ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING
MINUTES 6:00 p.m.
TUESDAY, SEPTEMBER 23, 2014
BENNETT SCHOOL

1. Opening Items

1.01 Call to Order 6:00
1.02 Tobacco Policy Statement
1.03 Pledge of Allegiance
1.04 Roll Call
Present: Trustee Fletcher, Trustee McGillicuddy, Trustee Moor, Trustee Davis
Not Present: Trustee Kurnit, Trustee Osmond

2. Executive Session

2.01 Enter Executive Session (proposed 6:00 duration 50 min)
Recommended Action: The Board of Education will vote to enter into Executive Session to discuss OAA negotiations, a revision to the Superintendent's contract and the employment history of a particular person
Motioned: Trustee McGillicuddy
Seconded: Trustee Davis
Result: Unanimous
Yea: Trustee Fletcher, Trustee McGillicuddy, Trustee Moor, Trustee Davis
Not Present: Trustee Kurnit, Trustee Osmond

Now Present:

Trustee Kurnit and Trustee Osmond arrived at 6:05

2.02 Exit Executive Session & Return to Public Session
Recommended Action: Motion to exit executive session and return to public session at approximately 6:55
Motioned: Trustee Kurnit
Seconded: Trustee Fletcher
Result: Unanimous
Yea: Trustee Fletcher, Trustee McGillicuddy, Trustee Moor, Trustee Davis, Trustee Kurnit, Trustee Osmond

3. Acceptance of Minutes

3.01 Acceptance of Minutes
Recommended Action: The Board of Education hereby accepts the minutes of the 9/9/14 BOE meeting
Motioned: Trustee Moor
Seconded: Trustee Davis
Result: Unanimous
Yea: Trustee Fletcher, Trustee McGillicuddy, Trustee Moor, Trustee Davis, Trustee Kurnit, Trustee Osmond

4. Welcome

4.01 Bennett Principal, Gabriel Buono will welcome the Board (proposed 6:55)

- Great to meet new 4th graders and their parents
- In-Slide has been well received by staff
    - Did a lock down drill and staff are very satisfied with donation
- Hudson Valley Playback Theater was today and yesterday
    - Went very well - portrayed situations where bulling can occur and what they can do
- Social Thinking Skills – with addition of a guidance counselor, all classes are getting the Social Thinking course regularly
- Playground has been modified thanks to the PTA who spearheaded the effort with the student government
    - Added features and repainted lines to have opportunities for more games
    - Buildings and Grounds crew took out older equipment identified by students to remove in order to have a small field for sports

5. Board District News

5.01 The Board will announce District news (proposed 7:00)

7:00

Trustee Fletcher reported:

- Read a letter from Tom Hickey tendering his resignation due to moving out of the District
    - Board thanked Tom Hickey for his 5 years of valuable service to the District
- Phoenicia's 50th Anniversary Celebration and Open House Picnic
    - Great to see people come out who were involved in 50 years of the school, including 3 past principals
    - Especially the first principal and first class
- Senator Tkaczyk sent the Board a Woodstock Volunteer's Day certificate
- Senator Seward wrote the only reply to the GEA resolution sent
- Bennett Open House was wonderful

Trustee Moor reported:

- Woodstock Family School Picnic with a PTA sponsored BBQ was very well attended
    - Great to meet new families
- New Woodstock Principal Scott Richards did a wonderful job at Open House, was a very positive beginning to the school year

Trustee McGillicuddy reported:

- Received letter from a parent about Wi-Fi in buildings and their health implications for children
    - At Woodstock School will be a panel discussion with 3 scientists on Friday 11/21/14 at 7:00
    - Sharing with Board and Administration as well as parents and community

6. Superintendent District News

6.01 The Superintendent will announce District news (proposed 7:05)

- All schools had successful Open Houses
- Sunday and Monday attended NYSCOSS
    - Met with Superintendent from Glens Falls about the later start times in his District and found some very positive effects on all aspect of students life
- Attended School Climate Forum with Assistant Superintendent for Curriculum & Instruction Marki Clair-O'Rourke and Pupil Personnel Director Cindy Bishop
    - Will be in touch with this research based center to look at many of the subjects discussed at the Board table
- Assistant Superintendent for Business Victoria McLaren sent out 18 Request for Proposals to realtors for the West Hurley School and only Win Morrison replied
- 50th Celebration of Phoenicia
    - Linda Sella and committee did an excellent job
    - Couple with kindergartener in school, both graduated from Phoenicia School
- In process of gathering data for the Violent and Disruptive Incident Reports
    - Shared MS/HS with Board
        - Have reduced by ¾ over time
    - Still have time before State deadline for rest of the schools
- Selected as one of the top schools in the US among 750 high schools
    - Looked at only 12th grade graduation rate - reported as 94%
        - State requires the entire cohort to be counted, so the District reports the graduation rate as just under 91%
- Will be honoring Clifford Secor at Homecoming on Saturday
    - Died after a football game many years ago
    - His mother will attend and the District is providing her with a vintage jersey with his number - a duplicate will be kept in the HS
- Met with all Town Supervisors:
    - Head Start is providing transportation for students in Arkville
    - Flood Preparedness meeting in Shandaken 9/30/14 at Parrish Hall in Phoenicia
        - Rotary is involved
        - Director of Facilities, Jared Mance will be attending on behalf of the District
    - Belleayre project will add enrollment to the District over time
    - Discussed realtor for the WH School, the WH reservoir certiorari and District accomplishments

7. Acknowledge Public Be Heard Comments

7.01 The Board will acknowledge the public be heard comments from the last meeting
Linda Sella on Phoenicia's 50th anniversary

8. Public/Student Comment

8.01 The public and students may comment on any agenda or non-agenda item. Please limit comments to 3 minutes (proposed 7:10 duration 10 min or more)
District Clerk read a letter from Veronica Rowe about the 50th Anniversary of Phoenicia after speaking of 29 years teach at the school co-workers, students,

families and community come together to help each other, positive atmosphere of warmth and acceptance

Jenna Rodgers and Heather Roberts - ROOT (Refusal of Over Testing) – President and Vice Presides of Bennett PTA. Read letter about growing frustration about the importance of testing in the school and loss of instruction time. Loss of hands-on based learning – erosion of science and social studies. Parents need more information as to how much time in test-prep. Wants BOE to join in refusing the tests.

- Trustee Fletcher explained that as a member of the Bennett PTA he suggested they come before the Board. There has been a Board goal for the last few years about over-testing and the Board passed a resolution last year
    - Hoping the discussion will go further as to what can be done

Victoria Becker – Thank you to the Board for approving my son's placement, thank you to the teachers and others who helped him to become more social – especially Ms. Speers, Ms. Lefferts and PPS Director Cindy Bishop. Special education children have trouble with the departmentalization of grades 4-6.

Mark Wilens – Comment on testing – CCLS sets higher goals for the children, who are currently not prepared for college or career. Board and Superintendent cannot control some things, but they should be able to control the degree of testing and the amount of time prepping for the tests.

9. First Reading of Policies (proposed 7:20 duration 15 min)

9.01 Notes from Policy Committee Meeting 9/18/14

Trustee Moor reported that the committee reviewed the policies and the attorney's recommendations carefully and the notes attached summarize the policies and attorney's recommendations

9.02 First Reading of Policy 5323 Meals and Refreshments

~~2006~~ 2014 5323 Non-Instructional/Business Operations

SUBJECT: MEALS AND REFRESHMENTS

The Board of Education recognizes that, occasionally, it may be appropriate to provide refreshments and/or meals at District meetings or events, which are being held for a District or educational purpose.

Any expenditure on such refreshments and/or meals must be approved in advance.

Refreshment and/or meal requests may be approved when:

a) Officers and/or employees of the District will be prevented from taking time off for a meal due to a pressing need to complete the business at hand; or

b) It is strictly necessary that a meeting be held during a mealtime and then only if and when the dinner is actually held to discuss District business; or

c) The District wishes to recognize the services provided by volunteers or other unsalaried members of the District (in such cases, however, only the meals of those being recognized may be reimbursed and the cost of the meals must be reasonable).

Refreshments and/or meal requests may not include the expenditure for alcoholic beverages.

All expenses must be properly documented, including the date, purpose of the meeting and the group in attendance, and submitted to the Business Office for the purpose of audit and possible reimbursement.

Meals served to adults who are directly involved in the operation and maintenance of the school nutrition program may be furnished at no charge. The meal provided must be eaten during the workday. No District food shall be provided to an employee to be taken off District grounds for personal consumption.

Note: Meals incurred as part of travel and conference attendance as approved by the District, are governed by other District policies.

~~The Superintendent of Schools shall establish regulations to implement this policy.~~

NY Constitution, Article VIII, Section I
Education Law Section 2118
Ops. St. Compt. 98-2, 83-57, 82-298, 82-213, 82-66, 79-522, 77-667

9.03 First Reading of Policy 6121 Sexual Harassment of District Personnel

~~2011~~ 2014 6121Personnel

SUBJECT: SEXUAL HARASSMENT OF DISTRICT PERSONNEL

The Board of Education affirms its commitment to non-discrimination and recognizes its responsibility to provide for all District employees an environment that is free of sexual harassment, including sexual violence. Sexual harassment including sexual violence is a violation of law and stands in direct opposition to District policy. Therefore, the Board prohibits and condemns all forms of sexual harassment by employees, school volunteers, students, and non-employees such as contractors and vendors which occur on school grounds and at all school-sponsored events, programs and activities including those that take place at locations off school premises and in another state. Since sexual violence is a form of sexual harassment, the term "sexual harassment" as used in this policy will implicitly include sexual violence even if it not explicitly stated.

Generally, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

a) Submission of such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;

b) Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individuals; and

c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Sexual violence is defined as physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. Sexual violence as defined by New York Penal Law includes but is not limited to acts such as:

a) Rape;
b) Sexual assault;
c) Sexual battery;
d) Sexual coercion.

