. Licensed school-based health, dental or mental health clinics as defined in Education Law §414, operated by an entity other than the school district.
- J. Graduation exercises held by not-for-profit elementary and secondary schools, provided that no religious service is performed.
- K. Classes of instruction for intellectually disabled minors operated by a private organization approved by the Commissioner of Education.

Additionally, as a condition of receiving state funding, the district permits access to military recruiters to school buildings, grounds and facilities to the same extent it provides access to those who inform students of educational, occupational or career opportunities.

Prohibited Uses

Any use not permitted by this policy is prohibited. In addition, the following uses are specifically prohibited.

- A. Meetings sponsored by political organizations.
- B. Meetings, entertainments and occasions, where admission fees are charged, that are under the exclusive control of and the proceeds are to be applied for the benefit of a society, association or organization of a religious sect or denomination or of a fraternal, secret or exclusive society or organization, other than veterans' organizations or volunteer fire fighters or volunteer ambulance workers.

Conditions of Use for District Facilities

- A. Use of district facilities may be permitted unless such facilities are in use for school purposes, or during educational programs. The district reserves exclusive and nonreviewable judgment to determine if a requested use would interfere with or disturb the district's educational programs.
- B. To ensure that district facilities are preserved for the benefit of the greater district community, only community based groups and organizations (that is, groups which are located within the geographic area covered by the district) may be granted access to district facilities.
- C. Use of district facilities will be permitted only where the applicant agrees to pay the district a user fee according to a schedule adopted by the district to cover the costs of heat, electricity, maintenance, custodial services and any other expenses associated with the requested use. Use is further conditioned upon the applicant's agreement to pay additional fees associated with the use of any additional services or equipment. The district retains the right to condition use upon an applicant depositing with the district a sum equaling the estimated costs and fees associated with the proposed use 10 days in advance of the requested use. The district retains the further right to waive user fees for groups that are associated with or sponsored by the district.
- D. Where, in the judgment of the district, the requested use of district facilities requires special equipment or supervision, the district reserves the right to deny such use, or in the alternative, to condition such use upon the applicant's payment of additional fees in accordance with paragraph C above. Only authorized personnel shall operate district equipment.
- E. Use of district facilities will only be permitted where the organization provides the district timely evidence of adequate insurance coverage (\$1,000,000 minimum) to save the district harmless from all liability, property damage, personal injuries and/or medical expenses. The district will exercise complete and unreviewable discretion regarding what constitutes adequate insurance coverage for each proposed use.
- F. The Board reserves the discretion to deny use of district facilities described above, or to terminate use of district facilities:

1. By an applicant who has previously misused or abused district facilities or property or who has violated this policy;
2. For any use which could have the effect of violating the Establishment Clause of the United States Constitution or other provisions of the United States or New York State Constitutions;
3. For any use which, in the estimation of the Board, could reasonably be expected to or actually does give rise to a riot or public disturbance;
4. For any use which the Board deems inconsistent with this policy;
5. For any use by a private for-profit entity that has the direct or indirect effect of promoting the products or services of such entity;
6. In any instance where alcoholic beverages or unlawful drugs are sold, distributed, consumed, promoted or possessed;
7. For any use prohibited by law.

Application Procedure for Use of District Facilities

- A. All applications for use of school facilities shall be made in writing and submitted to the Superintendent of Schools or designee at least 30 days prior to the date of the requested use. A use permit application is available on the school website or at each school building.
- B. The applicant must clearly and completely describe the intended use of the district facility in the application.
- C. All applicants must review this policy prior to submitting the application. All applications must be signed by an authorized agent of the group or organization requesting use. The applicant's signature on the application shall attest to the group or organization's intent to comply with all Board policies and regulations and to use district facilities strictly in accordance with the use described in the application.
- D. All applicants must agree to assume responsibility for all damages resulting from its use of district facilities. Proof of adequate insurance must be provided by the applicant at least 10 days before the date of the requested use.
- E. Permits shall be valid only for the facility, use, dates and time specified in the permit. No adjustment to the permit is allowed except with the prior written approval of the Superintendent or designee. Permits shall not be transferable.
- F. The Superintendent is authorized to alter or cancel any permit if it becomes necessary to use the facility for school purposes or for other justifiable reason.
- G. With regard to scheduling activities, the district retains the right to give preference to groups and organizations which are associated with or sponsored by the district.
- H. Issuance of a permit shall not limit the right of access to the facility by district staff.

