

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

## REGULAR/REORGANIZATION MEETING

Minutes

7:00 p.m.

**TUESDAY, JULY 6, 2021**

MS/HS AUDITORIUM

### **1. Opening Items**

1.01 Call to Order 7:00

1.02 Tobacco Policy Statement

1.03 Pledge of Allegiance

1.04 Roll Call:

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

Not Present: Trustee DeJesus

### **Executive Session**

Enter Executive Session

*Recommended Action:* Motion to enter into executive session to discuss the employment history of a particular person

Motioned: Trustee Osmond

Seconded: Trustee Salem

Result: Unanimous

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

Not Present: Trustee DeJesus

Exit Executive Session & Return to Public Session

*Recommended Action:* Motion to exit executive session and return to public session

Motioned: Trustee Ratcliff

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

### **2. Oath of Office**

2.01 District Clerk will administer the Oath of Office to Board Trustees whose term starts July 1st

District Clerk will administer the Oath of Office Board Trustees as follows:

- Cindy Bishop (7/1/21-6/30/24)
- Valerie Storey (7/1/21-6/30/24)

### **3. Nominations for 2021-2022 Board President**

3.01 District Clerk will Call for Nominations for Board President

*Recommended Action:* The Board of Education hereby nominates Kevin Salem for President for the 2021-2022 School year

Motioned: Trustee Osmond

Seconded: Trustee Ratcliff

Result: Unanimous  
 Yea: Trustee Osmond, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee Sherry, Trustee Bishop  
 Not Present: Trustee DeJesus

**4. Nominations for 2021-2022 Board Vice President**

4.01 Board President will Call for Nominations for a Board Vice President (proposed 7:10)  
*Recommended Action:* The Board of Education hereby nominates Emily Sherry for Vice President for the 2021-2022 School year  
 Motioned: Trustee Ratcliff  
 Seconded: Trustee Salem  
 Result: Unanimous  
 Yea: Trustee Osmond, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee Sherry, Trustee Bishop  
 Not Present: Trustee DeJesus

**5. Oath of Office**

5.01 The District Clerk will administer the Oath of Office to the 2021-2022 Board of Education President and Vice President

**6. Annual Appointments**

6.01 Appointments  
*Recommended Action:* The Board of Education hereby approves the Appointments of District Officers, Stipends/Fees, effective July 1, 2021, and authorizes the Superintendent of Schools to sign all necessary contracts:  
 Motioned: Trustee Ratcliff  
 Seconded: Trustee Osmond  
 Result: Unanimous  
 Yea: Trustee Osmond, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee Sherry, Trustee Bishop  
 Not Present: Trustee DeJesus

District Clerk:	Fern Amster	\$15,000 (hours not to exceed the equivalent of \$15,000 in overtime for the 7/1/21–6/30/22 school year)
Treasurer:	Debra D’Aprile	As per terms of employment
Deputy District Treasurer:	Amanda Gates	-0-
Claims Auditor:	Lindsay Brower	\$5,712
School Tax Collector:	Cheryl Berryann	-0-
Purchasing Agent:	Donald Gottlieb	-0-
Deputy Purchasing Agent:	Amanda Gates	-0-

6.02 Other Appointments (proposed 7:15)

*Recommended Action:* The Board of Education hereby approves Other Appointments and Stipends/Fees listed effective July 1, 2021, as well as resolutions on Independent Contract Retainers, and authorizes the Superintendent of Schools to sign all necessary contracts  
 Motioned: Trustee Ratcliff  
 Seconded: Trustee Osmond  
 Result: Unanimous

Yea: Trustee Osmond, Trustee Storey, Trustee Salem, Trustee Ratcliff, Trustee Sherry, Trustee Bishop  
 Not Present: Trustee DeJesus

1.	School Attorney:	Thomas, Drohan, Waxman, Petigrow & Mayle, LLP	\$ 174.28/hr for attorney retainer-\$210 per hour after 350 hours; \$95/hr for paralegal services \$5,083.33/month General Counsel (see attached)
2.	Bond Counsel: TBD	TBD	
3.	Independent Auditor:	West & Company	\$20,500 ( see attached)
4.	District Medical Director:	Suellen Elmendorf	\$32,000
5.	Alcohol and Drug Testing Site:	Kingston Worx	See attached
6.	Fingerprinting:	Reimbursement per District Policy	\$102.00
7.	CSE Impartial Hearing Officers, Certified by the State of New York in accordance with Section 200.1 of the Commissioner's Regulations:		As per Policy 7670
8.	ECA Central Treasurer	Debra D'Aprile	-0-
9.	ECA Chief Faculty Counselors Bennett Elementary, Middle School and High School:	Building Principals	-0-
10.	Title VI & IX Officer:	Stephanie Laffin	-0-
11.	Coordinator for Section 504:	Amanda Allison	-0-
12.	Residency Officer:	Dr. Donald Gottlieb	-0-
13.	Records Access Officer:	Dr. Donald Gottlieb	-0-
14.	Substance Abuse Officer	TBD	TBD
15.	Records Management Officer:	Dr. Donald Gottlieb	-0-
16.	Homeless Liaison:	Amanda Allison	-0-
17.	Broker of Record:	Rose & Kiernan, Inc.	-0-
18.	Asbestos Designee:	Kyle Harjes	-0-
19.	School Building Structural Inspector and Fire Inspector:	Ulster County BOCES Risk Management Program	N/A
20.	Financial Advisor:	Fiscal Advisors & Marketing, Inc.	See attached

**7. Authorizations & Designations**

**7.01 Authorizations**

*Recommended Action:* The Board hereby authorizes Payroll Certificate, Budget Transfers, Check Signature, Alternate Check Signature, Petty Cash Funds, Bonding of Personnel

Motioned: Trustee Sherry

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee DeJesus

A.	Payroll Certificate:	Marystephanie Corsones	-0-
B.	Budget Transfers:	Donald Gottlieb	-0-
C.	Check Signature:	Debra D'Aprile	-0-
D.	Alternate Check Signature:	Amanda Gates	-0-

**Bonding of Personnel:**

1. Blanket limit - \$100,000
2. \$215,000 each for Assistant Superintendent for Business, Account Clerk/Typist, Payroll/Personnel Assistant and District Clerk
3. \$1,000,000 each for Treasurer and Deputy Treasurer, Internal Claims Auditor
4. \$2,000,000 for Tax Collector, Deputy Tax Collector
5. \$400,000 for Central ECA Treasurer and ECA Chief Faculty Counselors

**7.02 Designations**

*Recommended Action:* The Board hereby authorizes Official Bank Depositories, Official Newspaper for Legal Notices and Bids, Board Meeting Schedule

Motioned: Trustee Osmond

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee DeJesus

FUND	Account Names	BANK
General/T&A/T&E/Federal/Cafeteria	Community Bank MultiFund	Community Bank
	Community Bank Payroll	Community Bank
	NYCLASS Money Market	NYCLASS
	TDBank Money Market	TD Banknorth
	PMA Financial	PMA
	Catskill Hudson Tax	Catskill Hudson Bank
Capital	Catskill Hudson Money Market	Catskill Hudson Bank
	Construction	Catskill Hudson Bank
Extraclassroom	HS/MS	Community Bank
	Bennett	Community Bank

B. Official Newspaper for Legal Notices and Bids: Daily Freeman

C. Board Meeting Schedule as attached

**8. Other Approvals**

**8.01 Other Approvals (proposed 7:20)**

*Recommended Action:* The Board hereby authorizes Mileage Reimbursement, Substitute Teacher Rates, Substitute Support Staff Rates, Home Instruction Teacher, Use of Facilities, School Lunch Prices, Copy Rate, 2020-2021 Board of Registration.

Motioned: Trustee Ratcliff

Seconded: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee DeJesus

A. Mileage Reimbursement	per current I.R.S Rate
B. Substitute Teacher Rates	-CERTIFIED- \$125/day
	-UNCERTIFIED- \$90/day

	-Registered Nurse- \$125/day
C. Substitute Support Staff rates	-Teaching Assistant- CERTIFIED- \$90/day
	-Teaching Assistant- UNCERTIFIED- \$80/day
	-Monitor- \$80/day
	-Custodial- \$15.00/hour
	-Clerical- \$15.00/hour
	-Food Service- \$14.00/hour
	-Bus Driver- \$15.00/hour
Substitute Short and Long Term Pay	As per regulation 6220R
D. Home Instruction Teacher	-\$50/hour
E. Non-Profit Use of Facilities-staffing charges	-\$25/hour/employee cafeteria staff; - \$35/hour/custodial-overtime charge only; \$32/hour/auditorium technician
F. School Lunch Prices	-at no cost
G. Copy Rate	\$0.25/page
H. 2021 – 2022 Board of Registration	-Keymasters and ballot masters \$120.00 -Chief Registrar Inspector – Vote Day \$20 -Extra hours shall be pro rata for whatever additional hours are actually worked
Public Library Tax as approved by voters – Library Tax approved by voters on May 18, 2021 with a total of \$20,000	Pine Hill Library - \$700 Phoenicia Library - \$3,500 Olive Free Library - \$5,600 West Hurley Library - \$3,300 Woodstock Library - \$6,900
Grand Funding	The Superintendent is authorized to apply for grants
Credit Card Limit	\$10,000

8.02 Insurance Carriers

BE IT RESOLVED, that the Board hereby confirms and gives notice that, on the date of this resolution:

The carrier for the District’s umbrella (general liability and basic educational liability) policy is Utica National, and bears a policy number of CULP-1563772;

The carrier for the District’s commercial property policy is Utica National, and bears a policy number of CPP-1563770; and

The District’s insurance broker is the Reis Group.

8.03 Cell Phone Assignments

*Recommended Action:* The Board of Education hereby approved the following cell phone assignments as below:

Motioned: Trustee Sherry

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee DeJesus

Cell Phone Assignments 2021/2022
MIFI Access Point –Lance Edelman
Michael Provenzano
Linda Sella
Lance Edelman
Jennifer O’Connor

Gabriel Buono
Scott Richards
Dieter Schimmelpfennig
Nicole Sommer
Kyle Harjes
Thomas Sharon
Kimberly Pilla
Elizabeth Fallo
Stephanie Laffin
Amanda Allison

**9. Authorize District Treasurer to borrow sums of money**

9.01 BOE authorizes District Treasurer to borrow sums of money

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District authorizes the District Treasurer to borrow sums of money, the total of which is not to exceed \$3,000,000 at any one time, during the 2021/2022 school year and to issue appropriate short-term notes according to local finance law. (Tax Anticipation Notes – TAN; Revenue Anticipation NOTES – RAN)

Motioned: Trustee Sherry

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee DeJesus

**10. Review Policies**

10.01 The Board will review Policies 5220, 5410, 3410 and 3170 as per Policy 1330, Board Organizational Meeting (proposed 7:25)

- Code of Conduct– specific student behavior – to truly reflect code of conduct of all district personnel
- Seems to be punitive toward students – all individuals should be held accountable

**11. Establishment of Committees**

11.01 The Board of Education will discuss and establish Board Committees for the 2021-2022 school year (proposed 7:30 duration 10 min)

*Recommended Action:* The Board of Education hereby approves the following temporary committees

Facilities Committee – Trustee Storey

Policy Committee – Trustee Osmond, Trustee Bishop

Health and Wellness Committee – Trustee Ratcliff

Communications Committee – Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

Motioned: Trustee Sherry

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee DeJesus

**12. Acceptance of Minutes**

12.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of June 15, 2021

Motioned: Trustee Ratcliff

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

**13. Superintendent District News**

13.01 The Superintendent will report District News

- Thursday Stephanie Laffin started as Assistant Superintendent for Curriculum & Instruction and Amanda Allison started as Director of Pupil Personnel Services
- Welcome to Cindy Bishop, new Board member
- Working on priorities for 2021-2022

Assistant Superintendent for Curriculum & Instruction, Stephanie Laffin

- Meeting staff, establishing time frame and priorities

**14. Board District News**

14.01 The Board will report District News (proposed 7:45)

Trustee Salem reported Commencement was fantastic – good to see everything come together

- Commend Principal and Student Government

**15. Acknowledge Public Be Heard Comments**

15.01 The Board will acknowledge the public be heard comments from the last meeting  
Robert Curran

**16. Public and Student Comment**

16.01 Public and Students may comment on any agenda or non-agenda item (proposed 7:50)

No comments were made

**17. Discussion and Possible Action**

17.01 The Board will Re-Adopt the Board Norms

Consensus to adopt these Board Norms was reached

Before Board Meetings, Members Will:

1. Submit items to be placed on the agenda in ample time so the Superintendent may assemble information bearing on the item before the meeting.
2. Ensure there is adequate time for Board members to prepare and review all relevant materials, information, data, etc. related to the agenda items. Whenever possible, contact the Superintendent with agenda questions well in advance of the meeting, allowing time for Superintendent and staff to gather pertinent information. Additional questions may still be presented during the Board meeting as necessary.
3. Request information from or through the Superintendent, and only from staff members with the prior knowledge of the Superintendent.
4. Refer all persons with positive or negative comments regarding school district operations to

the proper staff person or administrator directly responsible for the operational activity. Focus on the Board's role and not become involved in the day-to-day operations of the school system. We will not engage in the resolution of problems; rather we will refer these concerns to the Superintendent.

5. Limit the amount of time Board members spend in schools and Central Administration to only scheduled Board meetings, committee meetings, agenda setting and other Board approved meetings or tours, of which the entire Board is aware.