The Board acknowledges that in determining whether sexual harassment has occurred the totality of the circumstances should be evaluated. The Board recognizes that sexual harassment can originate from a person of either sex against a person of the opposite or same sex, and from co-workers as well as supervisors, and from a third party such as a school visitor, volunteer, or vendor, or any other individual associated with the School District. The District will designate, at a minimum, two (2) Compliance Officers, one (1) of each gender.

In order for the Board to enforce this policy, and to take corrective measures as may be necessary, it is essential that any employee who believes he/she has been a victim of sexual harassment in the work environment, as well as any other person who is aware of and/or who has knowledge of or witnesses any possible occurrence of sexual harassment, immediately report such alleged harassment to the District's designated Compliance Officers through informal and/or formal complaint procedures as developed by the District. Such complaints are recommended to be in writing, although verbal complaints of alleged sexual harassment will also be promptly, thoroughly and equitably investigated in accordance with the terms of this policy. In the event that the Compliance Officer is the alleged offender, the employee should report his/her complaint to the next level of supervisory authority.

Upon receipt of an informal/formal complaint (even an anonymous complaint), the District will conduct a thorough, prompt and equitable investigation of the charges. However, even in the absence of a complaint, if the District has knowledge of or reasonably should know of or suspect any occurrence of sexual harassment, the District will investigate such conduct promptly, equitably, and thoroughly. All procedures developed by the District will provide for the prompt and equitable resolution of the sexual harassment.

To the extent possible, within legal constraints, all complaints will be treated as confidentially and privately as possible. However, disclosure may be necessary to complete a thorough investigation of the charges, and any disclosure will be provided on a "need to know" basis. The Superintendent will inform the Board of Education of investigations involving findings of harassment.

Based upon the results of the investigation, if the District determines that an employee has violated the terms of this policy and/or Regulation 1400P, immediate corrective action will be taken, as warranted, up to and including termination of the offender's employment in accordance with legal guidelines, District policy and regulation, the District's Code of Conduct, and the applicable collective bargaining agreement(s). Third parties (such as school volunteers, vendors, etc.) who are found to have violated this policy and/or Regulation 1400P will be subject to appropriate sanctions as warranted and in compliance with law.

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

The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participated in the investigation of a complaint of sexual harassment. Follow-up inquiries shall be made to ensure that sexual harassment has not resumed and that all those involved in the investigation of the sexual harassment complaint have not suffered retaliation.

Finding That Harassment Did Not Occur

At any level/stage of investigation of alleged harassment, if a determination is made that harassment did not occur, the Compliance Officer will so notify the complainant, the alleged offender and the Superintendent of this

determination. Such a finding does not preclude the complainant from filing an appeal pursuant to District policy or Regulation 1400P and/or pursuing other legal avenues of recourse.

However, even if a determination is made that harassment did not occur, the Superintendent/designee reserves the right to initiate staff awareness and training, as applicable, to help ensure that the school community is not conducive to fostering harassment in the workplace.

In all cases, the Superintendent will inform the Board of Education of the results of each investigation involving a finding that sexual harassment did not occur.

Knowingly Makes False Accusations

Employees and/or students who *knowingly* make false accusations against another individual as to allegations of harassment may also face appropriate disciplinary action.

Privacy Rights

As part of the investigation, the District has the right to search all school property and equipment including District computers. Although rooms, desks, cabinets, lockers, computers, etc. are provided by the District for the use of students and staff, the users do not have exclusive use of these locations or equipment and should not expect that materials stored therein will be private.

~~**Development and**~~ **Dissemination of Administrative Regulations**

~~Regulations will be developed for reporting, investigating and remedying allegations of sexual harassment. An appeal procedure will also be provided to address any unresolved complaints and/or unsatisfactory prior determinations by the applicable Compliance Officer(s).~~

~~Such regulations will be developed in accordance with federal and state law as well as any applicable collective bargaining agreement(s).~~

The Superintendent/designee(s) will affirmatively discuss the topic of sexual harassment with all employees, express the District's condemnation of such conduct, and explain the sanctions for harassment. Training programs will be established for employees to help ensure awareness of the issues pertaining to sexual harassment in the workplace, and to disseminate preventative measures to help reduce such incidents of prohibited conduct. Furthermore, special training will be provided for designated supervisors and managerial employees, as may be necessary, for training in the investigation of sexual harassment complaints.

A copy of this policy and ~~its accompanying r~~ Regulation 1400P will be available upon request and may be posted at various locations in each school building. The District's policy and regulations on sexual harassment will be published in appropriate school publications such as teacher/employee handbooks and/or school calendars.

Civil Rights Act of 1991, 42 United States Code (USC) Section 1981(a)
29 Code of Federal Regulations (CFR) Section 1604.11(a)
Civil Service Law Section 75-B
Education Law Section 2801(1)
Executive Law Sections 296 and 297
Title VII of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000e et seq.
Title IX of the Education Amendments of 1972, 20 United States Code (USC) Section 1681 et seq.
34 Code of Federal Regulations (CFR) Section 100 et seq.
Onteora Regulation 1400P

9.04 First Reading of Policy 6122 Complaints and Grievances by Employees

~~2009~~ 2014 6122 Personnel

SUBJECT: COMPLAINTS AND GRIEVANCES BY EMPLOYEES

In accordance with the provisions of General Municipal Law and the collective bargaining agreements, all District personnel shall have the opportunity to present their complaints or grievances free from interference, coercion, restraint, discrimination or reprisal. The District shall provide at least two (2) procedural stages and an appellate stage for the settlement of any grievance.

Complaints or grievances not covered under employee contracts shall be handled and resolved, whenever possible, as close to their origin as possible. The Superintendent is responsible for implementing regulations for the redress of complaints or grievances through proper administrative channels.

Prohibition of Retaliatory Behavior

The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participated in the investigation of a complaint of discrimination. Follow-up inquiries shall be made to ensure that discrimination has not resumed and that all those involved in the investigation of the discrimination complaint have not suffered retaliation.

Complaints and Grievances Coordinator

Additionally, the Board shall ensure compliance with Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and the Americans With Disabilities Act (ADA). The Superintendent shall designate a District employee as the Title IX/Section 504/ADA Coordinator; and regulations and procedures shall be implemented to resolve complaints of discrimination **and harassment** based on sex or disability.

Prior to the beginning of each school year, the District shall issue an appropriate public announcement which advises students, parents/guardians, employees and the general public of the District's established grievance procedures for resolving complaints of discrimination **and harassment** based on sex or disability. Included in such announcement will be the name, address and telephone number of the Title IX/Section 504/ADA Coordinator.

The Title IX/Section 504/ADA Coordinator shall also be responsible for handling complaints and grievances regarding discrimination **and harassment** based on race, color, creed, religion, national origin, political affiliation, age, military status, veteran status, marital status, predisposing genetic characteristics, ~~or~~ use of a recognized guide dog, hearing dog, or service dog **or other protected classes under federal or state law**.

Complaints or grievances regarding discrimination and/or harassment, including sexual harassment, shall be handled in accordance with District Regulation 1400P.

Age Discrimination in Employment Act, 29 United States Code (USC) Section 621 Americans With Disabilities Act, 42 United States Code (USC) Section 12101 et seq. Prohibits discrimination on the basis of disability.
Section 504 of the Rehabilitation Act of 1973, 29 United States Code (USC) Section 794 et seq.
Title VI of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000d et seq. Prohibits discrimination on the basis of race, color or national origin.
Title VII of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000e et seq. Prohibits discrimination on the basis of race, color, religion, sex or national origin.
Title IX of the Education Amendments of 1972, 20 United States Code (USC) Section 1681 et seq. Prohibits discrimination on the basis of sex.
Civil Rights Law Section 40-c
Prohibits discrimination on the basis of race, creed, color, national origin, sex, marital status, sexual orientation or disability.
Executive Law Section 290 et seq. Prohibits discrimination on the basis of age, race, creed, color, national origin, sex, sexual orientation, disability, military status, predisposing genetic characteristics, marital status, or use of a recognized guide dog, hearing dog or service dog.
Military Law Sections 242 and 243

NOTE: Refer also to Policy #3420 -- Anti-Harassment in the School District and Regulation 1400P – Title IX and Section 504 of the Rehabilitation Act Of 1973 Discrimination Grievance Procedure

9.05 First Reading of Policy 6551 Family and Medical Leave Act

~~2013~~ 2014 6551 Personnel

SUBJECT: FAMILY AND MEDICAL LEAVE ACT

The Board of Education, in accordance with the Family and Medical Leave Act of 1993 (FMLA), gives "eligible" employees of the District the right to take unpaid leave for a period of up to twelve (12) workweeks in a twelve-month period as determined by the District. The District will compute the twelve-month period according to the following time frame: a "rolling" twelve-month period will be used that is measured backward from the date an employee uses any FMLA leave.

Employees are "eligible" if they have been employed by the District for at least twelve (12) months and for at least 1,250 hours of service during the previous twelve-month period. Full- time teachers are deemed to meet the 1,250 hour test. The law covers both full-time and part-time employees.

Qualified employees may be granted leave for one (1) or more of the following reasons:
a) The birth of a child and care for the infant;
b) Adoption of a child and care for the infant;
c) The placement with the employee of a child in foster care;
d) To care for a spouse, child or parent who has a serious health condition as defined by the FMLA;
e) To care for an adult child who is incapable of self-care due to a disability (regardless of the date of the onset of disability) and has a “serious health condition” as defined by FMLA;
f) A serious health condition of the employee, as defined by the FMLA, that prevents the employee from performing his/her job; and/or
g) Because of "any qualifying exigency" (such term to be defined by regulations issued by the Secretary of Labor) or to care for a covered service member, as is more fully described below.

