

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING

6:00 p.m.

**TUESDAY, NOVEMBER 23, 2021**

TELECONFERENCING

## MINUTES

### 1. Opening Items

1.01 Call to Order 6:00

1.02 Tobacco Policy Statement

1.03 Roll Call:

Present: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

### 2. Acceptance of Minutes

2.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of the meeting of November 9, 2021.

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

### 3. Superintendent News

3.01 The Superintendent will report on District News

- Woodstock and Phoenicia kicked off Recycling Infnitives –collecting plastic 11/15/21-4/15/22
  - Collected 52 pounds of plastic
- PTA of K-3 schools will have holiday boutiques and outdoor winter festival activities
- Bennett sequel to Fall Festival will be a Winter Fest 12/22/21
  - Brainstorming ideas– door decorating, teacher to snow man, outdoor games, winter themed games
  - PTA looking to host holiday boutique
- HS – Newspaper the Talon has another issue – students worked with advisors
- HS planning 2<sup>nd</sup> live broadcast from Onteora media studio
  - Long time in the planning - working with advisor on 2<sup>nd</sup> one, anticipate ability to live stream events

#### COVID Update

- Post Halloween spike – same as last year positive rates go up
- Continuing to work with UC DOH as assess the situation – continue over long weekend
- Testing of students to begin on 12/1/21 & 12/2/21 With those parents that have completed opt-in form and registration form
  - After 1<sup>st</sup> week, will re-send to parents who did not initially respond –

offered on a weekly basis

- UC Superintendents met with County Executive Pat Ryan
  - He recognized the problem with PCR tests and availability
    - Reached out to state for additional funding and have available in other locations
  - Mental health challenges- proposed ramping up mental health resources – re-establishing Mental Health Dept. – county dollars to areas without services, area hospitals for in-patient beds
  - High risk mental health teams – work with school districts to take most intense kids so our mental health personnel can support other families
- Invited Marc Rider – our county liaison – to join COVID forum – will join at 12/14/21 forum
- Next COVID forum 11/30/21 6-7pm, kickoff Superintendent Search 7-8pm

#### Discussion:

- PCR Tests: If County could get tests, have them come with mobile unit
  - Also train our nurses to give PCR tests
- County looking to get rapid PCR tests to have quicker answers
- Will have presentation at 12/7/21 on Mental Health Resources in the district
  - Get more specificity from county
  - Looking at recommendation for another social worker
  - Assessing everything available in totality
  - Issues in supporting our families, can't make referrals out, looking at additional partnerships such as ASTOR
- Increased positive cases and increased quarantine – how supporting education?
  - Access lessons, paperwork and engaged in learning
- Assistant Superintendent for Curriculum & Instruction Stephanie Laffin: look at it in K-6 way – all students district wide took Chromebooks home today
  - Teachers use Google meets, etc. to check on quarantined students
  - Teachers asked about what parents wanted – some wanted paper
  - Delivered Chromebooks to homes if requested or needed
- Grades 7-8 teachers are online during 4<sup>th</sup> period every day to be able to support students
  - Teachers sign on, wait for students to sign on
- Grades 9-12 – past week, Math and Language piloted live-streaming to quarantined students
- Identified student support period- daily – available to students, posting videos to support direct instruction
- Students and parents communicate what they need, what works best, urge parents and students to reach out talk to teachers, guidance or/and principal
- Always listening to feedback from student and parents, continue to evolve
- Number of students out of school in a class, trigger to remote for class or grade level
  - Case by case basis with principal, health director, teachers
    - Is all facts and circumstances related
- Special Education and 504 services for quarantined students
  - Do the best we can over Google Meets or make up services when child returns
- K-12 bring Chromebook home – K-3 everyone sent home with Chromebook- all other days all other grades bring home everyday
  - Wanted to be prepared in case larger need for quarantine – challenging for

- younger students to carry Chromebooks everyday
- Parents can pick up
- Low quarantine numbers at elementary
- Different from last year- current lesson designs are rich conversation
  - Different lessons for remote learning than in-person learning
    - Live streaming – no direct interaction with students at home
- Quarantine process – do more than Ulster County is asking to do
  - Why can't the class be informed when there is a positive in the classroom?
    - There is a reason protocols are in place because of legal guidance – comes down to privacy issues of staff and students
    - Can ask legal if we can change notifications because parent can decide to get them tested
      - When child is quarantined they are made aware that someone has been positive
    - Different contact tracing protocols in place if person in contact with a positive person is vaccinated, wearing a mask, how far from the infected
  - Vaccinated students: 73% HS 58% MS