During Board Meetings, Members Will:

1. Ensure they are fully prepared, on time and ready to participate.
2. Endeavor to start and end meetings on time.
3. Avoid hidden agendas and springing any surprises on other members.
4. Once recognized by the Board President, ensure that each board member is allowed to speak without interruption.
5. Focus on an agenda item until it is resolved or until a specified time has been reached to resume the resolution process.
6. Say it once, say it well.
7. Model the behaviors the Board expects of students, staff, and community members.

Trustee Osmond stated that she and other board members had felt vilified and bullied by other board members both verbally and by email, and that this behavior did not conform to Board Norms, District Code of Conduct or simple professionalism. There had been no acknowledgment that this behavior was inappropriate, and there were no apologies offered. This behavior also led to the loss of a highly dedicated and experienced trustee. The Board should model the behavior it expects of students, staff and community members and has not done so.

8. Before committing to a position on an agenda item or issue make sure all relevant information has been presented, including the Superintendent's recommendation.

After Board Meetings, Members Will:

1. Support the decisions of the Board, and will not work to undermine Board decisions or encourage others to do so.
2. Abide by the confidentiality laws of executive session and ensure all documents, records, reports, etc. are treated in accordance with applicable laws, regulations, policies, etc.

17.02 Review 2021-2022 Student Attendance by Building (as per Policies 1330 and 7110)  
(proposed 8:00)  
No questions

17.03 Travel Reimbursement for Board Members

*Recommended Action:* The Board of Education hereby approves the reimbursement of Board Members' registration and travel expenses for any member who attends in or out of District meetings for the 2021-2022 school year.

Motioned: Trustee Salem

Seconded: Trustee Sherry

- Board's budget is managed by the District Clerk

Result: Unanimous

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

Not Present: Trustee DeJesus

17.04 Approve Board Member to sign for Impartial Hearing Officers

*Recommended Action:* As per Commissioner's Regulation §200.5 j ii The Board of Education approves the Board President as the Board of Education designee to approve Impartial Hearing Officers. In the absence of the Board President the Board



of Education approves Trustee Sherry as the designee

Motioned: Trustee Osmond

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee DeJesus

17.05 Create Position

*Recommended Action:* The Board of Education hereby creates the following Position (for the Transportation Dept.): 1.0 FTE Typist

7:55

Motioned: Trustee Ratcliff

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

17.06 Memorandum of Agreement for Computer Advisors

*Recommended Action:* The Board of Education hereby approves the MOA between the Onteora Central School District and the Onteora Teachers' Association for Computer Advisor stipend in each elementary school. [NOTE: The MS and HS already have these stipends]

Motioned: Trustee Ratcliff

Seconded: Trustee Osmond

- They are the first line of defense before Tech Department is called
  - If they can't take care of it, they reach out to Tech Dept.
  - Provide teachers with support in the delivery

Result: Unanimous

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

Not Present: Trustee DeJesus

17.07 Guidance Plan 2021-2022 (proposed 8:05)

*Recommended Action:* The Board of Education hereby approves of the updates for 2021-2022 to the School Guidance Plan

Motioned: Trustee Bishop

Seconded: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee DeJesus

17.08 Special Education Plan 2021-2023

*Recommended Action:* The Board of Education hereby approve the Special Education plan for 2021-2023

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

17.09 Donation for Literary Magazine

*Recommended Action:* The Superintendent recommends acceptance of a donation totaling \$292.02 CASH, from the ECA Literary Magazine Club to reimburse the district for printing expenses.

The Superintendent recommends approval to increase the 2021-2022 budget account A2110.431.01 (Supplemental) by \$292.02

for the ECA Literary Magazine

Motioned: Trustee Ratcliff

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

17.10 Donation for Scholarships

*Recommended Action:* The Superintendent recommends acceptance of donations totaling \$2,050.00 CASH, from various donors as scholarship awards for the graduating class.

The Superintendent recommends approval of the following donations:

\$1,000.00 Peter Giambrone Memorial

\$100.00 Anne & Jonathan Gallin

\$250.00 HS ECA Yearbook

\$500.00 HS ECA DECA

\$100.00 Valerie Stewart

\$100.00 Rebecca Joslin

Motioned: Trustee Ratcliff

Seconded: Trustee Sherry

- Thank you for your donations

Result: Unanimous

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

Not Present: Trustee DeJesus

17.11 Discuss Communication Liaison for the Board from 7/1/21-10/1/21 (proposed 8:10 duration 10 min)

- They will receive correspondence
- In communication with Superintendent, if necessary, for information on response
- Check with other board members for consensus
- Respond using same guidelines as meeting
- Liaison is part of Communication Committee
- Write up guidelines

- Auto Response should notice that public meetings have Public Be Heard and include links to Board page, web resources

**No Longer Present:**

Trustee Storey left meeting 8:00

17.12 Discuss NYSSBA Advocacy Liaison

- Trustee Sherry is NYSSBA Advocacy Liaison

**18. Independent Contract Retainers**

18.01 Approve All ICRs (proposed 8:20)

*Recommended Action:* The Board of Education hereby approves the ICRs in items 18.02-18.04

Motioned: Trustee Ratcliff

Seconded: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee DeJesus, Trustee Storey

18.02 ICR Collymore

*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 Dr. Simone F.M. Collymore, PD.D. retained as Clinical Neuropsychologist effective September 1, 2021 to June 30, 2022 at a rate of \$3,800.00 per evaluation to a maximum of \$7,600.00 and authorizes the Superintendent to sign such an agreement.

18.03 ICR Sheth

*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 Snehal Sheth MD retained as Child & Adolescent Psychiatrist effective September 1, 2021 to June 30, 2022 at a rate of \$350.00 per hour to a maximum of \$7,000.00 and authorizes the Superintendent to sign such an agreement.

18.04 ICR Maisch

*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 Glen Maisch retained as a Consultant to the Athletic Department effective July 1, 2021 at a rate of \$475 per day and authorizes the Superintendent to sign such an agreement.

**19. Consent Agenda**

19.01 Approve Consent Agenda (proposed 8:25)

8:05

*Recommended Action:* The Board hereby approves item numbers 19.02-19.08

Motioned: Trustee Ratcliff

Seconded: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee DeJesus, Trustee Storey

**19.02 Personnel Agenda**

Be it hereby resolved that the Board appoints:

Brown, Jillian certified School Psychologist, to a 4-year probationary period in the tenure area of Psychology at a salary of Step 3MA (new position) commencing on 08/01/2021 and ending on 07/31/2025.

Be it further resolved that, to the extent applicable under Education Law Section 3012-d and the accompanying Commissioner’s Regulations, in order to be considered for tenure, the above teacher must have received an APPR rating of effective or highly effective in three of the four probationary years and must not receive an ineffective in the fourth year.

Be it hereby resolved that the Board appoints the following people, certified as Teaching Assistants, to a 4-year probationary period in the tenure area of Teaching Assistant at a salary of Step 2 (replacing TAs) commencing on 8/1/21 and ending on 7/31/25:

Blank Adam  
 Johnan, Catherine  
 Rega, Rosa

**TEMPORARY APPOINTMENT: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	RATE
VanLeuvan, Nadine	Summer Custodial	06/28/21 – 09/01/21	<b>REVISED</b> on step

**RESIGNATIONS: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Stropoli, Joanne	Teaching Assistant/High School	08/17/21	Retirement

**RESIGNATIONS: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Morgan, Edward	Groundskeeper II	07/21/21	Resignation

**LEAVE OF ABSENCES: INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE FROM – TO	REASON
3183	09/01/21 – 06/24/22	<b>RESCIND</b> extended unpaid parental leave of absence

**LEAVE OF ABSENCES: NON-INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE FROM – TO	REASON
1629	06/21/21 – 07/05/21	FMLA- paid
4048	07/01/21 – 06/30/22	FMLA-paid intermittent

**APPOINTMENT: NON-INSTRUCTIONAL**

Name	Position	EFFECTIVE DATE FROM – TO	RATE
Davis, Richard	Monitor	9/1/21 – 3/1/22	Step 2
Pearlman, Stephanie	Monitor	9/1/21 – 3/1/22	Step 2
Sellers, Lauren	Monitor	9/1/21 – 3/1/22	Step 2

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Garcia-McWhinnie, Elena	Teacher (certified)	\$125.00/day
Parker, Janet	Teaching Assistant (certified)	\$90.00/day

**EXTRA DUTY STIPENDS**

NAME	POSITION	AMOUNT
Babcock, Alyssa	Science Olympiad Coach – MS	\$1,965.00
Boyer, Erica	Commencement Orchestra Director	\$338.00
Boyer, Erica	Liaison-Music	\$2,207.00
Boyer, Erica	Chamber Ensemble Director	\$1,872.00
Brueckner, Jennifer	Robotics/Computer Club Advisor -MS	\$1,216.00
Cohen, Wendy	SAT Prep (after school) (split with E. Conroy)	\$1,027.00
Connolly, Brian	SAVI Club Advisor	\$2,054.00
Conroy, Elaine	SAT Prep (after school) (split with W. Cohen)	\$1,027.00
DeRuvo, Richard	Environmental Club	\$1,314.00
Murphy, Steven	Theatre Technical Director (split with J. Reimer)	\$1,709.00
Occhi, Andrew	Liaison-PE/Health	\$2,207.00
Perry, Janelle	Class Advisor-Freshman	\$901.00
Polacco, Nicole	Elementary Resource- Woodstock 2(split with A. Vail)	\$1,082.00
Proietti, Shaina	Science Olympiad Asst. Coach – MS	\$1,406.00
Reimer, John	Theatre Technical Director (split with S. Murphy)	\$1,709.00
Samuelsen-Grimm, Karen	TUFS Advisor- MS	\$1,302.00
Sidler, Anita	Art Club Advisor-MS	\$1,216.00
Rivera, Stephanie	Yearbook Advisor- MS	\$1,753.00
Stewart, Valerie	Liaison-World Languages (Foreign Language)	\$3,511.00
Turck, Sarah	Dept Chairs -Guidance	\$7,317.00
Turck, Sarah	Dept. Chairs -Guidance per Counselor	\$284.00
Vail, Andrew	Elementary Resource – Woodstock 2 (split with N. Polacco)	\$1,082.00
VanDeBogart, Leigh	Elementary Resource- Woodstock 1	\$2,164.00
Weidner, Sandra	DECA Advisor	\$4,574.00

19.03 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, #7/21, Confidential, as reviewed by Trustee Bishop

19.04 Membership in Committee on Special Education (CSE) and the Committee on Preschool Special Education (CPSE)

*Recommended Action:* The Board of Education hereby approves the members of the CSE and CPSE committees, as attached.

19.05 Surplus Books

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District declare the attached list of books from the Middle/High School as surplus and authorizes the sale or disposal of these books.

19.06 Financial Report from May 2021

*Recommended Action:* The Board of Education has reviewed and hereby accepts the Financial Report from May 2021

19.07 Warrants

*Recommended Action:* The Board of Education has reviewed and hereby accepts Warrants Schedule 1

19.08 Award Bid

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District approve the award of the bid Classroom Renovations Phase 1 based on the bid documents of June 18, 2021 to the lowest responsible bidder, Collier Construction, for the amount of \$49,997.00 and authorizes the Superintendent to sign such an agreement.

**20. Old Business**

20.01 The Board will discuss Old Business

- Remind that at meeting in August should think about Board goals
- Consolidating elections school, library, fire house – Trustee Ratcliff had conversations with all of those Boards and Ulster County Board of Elections asked if interested in discussion –
  - Discuss as agenda item to see if it should move forward

**21. New Business**

21.01 The Board will discuss New Business

New student rep ASAP – Superintendent spoke with Principal said 2<sup>nd</sup> September meeting of the Student Government will elect Student Rep to Board

**22. Request For Information**

22.01 Board members will request information of the Superintendent  
Procedure:

- If asking at the Board table will be answered, if possible
- If e-mail RFI to Superintendent– say RFI in subject
- Treat email RFI same as table – answer immediately or research

**23. Adjournment**

23.01 Adjourn Meeting. Next meeting August 3, 2021 in the MS/HS Auditorium (proposed 8:35)

*Recommended Action:* The meeting is adjourned at 8:15

Motioned: Trustee Osmond

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus, Trustee Storey

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:00 p.m.