Ref: Education Law §§2-a; 414

Adoption date:

() Required

(X) Local

(X) Notice

SMOKING AND OTHER TOBACCO USE ON SCHOOL PREMISES

Due to the health hazards associated with smoking, and in accordance with federal and state law, the Board of Education prohibits smoking and all other tobacco use, and use of an electronic cigarette or e-cigarette, in all school district buildings, on school grounds, and in any vehicle used to transport children or personnel. Smoking or tobacco use is also prohibited within 100 feet of all school entrances, exits and outdoor areas, except where that is a residence or residential property. "Electronic cigarette" or "e-cigarette" means an electronic device that delivers vapor which is inhaled by an individual user (including vaporizers, vapor pipes, and vape pens), and shall include any refill, cartridge and any other component of such a device.

The district's smoking policy shall be prominently posted in each building, at designated outdoor locations on school premises (e.g. athletic fields) and in all district vehicles. The Board designates the Superintendent of Schools or his/her designee as agent responsible for informing individuals smoking cigarettes or e-cigarettes, or using tobacco unlawfully that they are in violation of Article 13-E of the Public Health Law and/or Section 409 of the Education Law and/or the federal Pro-Children Acts of 1994 and 2001. Persons in violation of this policy will be asked to stop. Students and staff may be subject to consequences outlined in the Code of Conduct, and visitors or contractors may be asked to leave school property.

Cross-ref: 5300, Code of Conduct

Ref: Education Law §§409(2)
Public Health Law Article 13-E
Public Health Law §§206; 340; 347; 1399-aa
The Pro-Children Act of 2001, 20 U.S.C. §§7181 *et seq.*
The Pro-Children Act of 1994, 20 U.S.C. §§6081 *et seq.*

Adoption date:

HOME-SCHOOLED STUDENTS

Policy # 1741

The Board of Education shall ensure that children instructed at home are taught by a competent instructor and receive an education substantially equivalent to that offered in the district's schools.

Parents/Guardians who wish to educate their children at home must submit to the district an individual home instruction plan (IHIP), outlining the educational goals to be met and the course materials and syllabi to be used each year for the child's learning process. The district may accept or deny an IHIP. Parents/Guardians must submit quarterly reports which will provide the district with the necessary information to make determinations of substantial equivalency and competency of instruction on an ongoing basis.

Parents/Guardians may appeal to the Board a determination by the Superintendent of Schools or designee that an IHIP is not in compliance with the Regulations of the Commissioner of Education. Parents/Guardians shall have the right to appeal the final determination of the Board to the Commissioner of Education within 30 days of receipt of such determination.

Special Education

A student with an IHIP, who is a resident of the school district and has a disability, or is suspected of having a disability, is eligible to receive services from the school district, in accordance with law, regulation and district policy (4321 et. seq.). A parent/guardian must request special education services in writing to the Board by June 1st, unless the child is first identified or moves into the district after June 1st. In that case, the parent/guardian must request the services within 30 days of being identified or of moving into the district.

Special education services will be provided on an equitable basis compared to programs and services provided to other students with disabilities attending public or nonpublic schools within the district. The Board will determine the location where services will be available to home schooled students.

Participation in Extracurricular Activities

a) Extracurricular Participation

Students instructed at home are not eligible to participate in interscholastic sports. Commissioner's Regulations mandate that only students enrolled in the public school are allowed to participate in interscholastic sports. The School District does not permit home-instructed students to participate in intramural and other school-sponsored extracurricular activities. Home School children can't participate in credit bearing courses.