#### 4. Board District News

4.01 The Board will report District News (proposed 6:10)

Trustee Sherry reported that as per COVID forum – started a committee to look at PCR testing in district

- News of Pat Ryan, may not need committee
- Advocacy committee for PCR tests in district

Looked at different tests, but DOH is not looking at other tests than the PCR test

Trustee Storey passed condolences for Nate VanLeuvan – long time employee – passed last week – wife also works for district

Trustee Salem's Thanksgiving Wish – Acknowledge shared responsibility – always behave to keep each other safe

Attended the Reclaim NY meeting – people who are willing to use money to have people on school boards to change what is taught

#### 5. Student Representative Report

5.01 The student Representative on the Board, Noelle Crandell, will give a report 6:50

- First Association of Student Government meeting was a great success
  - Discussed students' emotional health, ways to recognize student athletes
- Ski team delayed- looking for coach
- Clubs are fundraising
- Made cards for Service Related Providers day
- Harvard Model Congress held auditions

#### 6. Acknowledge Public Be Heard Comments

6.01 The Board will acknowledge the public be heard comments from the last meeting

No comment was made

## 7. Public and Student Comment

7.01 Public and Students may comment on any agenda or non-agenda item (proposed 6:20)

Neal Brownell - public school district is teaching that we celebrate Thanksgiving because we murdered people

Linda Gardell Michela – Disappointed by school district and board. Too many things are getting lost in the cracks with COVID and students. Leaving remote schooling and education to parents to reach out for assistance. Do a much better job on COVID issues

Sarah Lynch – Thank Emily Sherry for work to investigate more testing at school district. Give update on budget allocation that came from the state. What funding is left? Disappointed that her child was sent home on bus after being told that they were exposed.

## 8. Discussion and Possible Action

8.01 Donation from Hannaford Helps

*Recommended Action:* The Superintendent recommends acceptance of a donation totaling \$105.00 CASH, from Hannaford Helps Schools Program, to be used to purchase supplies for the Owl Store at the Woodstock Elementary School and approves Budget code A2110.431.07 (Woodstock Supplemental) to be increased by \$105.00

Motioned: Trustee Osmond

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

8.02 Abolish and Create Positions

*Recommended Action:* The Board of Education hereby abolishes the following positions as of December 1, 2021:

1.0 FTE Director of Athletics, Physical Education, Health and Dean of Students

1.0 FTE Co-Director of Health, PE and Athletics

The Board of Education hereby creates the following position as of December 1, 2021: 1.0 FTE Director of Athletics, Physical Education and Health

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

8.03 Memorandum of Agreement - OAA

*Recommended Action:* The Board of Education hereby approves of MOA #11232021 between the Onteora Central School District and the Onteora Administrators Association regarding the recognition clause of the contract

Motioned: Trustee Storey

Seconded: Trustee Osmond

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

#### 8.04 Memorandum of Agreement with OTA

*Recommended Action:* The Board of Education hereby approves MOA #11122021OTA between the Onteora Central School District and the Onteora Teacher's Association regarding Schedule G of the contract.

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

#### 8.05 Unpaid Taxes

*Recommended Action:* BE IT HEREBY RESOLVED by the Board of Education of the Onteora Central School District upon recommendation by the Superintendent of Schools that the Board of Education approve the warrants for unpaid taxes in the amount of \$4,798,378.30 for Ulster County and agree by signing such warrant; and \$191,131.70 for Greene County

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

#### 8.06 Approve a Separation of Agreement

*Recommended Action:* Be it resolved that the Board hereby approves the Separation Agreement & General Release entered into between the District and Employee Number 11232021, provided however, that Employee Number 11232021 must execute such agreement within fourteen (14) calendar days of this date, and if he/she fails to do so, such Agreement shall not be approved.

Motioned: Trustee Storey

Seconded: Trustee Sherry

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

#### 8.07 Discuss Vacant Board Seat

Three choices by law:

1. Hold Special Election

2. Interview and appoint

3. Leave Board at 6 people until the next election

- Consensus to interview and appoint a person until next election
  - Put announcement on web and Facebook for 3-4 weeks, then interview
  - Inform other candidates who ran in the election

8.08 Choose a new Logo for the District

The Board discussed and came to consensus on a logo option

8.09 Independent Contract retainer

7:30

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District approve the Independent Contractor Retainer between the Onteora Central School District and Lesley Sawhill retained as Theater Director effective November 24, 2021 to December 11, 2021 at a rate of \$4,500.00 and authorizes the Superintendent to sign such an agreement.