**TUESDAY, AUGUST 3, 2021**

MS/HS AUDITORIUM

## MINUTES

### 1. Opening Items

- 1.01 Call to Order 6:45
- 1.02 Tobacco Policy Statement
- 1.03 Pledge of Allegiance
- 1.04 Roll Call

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

### 2. Executive Session

- 2.01 Enter executive session (proposed 6:45 duration 15 min)

*Recommended Action:* Motion to enter into executive session to discuss the employment history of a particular person

Motioned: Trustee Storey

Seconded: Trustee Ratcliff

Result: Unanimous

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

- 2.02 Exit Executive Session and Return to Public Session (proposed 7pm)

*Recommended Action:* Motion to exit executive session and return to public session

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

### 3. Acceptance of Minutes

- 3.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of July 6, 2021

Motioned: Trustee Ratcliff

Seconded: Trustee Storey

Result: Unanimous

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

### 4. Superintendent District News

- 4.01 The Superintendent will report District News

- Last week CDC sent guidance and State Ed offered some comments
  - Continue to be flexible with opening plans
  - Guidance contains: In-person instruction only, If there is a closure need to pivot to remote instruction, will not same type of remote option –

- o working for the children's best interest
- o Next week's forum, will outline the guidance
- o Still should receive something from the Governor and State Ed
- Last week of summer school for K-8
- Opening fall sports, opens 8/23, with approval from Section 9 – no guidance yet

4.02 Interim Assistant Superintendent for Business, Dr. Don Gottlieb will present the findings of Transportation Advisory Services about Alternative Fuels and a Capital Project Update

Board of Education commissioned a study with Transportation Advisory Services to review alternative fuel options to reduce environmental impact

- They were unable to visit district
- Electric is the way of the future – will be looking at in next few years
  - o Problems noted are cost, infrastructure, distance bus can travel
  - o When diesel was first used, problems with it, today, 95% use diesel
  - o Cost - \$305,000 for an electric bus, diesel is \$105,000
  - o Infrastructure doesn't exist
- There were incentives to move to diesel, will have incentives for electric
- Also money through NYSERTA - infrastructure bill contains money for electric school buses
- Problem here is geography – don't want to be in testing electric buses
  - o Onteora communication system does not reach all areas
- Will have a combination fleet, partly diesel, partly electric

Discussion:

- Appendix F has information on studies in California that have converted to electric
  - o Buses refuel at the fuel station outside of bus garage – First Student fuels at their location
    - So don't need infrastructure
- Look at contract to be sure to make conversion when ready
- If it is to be successful, need county-wide plan and way that towns, county, school districts and community cooperate so everyone is using in alternative fuel sources
- Shared services with districts – each district wants to create electric resources

Capital Project:

- ADA for 11 bathrooms 2 locker rooms through old Capital Reserve
- Asbestos Abatement – 100% Complete, Demolition – 90% complete
- Mechanical & Walls going up in all areas, Tiling has begun in Boy's Locker Room with other areas to follow, 90% of material is on site, Lockers are scheduled for delivery within next 2 weeks, some wood products will be delayed
- Room 163 which was to be converted to a single-use bathroom has been moved to Room 162 due to issues with the drain lines – will not ready for opening of school
- Phase 1 (5 classrooms/whiteboard removal, asbestos abatement, wall treatment) Funded thru Federal Grant
  - o Expect to be finished by middle of next week



- Athletic Office Erect Wall,
- Working on science lab smoke alarm problem
- Cameras, Funded thru Smart Schools Grant
  - May be during school year, second shift
- August 12, Board invited to a walk through of Capital Project
  - Followed by Facilities Meeting at Bennett

#### Discussion

Trustee Storey will not be in town, need another Board member to change

### 5. Board District News

5.01 The Board will report District News (proposed 7:15)

7:35

Trustee Ratcliff reported that Neal Smoller Apothecary Pharmacist was recognized by Senator Hinchey, Assemblyman Cahill, Congressman Delgado, County Executive Pat Ryan

- Pointed out that the schools and districts had been very cooperative

Trustee Salem and Trustee Sherry met with Robert Curran, as Board President and Vice President, and discussed buses and BOCES programs

### 6. Acknowledge Public Be Heard Comments

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

No one spoke

### 7. Public and Student Comment

7.01 Public and Students may comment on any agenda or non-agenda item (proposed 7:20)

Neal Brownell – USA kids are 26<sup>th</sup> in the world; 25 countries are better than us.

Teaching our kids hate. Solve with 3 steps – access to every piece of material that school gives kids, know how information is being disseminating and school choice

### 8. Discussion and Possible Action

8.01 Interim Superintendent Marystephanie Corsones and Assistant Superintendent for Curriculum & Instruction Stephanie Laffin will present the District Comprehensive Improvement Plan (proposed 7:20 duration 15)

7:55

- In January 2018, the federal government approved NYS's plan to spend the approximately \$1.6 billion that the state receives annually under ESSA
- In exchange for funding states had to create an accountability system for measuring student performance and determining which schools need extra support.
- Additional criteria in ESSA than No Child Left Behind
  - Elementary & Middle School
    - Academic Achievement, ELA, Math, Science, Student Growth, Academic Progress, ELL Proficiency, Chronic Absenteeism
  - High School
    - Academic Achievement, ELA, Math, Science, Social Studies, Graduation Rate, Academic Progress, ELL Proficiency, Chronic

### Absenteeism, College, Career & Civic Readiness

- How does NYS identify schools for recognition & support?
  - NYS uses each of 7 indicators to identify schools
  - ALL public schools will receive one of four designations
    - Recognition Schools
    - Schools in Good Standing
    - Targeted Support & Improvement Schools
    - Comprehensive Support & Improvement Schools
- Process used to Create the DCIP
  - Steps in review/ things for consideration
  - Review the District's vision, values, and aspirations
  - Review the 2021-22 Commitments made by Middle School (TSI ) in their SCEP Plan
  - Evaluate the impact of COVID-19
  - Consider the effectiveness of the 2020-21 DCIP
  - Understand local data

### Discussion:

- 2<sup>nd</sup> MS commitment – break down into layperson language
  - All students no matter designation – has access to same curriculum no matter ability, etc.
  - MS considering moving to fully co-taught model, Students with Disabilities together with regular education students with a regular and special education teacher
  - Self or staff – modeling staff to be mindful , healthy and present for their students and ready for all needs
- Professional Learning community is a method of best practices, - in any organization groups get together to solve a problem – organized to improve student learning, MS teachers will be meeting horizontally and vertically, depending on problem – built into schedule
- Students miss being together, MS community co-teach model allows more students to be together more frequently
- Who are the data experts? - redefining SDM – looking at Data – not just test scores, enrollment trends, demographic changes, ethnicity, free and reduced, special education rate, success of programs
  - Putting together a data packet and meeting with District Shared Decision Making Team with representatives of each building and departments – district goals will go back to buildings
  - Will be basis for 3-5 year educational plan
- Culture & Climate survey from 2 years ago – only administered at HS level in early March 2020, then closed
  - Revising and refining it to do another one
  - Data packets at next meeting
  - Look at surveys and DCIP

*Recommended Action:* The Board of Education hereby approves the District Comprehensive Improvement Plan for 2021-2022

Motioned: Trustee Storey

Seconded: Trustee Ratcliff

Result: Unanimous

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

8.02 Approve Intermunicipal Agreement for Gymnastics at Highland

*Recommended Action:* The Board of Education approves the Intermunicipal Agreement with Highland Central School District for Gymnastics and authorizes the Superintendent to sign such agreement

Motioned: Trustee Storey

Seconded: Trustee Sherry

- Student Athlete wants to participate in a sport we don't have, go to another district see if they will be willing to allow this, don't provide coach, but need an escort

Result: Unanimous

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

8.03 Approve Intermunicipal Agreement with for Girls' Swimming at Kingston

*Recommended Action:* The Board of Education approves the Intermunicipal Agreement with Kingston City School District for Girls' Swimming and authorizes the Superintendent to sign such agreement

Motioned: Trustee Bishop

Seconded: Trustee Osmond

Result: Unanimous

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

8.04 Approve Intermunicipal Agreement with for Boys' Swimming at Kingston

*Recommended Action:* The Board of Education approves the Intermunicipal Agreement with Kingston City School District for Boys' Swimming and authorizes the Superintendent to sign such agreement

Motioned: Trustee DeJesus

Seconded: Trustee Sherry

Result: Unanimous

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

8.05 Approve Extension for Assistant Superintendent for Business

*Recommended Action:* The Board of Education hereby approves the extended contract for Dr. Donald Gottlieb as Assistant Superintendent for Business and authorizes the Superintendent to sign such agreement.

Motioned: Trustee Ratcliff

Seconded: Trustee Storey

- Receives \$375 per half a day

Result: Unanimous

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

8.06 Approve Inter-School Transfers

*Recommended Action:* The Board of Education hereby approves the following Inter-School Transfers:

Grade 3 from Phoenicia to Woodstock

Grade K from Woodstock to Phoenicia

Motioned: Trustee Sherry

Seconded: Trustee Ratcliff

Result: Unanimous

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

#### 8.07 Approve Safety Plan

*Recommended Action:* The Board of Education hereby approves the District Wide Safety Plan for the 2021-2022 School Year

Motioned: Trustee Ratcliff

Seconded: Trustee Storey

Result: Unanimous

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

#### 8.08 Increase Part-Time Physical Education Position

*Recommended Action:* The Board of Education approves increasing the .4 FTE Physical Education position to .6 FTE

Motioned: Trustee Sherry

Seconded: Trustee Ratcliff

- Position at the HS .4 person resigned, in reviewing had to be increased due to student needs

Result: Unanimous

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

#### 8.09 Memorandum of Agreement for Athletic Coordinator

*Recommended Action:* The Board of Education hereby approves the MOA between the Onteora Central School District and the Onteora Teachers' Association for an Athletic Coordinator Stipend

Motioned: Trustee Ratcliff

Seconded: Trustee Sherry

Result: Unanimous

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

#### 8.10 Create and Abolish Position

*Recommended Action:* The Board of Education hereby abolishes the following position due to lack of candidates: 1.0 FTE Head Custodian

The Board of Education hereby creates the following position: 1.0 FTE Custodian

Motioned: Trustee Sherry

Seconded: Trustee Storey

- Originally thought a Head Custodian position could also help support the Facilities Director, since Assistant Director left the District
  - Assistant Director will be easier to find

Result: Unanimous

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

8.11 Initial Discussion on 2021-2022 Board Goals (proposed 8:00 duration 15 min)

**2020 - 2021 Board of Education Goals**

- Continue proactive efforts to build a climate of mutual trust inclusive of all groups and entities within the District by:
    - Supporting initiatives to increase school spirit
    - Support the establishment of a Diversity Week that encourages staff and students to honor our differences through project based learning exercises, the telling of our individual stories, and open discussion.
    - Supporting a Culture and Climate Survey;
    - Continuing diversity education for students and staff;
    - Continuing development and training in social emotional learning, equity and inclusivity, and restorative justice practices;
    - Continuing efforts to better publicize the District's accomplishments;
    - Facilitating greater communication and advancing the vision of the District.
  - Support the development of a long-term, District-wide plan that strategically addresses educational goals, declining enrollment, facilities, community impact, budget and cost-saving measures. Accomplish this through input from Superintendent recommendations, Board Ad Hoc committee, Shared Decision-Making committee and community outreach. Specifically address the following:
    - Adopting a mission statement for the District;
    - Analyzing the Grade Level Configuration and Building Utilization Study;
    - Developing a timeline for the writing of a long-term District-wide plan;
    - Review the Bachman report and findings in light of COVID-19.
  - Increase K-12 student knowledge and engagement in civics, social studies, and social issues by supporting:
    - Curricular innovation and inclusion of civics education across all subjects;
    - Continuing support of an independent, District-wide student government;
    - Secondary school voter education and registration;
    - Create criteria to determine the effectiveness of our civic readiness and engagement
    - The implementation of a robust Media Literacy component in our K-12 curriculum. (some resources linked here:
      - <https://www.craftinc.org/literacy-e-books/teaching-and-reaching-the-millennial-generation-through-media-literacy.pdf>
      - <https://www.medialit.org/how-teach-media-literacy>
  - Complete the process of revising the district's Homework Policy.
  - Improve the support we offer our students preparing for their future after graduation by:
    - Continuing to support and enhance the district's mentorship program;
    - Engaging with the business community, to better understand current opportunities for graduating students;
    - Visiting programs such as the Ulster BOCES Career Tech, P-Tech, and alternative education programs;
    - Working with district staff to enable our students to anticipate and participate in the jobs of the future.
- Have one overall goal with smaller goals – look at Dr. Baughman's report, change the district
  - Too many goals last year – have 3 goals – other things beside long term plan – more to do with students Social-Emotional, stress level, time management, i.e. Homework policy revised
  - Dr. Baughman, take into account COVID-19 lessons, keep everyone safe should be driving priority
  - 3-5 year plan will include: configuration, curriculum, schedule, start times, culture and climate, restorative justice, professional development projects
    - Acknowledge as one plan
      - Use Baughman as starting point, update- things have changed

- Name things specifically for updates during the year
- Use Google Doc – with notes from here
- Check in with goals- what timeframe for Superintendent to report to Board
  - Quarterly updates
  - Goals from last year will be in Educational Plan
  - Goals that are specifically designed, Superintendent will give update
  - First check in last meeting in Dec, then monthly

#### 8.12 Discuss Community Compact (8:15 duration 15 min)

- Late last year – not simply to ask questions – purpose beyond COVID – responsibility to each other
- It is implemented – change contact people
  - PPS Director Amanda Allison is COVID Safety Officer Medical Officer Suellen Elmendorf are co-COVID Safety Officer
  - Ask everyone to complete on a daily basis
  - Nothing on vaccinations
  - Understand what percentage is vaccinated - fit into community compact
    - Ask question – Are you vaccinated? -
      - Ask attorney if we can ask that
    - Be careful - students being bullied for being vaccinated or not being vaccinated
    - Would be good to know what percentage of students are vaccinated
- Put Ulster County COVID Dashboard site on end of the compact

No Longer Present

Trustee DeJesus left at 8:45

#### 9. **\*\*Break\*\***

9.01 The Board will take a 5 minute break at 8:30  
8:45

#### 10. Independent Contract Retainers

10.01 Approve All ICRs (proposed 8:35)

*Recommended Action:* The Board of Education hereby approves the ICRs in items 10.02-10.05

Motioned: Trustee Ratcliff

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

10.02 ICR Calabro

*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 Dr. Louis Calabro, PhD, ABPP retained as Neuropsychologist effective September 1, 2021 to June 30, 2022 at a rate of \$3,665.00 per Independent

Neuropsychic Evaluation to a maximum of \$7,330.00 and authorizes the Superintendent to sign such an agreement.