Instructional Materials

The Board authorizes the Superintendent to loan instructional materials, if available, to students receiving home instruction. [Electronic devices such as laptops, chromebooks, Ipads, etc. are not considered instructional materials and will not be loaned.](#) The Superintendent or his/her designee shall determine the availability of resources and develop appropriate procedures.

Ref: Education Law §§ 3204(2); 3210(2)(d); 3602-c (2-c) 8 NYCRR §§ 100.10; 135.1; 135.4
Appeal of Ponte, 41 EDR 174 (2001)

Matter of Abookire, 33 EDR 473 (1994)

State Education Department Memorandum, "New Requirements for the Provision of Special Education Services to Home-Instructed ("Home- Schooled") Students, July 2008

State Education Department Memorandum, "Home Instruction Questions and Answers,"

() Required

(X) Local

(X) Notice

DONATIONS, GIFTS, AND GRANTS TO THE DISTRICT

The Board may accept gifts, grants and/or bequests of money, real or personal property, as well as other merchandise which, in view of the Board, add to the overall welfare of the School District, provided that such acceptance is in accordance with existing laws and regulations. However, the Board is not required to accept any gift, grant or bequest and does so at its discretion, basing its judgment on the best interests of the District. Furthermore, the Board will not accept any gift, grant or bequest which constitutes a conflict of interest and/or gives an appearance of impropriety.

At the same time, the Board will safeguard the District, the staff and students from commercial exploitation, from special interest groups, and the like.

The Board will not accept any gifts or grants which will place encumbrances on future Boards, or result in unreasonable additional or hidden costs to the District.

The Board of Education will not formally consider the acceptance of gifts or grants until and unless it receives the offer in writing from the donor/grantor. Any such gifts or grants donated to the Board and accepted on behalf of the School District must be by official action and resolution passed by Board majority. The Board would prefer the gift or grant to be a general offer rather than a specific one. Consequently, the Board would suggest that the donor/grantor work first with the school administrators in determining the nature of the gift or grant prior to formal consideration for acceptance by the Board. However, the Board, in its discretion, may direct the Superintendent of Schools to apply such gift or grant for the benefit of a specific school or school program.

The Board is prohibited, in accordance with the New York State Constitution, from making gifts/charitable contributions with School District funds.

Gift Giving

No District officer or employee shall directly or indirectly receive any gift having a value of seventy-five dollars (\$75) or more, whether in the form of money, services, loans, travel, entertainment, hospitality, etc., under circumstances in which it could reasonably be inferred that the gift was intended to influence the performance of his/her duties. However, the Board of Education welcomes the writing of letters or notes to staff members expressing gratitude or appreciation.

Nothing herein should be construed as prohibiting the traditional exchange of holiday gifts provided discretion is used to ensure that gifts of value are not accepted by staff employees or

officers. Gifts from children that are principally sentimental in nature and of insignificant financial value may be accepted in the spirit in which they are given.

Additionally, all business contacts will be informed that gifts exceeding seventy-five dollars (\$75) to District employees will be returned or donated to charity.

Accounting for, and Oversight of, all Donations, Gifts, and Grants

All gifts, grants and/or bequests shall become School District property. A letter of appreciation, signed by the President of the Board and the Superintendent, may be sent to a donor/grantor in recognition of his/her contribution to the School District. Such items may not be returned without the approval of the Board. All items are subject to the same controls and regulations as other district property, and shall be deposited or inventoried accordingly.

Gifts and/or grants of money to the District shall be annually accounted for under the trust and agency account in the bank designated by the Board of Education.

Soliciting and Accepting Gifts, Grants or Donations

Prior to seeking any grant or donation, the applicant must obtain prior approval from the district. Teachers seeking grants or donations for their classroom must obtain approval from the Building Principal. Other staff or administrators seeking grants or donations to benefit an entire school or the district as a whole must obtain approval from the Superintendent or his/her designee. Grant applications for funding of more than **\$5,000** require prior approval by the Board of Education.