Motioned: Trustee Sherry

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

9. Policies

9.01 Discuss Policy 2110 Orienting New Board Members

Motion to waive second reading of Policy 2110

Motioned: Trustee Storey

Seconded: Trustee Osmond

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

Motion to adopt Policy 2110 as written

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

~~2011–2019~~ 2110 Internal Operations ORIENTING NEW BOARD MEMBERS

The election or appointment to the office of ~~School~~ Board of Education member carries great responsibilities to the community and children of the Onteora School District, along with the expectation of confidentiality. The Board of Education believes that participation in a program of orientation is helpful to any ~~member-trustee~~ elected to the Board of Education for a first term. Therefore, the following program of orientation shall be available:

- a) Each newly elected or appointed ~~School~~ Board of Education member-trustees shall be provided an opportunity to attend an orientation meeting with the President of the Board of Education and the Superintendent to tour the District buildings and discuss the following:
  1. Refer to policy 2350, which is mandatory for new Board ~~Members of Education trustees~~ as of July 2011
  - ~~2.—Expectations of Board members including Board Policy 2130 review.~~
  2. Organization of the Board and District.
  3. Board of Education Handbook

- ~~1.1. Laws, regulations, policies, goals, rules and procedures of the Board and District which shall be given to the new School Board member by the District Clerk.~~
- b) Each newly elected or appointed ~~School Board of Education member-trustee~~ shall be invited to attend Board meetings prior to the commencement of their term ~~and to participate in its discussions~~. The District Clerk shall ~~supply direct the newly elected Trustees to on-line~~ material pertinent to meetings and shall explain its use.
- c) ~~Each newly elected or appointed Board of Education Trustee shall be assigned a mentor from the sitting Board~~
- d) Each newly elected or appointed ~~School Board of Education member-trustee~~ elected or appointed to a first term shall be provided a portfolio of information prepared by the Superintendent. The portfolio shall contain, but not be limited to a copy of the following documents:
- ~~1. Board of Education books containing Board of Education: Philosophy, Goals, Models, Plans and Policies. Board of Education Member Handbook~~
  - ~~1.2. Board of Education website link (<https://www.onteorak12.ny.us/board-of-education>) Includes goals, committees of the board, Board norms, minutes, etc.~~
  - ~~2.3. Access to School Law book by NYSSBA (most recent edition).~~
  - ~~3.4. Superintendent's and Assistant Superintendent for Curriculum & Instruction's current contract with the Board of Education  
<https://www.onteorak12.ny.us/about/agreements->~~
  - ~~4.5. All negotiated agreements with the Superintendent and Board of Education.  
<https://www.onteorak12.ny.us/about/agreements>~~
  - ~~5. Assistant Superintendent's Contracts.~~
  - ~~6. Master class schedule for the Middle Senior High School.~~
  - ~~7.6. Technology Plan. <https://www.onteorak12.ny.us/about/district-plans>~~
  - ~~8.7. Budget.  
<https://resources.finalsite.net/images/v1549896539/onteorak12nyus/luvnr2szno2dhjq03kxo/2018-2019ApprovedBudget.pdf>~~
  - ~~9. CDEP Plan.~~
  - ~~10. Strategic Plan.~~
  - ~~11.8. Audit Committee Charter. <https://www.onteorak12.ny.us/board-of-education/committees-of-the-board>~~
  - ~~12. Public Law Section 105, SED 170.12, NYS S75-b, NYS 3028-d.~~
  - ~~13. New York State Law 2116a; 2116b; 2116c.~~
  - ~~14. Computer Use Agreement.~~
  - ~~15.9. Board Docs Access.~~
  - ~~16.10. Professional Development Plan. <https://www.onteorak12.ny.us/about/district-plans>~~
  - ~~1.2. Policy 6110 Code of Ethics for All District Personnel~~
  - ~~1.3. Policy 4320 Superintendent-Board of Education Relations~~
  - ~~1.4. Policy 6111 Joint Code of Ethics for School Boards and Superintendents~~
  - ~~1.5. Policy 2130 Statement of Values and Protocol~~

Reference: OCSD Policy 2350 Board Member Training

## 9.02 Discuss Board Member Training Policy

Need to look at current policy and NYSSBA's policy

Waive second reading of Policy 2350

Motioned: Trustee Bishop

Seconded: Trustee Osmond

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

Adopt Policy 2350 as written in NYSSBA's policy

Motioned: Trustee Osmond

Seconded: Trustee Bishop

- Keep optional language

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

#### 9.03 Rescind Policy 7530 Child Abuse and Neglect-Maltreatment

*Recommended Action:* The Board of Education hereby rescinds policy 7530.