Military Caregiver Leave

The FMLA provides an employee who is the spouse, child, parent or next of kin of a covered service member up to twenty-six weeks of unpaid leave to care for the covered service member who is undergoing medical treatment, recuperation or therapy for a serious illness or injury. This includes caring for a covered veteran who is receiving medical treatment for a serious injury or illness that he/she either incurred, or that was aggravated, in the line of duty, whether it manifested before or after the veteran ceased his/her active duty. A covered veteran is defined as any veteran who was discharged for any reason other than dishonorably in the last five years.

Qualifying Exigency Leave

Up to twelve weeks of qualifying exigency leave will be provided to eligible employees whose spouse, child or parent serves in the Regular Armed Forces and is deployed to a foreign country, so that the employee can take care of various issues which may arise as a result of the deployment, such as making child care arrangements, or attending deployment ceremonies. In addition, an eligible employee can take leave to care for the service member's parent who is incapable of self-care where those activities arise from the service member's deployment or impending deployment, such as transferring the parent to a care facility.

An eligible employee can also take up to fifteen days of unpaid leave while their family member is on Rest and Recuperation leave from the military.

Implementation/Benefits

At the Board of Education's or employee's option, certain types of paid leave may be substituted for unpaid leave.

An employee on FMLA leave is also entitled to have health benefits maintained while on leave. If an employee was paying all or part of the premium payments prior to leave, the employee will continue to pay his/her share during the leave period.

In most instances, an employee has a right to return to the same position or an equivalent position with equivalent pay, benefits and working conditions at the conclusion of the leave.

The Board of Education has a right to thirty (30) days advance notice from the employee where practicable. In addition, the Board may require an employee to submit certification from a health care provider to substantiate that the leave is due to the serious health condition of the employee or the employee's immediate family member. Failure to comply with these requirements may result in the denial of FMLA leave. The Board may also require that an employee present a certification of fitness to return to work when the absence was caused by the employee's serious health condition. The Board of Education has the right to deny restoration to employment if the employee does not furnish the certificate of fitness.

Notice for Leave Due to Active Duty of Family Member

In any case in which the necessity for leave due to any qualifying exigency is foreseeable, whether because the spouse, or a son, daughter, or parent of the employee is on active duty, or because of notification of an impending call or order to active duty in support of a contingency operation, the employee shall provide such notice to the employer as is reasonable and practicable.

FMLA Notice

A notice which explains the FMLA's provisions and provides information concerning the procedures for filing complaints of violations of the FMLA shall be posted in each school building.

~~Administration is directed to develop regulations to implement this policy, informing employees of their rights and responsibilities under the FMLA.~~

Family and Medical Leave Act of 1993, Public Law 103-3
29 Code of Federal Regulations (CFR) Part 825

9.06 First Reading of Policy 7240 Student Records: Access and Challenge

- First Reading was postponed, since there were no changes marked in the agenda

2014 7240 Students
SUBJECT: STUDENT RECORDS: ACCESS AND CHALLENGE
Student Records

The School District shall comply with the provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA). Under its provisions, "parents/guardians and noncustodial parent(s), whose rights are not limited by court order or formal agreement, of a student under eighteen (18), or a student who is eighteen (18) years of age or older or who is attending an institution of post-secondary education, have a right to inspect and review any and all educational records maintained by the School District" and files on students, and to insure the confidentiality of such records with respect to third parties.

Access to Student Records

Under FERPA, unless otherwise exempted in accordance with law and regulation, the District may release personally identifiable information contained in student records only if it has received a "signed and dated written consent" from a parent or eligible student. Signed and dated written consent may include a record and signature in electronic form provided that such signature:
a) Identifies and authenticates a particular person as the source of the electronic consent; and
b) Indicates such person's approval of the information contained in the electronic consent.

Health and Safety Emergency Exception

School districts must balance the need to protect students' personally identifiable information with the need to address issues of school safety and emergency preparedness. Under FERPA, if an educational agency or institution determines that there is an articulable and significant threat to the health or safety of a student or other

individuals, it may disclose information from education records, without consent, to any person whose knowledge of the information is necessary to protect the health and safety of the student or other individuals during the period of the health or safety emergency.

School districts may release information from records to appropriate parties including, but not limited to, parents, law enforcement officials and medical personnel. A school district's determination that there is an articulable and significant threat to the health or safety of a student or other individuals shall be based upon a totality of the circumstances, including the information available, at the time the determination is made. The school district must record the articulable and significant threat that formed the basis for the disclosure and maintain this record for as long as the student's education records are maintained.

Disclosures to Parents of Eligible Students

Even after a student has become an "eligible student" under FERPA (which is defined as a student who is eighteen [18] years of age or older or who is attending an institution of post-secondary education) an educational agency or institution may disclosure education records to an eligible student's parents without the student's consent:

a) If the student is claimed as a dependent for Federal income tax purposes by either parent;
b) In connection with a health or safety emergency;
c) If the disclosure falls within any other exception to the consent requirements under FERPA or its Regulations, such as the disclosure of directory information or in compliance with a court order or lawfully issued subpoena.

Challenge to Student Records

Parents/guardians of a student under the age of eighteen (18), or an eligible student shall have an opportunity for a hearing to challenge the content of the school records, which they believe to be inaccurate, misleading, or otherwise in violation of the privacy or other rights of students. However, parents/guardians or an eligible student do not have the right to correct, delete or expunge grades, an individual's opinion or other substantive decisions of the District that appear in a student's record.

After the hearing, the District shall determine whether correction or deletion of any such inaccurate, misleading, or otherwise inappropriate data is necessary.

Education Records

The term "education records" is defined as all records, files, documents and other materials containing information directly related to a student; and maintained by the education agency or institution, or by a person acting for such agency or institution (34 Code of Federal Regulations (CFR) Section 99.3). This includes all records regardless of medium, including, but not limited to, handwriting, videotape or audiotape, electronic or computer files, film, print, microfilm, and microfiche.

In addition, for students who attend a public school district, all records pertaining to services provide under the Individuals with Disabilities Education Act (IDEA) are considered "education records" under FERPA. As such, they are subject to the confidentiality provisions of both Acts.

Personal notes made by teachers or other staff, on the other hand, are not considered education records if they are:

a) Kept in the sole possession of the maker;
b) Not accessible or revealed to any other person except a temporary substitute; and
c) Use only as a memory aid.

Records created and maintained by a law enforcement unit for law enforcement purposes are also excluded.

Release of Information

Among other exemptions in accordance with law and regulation, the District may disclose any and all educational records, including disciplinary records and records that were created as a result of a student receiving special education services under Part B of IDEA, to another school or postsecondary institution at which the student seeks or intends to enroll. Parental consent is not required for transferring education records; however, the student's annual FERPA notification indicates that such disclosures have been made, unless expressly prohibited by law or regulation. In the absence of information about disclosures in the annual FERPA notification, school officials must make a reasonable attempt to notify the parent about the disclosure, unless the parent initiated the disclosure. Additionally, upon request, schools must provide a copy of the information disclosed and an opportunity for a hearing.

The District may also disclose any and all educational records to other school officials within the district who have been determined to have legitimate educational interests. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility. A school official is a person who has a legitimate education interest in a student record who is employed by the district as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); a member of the Board of Education; a person or company with whom the district has contracted to perform a special task (such as attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as disciplinary or grievance committee, or assisting another school official performing his or her tasks.

Family Educational Rights and Privacy Act of 1974, 20 United States Code (USC) Section 1232(g)
34 Code of Federal Regulations (CFR) Part 99
NOTE: Refer also to Policy #7643 -- Transfer Students with Disabilities

9.07 First Reading of 7242 Student Directory Information

~~2012~~ 2014 7242 Students

SUBJECT: STUDENT DIRECTORY INFORMATION

The District shall inform parents/guardians or eligible students (i.e., a student eighteen [18] years of age or older or who is attending an institution of post-secondary education) with a letter of the District's definition of directory information, the parent/eligible student's right to refuse the release of student directory information and indicate a time period for their response. (Directory information is information contained in an education record of a student that would not generally be considered harmful or an invasion of privacy if disclosed.) Following such public notice and a reasonable response period, the District may release such information to an outside group without individual consent.

The Family Education Rights and Privacy Act (FERPA) defines student directory information as any of the following: name; address; telephone listing; date and place of birth, major field of study; grade level; student identification number; participation in officially recognized activities and sports; weight and height (if members of athletic teams); dates of attendance; honors, degrees and awards received; electronic mail address; photograph; and the name of the educational agency or institution most recently previously attended by the student. The District will not release the following:

a) A student's social security number

The release of student directory information is not to be confused with the release of names, addresses and telephone listings of eligible students (i.e., a student seventeen [17] years of age or older or in the eleventh grade [or its equivalent] or higher) to Military Recruiters. In compliance with the Elementary and Secondary Education Act (ESEA) of 1965, as amended by the No Child Left Behind Act of 2001 (NCLB), and the National Defense Authorization Act, the School District shall notify parents/guardians with a letter that by law it routinely releases this information to Military Recruiters upon request subject to a parent's/eligible student's request not to disclose such information with written parental verification of such request.

20 United States Code (USC) 1232(g)
Family Educational Rights and Privacy Act of 1974
34 Code of Federal Regulations (CFR) Part 99
NOTE: Refer also to Policy #7413 -- Distribution of Materials and Information by Students and Recruitment of Students
~~Administrative Regulation 7242~~ [ADDED FOR MINUTES]

9.08 First Reading of Policy 7413 Distribution of Materials and Information

- Committee changed first line of first paragraph

~~2006~~ 2014 7413 Students

SUBJECT: DISTRIBUTION OF MATERIALS AND INFORMATION TO/BY STUDENTS AND RECRUITMENT OF STUDENTS

Introduction

The Board encourages non-school organizations whose goals ~~forward~~ advance the mission of the District, to support all District students in achieving their very highest educational and personal potential. However, to minimize any disruption to school programs, this policy defines the circumstances under which materials and/or information concerning such organizations may be distributed to or by District students on school grounds or at District sponsored events.