Approval shall depend on factors including, but not limited to: compatibility with the district's educational program and standards; availability of existing district resources; whether ownership would deplete district resources; and its impact on the equitable distribution of district resources.

All grants and donations must benefit the district and be congruent with the following principles:

1. The district's mission, vision, core values and beliefs.
2. The district and school goals that positively impact student performance.
3. The district's instructional priorities and strategies.
4. Equity in funding.
5. Conform to district governance and decision-making procedures of the Board, central office and building-level staff.
6. Provide a value or benefit that is greater than the obligation under the grant award.
7. Not violate management and/or bargaining unit rights and responsibilities.
8. Not carry any conditions that would divert school or district efforts away from the district's primary mission.

The Board reserves the right to deny approval of solicitation of any funding or grant application which does not contribute towards the achievement of the district's goals, or which would deplete the resources of the district. The Board may approve seeking grants which require a match of district funds or resources when the initiative has been identified as a priority by the

Board and when such funds are planned as part of the district budget process or can be accommodated by the current budget.

All solicited grants and donations must be formally accepted by the Board.

Coordinating with Support Organizations

The district encourages independent support organizations (e.g., booster clubs, parent-teacher associations, education foundations) seeking to make a contribution of money or property to first meet with the Superintendent or designee most closely aligned with the organization doing the fundraising and making donations to identify the terms and conditions of the proposed gift and the needs of the district. The Board must approve such gifts and donations prior to any public announcement of the contribution.

The Board shall receive an ongoing report of all gifts, donations, grants, funds, property, and materials received by the district during the school year, and where each was used. It is the goal of the Board to properly account for all district resources and to monitor the distribution of those resources to minimize disparities between schools within the district.

Cross-ref: 1222, Relationship with Booster Organizations
 1225, Relationship with Local Educational Foundations
 2160, School District Officer and Employee Code of Ethics
5251, Student Fund Raising Activities
6640, Inventories

Ref: Education Law §1709(12)

Adoption date:

(X) Required

() Local

() Notice

INTERPRETERS FOR HEARING-IMPAIRED PARENTS

The Board of Education recognizes that those district parents with hearing impairments which prevent meaningful participation in their child's educational program must be afforded an opportunity equal to that afforded other parents to participate in meetings or activities pertaining to the academic and/or disciplinary aspects of their child's education. Accordingly, and pursuant to law, the school district will provide an interpreter for hearing-impaired parents for school-initiated academic and/or disciplinary meetings or activities including, but not limited to:

- § Parent/teacher conferences
- § Child/study or building level team meetings
- § Planning meetings with school counselors regarding educational progress
- § Career planning
- § Suspension hearings or other conferences with school officials relating to disciplinary actions

The school district will provide an interpreter for the hearing-impaired parent if a written request for the service has been submitted to and received by the district within **ten** working days prior to the scheduled meeting or activity. If an interpreter is unavailable, the district will then make other reasonable accommodations which are satisfactory to the parents (e.g., notetaker, transcript, decoder, or telecommunication device for the deaf). These services will be made available by the district at no cost to the parents.

The Board directs the Superintendent of Schools or designee to maintain a list of available interpreters and to develop procedures to notify parents of the availability of interpreter services, the time limitation for requesting these services, and of the requirement to make other reasonable accommodations satisfactory to the parents should an interpreter not be available.

Hearing-impaired parents are requested to submit the attached form to request accommodation of their disability.

Ref: Americans with Disabilities Act of 1990, 42 U.S.C. §§12131-12134
 Rehabilitation Act of 1973, 29 U.S.C. §794
 Education Law §3230
 8 NYCRR §100.2(aa)
Rothschild v. Grottenthaler, 907 F.2d 286 (2d Cir. 1990)

Adoption date:

DISTRICT WELLNESS POLICY

Policy # 5661

The District is committed to providing a school environment that promotes and protects children's health, well-being, and the ability to learn by fostering healthy eating and physical activity before, during, and after the school day.