Motioned: Trustee Osmond

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

#### 9.04 First reading of New Policy 7530 Child Abuse in an Educational Setting

Waive second reading of Policy 7530

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

Adopt Policy 7530 as written

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

#### 2021 7530 **CHILD ABUSE IN AN EDUCATIONAL SETTING**

Board of Education recognizes that children have the right to an educational setting that does not threaten their physical and emotional health and development. Child abuse by school personnel and school volunteers violates this right and therefore is strictly prohibited.

Allegations of child abuse by school personnel and school volunteers shall be reported in accordance with the requirements of Article 23-B of the Education Law.

##### **Required Reporters**

Any person holding any of the following positions shall be required to promptly report written and oral allegations of child abuse by an employee or volunteer in an educational setting:

- school administrator
- teacher
- school nurse
- school guidance counselor
- school psychologist
- school social worker
- other school personnel required to hold a teaching or administrative license or certificate



- licensed and registered physical therapist,
- licensed and registered occupational therapist,
- licensed and registered,
- speech-language pathologist,
- teacher aide,
- school resource officer,
- school board member, and
- any staff whose duties involve direct student contact and who is paid either by a school district or contracted to provide transportation services to children; or
- who is an employee of a contracted service provider or worker placed within the school under a public assistance employment program, pursuant to title nine-B of article five of the social services law.

For purposes of this policy, persons holding these positions shall be referred to as "required reporters."

#### **Definitions**

"Administrator" or "school administrator" shall mean a principal of, or the equivalent title, in a public school, charter school or board of cooperative educational services, or other chief school officer.

"Child" means a person under the age of 21 enrolled in a school.

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

- intentionally or recklessly inflicting physical injury, serious physical injury or death; or
- intentionally or recklessly engaging in conduct that creates a substantial risk of physical injury, serious physical injury or death; or
- any child sexual abuse as prohibited by sections 130 or 235 of the Penal Law; or
- the commission or attempted commission against a child of the crime of disseminating indecent materials to minors pursuant to Article 235 of the Penal Law.

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

"Employee" means any person who is receiving compensation from a school district. Additionally, for the purpose of this policy, one whose duties involve direct student contact and is receiving compensation from any person or entity that contracts with a school to provide transportation services to children or is an employee of a contracted service provider or worker placed within the school under a public assistance employment program, pursuant to title nine-B of article five of the social services law, whereby such services performed by such person involve direct student contact.

"Law enforcement authorities" means any officer or office of municipal, sheriffs, or division of the state police department.

"Parent" means either both of a child's parents or other persons legally responsible for the child.

"School" generally means any school district, public school, charter school, non-public school board of cooperative educational services or special act school district and additional entities as defined by section 1125(10) of Education Law.

"Volunteer" means any person, other than an employee, who has direct student contact and provides services to a school or school district which involve direct student contact and who provides services to any person or entity which contracts with a school to provide transportation services to children

#### **Reporting Requirements**

In any case where a written or oral allegation of child abuse by an employee or volunteer in an educational setting is made to a required reporter, the required reporter shall:

1. promptly complete the required State Education Department report form; and
2. personally deliver it to the Principal of the school in which the child abuse allegedly occurred.

If the allegation involves a child who was allegedly abused by an employee or a volunteer of a school in another school district, the required reporter must promptly forward the report form to the Superintendent of the district of attendance and the Superintendent of the school district where the abuse allegedly occurred (if different).

If an allegation is made to a school bus driver employed by a person or entity that contracts with a school to provide transportation services to children that a child has been subjected to child abuse by an employee or volunteer in an educational setting, such driver shall promptly report to his or her supervisor.

If an allegation is made to a supervisor of a school bus driver employed by a person or entity that contracts with a school to provide transportation services to children, that a child has been subjected to child abuse by an employee or volunteer in an educational setting, such supervisor shall promptly complete a written report on the attached form (9620-E.1) and shall personally deliver it to the school district superintendent employed by the school district where the child abuse occurred.

If an allegation is made which involves a school that is not a school district or public school, the appropriate school administrator or administrators, in addition to any appropriate superintendent of schools, shall be notified if the allegation.

Upon receiving a written report, the Principal shall determine whether there is reasonable suspicion to believe that an act of child abuse has occurred. In those circumstances where the Superintendent receives the written report directly, he or she will be responsible for making the reasonable suspicion determination.

In any case where the allegation is being made against is the superintendent or the administrator, the report of such allegations shall be made to an alternate administrator.

If the Principal/Superintendent determines there is reasonable suspicion to believe that an act of child abuse has occurred, he or she shall promptly notify the parent of the alleged child victim (assuming that the parent is not the person who originally reported the alleged abuse) that an allegation of child abuse in an educational setting has been made and promptly provide the parent with the written statement setting forth parental rights, responsibilities and procedures prepared in accordance with the Regulations of the Commissioner of Education.