10.03 ICR - Learnwell

*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 LearnWell (EI, Inc.) retained as LearnWell effective September 1, 2021 to June 30, 2022 at a rate of \$60.00 per hour to a maximum of \$25,000.00 and authorizes the Superintendent to sign such an agreement.

10.04 Center for Discovery

*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 The Center for Discovery retained as out of District Special Education for Students effective July 1, 2021 to June 30, 2022 at a rate determined by the State Education Department and authorizes the Superintendent to sign such an agreement.

10.05 ICR Morningside

*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 The Morningside Center for Teaching Social Responsibility retained as Social Emotion Learning Trainers for Professional Development effective September 2, 2021 to June 30, 2022 per the attached proposal at a maximum rate not to exceed \$150,000 and authorizes the Superintendent to sign such an agreement.

**11. Consent Agenda**

11.01 Approve Consent Agenda (proposed 8:40)

*Recommended Action:* The Board hereby approves item numbers 11.02-11.11  
8:50

Motioned: Trustee Ratcliff

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

11.02 Personnel Agenda

Be it hereby resolved that the Board appoints:

Kowalsky, Jessica, certified as Teaching Assistant, to a 4-year probationary period in the tenure area of Teaching Assistant at a salary of Step 2 (replacing Retirement) commencing on 9/1/21 and ending on 8/30/25

**APPOINTMENT: NON-INSTRUCTIONAL**

<u>NAME</u>	<u>POSITION/SCHOOL</u>	<u>EFFECTIVE DATE</u>	<u>SALARY</u>	<u>REMARKS</u>
Ayer, Zimmerman	Groundskeeper II	07/26/21 – 01/25/22	Step 3	Replace Resignation

**TEMPORARY APPOINTMENT: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	RATE
Cole, Arthur	Summer Custodial	07/07/21 – 09/01/21	\$15.00/hr
Walker, Stephen	Summer Custodial	07/07/21 – 09/01/21	\$15.00/hr

**TEMPORARY APPOINTMENT:  
INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Langdon, Kaitlyn	1 <sup>st</sup> Grade Elementary/Woodstock	*approx. dates* 09/01/2021 – 01/02/2022	Extended appointment MA Step 1

**RESIGNATIONS: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Harrington, Brooke	0.4 Physical Education/High School	06/30/21	Resignation
Kraus, Barbara	Teaching Assistant/Phoenicia	06/30/21	Retirement
Mazzone, Tina	0.6 Science/High School	07/20/21	Resignation

**RESIGNATIONS: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Ayer, Zimmerman	Groundskeeper II	08/13/21	Personal
Provenzano, Michael	Director of Facilities I	08/05/21	Personal

**LEAVE OF ABSENCES: INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE FROM – TO	REASON
3235	09/01/21 – 06/30/22	Unpaid leave of absence

**LEAVE OF ABSENCES: NON-INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE FROM – TO	REASON
2104	8/3/21 – 8/24/21	FMLA-paid

**APPOINTMENT: NON-INSTRUCTIONAL – PART-TIME**

NAME	POSITION	EFFECTIVE DATE	RATE
Veitch, Samantha	PT Food Service Helper/MS/HS	09/01/21	REVISED \$16.16

**EXTRA DUTY STIPENDS**

NAME	POSITION	AMOUNT
Burkhardt, Jeannine	Liaison-Math	\$3,511.00
Cavallaro, Corey	NJHS Advisor-MS (split with B. Schaffer)	\$1,031.50
Chartrand, Louis	Sixth Teaching Assignment-CADD/Creativity	\$8,318.00
Elmendorf, Suellen	District Nursing Coordinator	\$2,646.00
Frاندino, Megan	Computer Advisor-MS	\$5,371.00
Maltese, Denise	Student Affairs Council Advisor-MS (split with M Rushford)	\$1,031.50
Rushford, Michael	Student Affairs Council Advisor- MS (split with D. Maltese)	\$1,031.50
Schaffer, Brian	NJHS Advisor-MS (split with C. Cavallaro)	\$1,031.50
Allison, Bridget	Fitness Room Advisor I	\$2,215.00
Burkhardt, Patrick	Track-Cross County-Head Coach	\$4,191.00
Brueckner, Jennifer	Field Hockey-Modified- Assistant Coach	\$2,064.00
Funck, Brianna	Track-Cross Country- Assistant Coach	\$2,545.00
Gallin, Anne	Track-Cross County-Modified Coach	\$2,064.00
Hoyt-Friedman, Jacob	Soccer-Varsity-Head Coach (girls)	\$4,967.00
Katz, Emily	Field Hockey-Varsity- Head Coach	\$4,967.00
King, Thomas	Soccer- JV-Head Coach (boys)	\$3,727.00
Liverani, Michael	Football-Varsity- Head Coach	\$6,051.00
Matteson, Eric	Football-Varsity- Assistant Coach	\$4,502.00
Matteson, Lori	Football-Modified-Assistant Coach	\$2,545.00
Occhi, Andrew	Golf-Varsity-Head Coach (boys)	\$3,262.00
Scherer, Rebecca	Soccer-Varsity-Head Coach (boys)	\$4,967.00
Thomas, Doris	Field Hockey-JV-Assistant Coach	\$3,727.00



Warnes, Carsten	Soccer-Modified-Head Coach (boys)	\$2,064.00
Weisz, Amy	Tennis – Varsity- Head Coach (girls)	\$2,913.00
Wilens, Mark	Soccer-JV-head Coach (girls)	\$3,727.00

11.03 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, #8/21, Confidential, as reviewed by Trustee Osmond

11.04 Approve Revised Standard Day Resolution

*Recommended Action:* The Board of Education hereby approves the revised Standard Day Resolution, as attached.

11.05 Warrants

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

11.06 Extra Curricular Activities Report

*Recommended Action:* The Board of Education hereby approves the ECA report for the 4th quarter of the 2020-2021 school year

11.07 Approve contract with the Catskill Watershed Corporation

*Recommended Action:* Resolved that the Board of Education is authorized and hereby directs the Superintendent of Schools to sign the contract with the Catskill Watershed Corporation for an education grant in the amount of \$8,612.00 for a project titled 5th Grade Environmental Trip and to ensure that activities and programs funded by said grant are carried out in accordance with grant requirements.

11.08 Change Order # MC-001 CB Strain

*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 Change Order #MC-001 increasing the contract between C.B. Strain, A Division of Dynamic Systems and the Onteora Central School District for the ADA project in the amount of \$4,208.00 and authorizes the Superintendent to sign such a change order.

11.09 Change Order # EC-001 - Comalli

*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 Change Order #EC-001 increasing the contract between Comalli Group Inc. and the Onteora Central School District for the ADA project in the amount of \$9,084.00 and authorizes the Superintendent to sign such a change order.

11.10 Change Order # SC-001 - Casa Builders

*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 Change Order #SC-001 decreasing the contract between Casa Builders, Inc and the Onteora Central School District for the ADA project in the

amount of \$23,075.00 and authorizes the Superintendent to sign such a change order.

11.11 Change Order # SC-002 - Casa Builders 2

*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 Change Order #SC-002 decreasing the contract between Casa Builders, Inc and the Onteora Central School District for the ADA project in the amount of \$1,500.00 and authorizes the Superintendent to sign such a change order.

**12. Old Business**

12.01 The Board will discuss Old Business

- Marijuana laws have changed what has to change as far as policy/regulations?
  - What are other schools doing?

**13. New Business**

13.01 The Board will discuss New Business

8:55

- People are increasing participation in Board meetings – need to get audio correct and keep chats on to keep people engaged
- If one wants to speak at a Town of Hurley meeting during Public Be Heard one has to be there personally or people write letters and the President reads them
- How does the chat encourage productive engagement
- Have rules – for online and in-person to encourage constructive engagement
- How is it healthiest to take remote questions?
  - Can it be technological feasible?
  - Fix current audio problems
- Communications Committee to look at how people to engage remotely
- Not acceptable that anyone advertises their business during Public Be Heard
  - Perhaps add to statement done about PBH
- On 8/31/21 the Eviction Moratorium will send a waive of homeless students
  - Draft a resolution with the districts, towns, county to work together to support homeless in any way they can
  - Show support by showing that housing insecurity is part of conversation
  - Ask to speak at municipalities during Public Be Heard or submit a statement
  - Board members who live in municipalities to talk to their town
- Add “or promote any commercial ventures or products” to President’s instructions before Public Be Heard

Had a Legislative Action Committee – recreate one?

- Members: Trustee Sherry, Trustee Bishop, Trustee Ratcliff
- Point of Order: Created a committee off agenda, Board member left could not participate
  - Keep actions to things that are on agenda
- NYS School Board Association Conference October 24-26, 2021
  - Attendees: Trustee Salem (no hotel room), Trustee Storey (free registration)

#### 14. Request For Information

14.01 Board members will request information of the Superintendent

Trustee Sherry asked lead testing report methods of remediation long term and short term, why getting lead in tests at all

Trustee Storey asked for a breakdown of AP tests and how our students did

Trustee Osmond any plan to revive Diversity Cadre?

- Interim Superintendent Corsones reported that on Monday spoke with someone from Trustee Salem about reviving the Diversity Cadre, what was its purpose and identify a true diverse group to join in conversation

#### 15. Adjournment

15.01 Adjourn the Meeting. Next meeting is August 17. (proposed 8:50)

*Recommended Action:* Motion to adjourn meeting at 9:20

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

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

Ratcliff, Trustee Bishop

Not Present: Trustee DeJesus

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:00 p.m.

**TUESDAY, AUGUST 17, 2021**

MS/HS AUDITORIUM

## MINUTES

### 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 Salem, Trustee Sherry, Trustee Storey, Trustee Bishop

Not Present: Trustee Osmond, Trustee Ratcliff, Trustee DeJesus

### 2. Acceptance of Minutes

#### 2.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of August 3, 2021

Motioned: Trustee Storey

Seconded: Trustee DeJesus

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee Ratcliff, Trustee DeJesus

### 3. Superintendent District News

#### 3.01 The Superintendent will give an update on the Opening of Schools

- UC Department of Health, our regulatory body, released guidance - same as CDC and AAP
  - Importance of in-person learning 5 days a week
  - All wear mask at all times
  - 3' social distancing where feasible
  - Buses -distancing where possible on school buses, all masked
- First day is 9/8/21
- Goal is the safe return to 100% in-person instruction, if have to close due to a declared Public Health Emergency pivot to 100% remote
- Not the same remote option, only if unique circumstances – identified specific options through BOCES
- Students required to quarantine, will work with classroom teacher to provide continuous learning opportunity for all students
- This Summer Academy, as delta variant increased, no quarantine and no positive cases
  - Not had any quarantine since 5/10/21
  - No evidence of in-school transmission, only from outside of school
- Full vaccinated people without COVID symptoms do not have to quarantine
- All students in all locations, wear masks indoors, regardless of vaccination status
  - Minimum of 3' distancing - classrooms prepared
  - Pre-screening attestation every day

- Daily temperature check
- Any symptoms of illness not come to school
- Not providing transportation to outside extra-curricular
  - Will be transported to after-school child care
  - Late bus at HS and transportation for fall sports
  - Varsity season opens 8/23/21
- Partnering with UC Mental Health for adjusting to in-person instruction
- Specific tools with students of transiting to in-person learning
  - Dialectical Behavior Therapy (DBT)
    - Coping through mindfulness
  - First in Ulster to incorporate clinical service
- Don't know about Section 9 guidance – they met today
- Don't know State criteria for positive cases requiring to shut school
- Shoutpoint and notice out that on Sunday 8/29/21 hosting another vaccination clinic at MS/HS gym
  - Over 12 years old, students, staff, community members
- Sending letter update on Monday with opening guidelines
- 8/27/21 secondary schedules available, transportation routes available
  - Shoutpoint sent

Discussion:

- Next week will know criteria for remote students – must be unique situation
- COVID forum great way for public to interface – ask people to email the Board with questions
  - Working on ways to answer them efficiently
- Protocols similar to last spring, but have more students
- Open more spaces in cafeterias
  - MS/HS – Purchased tents to set up outdoor spaces
  - WD, PH, BN identified ways to space out tables
- Remote request will be through 504 process
  - Working on timeline- will be in information next week
    - Parents given an exact process so they won't miss beginning of school year
- Transportation – added bus routes, have both bus drivers and monitors
  - Distancing to the degree possible, masks at all times, windows open at all times
- Thank parents at the forum sharing information on line

Now Present:

Trustee DeJesus arrived at 6:10

**4. Acknowledge Public Be Heard Comments**

4.01 The Board will acknowledge the public be heard comments from the last meeting  
Neal Brownell

**5. Public and Student Comment**

- 5.01 Public and Students may comment on any agenda or non-agenda item (proposed 6:15)  
No comment was made

**6. Policy**

- 6.01 Waive Second Reading of Policies 3421 & 3422  
*Recommended Action:* The Board of Education hereby waives the second reading of Policy 3421 Sexual Harassment of Students and of new policy 3422 Sexual Harassment of Employees  
Motioned: Trustee Storey  
Seconded: Trustee Sherry  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop  
Not Present: Trustee Osmond, Trustee Ratcliff

- 6.02 Adopt Policies 3421 Sexual Harassment of Students and New policy 3422 Sexual Harassment of Employees  
*Recommended Action:* The Board of Education hereby adopts policies 3421 and 3422 as written  
Motioned: Trustee Storey  
Seconded: Trustee Bishop  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop  
Not Present: Trustee Osmond, Trustee Ratcliff

**7. Independent Contract Retainers**

- 7.01 Approve All ICRs  
*Recommended Action:* The Board of Education hereby approves the ICRs in items 7.02-7.06  
Motioned: Trustee Storey  
Seconded: Trustee Sherry  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop  
Not Present: Trustee Osmond, Trustee Ratcliff
- 7.02 ICR Center for Spectrum Services  
*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District approve the Independent Contractor Retainer between the Ontario Central School District and Center for Spectrum Services retained as Consultant-Autism Evaluations effective September 1, 2021 to June 30, 2022 at a rate of \$225.00 per hour to a maximum of \$4,500.00 and authorizes the Superintendent to sign such an agreement.