The District has established a wellness committee that meets at least four times per year to establish goals for, and oversee the development of, the District's local wellness policy. The Committee will make policy recommendations for review and adoption by the Board. The District Wellness Committee **may** include, but is not limited to, representatives from each of the following groups:

- a) Parents and caregivers;
- b) Students;
- c) Physical Education teachers;
- d) School health professionals;
- e) District food service program;
- f) School Board;
- g) School administrators;
- h) General Education teachers; and

- i) Members of the public.

The District Wellness Committee will also be responsible for assessing current activities, programs, and policies available in the District, and providing mechanisms for implementation, evaluation, and revision of this policy. In so doing, the Wellness Committee will evaluate and make recommendations which reflect the specific needs of the District and its students.

The Superintendent will designate a District Wellness Coordinator to convene the District Wellness Committee in order to facilitate the development of, and any proposed updates to, the District's wellness policy, and will also ensure the District's compliance with this policy.

Goals to Promote Student Wellness

The District seeks to ensure all of its students obtain the knowledge and skills necessary to make nutritious food selections and enjoy life-long physical activity. To this end, the District sets forth the following goals relating to nutrition promotion and education, physical activity, and other school-based activities.

Nutrition Promotion and Education

The District will model and encourage healthy eating by all students by engaging in nutrition education and promotion by:

- a) Nutrition education will be integrated within the comprehensive health education curriculum and other instructional areas, as appropriate, and taught at every grade level, K through 12. Nutrition education will follow applicable New York State Standards and be designed to help students acquire:

- 1. Nutrition knowledge, including, but not limited to: the benefits of healthy eating; essential nutrients; nutritional deficiencies; principles of healthy weight management; the use and misuse of dietary supplements; and safe food storage, handling, and preparation.

2. Nutrition-related skills, including, but not limited to: planning healthy meals; understanding and using food labels; critically evaluating nutrition information, misinformation, and commercial food advertising; assessing personal eating habits; and setting and achieving goals related to these concepts.

b) Marketing and Promotion

1. The District will promote nutrition education activities that involve parents, students, and the community.

2. The District will promote healthy food and beverage choices for all students and encourage participation in school meal programs. This will occur by using Smarter Lunchroom techniques which guide students toward healthful choices and ensuring that 100% of foods and beverages promoted to students meet the Smart Snacks in School nutrition standards, which can be found on the United States Department of Agriculture's (USDA) official website.

3. The District will promote school and community awareness of this policy through various means, such as publication on the District website.

4. The District will encourage and promote wellness through social media, newsletters, and an annual family wellness event.

5. Marketing and advertising of foods and beverages on school campuses during the school day will be consistent with nutrition education and health promotion. As such, schools will restrict food and beverage marketing to the promotion of those foods and beverages that meet the nutrition standards set forth by the Healthy, Hunger-Free Kids Act's "Smart Snacks in Schools" Rule and that are consistent with this policy.

6. The District is cognizant of the fact that certain scoreboards, signs, and other durable equipment it employs may market foods and beverages in a way that is inconsistent with the aims of this policy. While the immediate replacement

of this equipment is not required, the District will replace or update this equipment over time to ensure the message it delivers to students regarding nutrition, health, and well-being is consistent. As the District reviews existing contracts, or considers new contracts, resulting decisions should reflect the marketing guidelines established by this policy.

c) Additional provisions

1. Parents and teachers will be provided with a list of healthy party ideas, including non-food celebration ideas.

2. Parents will be provided with a list of classroom snacks and beverages that meet Smart Snacks nutrition standards.

3. School personnel are strongly discouraged from using food as a reward or withholding food as punishment under any circumstance; teachers and other appropriate school staff will be provided with a list of alternative ways to reward students.