If the person making the allegation of abuse is someone other than the child or the child's parent, the Principal/Superintendent shall contact the person making the report to learn the source and basis for the allegation.

The Principal shall also promptly provide a copy of the written report to the Superintendent and send a copy to the appropriate law enforcement authorities. In no event shall the Principal delay in sending the report to law enforcement because of an inability to contact the Superintendent.

The Superintendent shall send to the Commissioner of Education any written report forwarded to the local law enforcement authorities where the employee or volunteer alleged to have committed an act of child abuse holds a certification or license issued by the department.

#### **Rights of Employees and Volunteers**

Any employee or volunteer against whom an allegation of child abuse has been made and against whom the district intends to take adverse action shall be entitled to receive a copy of the report and to respond to the allegations. In addition, such persons are entitled to seek disclosure of reports involving them under the Freedom of Information Law.

#### **Confidentiality**

All reports, photographs, and other written material submitted pursuant to this policy and Article 23-B of the Education Law shall be confidential and may not be redisclosed except to law enforcement authorities involved in investigating the alleged abuse or except as expressly authorized by law or pursuant to a court-ordered subpoena. The Principal and Superintendent shall exercise reasonable care to prevent unauthorized disclosure.

Willful disclosure of a written record required to be kept confidential to a person not authorized to receive or review such record is a class A misdemeanor.

#### **Penalties**

Willful failure of an employee to prepare and submit a written report of alleged child abuse required by Article 23-B of the Education Law shall be a class A misdemeanor.

Willful failure of any Principal or Superintendent to submit a written report of alleged child abuse to an appropriate law enforcement authority, as required by Article 23-B of the Education Law, shall be a class A misdemeanor. In addition, the Commissioner of Education may, following an administrative determination, impose a civil penalty of up to five thousand dollars on any administrator who fails to submit a report of child abuse to an appropriate law enforcement authority.

The law further prohibits any Principal or Superintendent from agreeing to withhold from the appropriate law enforcement authorities, a superintendent or the Commissioner of Education, where appropriate, an allegation of child abuse in an educational setting on the part of any employee or volunteer as required by law, in return for the resignation or voluntary suspension of the alleged perpetrator. Violation of this prohibition can result in a class E felony charge and a civil penalty of up to \$20,000.

#### **Record Retention**

Any report of child abuse by an employee or volunteer that does not result in a criminal conviction shall be expunged from the records kept by the district with respect to the subject of the report after five years from the date the report was made.

**Training**

The Superintendent shall be responsible for establishing and implementing on an ongoing basis a training program for all current and new required reporters on the procedures required under Article 23-B. The program shall include at a minimum information regarding the physical and behavioral indicators of child abuse and maltreatment, reporting requirements including but not limited to, when and how a report must be made, what other actions the reporter is can and should take, the legal protections afforded reporters, and the consequences for failing to report, and any other elements as specified in Commissioner's regulations.

Further, all persons employed on or after July 1, 2019 as a school bus driver employed by any person or entity that contracts with a school to provide transportation services to children shall be required to complete two hours of coursework or training (from an approved provider) regarding the identification and reporting of child abuse and maltreatment. The coursework or training shall include information regarding the physical and behavioral indicators of child abuse and maltreatment, reporting requirements including but not limited to, when and how a report must be made, what other actions the reporter is can and should take, the legal protections afforded reporters, and the consequences for failing to report. Each employee in such titles shall provide the school administrator of the school with documentation showing that he or she completed the required training. In addition, each school bus driver shall provide such contracting person or entity with documentation showing that he or she completed the required training. The department shall be authorized to request such records on a periodic basis and may publish a list of any persons or schools who are not in compliance with this subdivision on its website.

The coursework or training required by this section shall not apply to those persons already required to undergo coursework or training regarding the identification and reporting of child abuse and maltreatment pursuant to sections three thousand three and three thousand four of this chapter. Ref: Education Law §§1125-1133; Penal Law §§130, 235, 263; 8 NYCRR §100.2 (hh) (Reporting of Child Abuse in an Educational Setting)p; *Appeal of S.S.*, 42 EDR 273 (2003)

9.05 First Reading of New Policy 7531 Child Abuse, Maltreatment or Neglect in a Domestic Setting

7:45

Waive second reading of Policy 7531

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

Motion to adopt Policy 7531 as written

Motioned: Trustee Storey

Seconded: Trustee Sherry

Result: Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

2021 7531 Students CHILD ABUSE, MALTREATMENT OR NEGLECT IN A DOMESTIC SETTING

The Board of Education recognizes that because of their sustained contact with school-aged children, employees are in an excellent position to identify abused, maltreated or neglected children and refer them for treatment and protection. The Board further recognizes the specific dictates of law which require school officials to report suspected instances of child abuse, maltreatment (which includes neglect) in a domestic setting.