Definitions

For the purposes of this policy, the following terms are defined as:

a) Community Information Display Area means a designated area in the school where there is a table and/or bulletin board on which community organization materials may be placed.

b) Non-Profit Organization means a not-for-profit, civic or government entity that provides educational, athletic or training services or opportunities for students. Examples include: Town Recreation Programs, Little League, Pop Warner Football, and individual school foundations.

c) Organizations that Exist Solely to Support the District (i.e., the sole purpose and mission of the organizations are to support District program) and are directly tied to the District's pursuit of its educational mission, such as parent teacher organizations and booster clubs, are not subject to the terms of this policy. However, if material or information from these organizations contains an advertisement from a non-school group, then that material or information is subject to this policy.

d) Non-School Groups are organizations which are not directly affiliated with the District, including but not limited to: Non-Profit Organizations, Military, Post-Secondary Educational Institutions, Job Recruiters or Anti-Military Groups in accordance with this policy. ~~and administrative regulation.~~

e) School Hours include the entire school day, including non-instructional time and the time waiting on school grounds for transportation before and after school.

f) Student means any student grades Pre-K through 12 enrolled in the Onteora Central School District.

Distribution of Materials or Information by Non-school Groups

a) Information from non-school groups may be distributed to students during the school day only in the manner described below:

Distribution Method or Activity	Organization(s)
Materials or information placed in Guidance Office or the designated Community Information Display Area in a school facility.	Non-profit organizations, Post-Secondary Educational Institutions, Job Recruiters, Military, or Anti-Military Groups in accordance with this policy. ~~and administrative regulation.~~
Materials or information handed out to students by school staff for students to take home.	Non-profit organizations.
Presentations, material or information distribution after school-hours at school-sponsored activities designed primarily for adults to attend, i.e., open house, back to school night, and kindergarten round up.	If the Principal determines that any non-school organization shall be permitted at such events, then non-profit organizations may distribute materials, but no recruiting activities designed specifically to engage the students that may attend such events shall be permitted.
Direct access to students for the purpose of recruiting and/or distributing materials or information during school hours shall be limited to school-sponsored events for the purpose of post-secondary, career, or employment fairs or by appointment only when such appointment has been initiated by the student.	Post-Secondary Educational Institutions, Job Recruiters, Military, or Anti-Military Groups in accordance with this policy. ~~and administrative regulation.~~

b) Limitations to distribution:

1. Except as described above, the District shall not permit non-school groups to hold information sessions or distribute materials or information to students on school grounds or at a District sponsored event.
2. The materials or information distributed by non-school organizations under this policy must pertain to the opportunities available for students and cannot solely be general information about the organization.
3. No organization shall be permitted to distribute commercial or fundraising materials.
4. Organizations whose primary purpose is to provide basic and/or comprehensive education to K through 12 students during the school day shall not be permitted to distribute recruiting information under this policy. ~~and administrative regulation.~~
5. There shall be no distribution of material or information that:
   (a) Is libelous;
   (b) Is vulgar, lewd, obscene or plainly offensive;
   (c) Advocates or promotes illegal actions;
   (d) Is likely to cause material and substantial interference with discipline or program in the school in which the material is posted or distributed;
   (e) Promotes, favors or opposes a candidate for elected office or a ballot measure.
6. Students shall not be required to take home or read any non-school related literature.
7. Service learning opportunities or curriculum-related opportunities, as recognized by the Principal or designee, may, in some instances, be provided by non-school groups. Examples include, but are not limited to community service presentations, internship offerings, and job shadowing opportunities. This policy does not apply to distribution of materials regarding such curriculum related opportunities.

Distribution of Materials or Information by Students

Student distribution of materials shall have the following restrictions:

a) Students wishing to distribute materials or information must notify the Principal and submit the material or information in advance for review to determine compliance with this policy ~~and implementing regulation~~;

b) Materials or information may not be distributed in hallways or other thoroughfares or on school busses;

c) Materials may be distributed before or after the regular school hours as defined by this policy;

d) Materials may be placed on Designated Community Information Display Areas within the school building;

e) Students must clean up materials left on school grounds; and

f) Materials distributed by students must bear a prominent disclaimer of non-school endorsement or sponsorship, acknowledging that the material is not endorsed or sponsored by Onteora Central School District and that Onteora Central School District has a strong policy of non-discrimination.

Notice/Disclaimer/Distribution Powers

a) Disclaimer: All Community Information Display Areas shall have a statement in full view acknowledging that the material is not endorsed or sponsored by Onteora Central School District and that Onteora Central School District has a strong policy of non-discrimination. All materials for distribution must bear a prominent disclaimer of non-school endorsement or sponsorship.

b) Notice to Families: Upon adoption and at the beginning of each school year, the District shall send home a notice to families informing them that they may receive information during the school year from community organizations and explaining the District's policy regarding non-discrimination. ~~The specific wording of the notice shall be set forth in the administrative regulation to be developed by the Superintendent to implement this policy.~~

Electronic Distribution

Non-school groups are prohibited from using any District electronic medium to disseminate information.

~~**Implementation**~~

~~The Superintendent shall develop an administrative regulation that details the procedures for the implementation of this policy.~~

9.09 First Reading of Policy 7530 Child Abuse and Neglect/Maltreatment

~~2009~~ 2014 7530 Students

SUBJECT: CHILD ABUSE AND NEGLECT/MALTREATMENT

Familial Child Abuse

The School District subscribes to all of the provisions of Title 6 - Child Protective Services of the Social Services Law Sections 411-428. Our purpose is to provide protective services to abused and neglected/maltreated children as described by the law, and to make all school personnel within the District aware of our legal responsibilities under this law.

Regulations shall be developed, maintained and disseminated by administration regarding the:

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

School Officials Required to Report

The definition of a "school official" who is mandated to report cases of child abuse or neglect/maltreatment to the State Central Register (SCR) pursuant to Social Services Law Section 413(1) includes, but is not limited to, school teachers, school guidance counselors, school psychologists, school social workers, school nurses, school administrators ~~or other school personnel required to hold a teaching or administrative license or certificate.~~ , full or part-time compensated school employees required to hold a temporary coaching license or professional coaching certificate, or other school personnel required to hold a teaching or administrative license or certificate.

All mandated reporters shall make the report themselves and then immediately notify the Building Principal or his/her designee. The Building Principal or his/her designee shall be responsible for all subsequent administration necessitated by the report.

Any report shall include the name, title and contact information for every staff member who is believed to have direct knowledge of the allegations in the report.

Prohibition of Retaliatory Personnel Action

Social Services Law Section 413(1) also prohibits a school from taking any retaliatory personnel action against an employee because such employee believes that he/she has reasonable cause to suspect that a child is an abused or neglected/maltreated child and that employee makes a report to SCR pursuant to Social Services Law. Further, no school or school official shall impose any conditions, including prior approval or prior notification, upon any staff member specifically designated a mandated reporter.

Pursuant to Labor Law Section 740(1)(e), "retaliatory personnel action" means the discharge, suspension or demotion of an employee, or other adverse employment action taken against an employee in the terms and conditions of employment.

Report Form

The Revised May 2007 New York State Office of Children and Family Services "**Report of Suspected Child Abuse or Maltreatment**" Form LDSS-2221A may be accessed at website: http://www.ocfs.state.ny.us/main/cps/

Education Law Section 3209-a
Family Court Act Section 1012
Labor Law Section 740(1)(e)
Social Services Law Sections 411-428

Child Abuse in an Educational Setting

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

"Child abuse" shall mean any of the following acts committed in an educational setting by an employee or volunteer against a child:

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

b) Intentionally or recklessly engaging in conduct which creates a substantial risk of such physical injury, serious physical injury or death; or

c) Any child sexual abuse, defined as conduct prohibited by Penal Law Articles 130 or 263; or

d) The commission or attempted commission against a child of the crime of disseminating indecent materials to minors pursuant to Penal Law Article 235.

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

In any case where an oral or written allegation is made to a teacher, school's registered professional nurse, school guidance counselor, school psychologist, school social worker, school administrator, School Board member, or other school personnel required to hold a teaching or administrative license or certificate, that a child (defined in the law as a person under the age of twenty-one (21) years enrolled in a school district in this state) has been subjected to child abuse by an employee or volunteer in an educational setting, that person shall upon receipt of such allegation:

a) Promptly complete a written report of such allegation including the full name of the child alleged to be abused; the name of the child's parent; the identity of the person making the allegation and their relationship to the alleged child victim; the name of the employee or volunteer against whom the allegation was made; and a listing of the specific allegations of child abuse in an educational setting. Such written report shall be completed on a form as prescribed by the Commissioner of Education.

b) Except where the school administrator is the person receiving such an oral or written allegation, the employee completing the written report must promptly *personally deliver* a copy of that written report to the school administrator of the school in which the child abuse allegedly occurred (subject to the following paragraph).

In any case where it is alleged the child was abused by an employee or volunteer of a school other than a school within the school district of the child's attendance, the report of such allegations shall be promptly forwarded to the Superintendent of Schools of the school district of the child's attendance and the school district where the abuse allegedly occurred.

Any employee or volunteer who reasonably and in good faith makes a report of allegations of child abuse in an educational setting in accordance with the reporting requirements of the law shall have immunity from civil liability which might otherwise result by reason of such actions.

Upon receipt of a written report alleging child abuse in an educational setting, the school administrator or Superintendent must then determine whether there is "reasonable suspicion" to believe that such an act of child abuse has occurred. Where there has been a determination as to the existence of such reasonable suspicion, the school administrator or Superintendent must follow the notification/reporting procedures mandated in law and further enumerated in administrative regulations including parental notification. When the school administrator receives a written report, he/she shall promptly provide a copy of such report to the Superintendent.

Where the school administrator or Superintendent has forwarded a written report of child abuse in an educational setting to law enforcement authorities, the Superintendent shall also refer such report to the Commissioner of Education where the employee or volunteer alleged to have committed such an act of child abuse holds a certification or license issued by the State Education Department.