4. District staff will be encouraged to model healthy eating, drinking, and physical activity behaviors for students.

Other School-Based Activities

The District is committed to establishing a school environment that is conducive to healthy eating and physical activity for all. The District will, therefore, adopt the following standards:

a) Federal School Meal Programs

1. The District will participate to the maximum extent practicable in available federal school meal programs (including the School Breakfast Program (SBP), National School Lunch Program (NSLP), and Summer Food Service Program). Food served through these programs will meet all applicable federal and state standards.

2. The District will ensure that food service directors, managers, and staff are provided with annual professional development in the areas of food and nutrition consistent with USDA Professional Standards for State and Local Nutrition Programs. District food service staff will meet with students in grades 4 through 12 twice annually to solicit feedback on the school breakfast and/or school lunch program(s).

b) Access to School Nutrition Programs

The District will utilize a system of student payment that ensures all eligible students have access to free/reduced meals in a non- stigmatizing manner.

c) Meal Environment

The District will ensure:

1. School dining areas have sufficient space for students to sit and consume meals;
2. School dining areas are clean, safe, and pleasant environments that reflect the social value of eating;
3. Enough serving areas are provided to ensure student access to school meals with a minimum of wait time;

4. All students have a scheduled lunch period;
5. Lunch times are scheduled near the middle of the school day;
6. Students are given adequate time to eat healthy meals;
7. Students and staff have access to free, safe, and fresh drinking water throughout the school day and where school meals are served.

d) Community Access to District Facilities for Physical Activities

School grounds and facilities will be available to students, staff, community members and organizations, and agencies offering physical activity and nutrition programs consistent with District policy, including provisions regarding conduct on school grounds and administrative approval of use by outside organizations.

e) Community Partnerships

The District will develop relationships with community partners in support of the implementation of this policy. Existing and new community partnerships will be evaluated to ensure they are consistent with this policy and its goals.

f) Community Involvement, Outreach, and Communications

The District will use its official website, along with other electronic and non-electronic means, to notify parents and the public, in culturally and linguistically appropriate ways, about the content, implementation of, and updates to this policy as well as how to become involved and support this policy. The District will use these same means to inform the community about this policy.

Nutrition Guidelines

In an effort to encourage healthy life-long eating habits by providing foods that are high in nutrients, low in saturated fat and added sugars, have zero grams' trans-fat per serving, and are of moderate portion size, the District Wellness Committee

recommends nutrition standards to be set for all foods and beverages available on school campus. For purposes of this policy, the school day is defined as the period from the midnight before, to 30 minutes after the end of the official school day.

School Meals

All schools within the District participate in the USDA child nutrition programs, including the NSLP and the SBP. School meals will, at a minimum, meet the program requirements and nutrition standards of these programs. The District is committed to ensuring that meals through the SBP and NSLP are accessible to all students, are served in sanitary settings, are appealing to children, and meet or exceed those nutrition requirements established by local, state, and federal law and regulation. The USDA nutrition standards are available at:

<http://www.fns.usda.gov/school-meals/nutrition-standards-school-meals>.

Fundraising

- a) All foods and beverages sold as or during a fundraiser during the school day will meet, or exceed, the nutritional requirements listed in the USDA Healthy, Hunger-Free Kids Act "Smart Snacks in Schools" Rule; these foods and beverages sold as fundraisers will not be sold until the end of the last lunch period, so as not to compete with the NSLP.
- b) School-sponsored fundraisers conducted outside of the school day will be encouraged to support the goals of this policy by promoting the sale of healthy food items (fresh fruit and produce) and/or non-food items, such as water bottles, plants, etc., and by promoting events involving physical activity.
- c) All school-sponsored fundraisers must be approved by the appropriate building principal prior to being conducted.

Competitive Foods and Beverages Sold and Served to Students During the School Day

Competitive foods--which include all foods and beverages sold to students outside of the school meal programs, on the school campus in student accessible areas, and at any time during the school day -- will follow, at a minimum, the nutrition standards specified by the Healthy, Hunger-Free Kids Act. These standards will apply to all foods and beverages sold individually and outside of the reimbursable school meal, including vending machines, school stores, and cafeteria a la carte lines.