The purpose of mandatory reporting is to identify suspected abused and maltreated children as soon as possible, so that such children determined to be abused or maltreated can be protected from further harm and, where appropriate, can be offered services to assist them and their families.

School officials, who have reasonable cause to know or suspect that a child has been subjected to abuse or maltreatment, must immediately report this to the New York State Central Register for Child Abuse and Maltreatment (Central Register), as required by law. No conditions may be imposed which limit their responsibility to report. A school official is defined as:

- Teacher
- Guidance counselor
- Psychologist
- Nurse
- Social Worker
- Full or part-time paid athletic coach
- Administrator
- Any school personnel required to hold a teaching or administrative license or certificate.

The school official will also report the matter to the Building Principal.

The report must be made by telephone or by telephone facsimile machine on a form supplied by the Commissioner of Social Services. A written report must be made within forty-eight hours to the appropriate local child protective service, and to the statewide Central Register.

School employees who are not school officials, as defined above, but who have reasonable cause to know or suspect that a child has been subjected to abuse or maltreatment are encouraged to report to the Central Register. However, the school employee must report the matter to the Building Principal. If the matter has not yet been reported to the Central Register, the Building Principal must make the report, in accordance with state law. In being required to file such report, the Building Principal does not have discretion.

School employees or officials may not contact the child's family or any other person to determine the cause of the suspected abuse or maltreatment. It is not the responsibility of the school official or employee to prove that the child has been abused or maltreated.

Any school official or employee who has cause to suspect that the death of any child is a result of child abuse or maltreatment must report that fact to the appropriate medical examiner or coroner.

In accordance with the law, any school official who fails to report an instance of suspected child abuse or maltreatment may be guilty of a Class A misdemeanor and may be held liable for the damages caused by the failure to report. The law grants immunity to persons who, in good faith, report instances of child abuse from any liability.

School employees will not be subject to retaliatory action, as defined in state law, as a result of making a report when they reasonably suspect that a child has been abused or maltreated.

The Board recognizes that knowingly reporting a false claim of child abuse is a violation of state law and this policy acknowledges that it is a crime to do so. The district will make every reasonable effort to ensure the integrity of the district's child abuse reporting process and procedure.

#### **School District Relationship with Local Social Service District**

The school district will cooperate to the extent possible with authorized child protective services workers in investigations of alleged child abuse. The Superintendent, or designee, will represent the district when collaborating with local social service agencies to address instances of abuse or maltreatment, and in the development of policy and procedures regarding abuse or maltreatment (including educational neglect). In addition, the Superintendent will share a copy of the district's attendance policy, 5100, with the local social service district.

#### **Child Protective Services Investigations**

Consistent with the district's commitment to keep students safe from harm and the obligation of school officials to report to child protective services when they have reasonable cause to suspect that a student has been abused or maltreated, the district will provide data and assistance to local child protective services workers, or members of a multi-disciplinary team accompanying such workers, who are responding to allegations of suspected child abuse, and/or neglect, or custody investigations. Such data and assistance include access to records relevant to the investigation, as well as interviews with any child named as a victim in a report, or a sibling of that child, or a child residing in the same home as the victim.

All requests by child protective services to interview a student on school property must be made directly to Principal or designee. Child protective service workers and any associated multi-disciplinary team members must comply with the district's procedures for visitors, provide identification, and identify the child(ren) to be interviewed.

The Principal or designee will decide if it is necessary and appropriate for a school staff member, including but not limited to an administrator or school nurse, to observe the interview either from inside or outside the interview room.

A child protective services worker may not remove a student from school property without a court order, unless the worker reasonably believes that the student would be subject to danger of abuse if they were not removed from school before a court order can reasonably be obtained. If the worker believes the student would be subject to danger of abuse, the worker may remove the student without a court order and without the parent's consent.

Training Program and Dissemination of Information

The school district will maintain an ongoing training program for all current and new school officials which will address the identification (i.e., signs and indicators) and reporting of child abuse, maltreatment, and neglect, including the legal implications of reporting and not reporting. Attendance at sessions of this training program is required of all school officials. Attendance records will be kept, and notations will be made in personnel files as to the dates of attendance.