- 7.03 ICR - First Steps Half Day

*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 First Steps EEC retained as (half day) Universal Prekindergarten Provider, First Steps ECEC effective September 1, 2021 to June 30, 2022 at a rate of \$304.48 per student, per month to a maximum of \$57,852.80 and authorizes the Superintendent to sign such an agreement.

7.04 ICR- First Steps Full Day

*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 First Steps Early Education Center retained as (full day) Universal Prekindergarten Provider First Steps ECEC effective September 1, 2021 to June 30, 2022 at a rate of \$925.00 per student, per month to a maximum of \$120,250.00 and authorizes the Superintendent to sign such an agreement.

7.05 ICR - Woodland Playhouse - Half Day

*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 Woodland Playhouse, LLC retained as (half day) Universal Prekindergarten Provider effective September 1, 2021 to June 30, 2022 at a rate of \$304.48 per student, per month to a maximum of \$12,179.20 and authorizes the Superintendent to sign such an agreement.

7.06 ICR Woodland Playhouse Full Day

*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 Woodland Playhouse, LLC retained as (full day) Universal Prekindergarten Provider effective September 1, 2021 to June 30, 2022 at a rate of \$925.00 per student, per month to a maximum of \$64,750.00 and authorizes the Superintendent to sign such an agreement.

**8. Consent Agenda**

8.01 Approve Consent Agenda

*Recommended Action:* The Board hereby approves item numbers 8.02-8.11

Motioned: Trustee Storey

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee Ratcliff

8.02 Personnel Agenda

**RESIGNATIONS: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Jenkins, Evan	ENL Teacher/Phoenicia	06/30/21	Personal

**RESIGNATIONS: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Benjamin, Stewart	School Bus Driver/Transportation	08/17/21	To accept Groundskeeper II position

**APPOINTMENT: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY	REMARKS
Benjamin, Stewart	Groundskeeper II	08/18/21 – 02/17/22	Step 15	Replace Resignation
Fisher, Kimberly	Typist/Transportation	08/30/2021	Step 9	Increased hrs. (from 37.5 – 40)
Klercker, Katelyn	Athletic Trainer/HS	08/23/21 – 02/22/22	Step 5M	New Position

**PART TIME: INSTRUCTIONAL**

EMPLOYEE	POSITION/SCHOOL	EFFECTIVE DATE FROM – TO	FTE	REASON
Colevas, Paul	Social Studies/High School	09/01/21-06/30/22	0.6	Increase FTE from 0.4 to 0.6 MA Step 9

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Fuentes, Judyana *	Food Service	\$14.00/hr
Goodman, Sandra	Home Instruction Teacher	\$50.00/hr

\*pending pre-employment processing

**LEAVE OF ABSENCES: NON-INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE FROM – TO	REASON
3975	8/20/21 – 09/03/21	FMLA-paid

**EXTRA DUTY STIPENDS**

NAME	POSITION	AMOUNT
Ahl, Denise	Liaison-PPS	\$3,511.00
Ahl, Denise	PPS Coordinator-MS/HS	\$4,212.00
Alterio, David *	Volunteer-Varsity-Football	-\$0-
Carroll, Brittany	Musical Coordinator	\$510.00
Carroll, Brittany	Musical- Orchestra Director	\$852.00
Carroll, Brittany	Musical- Vocal Coach	\$1,191.00
Carroll, Brittany	Production Account Manager	\$543.00
Cavallaro, Corey	Middle School Cabinet	\$3,511.00
Frandino, Megan	Middle School Cabinet	\$3,511.00
Kocher, Michael	Middle School Cabinet	\$3,511.00
Sprague, Wyatt	Volunteer- Varsity- Tennis	-\$0-
Stewart, Valerie	Middle School Cabinet	\$3,511.00
Faulkner, Todd	Football-Modified- Head Coach	\$3,494.00
Motzkin, Lauren **	Volleyball-Varsity-Head Coach	\$4,032.00
Pezzello, Eric	Athletic Coordinator	\$9,306.00
Wentland, Jennifer	Art Club Advisor-HS	\$1,800.00

\* pending pre-employment processing \*\* pending certifications

**8.03 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, #8/21, Confidential, as reviewed by Trustee Osmond

8.04 Approve Tax Levy

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District approve and sign the Tax Warrant authorizing the school district to levy property taxes in the amount not to exceed \$45,486,297 for the 2021-2022 school year.

8.05 Approve Professional Learning Plan (previously Professional Development Plan)

*Recommended Action:* The Board of Education hereby approves the Professional Learning Plan for the 2021-2022 School Year

8.06 Approve Ambulance Contract

*Recommended Action:* The Board of Education hereby approves the contract with Olive First Aid Unit for Athletics

8.07 Approve Contract with Physician to oversee Athletic Trainer

*Recommended Action:* The Board of Education hereby approves the contract between the Ontario Central School District and Dr. William Maliha to oversee the Ontario Athletic Trainer

8.08 Approve contract with BBL Construction

*Recommended Action:* The Board of Education hereby approves the contract between the Ontario Central School District and BBL Construction Services for Site Supervision and Management for project during the summer of 2022

8.09 Create and Abolish Positions

*Recommended Action:* The Board of Education hereby creates the following position:  
1.0 FTE Senior Typist  
The Board of Education hereby abolished the following positions: 5-1.0 FTE Typists

8.10 Increase Position

*Recommended Action:* The Board of Education hereby increases the .4 FTE Social Studies position to .6 FTE Social Studies.

8.11 Memorandum of Agreement - Athletic Trainer

*Recommended Action:* The Board of Education hereby approves of the MOA #08172021 between the Ontario Central School District and the Ontario Teachers' Association to change salary schedule EE.

**9. Adjournment**

9.01 Adjourn the Meeting. Next meeting is 9/14/21 (proposed 7:00)

*Recommended Action:* Motion to adjourn meeting at 6:30

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result:

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

Not Present: Trustee Osmond, Trustee Ratcliff

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

8:30 a.m.

MEETING

**TUESDAY, AUGUST 31, 2021**

TELECONFERENCING

## 1. Opening Items

1.01 Call to Order 8:29 am

1.02 Tobacco Policy Statement- No smoking within 100' of any school building

1.03 Roll Call:

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

Not Present: Trustee Sherry, Trustee DeJesus

## 2. Consent Agenda

2.01 Approve All consent agenda items

*Recommended Action:* The Board of Education hereby approves item numbers 2.02-2.07

Motioned: Trustee Ratcliff

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

### 2.02 Personnel Agenda

Be it hereby resolved that the Board appoints:

Mugge, Richard certified Teaching English as a Second Language, to a 4-year probationary period in the tenure area of Teaching English as a Second Language at a salary of Step 2MA (replace resignation) commencing on 09/01/2021 and ending on 08/31/2025.

Be it further resolved that, to the extent applicable under Education Law Section 3012-d and the accompanying Commissioner's Regulations, in order to be considered for tenure, the above teacher must have received an APPR rating of effective or highly effective in three of the four probationary years and must not receive an ineffective in the fourth year.

#### RESIGNATIONS: INSTRUCTIONAL

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Dutcher, Falyn	0.5 Art Teacher/Phoenicia	06/30/21	Personal

#### RESIGNATIONS: NON-INSTRUCTIONAL

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Jubie Peter	School Bus Driver/Transportation	08/14/21	To accept Bus Attendant position
Berryann, Alan	Custodial Worker	8/30/21	To accept Custodian Position

#### PART-TIME: INSTRUCTIONAL

NAME	POSITION/SCHOOL	FTE	EFFECTIVE DATE	REMARKS
Harkin, Brandon	Physical Education/ High School	0.6	09/01/21	Step 3M
Niewiadomski, Blazej	Secondary Science/High School	0.6	09/01/21	Step 6M

#### APPOINTMENT: NON-INSTRUCTIONAL

<u>NAME</u>	<u>POSITION/SCHOOL</u>	<u>EFFECTIVE DATE</u>	<u>SALARY</u>	<u>REMARKS</u>
Jubie, Peter	Bus Attendant/Transportation	09/02/21 – 03/01/22	Step 7	Replace Retirement
Fauble, Wendy	School Bus Driver/Transportation	09/02/21 – 03/01/22	Step 5	Replace Resignation
Galloway, Malik	School Bus Driver/Transportation	09/02/21 - 03/01/22	Step 5	Replace Retirement
Karge, Kenne*	Groundskeeper II	09/15/21 – 03/14/22	Step 5	Replace Resignation
Schoonmaker, Carissa	School Bus Driver/Transportation	09/02/21 - 03/01/22	Step 5	Replace Resignation
Berryann, Alan	Custodian	9/1/21-2/28/22	Step 16	New Position

\*pending pre-employment processing\*

**APPOINTMENT: NON-INSTRUCTIONAL – PART-TIME**

<u>EMPLOYEE</u>	<u>POSITION/SCHOOL</u>	<u>EFFECTIVE DATE</u>	<u>PAY RATE</u>	<u>REMARKS</u>
Schoonmaker, George	School Bus Driver/Transportation	09/02/21	Step 5	Replace Resignation

**SUBSTITUTE**

<u>NAME</u>	<u>POSITION</u>	<u>AMOUNT</u>
Guerin, Tracy*	School Monitor	\$80.00/day
Guerin, Tracy*	Teaching Assistant (uncertified)	\$80.00/day
Harkin, Brandon	Teacher (certified)	\$125.00/day
McKenna, Connor	Custodial Worker	\$15.00/hour
Zabel, Donald	Clerical	\$15.00/hr
Zabel, Donald	School Monitor	\$80.00/day
Zabel, Donald	Teaching Assistant (uncertified)	\$80.00/day

\*pending pre-employment processing\*

**LEAVE OF ABSENCES: NON-INSTRUCTIONAL**

<u>EMPLOYEE NUMBER</u>	<u>EFFECTIVE DATE FROM – TO (approx. *)</u>	<u>REASON</u>
3765	8/23/21 – 10/13/21*	FMLA-unpaid

**EXTRA DUTY STIPENDS**

<u>NAME</u>	<u>POSITION</u>	<u>AMOUNT</u>
Allison, Bridget	Sixth Teaching Assignment-English 11R	\$8,318.00
Formont, Cheryl	Computer Advisor- Bennett	\$5,371.00
Loheide, Laura	National Honor Society-Advisor 2	\$1,032.00
Turck, Sarah	National Honor Society-Advisor 1	\$1,032.00
Weidner, Sandra	Liaison-Occ. Ed. (Business Dept.)	\$2,207.00

The following named NON-INSTRUCTIONAL personnel have served a probationary status and are recommended to a PERMANENT STATUS consistent with the applicable laws and regulations of the state of New York:

<u>NAME</u>	<u>POSITION</u>	<u>PROBATIONARY DATE</u>	<u>PERMANENT DATE</u>
Rogers, Connie	Monitor	03/24/21	09/23/21

**TEMPORARY APPOINTMENT: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE FROM - TO	REMARKS
Prutzman, Wilbur*	Business/High School	*approx. dates* 9/1/21-6/30/22	MA Step 22

\* Pending 211 Waiver

### 2.03 Independent Contract Retainer - Sawhill

*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 September 29, 2021 to December 11, 2021 at a rate of \$4,500.00 and authorizes the Superintendent to sign such an agreement.

### 2.04 Independent Contract Retainer - Maverick Psychotherapy Group

*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 Maverick Psychotherapy Group retained as Therapists to support Middleway School effective September 1, 2021 to June 30, 2022 at a rate of \$150.00 per hour to a maximum of \$1,032.00 and authorizes the Superintendent to sign such an agreement.

### 2.05 Independent Contract Retainer - Meteor Education

*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 Meteor Education, LLC retained as an On-Site Service Trainer effective September 8, 2021 to June 30, 2021 at a rate of \$2,850.00 per day to a maximum of \$14,250.00 and authorizes the Superintendent to sign such an agreement.

### 2.06 Surplus Books

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District declare the attached list of textbooks as surplus and authorizes the sale and/or disposal of these books.

### 2.07 Approve Volunteer

*Recommended Action:* The Board of Education hereby approves the following volunteer as the Swimming Chaperone in Kingston School District: Jason Young

## 3. Adjourn

### 3.01 Adjourn

*Recommended Action:* Motion to adjourn meeting at 8:30

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

Bishop  
Not Present: Trustee Sherry, Trustee DeJesus

Minutes Recorded by Fern Amster,  
District Clerk

A handwritten signature in cursive script, appearing to read "Fern Amster".