Competitive Foods and Beverages Served to Students During the School Day

The District will encourage staff and parents to provide students with healthy options at any event where foods and beverages are served to students (i.e., classroom and school-wide celebrations and rewards).

Foods and Beverages Sold or Served at Events Outside of the School Day

- a) All foods and beverages sold or served at school-sponsored events will be in serving sizes which are in accordance with recommended dietary guidelines and/or nutrition standards.
- b) At events where food and beverages are sold, 50% of items sold must meet the USDA Healthy, Hunger-Free Kids Act "Smart Snacks in Schools" Standards.

Implementation and Evaluation of the Wellness Policy

- a) The District will establish an implementation and evaluation plan for this policy in order to monitor its effectiveness and the possible need for modification over time. To this end, the District has designated the District Wellness Coordinator to ensure that the District meets the goals and mandates of this policy.
- b) This/these designated Wellness Coordinator(s) will also serve as liaison(s) with community agencies in providing outside resources to help in the development of nutritional education programs and promotion of physical activities.
- c) The District will annually report on the progress each of its schools has made toward meeting the goals of this policy. This report will include:
 - 1. The website address for the wellness policy and/or information on how the public can access a copy;

2. A description of each school's progress in meeting the wellness policy goals;
3. A summary of each school's local school wellness events or activities;
4. Contact information for the leader(s) of the Wellness Committee; and
5. Information on how individuals can get involved in the Wellness Committee's work.

d) Evaluation and feedback from interested parties, including an assessment of student, parent, teacher, and administration satisfaction with the wellness policy, are welcomed as an essential part of the District's evaluation program.

e) The District will document the financial impact, if any, to the school food service program, school stores, and vending machine revenues based on the implementation of the wellness policy.

f) Assessments of compliance with the District's wellness policy and implementation efforts will be repeated on a triennial basis. The assessment will include:

1. Compliance with the wellness policy;
2. How the wellness policy compares to model wellness policies; and
3. Progress made in attaining the goals of the wellness policy.

The position/person responsible for managing the triennial assessment is: Wellness Coordinator.

g) The District will, as necessary, revise and update this wellness policy, but at least every three years following the triennial assessment, and develop work plans to facilitate its implementation.

h) The annual progress report, triennial assessments, and policy updates will be provided to the Board, posted on the District's official website, and distributed to the District Wellness Committee, parent-teacher organizations, building principals, and school health services personnel within the District. Printed copies will also be made available to community residents upon request.

Annual Notification

The District will inform families and the general public each year, via the District website and/or District-wide communications, of information about this policy, including, but not limited to, its content as well as any updates. The District will endeavor to share as much information as possible about its schools' nutrition environment, including, a summary of school events or activities relative to this policy implementation.

Each year, the District will also publicize the name and contact information of the District official leading and coordinating the wellness committee as well as how the community may get involved with the wellness committee.

Recordkeeping

The District will retain records relative to compliance with the requirements of this policy in the District Office and/or on the District's central computer network. Documentation maintained at this location includes, but is not limited to:

- a) The written wellness policy;
- b) Documentation demonstrating that this policy has been made available to the public;
- c) Documentation of efforts to review and update this policy;
- d) Documentation to demonstrate compliance with the annual public notification requirements;
- e) The most recent assessment on the implementation of this policy;

f) Documentation demonstrating the most recent assessment on the implementation of this policy has been made available to the public.

National School Lunch Act, 42 USC § 1758(b)

National School Lunch Program and School Breakfast Program regulations, 7 CFR § 210.11

Local School Wellness Policy Implementation Under the Healthy, Hunger-

Free Kids Act of 2010; 79 FR 10693 Education Law § 915

8 NYCRR § 135.4

Policy Cross References:

» 5660 - SCHOOL FOOD SERVICE PROGRAM (LUNCH AND BREAKFAST)/SCHOOL DISTRICT NUTRITION ADVISORY COMMITTEE