The Superintendent will develop, with input from appropriate personnel, a plan for implementation of such a training program, to be approved by the Board. In addition, the policy and regulations will be included in all employee handbooks and distributed annually to all school officials who are not covered under existing handbooks. The Superintendent will prepare and implement all regulations as are necessary to accomplish the intent of this policy

As required by state law and regulation, the district will publicize the toll-free number for reporting child abuse and neglect to the Central Register (800-342-3720), and directions for accessing the NYS Office of Children and Family Services website (<http://ocfs.ny.gov/main/cps/>), in both English and Spanish.

Cross-ref: 7110, Comprehensive Student Attendance Policy

Ref: Child Protective Services Act of 1973, Social Services Law §§411 et seq.; Social Services Law §34-a; Family Court Act §1012; Family Educational Rights and Privacy Act, 20 U.S.C. §1232g, 45 CFR §99.36; Education Law §§409-l; 3209-a, 3036; Penal Law 240.50  
18 NYCRR §432.3; 8 NYCRR §100.2(nn)

Add to the agenda

Motion to add a resolution to the agenda

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

**RESOLVED**, that the Board of Education of the Onteora Central School District hereby authorizes its attorneys to file a counterclaim against Cedar Development East, LLC in litigation pending in Ulster County Supreme Court.

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

10. Consent Agenda

10.01 Approve Consent Agenda (proposed 7:00)

7:45

*Recommended Action:* The Board hereby approves item numbers 10.02-10.04

Motioned: Trustee Sherry

Seconded: Trustee Storey

Result: Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

**10.02 Personnel Agenda**

Salary Advancements November 23, 2021 BOE Meeting, retroactive to September 1, 2021

Name	Position	School	Current St Cre ep dits	Salary	Added Credits	Add'l Money	After Advancement Step	Credits	Salary
Amodeo, Bernadette	Library Media Specialist	Bennett	3 0	\$ 70,726.006		\$870	3 6		\$ 71,596.00
Brueckner, Jennifer	Special Ed	Middle School	7 6	\$ 78,102.006		\$870	7 12		\$ 78,972.00
Constant, Geordarna*	English	Middle School	5 0	\$ 74,390.0030		\$4,350	5 30		\$ 78,740.00
Countryman, Kristina	Reading	Bennett	16 18	\$ 98,447.0012		\$1,740	16 30		\$ 100,187.00
Evers-Parker, Monir	Counselor	Middle/High School	22 36	\$ 136,228.406		\$957	22 42		\$ 137,185.40
Gallin, Anne	LOTE	High School	10 12	\$ 85,720.006		\$870	10 18		\$ 86,590.00
Gustafson, Amy B	Special Ed	Phoenicia	21 42	\$ 116,344.006		\$870	21 48		\$ 117,214.00
Hanzl, Jacqueline	Speech	Woodstock	15 48	\$ 100,499.006		\$870	15 54		\$ 101,369.00
Joslin, Rebecca	LOTE	High School	7 0	\$ 78,232.006		\$870	7 6		\$ 79,102.00
Kelly, Brigid	Special Ed	Bennett	10 12	\$ 85,720.006		\$870	10 18		\$ 86,590.00
Klein, Brandi	Special Ed	Bennett	3 13	\$ 72,611.006		\$870	3 19		\$ 73,481.00
Millman, Jacob	Special Ed	Woodstock	6 18	\$ 78,926.006		\$870	6 24		\$ 79,796.00
Moorhus, Jolie	Special Ed	Phoenicia	4 6	\$ 73,396.006		\$870	4 12		\$ 74,266.00
Niewiadomski, Blazej*	.6 Science	High School	6 0	\$ 45,789.602		\$174	6 2		\$ 45,963.60
Ryan, Matthew	Physical Ed	Bennett	22 30	\$ 122,974.006		\$870	22 36		\$ 123,844.00
Samuelsen-Grimm, Karen	FACS	Middle School	12 18	\$ 90,271.006		\$870	12 24		\$ 91,141.00
Scherer, Rebecca	Health	High School	5 0	\$ 74,390.006		\$870	5 6		\$ 75,260.00
Sobolewski, Jaclyn	Elementary	Phoenicia	14 24	\$ 94,962.006		\$870	14 30		\$ 95,832.00
Versace, Terri	Special Ed	Woodstock	5 6	\$ 75,260.006		\$870	5 12		\$ 76,130.00
Wentland, Jennifer	Art	High School	12 6	\$ 88,531.006		\$870	12 12		\$ 89,401.00

\* Credits above a Masters

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Ayer, Zimmerman	Groundskeeper	\$15.00/hour
Goff, Derek	Custodial Worker/Groundskeeper	\$15.00/hour
VanEtten, Kelsey	Teacher (uncertified)	\$90.00/day