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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:00 p.m.

MINUTES

**TUESDAY, SEPTEMBER 14, 2021**  
TELECONFERENCING

## 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 Storey, Trustee Ratcliff, Trustee Bishop

Not Present: Trustee Osmond, Trustee DeJesus

## 2. Acceptance of Minutes

2.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of August 17, 2021 and August 31, 2021

Motioned: Trustee Sherry

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee DeJesus

Now Present:

Trustee Osmond arrived at 6:05

## 3. Presentations

3.01 Mike Rossi of West & Company will present the External Audit (proposed 6:10 duration 20 minutes)

- Reviewed Financial Statement with Audit Committee
  - Clean, unmodified opinion – highest opinion given
- Unassigned Fund balance is 4% - maximum allowable
- Special Revenue is for Scholarships for Students
- Opinion on internal controls over financial reporting
  - Clean, unmodified opinion
  - Deb D'Aprile, District Treasurer doing a great job
- Single audit on State Funds Used
  - Clean, unmodified opinion
- Fundraising events – they audit from deposit and checks
  - Qualified opinion because cannot audit at the events
- Clubs had no receipts and disbursement last year due to COVID
  - Will check for them this year
  - Don't pay a stipend to someone when there is no activity in club

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the

Superintendent of Schools that the Board of Education of the Onteora Central School District accept the External Audit Report for the 2020-2021 School Year.

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

3.02 Lindsay Brower, Claims Auditor will present the End of the Year Report for 2020-2021 (proposed 6:30 duration 10 minutes)

- 25 warrants, 393 claims
- Office works diligently and effectively to correct errors
  - Most errors were simple typing errors
- Several concerns for late payment fees, now paying bills in a timely manner
- Found credit not used on a credit card

Discussion:

- Warrant is when come in to review the check run
- Thanks to Dr. Gottlieb, Deb D'Aprile and the entire Business office

*Recommended Action:* The Board of Education hereby accepts the Claims Auditor End of Year Report for 2020-2021

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

#### 4. Superintendent District News

4.01 The Superintendent will report District News

- In second week of in-person instruction – excited to be back
  - Attendance is between 92 & 97%
  - Students are present and interacting with their peers
  - Staff is trying to give social-emotional support, as not back in 1.5 years
- Lunch periods questions – spent lunch periods at MS/HS – smooth for everyone
  - Outdoor tables were so popular – set up more tables
    - Students working collaboratively and cooperatively with staff and each other
- Continuing to refine and review processes in place because we want to support remaining in-person instruction with social distancing
  - Reviewing at the end of each week to see if any processes need to be tweaked
    - MS/HS changed drop/off pick up points to be smoother and safer
- Woodstock excited to get fish tank in the lobby back – students use for a break



and decompressing

- Bennett –each grade had field trip and therapy dog visit– work as teams to address students as they adjust
- MS – been great with taking on responsibility – getting to know building for the 1<sup>st</sup> time (including half of 8<sup>th</sup> grade)
- HS – planning for Homecoming and Spirit Week
- Partnering with Neal Smoller of Woodstock Apothecary to do staff mandated testing
  - Vaccinated people who choose to participate and unvaccinated people
    - Substitutes, bus drivers – First Student drivers as well
  - Can't give Dr. Smoller enough praise
  - Recognize Medical Director, Suellen Elmendorf and COVID Coordinator, Amanda Allison to help in this effort
- Added to the agenda – a new club called Athletics Council to allow students to have a voice in the athletic program and events
  - Each team will select representatives
- Extra Duty Stipend for this year – expanded lunch spaces seating due to COVID protocols – need to have enough adult coverage

Discussion:

- Starting working on fall and winter planning for outdoor seating
  - Ordered additional tents
  - Area outside cafeteria that is open to put an awning
    - Looking at fire codes about use of heaters
  - Other spaces looking at meal seating – i.e. library
    - Students can choose where they eat
- Have very few students on remote learning – 1 elementary, 6 HS
  - Attendance percentage is on overall enrollment
- Advisor for Athletics Council – post for 7 days as per contract

Now Present:

Trustee DeJesus arrived at 6:15

## 5. Board District News

5.01 The Board will report District News (proposed 6:50)

## 6. Acknowledge Public Be Heard Comments

6.01 The Board will acknowledge the public be heard comments from the last meeting  
No one spoke

## 7. Public and Student Comment

7.01 Public and Students may comment on any agenda or non-agenda item (proposed 6:55)

Neal Brownell – Brainwashing

Lindsay Shands – Donating money from Imagine Onteora that the athletes raised.  
Imagine Onteora no longer going to help athletes fundraiser

Rita Vanacore – Money donated from Imagine Onteora was raised by the individual athletic teams. Imagine Onteora Foundation was formed because students needs

were not being met; no school uniforms for a team. Organization supported the Booster Club when last year's athletic director was in the district. District is apathetic toward needs of students and have inflated budget – no longer willing to help.

David Wallis – New fairly – very impressed with District. Thank everyone who makes the school beautiful. Later start time will help students.

Sarah Yanosh – Sad moved to virtual meetings. No option for discussion at a meeting. COVID stuff not answered at last meeting. No eating or drinking on bus. Child said does not get masks breaks, just at lunch. Can take masks off for drink of water in class sitting 3' apart. Getting message after hours, can't ask questions. Not seeing extra help and support. Want more of a partnership – more communication from school.

Linda Gardell-Michela – District is woefully inadequate in communication. How are you keeping children separated so COVID does not go through the school district. Sorry no remote option. After 1 week of school have some students and staff that are positive. Putting children in increasing danger day by day.

## 8. Discussion and Possible Action

### 8.01 Create and Abolish Positions

*Recommended Action:* The Board of Education hereby abolished the following position: Auto Mechanic Helper

The Board of Education hereby creates the following position: Auto Mechanic

Motioned: Trustee Storey

Seconded: Trustee Sherry

Result: Unanimous

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

### 8.02 First Reading of Policy 1512 Public Be Heard

Motion to waive second reading of Policy 1512

Motioned: Trustee Storey

Seconded: Trustee Sherry

Result: Unanimous

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

Motion to adopt Policy 1512 as written

Motion: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

## **2020 2021** 1512 By-Laws **PUBLIC BE HEARD: REGULAR BOARD MEETINGS/ WORKSHOP SESSIONS**

All meetings of the Board of Education where members meet to conduct public business are meetings which are subject to the Open Meetings Law. The public will be given an opportunity to address the Board at the regular monthly business meeting or at any other meeting at the discretion of the Board.

To sign up for Public Be Heard, the public can contact the District Clerk prior to the meeting or put their name and topic on the sign-in sheet provided at each meeting.

Any individual addressing the Board of Education will be asked to give their name at the outset of their comments. A time limit of 2 or 3 minutes per person may be set by the board unless otherwise indicated at the meeting.

The following statement of rules will be read by the President of the Board prior to the opening of a public session:

*The Board appreciates hearing from the public, including students, on any agenda or non-agenda item. Please understand that by our adopted parliamentary procedure, the Board can't engage in discussion or answer questions during Public Be Heard. Please know that we hear you and take all your comments into consideration. The Board does reserve the right to correct any inaccuracies or misinformation during Public Be Heard. Please limit your comments to 3 minutes, be civil, and do not name any particular individuals **or promote any commercial ventures or products**. People wishing to express individual student or personnel concerns can bring them to the Superintendent's attention in private.*

*No action will be taken by the Board of Education at the same meeting on requests from the public which may necessitate either a new policy or a change in existing policy. It is requested that such requests be submitted in writing and preferably at least one (1) week prior to Regular Board Meetings.*

*The purpose of a Board Workshop Session is to discuss some aspect of the governance of the school program.*

*Education Law Section 1708*

### 8.03 First Reading of New Policy 5632 Gender Neutral Single-Occupancy Bathrooms

Motion to waive second reading of Policy 5632

Motioned: Trustee Sherry

Seconded: Trustee Storey

Result: Unanimous

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

Motion to adopt Policy 5632 as written

Motioned: Trustee Sherry

Seconded: Trustee Ratcliff

Result: Unanimous

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

#### 21 5632 Non-Instructional/Business Operations **GENDER NEUTRAL SINGLE-OCCUPANCY BATHROOMS**

All single-occupancy bathroom facilities in the district are designated as gender neutral. Signs designating gender neutral single-occupancy bathrooms must be posted on or near the entry door of that bathroom facility.

A "single-occupancy bathroom" is as defined in Public Buildings Law §145(d) as "a bathroom intended for use by no more than one occupant at a time or for family or assisted use and which has a door for entry into and egress from the bathroom that may be locked by the occupant to ensure privacy."

The Superintendent of Schools or designee is directed to post appropriate signage to implement this policy consistent with applicable laws. Handbooks, directional signs, memos, safety plans, and maps will also be updated as necessary.

Ref: Education Law §409-m (single-occupancy bathrooms designated gender neutral)  
Public Buildings Law §145(d)

### 8.04 First Reading of Policy 6120 Non-Discrimination and Equal Opportunity Motion to waive second reading of Policy 6120

Motioned: Trustee Storey  
Seconded: Trustee Bishop  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

Motion to adopt Policy 6120 as written  
Motioned: Trustee Sherry  
Seconded: Trustee Ratcliff  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

NOTE: The old policy 6120 is replaced by the NYSSBA policy

2021 6120 Personnel **NON-DISCRIMINATION AND EQUAL OPPORTUNITY**

The Board of Education, its officers and employees, will not discriminate in its programs and activities on the basis of legally protected classes, such as, but not limited to: race (including traits historically associated with race, such as hair texture and protective hairstyles like braids, locks, and twists), color, national origin, creed, religion (including religious practices), marital status, sex (including pregnancy, childbirth, or related medical condition), gender identity and expression (i.e., actual or perceived gender-related identity, appearance, behavior, expression, or other gender-related characteristic regardless of the sex assigned to that person at birth, including but not limited to the status of being transgender), age, sexual orientation, disability (physical or mental), predisposing genetic characteristic, military work or status, domestic violence victim status, or use of a guide dog, hearing dog, or service dog, as applicable. The district will provide notice of this policy in accordance with federal and state law and regulation.

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

Specific protections for students under the Dignity for All Students Act are addressed in policy 7380, Dignity for All Students Act

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

Adding the text equivalent to every image;

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

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

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

**Annual Notification**

At the beginning of each school year, the district will publish a notice of the established grievance procedures for resolving complaints of discrimination to parents/guardians, employees, students and the community. The public notice will: inform parents, employees, students and the community that education programs, including but not limited to vocational programs, are offered without regard to actual or perceived race, color, weight, national origin, ethnic group, religion,

religious practice, disability, sex; sexual orientation, or gender (including gender identity and expression);

1. provide the name, email, address and telephone number of the person designated to coordinate activities concerning discrimination; and
2. be included in announcements, bulletins, catalogues, and applications made available by the district.

The Superintendent has been designated to handle inquiries regarding the district's non-discrimination policies. Contact information for the Superintendent is available on the district's website. Complaints of sexual harassment or discrimination are covered by policies 3421 and 3422.

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

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

Cross-ref: 3421 Sexual Harassment of Students; 3422 Sexual Harassment of Employees; 7380 Dignity for All Students Act; 7550 Complaints and Grievances by Students; 3410 Code of Conduct; 6122 Complaints and Grievances by Employees

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

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

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

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

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

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

Genetic Information Nondiscrimination Act of 2008 P.L. 110-233

34 C.F.R. §§ 100.6; 104.8; 106.9; 110.25

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

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

Education Law §§313(3); 3201; 3201-a

ADA Best Practices Tool Kit for State and Local Governments, Website Accessibility Under Title II of the ADA (see Chapter 5 and Chapter 5 Addendum checklist),

#### 8.05 First Reading of Policy 7132 Homeless Children

Motion to waive second reading of Policy 7132

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

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

- Policy updates come from a service from NYS School Board Association

Motion to adopt Policy 7132 as written

Motioned: Trustee Osmond

Seconded: Trustee Bishop

Result: Unanimous

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

This policy combines the old 7132 with the 2 NYSSBA policies attached.

**20172021** 7132 Students **EDUCATION OF HOMELESS CHILDREN AND YOUTH**

The Board of Education recognizes its responsibility under federal (McKinney-Vento) and state laws and regulations to identify homeless children within the district, encourage their enrollment and eliminate existing barriers to their identification, enrollment, attendance, or success in school education which may exist in district practices. The Board will provide homeless children attending the district's schools with access to the same free and appropriate public education and other school programs and activities, including publicly-funded preschool education, as other children.

A homeless child is a child who lacks a fixed, regular, and adequate nighttime residence or who has a primary nighttime location in a public or private shelter designed to provide temporary living accommodations, or a place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings. This definition also includes a child who shares the housing of others due to loss of housing, economic hardship, or similar reason; lives in motels, hotels, trailer parks, or camping grounds due to the lack of alternative adequate accommodations; lives in a car, park, public space or abandoned building, substandard housing, bus or train station or similar setting; has been abandoned in a hospital ~~or is awaiting foster care placement~~; or is a migratory child who qualifies as homeless. An unaccompanied youth is a homeless child ~~for whom no parent or person in parental relation is available~~ not in the physical custody of a parent or guardian.

To assist in determining eligibility for services under the McKinney-Vento Act, the district will use a housing questionnaire for all enrolling students, and those reporting a change of address, which asks for a description of the student's current living arrangements.