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

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

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

Prohibition of "Silent" (Unreported) Resignations

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

Superintendents (or a designated administrator) who reasonably and in good faith report to law enforcement officials information regarding allegations of child abuse or a resignation as required pursuant to the law shall have immunity from any liability, civil or criminal, which might otherwise result by reason of such actions.

Education Law Article 23-B and Sections 902(b) and 3028-b
Penal Law Articles 130, 235 and 263
Social Services Law Section 413
8 New York Code of Rules and Regulations (NYCRR) Part 83

9.10 First Reading of Policy 7550 Complaints and Grievances by Students

~~2009~~ 2014 7550 Students

SUBJECT: COMPLAINTS AND GRIEVANCES BY STUDENTS

While students have the responsibility to abide by the policies and regulations of the District, they shall also be afforded opportunity to present complaints and grievances free from interference, coercion, restraint, discrimination or reprisal. Administration shall be responsible for:

a) Establishing rules and regulations for the redress of complaints or grievances through proper administration channels;
b) Developing an appeals process;
c) Ensuring that students have full understanding and access to these regulations and procedure; and
d) Providing prompt consideration and determination of student complaints and grievances.

Prohibition of Retaliatory Behavior

The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participated in the investigation of a complaint of discrimination. Follow-up inquiries shall be made to ensure that discrimination has not resumed and that all those involved in the investigation of the discrimination complaint have not suffered retaliation.

Complaints and Grievances Coordinator

In addition, students and parents/guardians will receive annual notification of the District's established grievance procedures for resolving complaints of discrimination **and harassment** based on sex or disability. This notice shall include the name, address and telephone number of the Title IX/Section 504/ADA Coordinator.

The Title IX/Section 504/ADA Coordinator shall also be responsible for handling complaints and grievances regarding discrimination **and harassment** based on race, color, creed, religion, national origin, political affiliation, sexual orientation, age, military status, marital status, ~~or~~ use of a recognized guide dog, hearing dog or service dog **or other protected classes under federal or state law**.

Complaints or grievances regarding discrimination and/or harassment, including sexual harassment, shall be handled in accordance with District Regulation 1400P.

Age Discrimination in Employment Act, 29 United States Code Section 621 Americans With Disabilities Act, 42 United States Code (USC) Section 12101 et seq. Prohibits discrimination on the basis of disability.
Section 504 of the Rehabilitation Act of 1973, 29 United States Code (USC) Section 794 et seq.
Title VI of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000d et seq.
Prohibits discrimination on the basis of race, color or national origin.
Title VII of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000e et seq. Prohibits discrimination on the basis of race, color, religion, sex or national origin.
Title IX of the Education Amendments of 1972, 20 United States Code (USC) Section 1681 et seq. Prohibits discrimination on the basis of sex.
Civil Rights Law Section 40-c
Prohibits discrimination on the basis of race, creed, color, national origin, sex, marital status, sexual orientation or disability.
Executive Law Section 290 et seq.
Prohibits discrimination on the basis of age, race, creed, color, national origin, sex, sexual orientation, disability, military status, marital status, or use of a recognized guide dog, hearing dog or service dog.

NOTE: Refer also to Policy #3420 -- Anti-Harassment in the School District **and Regulation 1400P – Title IX and Section 504 of the Rehabilitation Act Of 1973 Discrimination Grievance Procedure**

9.11 First Reading of Policy 7551 Sexual Harassment of Students

~~2012~~ 2014 7551

Policy 7551: SUBJECT: SEXUAL HARASSMENT OF STUDENTS

The Board of Education affirms its commitment to non-discrimination and recognizes its responsibility to provide for all District students an environment that is free of harassment on the basis of sex, gender (including gender identity or expression **and non-conformity to gender stereotypes**) and/or sexual orientation, including sexual violence. Sexual harassment including sexual violence is a violation of law and stands in direct opposition to District policy. Therefore, the Board prohibits and condemns all forms of sexual harassment by employees, school

volunteers, students, and non-employees such as contractors and vendors which occur on school grounds and at all school-sponsored events, programs and activities including those that take place on a school bus at locations off school premises or those that take place in another state. Since sexual violence is a form of sexual harassment, the term, "sexual harassment" in this policy will implicitly include sexual violence even if it is not explicitly stated.

Sex-based harassment can comprise of two types of behavior: sexual harassment and/or gender-based harassment. Sexual harassment is unwelcome conduct of a sexual nature, which can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Gender-based harassment includes verbal, nonverbal or physical aggression, intimidation or hostility that is based on actual or perceived gender and sexual stereotypes. Sexual or gender-based harassment of a student can deny or limit the student's ability to participate in or to receive benefits, services, or opportunities from the school's program.

Sexual Harassment

Generally, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, bullying because of sexual orientation (means heterosexuality, homosexuality, bisexuality or asexuality, whether actual or perceived) and other verbal or physical conduct or communication of a sexual nature.

Gender-based harassment' means verbal, non-verbal, or physical aggression, intimidation or hostility that is based on actual or perceived gender identity**,** ~~or~~ **gender** expression, **or failure to conform to stereotypical notions of masculinity and femininity.**

Sexual or gender-based harassment occurs when:
a) Submission to or rejection of such sexually harassing conduct and/or communication by a student affects decisions regarding any aspect of the student's education, including participation in school-sponsored activities;
b) Conditions exist within the school environment that allow or foster obscene pictures, lewd jokes, sexual advances, requests for sexual favors or other harassing activities of a sexual nature; and
c) Such conduct and/or communication has the purpose or effect of substantially or unreasonably interfering with a student's academic performance or participation in an educational or extracurricular activity, or creating an intimidating, hostile or offensive learning environment; and/or effectively bars the student's access to an educational opportunity or benefit.

Sexual Violence

Sexual violence is defined by New York Penal Law as physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. Sexual violence includes but is not limited to acts such as:
a) Rape;
b) Sexual assault;
c) Sexual battery;
d) Sexual coercion.

A person may be unable to consent to a sexual act due to his/her age, use of drugs or alcohol or due to intellectual or other disability. In order to encourage victims of sexual violence to come forward, a District must inform students that the District's primary concern is with their safety. The school should assure victims that any broken rules or violations made by them will be addressed separately from the sexual harassment allegation. For example, victims need to know that their use of alcohol or drugs never makes them at fault for sexual violence.

The Board acknowledges that in determining whether sexual harassment has occurred the totality of the circumstances, expectations, and relationships should be evaluated including, but not limited to, the ages of the offender and the victim; the number of individuals involved; and the type, frequency and duration of the conduct. A single incident of sexual harassment may be sufficiently severe to create a hostile environment in the school and a student may experience the continuing effects from off- campus sexual harassment when in the school setting. The Board recognizes that sexual harassment can originate from a person of either sex against a person of the opposite or same sex, and from a third party such as a school visitor, volunteer, or vendor, or any other individual associated with the School District. Sexual harassment may occur from student-to-student, from staff-to-student, from student-to-staff, as well as staff-to-staff. The District will designate, at a minimum, two (2) Compliance Officers, one (1) of each gender.

In order for the Board to enforce this policy, and to take corrective measures as may be necessary, it is essential that any student who believes he/she has been a victim of sexual harassment, as well as any other person who is aware of and/or who has knowledge of or witnesses any possible occurrence of sexual harassment, should immediately report such alleged harassment. Such report shall be directed to or forwarded to the District's designated Compliance Officers through informal and/or formal complaint procedures as developed by the District. Such complaints are recommended to be in writing, although verbal complaints of alleged sexual harassment will also be promptly investigated in accordance with the terms of this policy. In the event that the Compliance Officer is the alleged offender, the report will be directed to the next level of supervisory authority.

Upon receipt of an informal/formal complaint (even an anonymous complaint), the District will conduct a prompt, equitable, and thorough investigation of the charges. However, even in the absence of a complaint, if the District has knowledge of or has reason to know of or suspect any occurrence of sexual harassment, the District will investigate such conduct promptly, equitably, and thoroughly. To the extent possible, within legal constraints, all complaints will be treated as confidentially and privately as possible. However, disclosure may be necessary to

complete a thorough investigation of the charges, and any disclosure will be provided on a "need to know" basis. The Superintendent will inform the Board of Education of investigations involving findings of harassment.

Based upon the results of the investigation, if the District determines that an employee and/or student has violated the terms of this policy and/or accompanying regulations, immediate corrective action will be taken as warranted. Should the offending individual be a student, appropriate disciplinary measures will be applied, up to and including suspension, in accordance with District policy and regulation, the Code of Conduct, and applicable laws and/or regulations. Should the offending individual be a school employee, appropriate disciplinary measures will be applied, up to and including termination of the offender's employment, in accordance with legal guidelines, District policy and regulation, the Code of Conduct and the applicable collective bargaining agreement(s). Third parties (such as school volunteers, vendors, etc.) who are found to have violated this policy and/or accompanying regulations will be subject to appropriate sanctions as warranted and in compliance with law.

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

The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participated in the investigation of a complaint of sexual harassment. Follow-up inquiries shall be made to ensure that sexual harassment has not resumed and that all those involved in the investigation of the sexual harassment complaint have not suffered retaliation.

Finding That Sexual Harassment Did Not Occur

At any level/stage of investigation of alleged harassment, if a determination is made that harassment did not occur, the Compliance Officer will so notify the complainant, the alleged offender and the Superintendent of this determination. Such a finding does not preclude the complainant from filing an appeal pursuant to District policy or regulation and/or pursuing other legal avenues of recourse. However, even if a determination is made that harassment did not occur, the Superintendent/designee reserves the right to initiate staff awareness and training, as applicable, to help ensure that the school community is not conducive to fostering harassment in the workplace.

In all cases, the Superintendent will inform the Board of Education of the results of each investigation involving a finding that sexual harassment did not occur.