**APPOINTMENT:**

**NON-INSTRUCTIONAL- PART-TIME**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
------	-----------------	----------------	---------

Pijnappel, Kimberly      Custodial Worker      11/29/21      Step 2

**APPOINTMENT: ADMINISTRATIVE**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Schimmelpfennig, Dieter	Asst. Principal/HS	12/01/21	Increase base salary by \$12,000 to reflect additional duties.
Maisch, Glen	Interim Director of Physical Education	12/1/21	Included in current daily rate

**EXTRA DUTY STIPENDS**

NAME	POSITION	Effective Date	AMOUNT
Pezzello, Eric	Athletic Coordinator	11/24/21	\$175/day
Bennett, Aaron	Boys Basketball	11/24/21	-0- volunteer

**APPOINTMENT: INSTRUCTIONAL**

**FULL-TIME PROBATIONARY APPOINTMENT**

NAME	CERTIFICATION	PROB. DATES	REMARKS
Burch, Erin	Physical Therapy	3/25/21 – 9/24/21	Corrected prob. date

**LEAVE OF ABSENCES: NON-INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE	REASON
3310	12/06/21 – 12/23/21	FMLA-paid

10.03 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, #11/21, Confidential, as reviewed by Trustee Storey

10.04 Approve BOCES Capital Project

*Recommended Action:* WHEREAS, the Ulster County Board of Cooperative Educational Services, Ulster County, New York ( "BOCES") is proposing to undertake a project consisting of the following reconstruction and renovation of various buildings, facilities and sites owned by BOCES, and the acquisition of original furnishings, equipment, machinery and apparatus required in connection with the purposes for which such buildings, facilities and sites are to be used (collectively, the "Project"), at a maximum estimated cost of \$39,000,000; and WHEREAS, BOCES has requested that each of its eight (8) component district (the "Component School Districts"), including the Onteora Central School District (the "District"), enter into an Intermunicipal Joint Agreement (the "Joint Agreement") with respect to the Project; and WHEREAS, the Joint Agreement (i) sets forth the maximum estimated cost of the Project, (ii) provides for an allocation and apportionment of said costs among the Component School Districts pursuant to the Resident Weighted Average Daily Attendance (RWADA) value assigned to each Component School District for the 2020-21 fiscal year, and (iii) sets forth the allocation and apportionment of said costs to each such Component School District in accordance with the RWADA value assigned to each Component School District; and WHEREAS, the District's Board of Education desires to authorize the execution and delivery of the Joint Agreement by the District; NOW THEREFOR, BE IT RESOLVED BY THIS BOARD OF EDUCATION AS FOLLOWS: Section 1. The form and substance of the Joint Agreement (in substantially the form presented to this meeting) are hereby approved and the execution and delivery of the Joint Agreement by the District are hereby authorized. The President of the Board of Education is hereby authorized, on behalf of the District, to execute and deliver the Joint Agreement. The Joint Agreement shall be in substantially the form thereof presented to this meeting with such changes, variations, omissions and insertions as the President of the Board of Education shall approve, the execution thereof by the President to constitute conclusive evidence of such approval.

Section 2. This Resolution shall take effect immediately upon its adoption.

## 11. Old Business

11.01 The Board will discuss Old Business

- On another agenda discuss having board members to building liaison
  - Include, as per Board member policy, to go to buildings
    - Find a safe way to fulfill responsibility to go to the building visits
    - Principal welcomes at Board meetings will begin in January instead of December

## 12. New Business

12.01 The Board will discuss New Business

Discuss at Tuesday's forum:

- Will making PCR tests to students have an impact on the amount of tests for the community?

## 13. Request For Information

13.01 Board members will request information of the Superintendent

Trustee Osmond asked if Board could be informed when serious fights break out. Helpful for Board to know when fights occur; i.e. if hate speech is involved, have conversation at the Board level

Discussion:

- Is it in the Board purview of student's behavior and disciplinary records?
  - Report generally to respect privacy
  - Falls under need to notify/need to know
  - Hard to hear things from the community as Board Members and not know what is going on in school

## 14. Adjournment

14.01 Adjourn Meeting. Next meeting Tuesday December 7, 2021 via teleconferencing (proposed 7:10)

*Recommended Action:* Motion to adjourn meeting at 8:00

Motioned: Trustee Storey

Seconded: Trustee Sherry

Result: Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Bishop, Trustee Storey

Not Present: Trustee DeJesus

Minutes Recorded by Fern Amster,  
District Clerk



Board of Education: Kevin Salem, Emily Sherry, Laurie Osmond, Valerie Storey, Dafne DeJesus, Cindy Bishop