A homeless child or youth has the right to attend their school of origin, or any school that permanently houses students who live in the attendance area in which the homeless student is actually living. For homeless students, a school of origin can be:

1. the public school they attended when permanently housed (i.e., before becoming homeless); or
2. the public school where they were last enrolled, or
3. the public school they were entitled or eligible to enroll in when the child became homeless, if that child became homeless after such child was eligible to apply, register, or enroll in a public preschool or kindergarten, or he/she is living with a school-age sibling who attends school in the district; or
4. the designated receiving school at the next grade level for any feeder school, where the child has completed the final grade in the feeder school.

Such schools include publicly-funded preschools administered by the district or the State Education Department (SED).

~~A homeless child has the right to attend school in either the school of origin (i.e., where he/she resided before becoming homeless, or the school he/she was last enrolled), the school in the district of current location (i.e., where he/she currently resides as a result of his/her homelessness) that he/she is entitled to attend based on attendance zone or general eligibility, or a school in a district participating in a regional placement plan. Such schools include preschools. The homeless child is entitled to attend the designated school on a tuition-free basis for the duration of his or her homelessness. If the child becomes permanently housed, the child is entitled to continue to attendance in the same school building until the end of the school year and for one additional year if that year constitutes the child's terminal year in such building. If a homeless child completes the final grade level in his/her school of origin, the child may also attend the designated receiving school at the next grade level.~~

The homeless child is entitled to attend the designated school on a tuition-free basis for the duration of their homelessness. If the child becomes permanently housed, the child is entitled to continue attendance in the same school building until the end of the school year and for one additional year if that year constitutes the child's terminal year in such building. If a homeless child completes the final grade level their school of origin, the child may also attend the designated receiving school at the next grade level for all feeder schools.

The Superintendent of Schools shall develop procedures necessary to expedite the homeless child's access to the designated school. Such procedures shall include:

1. Admission and Participation: Upon designation, the district will immediately admit the homeless child to school, even if the child is unable to produce records normally required for enrollment, such as previous academic records, medical or immunization records (**however, the district may temporarily exclude a child from attendance if there are actual symptoms of a communicable disease that pose a significant risk of transmission to others**), proof of age or residency or other documentation and even if there is a dispute with the child's parents regarding school selection or enrollment. During a dispute, the student may continue attending the school until final resolution of the dispute, including all available appeals. Homeless children will have the same opportunity as other children to enroll in and succeed in the district's schools, including extracurricular activities and summer school programs available to district students. They will not be placed in separate schools or programs based on their status as homeless. The district will eliminate barriers to identification, enrollment and retention of homeless children, including barriers to enrollment and retention due to outstanding fees, fines or absences.

2. Transportation: The district will **promptly** provide transportation for homeless students currently **residing within the attending district schools** as required by applicable law, as described in the accompanying regulation. **In general, the district will ensure that transportation is provided to homeless students enrolled in the district who attend a school of origin, including a publicly-funded preschool administered by the district or SED, even if the student lives outside the district's boundaries. Transportation will be provided for the duration of homelessness, through the remainder of the school year in which the student becomes permanently housed, and one additional year if that is the student's final year in the school.**

3. School Records: For homeless students attending school out of the district, the district **shall will**, within five days of receipt of a request for records, forward a complete copy of the homeless child's records including proof of age, academic records, evaluation, immunization records and guardianship paper, if applicable. For homeless students attending school in the district, the district will request the student's records (academic, medical, etc.) from the school the student last attended.

4. Coordination: The district will coordinate with local social services agencies and other entities providing services to homeless children and their families for the provision of services to homeless children, and will coordinate with other school districts on issues of prompt identification, transportation, transfer of records, and other inter-district activities. This will include ensuring the provision of appropriate services to homeless students with disabilities who are eligible for services under either Section 504 or IDEA.

**A portion of the district's Title I, Part A funds will be set aside for homeless children and youth to provide educationally related support services and services not ordinarily provided to other students.**

Information about a homeless child's living situation **shall will** be treated as a student education record, and **shall will** not be **deemed considered to be** directory information under FERPA (**See policy 7240, Student Records for more information**).

The Superintendent **shall will** also designate a **McKinney-Vento** liaison for homeless children and ensure that this person is aware of **and able to carry out** their responsibilities under the law. The Superintendent **shall will** ensure that the liaison receives appropriate professional development on identifying and meeting the needs of homeless students, including the definitions of terms related to homelessness. The liaison's responsibilities **shall will** include, but not be limited to, ensuring that:

1. parents or guardians of homeless children are informed of the educational and related opportunities available to their children, and are provided with meaningful opportunities to participate in the education of their children;
2. parents and guardians and unaccompanied youth are fully informed of all transportation services available to them, and are assisted in accessing them;
3. enrollment disputes involving homeless children are promptly mediated and resolved;
4. school personnel, through outreach and in coordination with shelters and social service agencies and other appropriate entities, identify homeless children, including homeless preschoolers;

5. homeless children receive educational services, including **but not limited to** Head Start and preschool services to which they are eligible, as well as referrals to health care and other appropriate services for homeless children and their families;
6. public notice of the educational rights of homeless children is disseminated in locations frequented by homeless unaccompanied youth and parents/guardians of homeless children, in a manner and form understandable to them;
7. staff who provide services to homeless students receive required professional development and support on identifying and meeting the needs of homeless students;
8. homeless unaccompanied youth are informed of their rights, are enrolled in school, and have opportunities to meet the same state standards set for all students, including receiving credit for full or partial coursework earned in a prior school pursuant to Commissioner's regulations.

In accordance with law and regulation, the district will offer a prompt dispute resolution process (described in more detail in the accompanying administrative regulation). **A student shall be entitled to continued enrollment in the district's schools, and transportation, pending resolution of the dispute and all available appeals.**

In accordance with Commissioner's regulations, the district will collect and transmit to the Commissioner information necessary to assess the educational needs of homeless children within the State.

**Cross-ref: 7130, School Admissions; 7510, Student Health Services; 7240, Student Records**

Ref: 42 USC §§11431 et seq.; School Enrollment Guidelines on the McKinney-Vento Act, 67 Fed. Reg. 10,697-10,701 (March 8, 2002); Education Law §§207; 305; 3202; 3205; 3209; Executive Law §§532-b; 532-e; Social Services Law §§17; 62; 397; 8 NYCRR §§100.2(x); 175.6

#### 8.06 First Reading of Policy 8470 Home Schooling Motion to waive second reading of Policy 8470

Motioned: Trustee Ratcliff

Seconded: Trustee Bishop

Result: Unanimous

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

Motion to adopt Policy 8470 as written

Motioned: Trustee Bishop

Seconded: Trustee Ratcliff

Result: Unanimous

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

This policy keeps the old policy's first 2 paragraphs, the rest is NYSSBA's policy **20082021** 8470 Instruction **HOME SCHOOLING**

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

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

**Provision of Services to Home-Instructed Students**



Regarding Home-Instructed Students:

- a) ~~They are not eligible to participate in interscholastic sports. Commissioner's Regulations mandate that only students enrolled in the public school are allowed to participate in interscholastic sports. Further, the District does not permit home-instructed students to participate in any extracurricular activities.~~
- b) ~~The District shall not provide textbooks and other materials to home-instructed students.~~
- c) ~~The School District is not required to furnish health services.~~
- d) ~~The District is not responsible for providing remedial programs.~~
- e) ~~The District is not permitted to provide Occupational and Vocational Education programs (career and technical education) nor programs for the Gifted to home-instructed students.~~
- f) ~~Home-instructed students may not participate in the instructional program of the School District except for special education programs and services the District is required to offer.~~

~~The District shall offer a home-instructed student with disabilities the special education services as addressed in the approved Individualized Education Program (IEP) by the Committee on Special Education. However, there is no requirement that such services be provided in the student's home. Further, the District shall conduct a census and register of students with disabilities who reside in the District in accordance with Education Law and Commissioner's Regulations.~~

- g) ~~Students instructed at home shall not be allowed to use school facilities, except as provided for community organizations in Policy #3280 -- Community Use of School Facilities.~~

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

~~Education Law Sections 3204, 3205, ; 3210.2, 3212.2, 3240-42, 3602-c, and 4402; 8 New York Code of Rules and Regulations; (NYCRR) Sections 100.10 and 200.2(a)~~

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

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

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

Special Education

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

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

Participation in Extracurricular Activities

~~Students instructed at home by their parents are not entitled to participate in interscholastic or intramural sports. However, the Board shall permit such students to~~

participate in other school-sponsored extracurricular activities as long as they can provide either documentation of immunization to, or a medical exemption for immunization from, the same communicable diseases required for entry into the public schools. Specifically, the Board will permit home-schooled students to:

- participate in non-credit-bearing organized school activities such as clubs that are not open to the general public;
- participate in band and/or receive music lessons only if these activities are considered to be extra-curricular (not credit-bearing or graded or required for class); and
- use school facilities such as the library, career information center and gymnasium if there is mutual agreement on the part of all involved parties

#### Instructional Materials

The Board authorizes the Superintendent to loan instructional materials, if available, to students receiving home instruction. The Superintendent or his/her designee shall determine the availability of resources and develop appropriate procedures.

Cross-ref: 7620, Programs for Students with Disabilities, et seq.; 7510, Student Health Services;

Ref: Education Law §§ 3204(2); 3210(2)(d); 3602-c (2-c); Public Health Law § 2164 (as amended by Chapter 35 of the Laws of 2019); 8 NYCRR §§ 100.10; 135.1; 135.4; Appeal of Ponte, 41 EDR 174 (2001); Matter of Abookire, 33 EDR 473 (1994); State Education Department Memorandum, "New Requirements for the Provision of Special Education Services to Home-Instructioned ("Home-Schooled") Students, July 2008; State Education Department Memorandum, "Home Instruction Questions and Answers," <http://www.p12.nysed.gov/ss/homeinstruction/homeschoolingganda.html>, Sept. 2016

#### 8.07 Memorandum of Agreement for Extra Duty Stipend

*Recommended Action:* The Board of Education hereby approves the agreement between the Onteora Central School District and the Onteora Teachers' Association for an Extra Duty Stipend

Motioned: Trustee DeJesus

Seconded: Trustee Salem

Result: Unanimous

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

#### 8.08 Memorandum of Agreement - Athletic Council

*Recommended Action:* The Board of Education hereby approves MOA # 09142021A between the Onteora Central School District and the Onteora Teachers' Association for and Athletic Council stipend

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

#### 8.09 Discuss 2021-2022 Board Goals (proposed 7:30 duration 20 min)

Minutes from August 3, 2021 Board Meeting:

- Have one overall goal with smaller goals – look at Dr. Baughman's report, change the district
- Too many goals last year – have 3 goals – other things beside long term plan – more to do with students Social-Emotional, stress level, time management, i.e. Homework policy revised
- Dr. Baughman, take into account COVID-19 lessons, keep everyone safe should be driving priority
- 3-5 year plan will include: configuration, curriculum, schedule, start times, culture and climate, restorative justice, professional development projects

- Acknowledge as one plan
- Use Baughman as starting point, update- things have changed
- Name things specifically for updates during the year
- Use Google Doc – with notes from here
- Check in with goals- what timeframe for Superintendent to report to Board
  - Quarterly updates
  - Goals from last year will be in Educational Plan
  - Goals that are specifically designed, Superintendent will give update
  - First check in last meeting in Dec, then monthly

## Goals from 2020-2021

- Continue proactive efforts to build a climate of mutual trust inclusive of all groups and entities within the District by:
  - Supporting initiatives to increase school spirit
  - Support the establishment of a Diversity Week that encourages staff and students to honor our differences through project based learning exercises, the telling of our individual stories, and open discussion.
  - Supporting a Culture and Climate Survey;
  - Continuing diversity education for students and staff;
  - Continuing development and training in social emotional learning, equity and inclusivity, and restorative justice practices;
  - Continuing efforts to better publicize the District's accomplishments;
  - Facilitating greater communication and advancing the vision of the District.
- Support the development of a long-term, District-wide plan that strategically addresses educational goals, declining enrollment, facilities, community impact, budget and cost-saving measures. Accomplish this through input from Superintendent recommendations, Board Ad Hoc committee, Shared Decision-Making committee and community outreach. Specifically address the following:
  - Adopting a mission statement for the District;
  - Analyzing the Grade Level Configuration and Building Utilization Study;
  - Developing a timeline for the writing of a long-term District-wide plan;
  - Review the Bachman report and findings in light of COVID-19.
- Increase K-12 student knowledge and engagement in civics, social studies, and social issues by supporting:
  - Curricular innovation and inclusion of civics education across all subjects;
  - Continuing support of an independent, District-wide student government;
  - Secondary school voter education and registration;
  - Create criteria to determine the effectiveness of our civic readiness and engagement
  - The implementation of a robust Media Literacy component in our K-12 curriculum. (some resources linked here:
    - <https://www.craftinc.org/literacy-e-books/teaching-and-reaching-the-millennial-generation-through-media-literacy.pdf>
    - <https://www.medialit.org/how-teach-media-literacy>
- Complete the process of revising the district's Homework Policy.
- Improve the support we offer our students preparing for their future after graduation by:
  - Continuing to support and enhance the district's mentorship program;
  - Engaging with the business community, to better understand current opportunities for graduating students;
  - Visiting programs such as the Ulster BOCES Career Tech, P-Tech, and alternative education programs;
  - Working with district staff to enable our students to anticipate and participate in the jobs of the future.
- Have one pressing goal – 1 of 3 primary functions
  - Policy
  - Budget
  - Hire Superintendent

- Make only goal for or first goal hiring a Superintendent
  - Any other goal would need a permanent Superintendent
- Need to get a Superintendent in place that aligns with our goals like later start times, homework reform – get a Superintendent in place and task them with these things
  - Build a team to help implement goals
  - Doesn't make sense to make other Board goals without a partner to make them happen
- Have a resolution to start later start time in fall 2022
  - Need to start the process- remind people that it is on the table and the process can be started
    - Make it a goal to meet with elementary parents and stakeholders about later start times
      - Meetings that mistakenly did not take place during the beginning process
  - Direct Superintendent to begin process at elementary level: includes information sessions, administrative approaches
- Interim Superintendent Marystephanie Corsones reported:
  - That administration has begun the process – will bring up to date at next meeting
  - Last year's goals should be addressed by building level leadership teams – are actionable goals
  - Use by Board and using them as moving forward with an educational plan

## 9. **\*\*Break\*\***

- 9.01 The Board will take a 5 minute break at 7:50  
No break was taken

## 10. Independent Contract Retainers

### 10.01 ICR - Savatgy

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District approve the Independent Contractor Retainer between the Ontario Central School District and Matthew Savatgy retained as Bennett Environmental Scientist in Residence effective September 27, 2021 to May 31, 2022 at a rate of \$3,000.00 per residency and authorizes the Superintendent to sign such an agreement.