Knowingly Makes False Accusations

Employees and/or students who *knowingly* make false accusations against another individual as to allegations of harassment may also face appropriate disciplinary action.

Privacy Rights

As part of the investigation, the District has the right to search all school property and equipment including District computers. Although rooms, desks, cabinets, lockers, computers, etc. are provided by the District for the use of staff and students, the users do not have exclusive use of these locations or equipment and should not expect that materials stored therein will be private.

Development and Dissemination of Administrative Regulations

Regulations will be developed for reporting, investigating and remedying allegations of sexual harassment. An appeal procedure will also be provided to address any unresolved complaints and/or unsatisfactory prior determinations by the applicable Compliance Officer(s).

Such regulations will be developed in accordance with federal and state law as well as any applicable collective bargaining agreement(s).

The Superintendent/designee(s) will affirmatively discuss the topic of sexual harassment with all employees and students, express the District's condemnation of such conduct, and explain the sanctions for such harassment. Appropriate training and/or "awareness" programs will be established for staff and students to help ensure knowledge of and familiarity with the issues pertaining to sexual harassment in the schools, and to disseminate preventative measures to help reduce such incidents of prohibited conduct. Furthermore, special training will be provided for designated supervisors and managerial employees, as may be necessary, for training in the investigation of sexual harassment complaints.

Age-appropriate instructional materials will be incorporated into the curriculum to educate students so that they can recognize and reduce the incidence of sexual harassment.

A copy of this policy and its accompanying regulations will be available upon request and may be posted at various locations in each school building. The District's policy and regulations on sexual harassment will be published on the district's website, and in appropriate school publications such as teacher/employee handbooks, student handbooks, and/or school calendars.

Civil Rights Act of 1991, 42 United States Code (USC) Section 1981(a)
Title VII of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000e et seq.
Title IX of the Education Amendments of 1972, 20 United States Code (USC) Section 1681 et seq.
34 Code of Federal Regulations (CFR) Section 100 et seq.
29 Code of Federal Regulations (CFR) Section 1604.11(a)
Civil Service Law Section 75-B
Education Law Section 2801(1)

Executive Law Sections 296 and 297
New York State Human Right Law Cross Ref: Policy 7380 Bullying
NOTE: Refer to District Regulation 1400P

9.12 First Reading of Policy 7560 Notification of Sex Offenders

- Committee changed some language of their own

~~2006~~ 2014 7560

SUBJECT: NOTIFICATION OF SEX OFFENDERS

In accordance with the Sex Offender Registration Act ("Megan's Law"), the Board of Education supports the New York State Department of Criminal Justice Services (DCJS) in its effort to inform the community in certain circumstances of the presence of individuals with a history of sex offenses, particularly against children, in the school locality. This policy is enacted in order to minimize the possibility that the sex offender will come in contact with school-age children, and to assist law enforcement agencies in preventing further criminal activity from occurring. Furthermore, the District shall cooperate with local police authorities and the local community in promoting and protecting the safety and well being of its students.

It is the policy of the Board of Education to disseminate all information which the District receives from local police authorities in conjunction with Megan's Law to designated staff members who might have possible contact with the offender during the course of their school duties including, but not limited to, Building Principals, supervisors, teachers, office personnel, coaches, custodians, bus drivers, and security personnel. The Superintendent reserves the right to automatically disseminate such information to additional members of the staff, designated supervisors of non-school groups that regularly use District facilities and have children in attendance, parents/guardians of District students, and other community residents who, in the opinion of the Superintendent, have an immediate need to be notified of such data in order to protect the safety of our students.

All staff members shall be informed of the availability of the information received by the District pursuant to Megan's Law upon written request to the applicable Building Principal/designee or supervisor.

Staff members shall inform their immediate supervisor if they observe within the school building, on school grounds, at school activities, or at or near bus routes any individual whose description matches the information which was provided to the District by local law enforcement authorities. Such law enforcement officials will be notified of this information by the District as appropriate.

Information that is disseminated to the School District pursuant to Megan's Law may be disclosed or not disclosed by the District in its discretion. Any information which the School District receives regarding a sex offender from a source other than the Sex Offender Registry, and which is maintained independent of the requirements of Megan's Law, will be available from the District, upon written request, in accordance with the requirements of the Freedom of Information Law.

Certain ~~special~~ circumstances provided by law may permit a registered sex offender to enter school grounds. Decisions will be made on a case-by-case basis by the Superintendent in accordance with all applicable laws and regulations, and permission must be granted in writing.

~~**Special Circumstances Whereby Sex Offenders May Enter Upon School Grounds**~~

~~As a mandatory condition of the sentence for sex offenders placed on probation or conditional discharge whose victim was under the age of eighteen (18) or who has been designated a Level 3 sex offender, the court requires that such sentenced offender refrain from knowingly entering into or upon school grounds or any other facility or institution primaril y used for the care or treatment of persons under the age of eighteen (18) while one (1) or more of such persons are present.~~

~~However, by exception, entrance upon the premises shall be provided to the sentenced sex offender under the following conditions subject to the written authorization of his/her parole officer and the Superintendent or chief administrator of the facility for the limited purposes authorized by that person:~~

~~a) The offender is a registered student, participant or employee of the facility;~~
~~b) The offender is an employee of an entity contracted by the facility; or~~
~~c) The offender has a family member enrolled in the facility.~~

~~**Implementation**~~

~~Administrative regulations shall be developed to implement this policy.~~

Correction Law Article 6-C
Public Officers Law Section 84 et seq.

10. Discussion & Possible Action

10.01 Approve Professional Development Plan (proposed 7:35)

Recommended Action: The Board of Education hereby approves the 2014-2015 Professional Development Plan
Motioned: Trustee Osmond
Seconded: Trustee McGillicuddy

- Trustee McGillicuddy made note that she sent in grammatical errors
- Trustee Kurnit noticed that document concentrates on English and Math
    - By regulation, up to 15% of Professional Development is supposed to be for ESL
    - Graduation rate for ESL students is 32% and for English speaking children is 75%

Result: Unanimous
Yea: Trustee Fletcher, Trustee McGillicuddy, Trustee Moor, Trustee Davis, Trustee Kurnit, Trustee Osmond

10.02 ONTEA MOA for Contract (proposed 7:40)

Recommended Action: The Board of Education hereby approves MOA #09232014 between the Onteora Non-Teaching Employees Association and the Onteora Central School District
Motioned: Trustee Davis
Seconded: Trustee Moor
Result: Unanimous
Yea: Trustee Fletcher, Trustee McGillicuddy, Trustee Moor, Trustee Davis, Trustee Kurnit, Trustee Osmond

11. Break

11.01 The Board will break for 5 minutes (proposed 7:45)

12. Mission/Vision; Core Values; Board Goals (1 hour)

8:18

12.01 Discuss District Vision and Mission (proposed 7:50 duration 10 minutes)

Consensus to use the current mission:
Our Onteora schools exist to educate and nurture the children of our diverse community. Our mission is to create an engaging and healthy learning environment that empowers all students to pursue their dreams, achieve their goals, and contribute thoughtfully to the global community.

Trustee Fletcher recognized that this is usually done by committee, suggested Board approve wording of Vision, Mission and Core Values and then have public hearings/forums

- Address 2 Board meetings from now

12.02 The Board will discuss their core values (proposed 8:00 duration 15 min)

BOARD OF EDUCATION CORE VALUES 2014-15

We believe:

- That the Onteora Central School District belongs to the entire Onteora community.
- Providing a safe and secure environment throughout the District is a major priority. Students and Staff need a healthy environment in order to work and grow to their full potential. A healthy mind and a healthy body are further fostered by a healthy diet, and it is incumbent on our District to provide the healthiest choices in its food programs.
- That every student regardless of race, creed, gender or intellectual ability has the resources to succeed at school and in life, and is entitled to a sound basic education that the New York State Constitution requires.
- While quantitative data is a valuable tool, it should never take precedence over a quality education. In addition to a strong core curriculum, extra-curricular activities, from District programs to community involvement and charity work, is to be encouraged and developed. Art, music, sports (etc.) foster a fundamental foundational element in schools and are

therefore intrinsic to a quality public education.

- That everyone involved in the Onteora CSD should be accountable for their actions, and should be encouraged to take responsibility for their actions. Collaboration and communication between teachers, parents, students, Support staff, Administration and School Board is a vital component of the District's well-being.
- Students should be empowered to make well thought out, serious choices, and to believe in their ability to see them through.
- That Students and Staff need a healthy environment in order to work and grow to their full potential. A healthy mind and a healthy body are further fostered by a healthy diet, and it is incumbent on our District to provide the healthiest choices in its food programs.

The Board will hold a community forum to discuss the core values

12.03 The Board will discuss their 14-15 goals (proposed 8:15 duration 25 min)

Board of Education 14-15 Goals:

Educational Vision, Values and Ethics Leadership

1. After careful study, develop and adopt an actionable policy and/or plan regarding testing, reflecting the Board's desire to avoid over-testing, 'teaching to the test,' the infringement upon instructional time, and the perception thereof. Work in collaboration with PTAs, Administrators, Teachers and other staff members to develop a policy and /or plan that can be supported by all stake-holders.
2. Address the needs of English Language Learners across the District and at all grades, from pre-K through High School. Work collaboratively with the Superintendent to recommend improvements to ESL programming and offerings, including considering bringing the ESL program in-house. Improve communication with ESL families of English Language Learners.
3. Analyze School and Student Safety and Well-Being from a whole child/whole building perspective, including but not limited to the use of social workers, psychologists, guidance counselors, school resource/safety officers, external emergency forces, and study of District Safety Plan and reports on Building Safety Plans, and any and all other necessary data. Recommend improvements accordingly.
4. Promote a stimulating, healthy and safe environment conducive to learning and that improves the educational experience for all students. Support professional development opportunities, especially those that: (1) help educators incorporate experiential and project-based learning in classrooms, (2) connects students' classroom experiences with the outside world, and (3) trains faculty to offer new computer and other "hard" science courses such that students acquire skills to become producers of technology. Continue to study feasibility of integrating programs like Project Lead the Way, International Baccalaureate, Blended Learning, Steam, and E-Learning into the educational program.

Budget and Finance

5. Maintain a long term fiscal plan that protects and maximizes the district assets through the use of collective bargaining, school tax reform, and energy conservation to create a positive campus that attracts both families and successful teachers to our district.

Board Development

6. Attract, develop and retain Board of Education Trustees, with a focus on Student Achievement and Educational Excellence along with responsible management of District finances. Supply new Trustees with a mentor. Work with the Superintendent to constantly improve Board-Superintendent relations and communications, including but not limited to an annual retreat with approved facilitator. Each board member commits, individually, to the very best of their abilities, to attend every regularly scheduled Board meeting, to sit on at least one Board/District committee, and to attend at least one NYSSBA/RSA conference or seminar annually.

Community & Culture

7. Foster an open, positive, collaborative relationship with the Community that is responsive to stakeholder concerns. Improve the district-wide school culture through clear communication of Board priorities, appreciation for staff initiatives and student achievement. Encourage collaborative work that integrates and aligns curriculum and improves students' educational experience district-wide. Continue to grow and enlist community help in legislatively advocating for our students.

Facilities

8. Study and develop ways that District property could be used to support agricultural and botanical

science programs, including the production of organic fruits and vegetables that could be used in District food services. This also includes the incorporation of sustainability practices into the educational program

There is consensus to approve the above goals as a first reading and conduct second treading at the next meeting.

- Goals for different committee tasks:
  - Primary Committee: Create a Status Report on the current Pre-K programs affiliated with the district, and whether there is consistency and balance in the different programs. Report to the board halfway and at the end of the school year with updated information and data, geared towards aligning student progress. Consider creating a district wide Professional Learning Community (PLC) for PRE-K providers.
  - Facilities Committee: Monitor and continue to update the board and community regularly on progress towards implementing the Capital Fund Project, and the Energy Performance Project
- Trustee Moor will investigate the goal: Study and develop ways that District property could be used to support agricultural and botanical science programs, including the production of organic fruits and vegetables that could be used in District food services. This also includes the incorporation of sustainability practices into the educational program.
  - Set as general primary goal

12.04 Review Superintendent Goals (8:40 duration 10 min)

Discussion on Superintendent goals.

Superintendent goals for 14-15:

1. Based on the recommendation of the American Association of Pediatrics and considerable other data-based research, plan and prepare for later start times for secondary students for the 2015-2016 school year, using an 8:45am-9:00am target
2. Promote District-wide culture and climate, across staff, administrators, parents and school board, by improving and developing communications; and implementing leadership models, drawing on examples of Leadership Academy, School Improvement Teams and other models.
3. Plan and articulate a five year financial plan. The financial plan should incorporate current fiscal parameters and should reflect both fiscal and educational priorities of the District.
4. Formalization of the use the Professional Learning Community model, to create teams of stakeholders organized by grade or subject to help set learning goals, and ways to access student learning and progress.
5. The three year plan to write vertically- and horizontally-aligned K-12 curriculum maps is to include in Year 1:

Develop and write diary maps, identify mapping software and begin training on mapping software

a. Diary mapping will identify opportunities to incorporate experiential learning and project based learning across all grade levels.

b. Diary mapping will introduce and integrate additional “hard sciences” into the curriculum, K-12, with an emphasis on Computer Science, Chemistry and Physics, so that all our students acquire the skills to be producers of technology, not simply consumers.

6. In conjunction with adoption and implementation of K-12 Technology Audit recommendations, vis-a-vis (i) infrastructure, (ii) staffing support, (iii) instructional technology, and (iv) professional development, plan for the introduction and integration of additional computer science into the curriculum K-12.

13. Consent Agenda

13.01 Approve Consent Agenda (proposed 8:50)

10:15
Recommended Action: Approve consent agenda item numbers 13.02-13.09
Motioned: Trustee Osmond
Seconded: Trustee Davis
Result: Unanimous
Yea: Trustee Fletcher, Trustee McGillicuddy, Trustee Moor, Trustee Davis, Trustee Kurnit, Trustee Osmond

13.02 Personnel Agenda

APPOINTMENTS: INSTRUCTIONAL
EXTRA DUTY STIPENDS 2014-15

NAME	POSITION	AMOUNT
Boyer, Erica	Commencement Orchestra Director	$319.00
Cohn, Harris	Art Club Advisor - HS	$1,675.00
Condon-Krieger, Janet	TUFS Advisor (split w/R. Perls)	$606.00
Conroy, Elaine	School Newspaper Advisor (Literacy Club)	$1,223.00
Countryman, Kristina	Elementary Resource- Phoenicia 2	$2,015.00
Murphy, Steven	Theatre Technical Director (split w/D. Nelsen-Epstein)	$1,590.50
Nelsen-Epstein, David	Theatre Technical Director (split w/S. Murphy)	$1,590.50
Perls, Robin	TUFS Advisor (split w/J. Condon-Krieger)	$606.00
VanBaren, Kathleen*	Science Olympiad Coach - MS	$1,830.00
	1st Longevity	$156.00

*revised to include longevity

LEAVE OF ABSENCE

EMPLOYEE NUMBER	EFFECTIVE DATE FROM - TO	REASON
2246	09/10/14-09/22/14*	Medical - Paid

*revised dates

SUBSTITUTES

NAME	POSITION	AMOUNT
Barton, Katherine	Certified Substitute Teacher	$95.00/day
Kelder, Katie	Certified Substitute Teacher	$95.00/day
McGill, Francis	Certified Substitute Teaching Assistant	$10.00/hr
Wilson, Amelia	Certified Substitute Teacher	$95.00/day

APPOINTMENTS: NON INSTRUCTIONAL
LEAVE OF ABSENCE

EMPLOYEE NUMBER	EFFECTIVE DATE FROM - TO	REASON
3791	09/19/14-09/26/14	Administrative - Paid
2607	09/02/14-09/19/14	Medical - Paid

TERMINATION

NAME	POSITION/SCHOOL	EFFECTIVE DATE
Ryan, Peter	Building Maintenance Mechanic/District	9/26/2014

SUBSTITUTES

NAME	POSITION	AMOUNT
Denise, George	Substitute Custodial Worker	$10.00/hr
McGill, Francis	Substitute School Monitor	$9.00/hr

13.03 Approve Schedule U - The Committee on Special Education (CSE) and Committee on Pre-School Special Education (CPSE) Recommendations
Recommended Action: The Board hereby approves the Instruction - Schedule U-The Committee on Special Education (CSE) and Committee on Pre-School Special Education (CPSE) Recommendations, Schedule U, #9/14, Confidential, as reviewed by Trustee Moor

13.04 Financial Report

Recommended Action: The Board of Education has reviewed and hereby accepts the Financial Report ending July 2014.

13.05 Warrant Schedule

Recommended Action: The Board of Education has reviewed and hereby accepts Warrant Schedule 2

13.06 Donation

Recommended Action: The Superintendent recommends acceptance of a donation totaling $270.04 CASH, from Target's "2014 Take Charge of Education" program, to be used to support Woodstock Elementary PBIS.
The Superintendent recommends approval to increase the 2014-2015 budget per the following donations: Target A2110.431.07 Supplemental $270.04

The Superintendent recommends acceptance of a donation totaling $219.53 CASH, from Target's "2014 Take Charge of Education" program, to be used to support The High School "Climate and Culture" PBIS Day of Silence.
The Superintendent recommends approval to increase the 2014-2015 budget per the following donations: Target A2110.431.01 Supplemental $219.53

The Superintendent recommends acceptance of a donation totaling $55.69 CASH, from Target's "2014 Take Charge of Education" program, to be used to support Middle School field trips.
The Superintendent recommends approval to increase the 2014-2015 budget per the following donations: Target A2110.431.02 Supplemental $55.69

13.07 ECA 4th Quarter Report

Recommended Action: The Board of Education hereby approves the ECA 4th Quarter Report

13.08 Appoint Lead Evaluators

Recommended Action: BE IT RESOLVED THAT Scott Richards and Lou Cioffi are hereby certified as a Qualified Lead Evaluator of teachers having successfully completed the following training requirements prescribed in 8 NYCRR §30-2.9 (b):
1. The New York State Teaching Standards, and their related elements and performance indicators/the Leadership Standards and their related functions;
2. Evidence-based observation techniques that are grounded in research;
3. Application and use of the student growth percentile model and the value-added growth model as defined in 8 NYCRR §30-2.2;
4. Application and use of the State-approved rubrics selected by the school district for use in the valuation of building principals, including training on the effective application of such rubric to observe a principal's practice;
5. Application and use of the assessment tools that the school district utilizes to evaluate its building principals, including, but not limited to structured portfolio reviews; student, parent, teacher, community feedback; professional growth goals; school improvement goals, etc.
6. Application and use of the State-approved locally selected measures of student achievement used by the school district to evaluate its principals;

7. The scoring methodology utilized by the Department and the school district to evaluate a building principal under 8 NYCRR §30-2, including:
a. how scores are generated for each subcomponent and the composite effectiveness score of building principals, and
b. application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the overall rating of principals and their subcomponent ratings; and
8. Specific considerations in evaluating teachers of English language learners and students with disabilities
9. Training on the use of the Statewide Instructional Reporting System, also required by 8 NYCRR §30-2.9 (b), will be provided once the NYS Education Department makes available the information required for such training.
10. This certification has been issued in accordance with the process for certifying lead evaluators described in the district's annual professional performance review plan.

13.09 Approve Volunteers

Recommended Action: The Board of Education hereby approves the volunteers listed below:

Phoenicia:	Tracey Gardner	Michelle Odato
Lisa Lubersky	Tina DeLaura	Jenna Byer
Carolina Turba	Keely VanDeBogart	Maritza Aguilar
Rebecca Barry	Heather Roberts	Jennifer Wentland
Stephanie Kilmon	Selena Reynolds	Dafne DeJesus
Kenneth Gierloff	Jeanenne Bennett	Wendy Wolfenson
Heather Gierloff	Maxanne Resnick	Laura Siegel
Wendy Helm	Rena Baker	Michele Garner
Marybeth Mills	Richard Stokes	Xylia Barouch-Hebb
Amelia Hegeman	January DeBellis	Sabrina Blakely
Elizabeth Potter	Cynthia Troeger	Valerie Augustine
Yuki Asada	Denise Warren	Sara Loughlin
Marcey Brownstein	Melissa McHugh	Cara Grant
Jinhi Baron	Connie Naughton	
Elizabethanne Spiotta	Alexandra Keefe	Woodstock:
Lucia Lohrer	Anna Millenson	Frank McGill
Christina Signore	Nancy Albright	
Kathryn Smith	Cassie Pezzello	Bennett:
Iris Nusom	Hope Bernstein	Barbara Mansfield

14. Board Committees -Report on Tasks (30 min)

14.01 Audit Committee Trustee Davis to report. Next Meeting is at Central Administration 4:30 on 11/6/14 (proposed 8:55)

- Heard report from External Auditor - good recommendations
- Dan Spencer remains Chair of Committee
    - He insisted on a pro tem appointment, since a trustee should chair committee so they can report back to the Board
- There has been a fluctuation of committee members, as Tom Hickey stepped down

- Still need one more member – looking for someone who works in financial sector
- Working on meeting schedule, as Monday are no longer good
- Met with Internal Auditor, decided on benefits as the priority to review in 14-15

14.02 Facilities Committee - Trustee Kurnit to report. Next meeting is at Central Administration 3:30 on 10/6/14

- Met on 9/8/14 so some of this report will be outdated
- Toured MS/HS work done this summer, primarily pathways and stairways
- Discussed summer work:
    - Entrance ways on front of MSHS are complete, but entrance pads need to be added to future work - were not included in project
    - Most of the work at Woodstock school completed and satisfied with results - few more small items to finish
    - Wind Turbine installed at Bennett - software will be installed so the data can be used in science classes
        - Software will be in the library
- Brick repair project, which is an extensive project, has been approved by SED, but needs to be integrated with other work for next summer
- Design work for heating plant has been completed and once approved, it will take 2 years to complete
    - Plan ensures no interruption to educational processes
- Waiting to hear about Cleaner Greener Grant from NYSERDA to put pellet-based system for boiler at MS/HS
    - If approved, it will be incorporated into heating plant plan
- As of today, the work on the track is complete
- Phoenicia parking lot work will be discussed fully once MS/HS work is submitted
- Preliminary discussion on state contract vendors for playgrounds
    - Committee wanted to ask the Board if involving the community in the design and creation of new playgrounds in Woodstock and Phoenicia – go out to community to help
    - Board consensus involve community
- EPC is still with attorneys and state to coordinate construction process
- Beginning to discuss revisions to the 5 Year Building Plan
    - What has been completed or is budgeted to complete
      Time to redo the plan shortly
- Meeting first Monday to every month
- Recognized Director of Facilities Jared Mance and Assistant Superintendent for Business Victoria McLaren for their diligence this summer and their continued efforts to facilitate these ongoing projects
    - Board thanked Trustee Kurnit for his hard work

Trustee Moor commented:

- Thanked Trustee Kurnit and the committee for their work
- Asking people to contribute to design is wonderful have already heard from , parents wanting to contribute
- Is district allowed to involve community in erecting the playground?

- Board to discuss the community involvement
  - rely on professionals to check with SED

Recommended Action: Upon recommendation from the Audit Committee, the Board of Education hereby approves the following new committee members: Gideon Moor, Tanya Davis

Motioned: Trustee Osmond
Seconded: Trustee McGillicuddy
Result: Unanimous
Yea: Trustee Fletcher, Trustee McGillicuddy, Trustee Moor, Trustee Davis, Trustee Kurnit, Trustee Osmond

14.03 Policy Committee - Trustee Moor to report. Next meeting is at Central Administration 3:30 on TBD

Tasks for year 2014-15 agreed as follows:
Policy Committee will follow Policy 1410. Notwithstanding, the Policy Committee for 2014-15 will:

- Review and revise existing policies so as to keep them current, appropriate and within the law.
- Consider, and draft as necessary, new policies as a result of changes in law, or as a result of clearly defined, research-driven Board goals and findings.
- Continue to update, add or delete policies annually as needed.

- Trustee McGillicuddy and Trustee Fletcher to rotate meetings to avoid a quorum
- Trustee Kurnit willing to rotate as well

14.04 Health and Wellness Committee Trustee Davis to report. Next meeting is TBD

- Interim Athletic Director Lou Cioffi and School Lunch Manager Christine Downs to co-chair

14.05 Ad Hoc Committee: Primary School – Assistant Superintendent for Curriculum & Instruction Marki Clair-O'Rourke to report

- Reached out to all parents originally interested in committee about a committee meeting for 10/16/14 or 10/2314 and will pick date with most participation with goal to reconvene the large committee to see if there can be more people is the regular meetings
  - Will share work completed at this meeting – important because many people were reluctant to join because other District committees did hard work that made no difference
  - Also recruiting from staff

14.06 Ad Hoc Committee: Communications Trustee Osmond to Report. Next meeting is 8:45 am 10/15/14

The Committee agreed on the following Strategic Communications Objectives for the coming year:

- Improve the culture of Onteora's schools, advocate for and engage the Onteora community;
- Improve communication with families whose first language is not English;
- Engage the Onteora community and promote the concept of "one District";
- Communicate and promote Board Policies, Research, Presentations, etc., as well as major District news;
- Communicate Progress on Superintendent and Board Goals.

- Superintendent Phyllis McGill and Trustee Osmond are co-chairing committee

- Committee discussed:
  - Communicating about later start time
  - Improving culture of schools in general – better to use social media to communicate
    - Discussed Superintendent Phyllis McGill creating survey to see view of district to further improve
  - Continue community outreach by Superintendent
  - Communicate what Board is doing to address issues – form sub-committee for input

15. Old Business

15.01 The Board will discuss Old Business (proposed 9:25)
10:30
Trustee Osmond asked that the Board discuss ESL as regular Board agenda item

Discussion on I-pad roll out
Consensus to have presentation on I-pad roll out

15.02 Finalize NYSSBA Attendance (proposed 9:30)
Trustee McGillicuddy, Trustee Fletcher, Trustee Fletcher, Trustee Osmond will attend

16. New Business

16.01 Student Board Meeting on 10/21/14- attendance and content (proposed 9:35 duration 10 min)
All but Trustee Moor can tentatively attend

16.02 The Board will discuss New Business (proposed 9:45)
Board Docs documents should be converted to PDF before posting

Trustee Fletcher read relevant part of policy 1240:
In the event of death, resignation, refusal to serve, or any disqualification of a Board member, the Board may appoint a new member to fill such a vacancy. If the Board chooses to fill the vacancy, it shall be only for a term ending with the next annual election of the School District at which time such vacancy shall be filled in a regular manner for the balance of the unexpired term. The Board, at its own option, may also elect to call a special election within ninety (90) days to fill the unexpired term. If not so filled, the District Superintendent of the Supervisory District may appoint a competent person to fill the vacancy until the next annual election of the District. The Commissioner of Education may order a special election for filling a vacancy. When such special election is ordered the vacancy shall not be filled otherwise.

- Board does not have to fill vacancy and will discuss at the next meeting

Board received information requested on of outside use of facilities

- Policy committee to address and report to Board

17. Request For Information

17.01 The Board will request information (proposed 9:50)
10:45
Trustee Moor and Trustee McGillicuddy asked:

- Health implications of WiFi – take up by committee to see if they are legitimate
  - Tasks for Health and Wellness Committee

- Trustee Fletcher asked Superintendent Phyllis McGill to find out how the information is studied
- All ideas are welcome on how to look at that

Trustee Fletcher asked:

- What is the process followed for how TAs get assigned to classrooms?

Trustee McGillicuddy asked

- I-pads – How can it be better communicated to parents – maybe for Communications Committee? Have presentation and put it online for parents?
- Is there a problem with pharmaceutical drugs in the schools?
- Can there be Email addresses for all our coaches?
- How the curriculum is being written is it our own writing, or the State's standards

Trustee Osmond asked:

- Since 8/19/14 how many additional ESL students moved into district that require services?
  - Since voting against the .7 position on 8/19/14 was based on suspecting that that more than .7 was needed
  - Belleayre project may create more needs
- What is the plan to meet the needs of students moving into the District?
- What is the plan for hiring?
  - Urged to hire Spanish speaking teacher
  - Especially in HS since there is very little time before they are adults

Future agenda items:

- How is the curriculum is being written locally so it does not focus on CCLS?
- Woodstock and Phoenicia need new Playgrounds - how to interact with community to make it happen

18. Public Comment

18.01 The public will comment on any agenda or non-agenda item. Please limit comments to 3 minutes (proposed 9:55 duration 10 min or more)

No public commented

19. Adjournment

19.01 Adjourn Meeting (proposed 10:05). Next meeting is Tuesday, October 7, 2014 at the Phoenicia School at 6:00 pm.

Recommended Action: The meeting is adjourned at 10:56
Motioned: Trustee McGillicuddy
Seconded: Trustee Moor
Result: Unanimous
Yea: Trustee Fletcher, Trustee McGillicuddy, Trustee Moor, Trustee Davis, Trustee Kurnit, Trustee Osmond

Minutes Recorded By:
Fern Amster

Board of Education: Tony Fletcher, Rob Kurnit, Ann McGillicuddy, Laurie Osmond, Gideon Moor, Tanya Davis