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

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

## 11. Consent Agenda

### 11.01 Approve Consent Agenda (proposed 8:00)

*Recommended Action:* The Board hereby approves item numbers 11.02-11.07  
7:05

Motioned: Trustee Sherry

Seconded: Trustee Ratcliff

Result: Unanimous

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

#### 11.02 Personnel Agenda

##### **SUBSTITUTE**

NAME	POSITION	AMOUNT
Klercker, Katelyn	Teacher (uncertified)	\$90.00/day
McNally, John	Home Instruction	\$50.00/hour
McNally, John	Teacher (certified)	\$125.00/day

##### **EXTRA DUTY STIPENDS**

NAME	POSITION	AMOUNT
Nelsen-Epstein, Christi	French Club Advisor-HS	\$1,800.00
Nelsen-Epstein, Christi	Gay-Straight Alliance Club Advisor 2	\$1,028.00
Schenker, Maegan	TUFS Advisor 2 - HS	\$1,302.00

Cell Phone Assignments 2021/2022
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Suellen Elmendorf
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#### 11.03 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, #9/21, Confidential, as reviewed by Trustee Ratcliff

#### 11.04 Approve Warrants

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

#### 11.05 Surplus Textbooks

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District declare the attached list of textbooks as surplus and authorizes the sale and/or disposal of these books.

#### 11.06 Approve Proposal from CPL Architects

*Recommended Action:* The Board of Education hereby approves the Proposal for Professional Design Services at the MS/HS for Classroom Renovations - Phase 2

#### 11.07 Corrective Action Plan to External Audit for two years

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District approve the Corrective Action Plan to the Management Letter for the Independent Audit for the 2019-2020 and 2020-2021 school year.

## 12. Committee Reports

### 12.01 Audit Committee: Trustee Bishop to report

- Mike Rossi guided them through draft of financial statements
  - Very good questions thoroughly answered

- 11/15, 3/14, 5/23 are meetings

#### 12.02 Facilities Committee: Trustee Storey to report

- Approved CPL architects construction for next summer
- At last Board meeting approved BBL Construction to continue construction projects at the HS
  - 15 classrooms abatement and turn them into active learning spaces
  - Bathrooms in cafeteria
- Discussing the projects at Bennett
- Next meeting is 10/12/21
- Work on play fields- softball and soccer field drainage

#### Discussion:

- Science lab is completed, need to work on the smoke stacks
  - Last school year caused fire alarm to go off
- Next meeting will be getting the Building Condition Survey to develop long range plan
  - Talking with financial people to look at various alternatives will bring to Board
    - Hoping Building Condition Survey will deal with reducing carbon footprint
    - Focus on condition of buildings for Health and Safety of children
    - Long term plan should have carbon reducing in it
- Reduce carbon footprint brought into policy, vision and mission

### 13. Old Business

#### 13.01 The Board will discuss Old Business

- Need Board resolution addressing homelessness in district
  - Several individuals are becoming homeless
- Schedule Committee Meeting of Legislative Action Committee

### 14. New Business

#### 14.01 The Board will discuss New Business

- Discussed resolution to resolve that no Onteora student will suffer a lapse in education because of quarantine or illness of any kind
  - Guarantees for parents that are concerned – if child is quarantined will not lose education
    - Partner with staff to be sure education is delivered without interruption
  - Legislative Action Committee will work on both resolutions

Ask Board about having a discussion about with new lunch time procedures – 7 and 8 grade students want access to phones during lunch

- Lack of ability to travel between tables– want to use phones
- Especially for children who don't have social interaction at that time – access to phones would help them when they have nothing to do

Superintendent would like to take it back to secondary administrators and get back to them

- Disheartening that students do homework during lunch and not relax
- 7<sup>th</sup> graders are coming from 7 years of recess, no recess in 7<sup>th</sup> grade
- Remind them that they are empowered with Student Government
  - Didn't understand process in 7<sup>th</sup> grade
  - Didn't experience Bennett Student Government in 6<sup>th</sup> grade because of COVID
- Don't have an orientation process for Student Government
  - Not Board's job but new students should learn about student government encouraged to use it
  - Interim Superintendent will speak to administration
- List of concerns about communication - need to work on it
  - What are communication channels?
  - Updated – social media stronger component
  - Starting with letting everyone in the District know how we communicate
  - Parents do not know where to go to find basic information about things
- Trustee Sherry conversation about the website – easy to navigate? Not in an easy way to navigate for parents?
  - Essential stuff needs to be popup or landing page
    - As few clicks as possible
    - Prioritizing information
  - Ask Student Government and parents for input on website

## 15. Request For Information

### 15.01 Board members will request information of the Superintendent

Trustee Salem asked to understand rationale as to why students can't have their phone at lunch

Trustee Ratcliff & Trustee Bishop asked for the process for quarantined students now

Trustee Salem asked what are our current channels of communications?  
Email, notes in backpacks? How do we communicate with who?

Trustee Storey update on FOIL requests

Trustee Ratcliff asked

- What testing or diagnosis does the district or DOH require for students to return to school after absences?
- What resources does district give to families needing these tests or diagnosis?
  - Tell families where they can go
  - If PCR test is required, need doctor's script
  - DOH is using the Home tests readily available
  - County has locations for tests on their website
  - If someone does not have the means to have a COVID test, we will work with them
- Dr. Smoller will do testing at the schools will not be for symptomatic students

or students that needs testing, but weekly testing

- First roll out is for staff, then students in October

## 16. Adjournment

16.01 Adjourn the Meeting. Next meeting is September 28, 2021 (proposed 8:20)

*Recommended Action:* Motion to adjourn meeting at 7:50

Motioned: Trustee Storey

Seconded: Trustee Sherry

Result: Unanimous

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

Minutes Recorded by Fern Amster,  
District Clerk



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



# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

7:00 p.m.

MINUTES

**TUESDAY, SEPTEMBER 21, 2021**  
TELECONFERENCING

## 1. Opening Items

1.01 Call to Order 7:00 pm

1.02 Tobacco Policy Statement

1.03 Clerk Pro Tem

*Recommended Action:* The Board of Education hereby appoints Valerie Storey as Clerk Pro Tem in the absence of the District Clerk.

1.04 Roll Call

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

Not Present: Trustee Osmond, Trustee Ratcliff

1.05 Enter executive session (proposed 7:00)

*Recommended Action:* Motion to enter into executive session to discuss the hiring of a particular company

Motioned: Trustee Salem

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee Ratcliff

Now Present:

Trustee Ratcliff arrived at 7:20

No Longer Present:

Trustee Ratcliff left the meeting at 9:00

## 2. Closing Items

2.01 Exit Executive Session and Adjourn

*Recommended Action:* Motion to exit executive session and adjourn at 9:10

Motioned: Trustee Salem

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee Ratcliff

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING

6:00 p.m.

MINUTES

**TUESDAY, SEPTEMBER 28, 2021**

TELECONFERENCING

## 1. Opening Items

1.01 Call to Order 6:00

1.02 Tobacco Policy Statement

1.03 Roll Call

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

Not Present: Trustee Salem, Trustee Osmond, Trustee Ratcliff

## 2. Executive Session

2.01 Enter Executive Session (6:00 duration 45 min)

*Recommended Action:* Motion to enter into executive session to discuss the sale of real property

Motioned: Trustee DeJesus

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee Salem, Trustee Osmond, Trustee Ratcliff

2.02 Exit Executive Session and Return to Public Session (proposed 6:45 pm)

*Recommended Action:* Motion to exit executive session and return to public session.

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee Salem, Trustee Osmond, Trustee Ratcliff

## 3. Acceptance of Minutes

3.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of September 14, 2021 and September 21, 2021.

Motioned: Trustee DeJesus

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Salem, Trustee Osmond, Trustee Ratcliff

## 4. Superintendent District News

4.01 The Superintendent will report District News

Update on COVID:

- 75 - MA112 air purifiers delivered to elementary classrooms last week

- Beginning of order, rolling out on priority order, balance next week
- Continue to refine communications about decision making on sending child to school or not when ill
  - Posted under COVID area of 2021-2022 website
- Thanks to students, staff and community– reminders about protocols – continue to be vigilant and trending in the right direction
  - Second week of required week testing of staff
  - Once kinks are out of staff, will offer to parents who want students to participate
- Homecoming: celebration was a great success –Games started on Friday and continued into Saturday, parade of athletes, homecoming court, food booths and DJ
  - Special recognition to Eric Pezzello and Leah Smith for coordinating events of the day
  - Buildings and Grounds did a great job - fields were in good shape
- Today, met with a parent who wants to move forward with an Athletic Booster Club
- Expanding Community Service and Civic Engagement
  - Looking for new community uses for the 4 vacated flood properties
    - Funded by a grant and National Conservancy
      - Will result in full public presentation
- Friday is Superintendent’s Conference Day– options in which teachers and staff can participate

**Now Present:**

Trustee Osmond arrived at 7:05

**5. Moment of Silence**

5.01 The Board will observe a moment of Silence for Tori McCarthy and Wyatt Baker

- In last few weeks lost 2 members of the community who made wonderful contributions made to the community

**6. Board District News**

6.01 The Board will report District News (proposed 7:00)

Trustee Storey reported attended Homecoming – was great for everybody to be back together and the students enjoyed themselves

Trustee Sherry thanks the administration and athletic Department to make Homecoming wonderful

**7. Student Representative Report**

7.01 The Student Representative on the Board, Noelle Crandall, will give a report

- Just held elections, results Friday
  - First meeting this week
    - Working on outside initiative, condom distribution, supporting students’ emotional health, sex education curriculum with an emphasis on consent
      - Voter Registration drive

- Collaborated with Civic Center

The Board welcomed Noelle to the Board and requested her input in discussions

## 8. Request For Information

- 8.01 Board members will request information of the Superintendent  
No requests were made

## 9. Acknowledge Public Be Heard Comments

- 9.01 The Board will acknowledge the public be heard comments from the last meeting  
Neal Brownell, Lindsay Shands, Rita Vanacore, David Wallis, Sarah Yanosh, Linda Gardell-Michela

## 10. Public and Student Comment

- 10.01 Public and Students may comment on any agenda or non-agenda item (proposed 7:05)

Neal Brownell – Schools are teaching lies

Marcy Brownstein – Long term social-emotional needs of children are not being met – issue before pandemic started. Started in primary school when recess was taken as punishment, even though was not supposed to be allowed. Can't socialize at lunch because of no masks at lunch table. Psychological support of whole groups to ease children into school has not happened. Need more support for students

Kristen Bergstrom – instead of dissuading students from being near each other, encourage them to put on a mask instead of excluding each other. Also, students are being excluded in online games.

Sarah Yanosh – District was planning on how district would operate when back, not living up to what was expected – not getting reminder for first day of sports, MS open house. Athletics are not where they were before

New email for Athletics: atheltics@onteora.k12.ny.us

## 11. Discussion and Possible Action

- 11.01 Discuss 2021-2022 Board Goals (proposed 7:15 duration 20 min)

- One main goal, to hire a Superintendent:
  - Found a search firm, process of establishing a time line and budget
  - Will make all public
- Moving forward with resolution from last year on later start times
  - Asked Superintendent to begin engaging the elementary schools
    - Interim Superintendent Marystephanie Corsones will present timeline and structure at next meeting - will survey, then offer multiple forums with parents and students
- 2 Goals – Hire Superintendent and Later Start Times
  - Community will be highly engaged in the processes
- Discuss tasks for new Superintendent's work – public discussions
- Board officers deliver update on hiring Superintendent at each meeting
  - Quick informal update every meeting
  - Send newsletter update home with students – email Shoutpoint
  - Communications committee to see how to be transparent with the

## Superintendent hiring process and involve all stakeholders

Minutes from September 14, 2021:

- Have one pressing goal – 1 of 3 primary functions
  - Policy
  - Budget
  - Hire Superintendent
    - Make only goal for or first goal hiring a Superintendent
  - Any other goal would need a permanent Superintendent
- Need to get a Superintendent in place that aligns with our goals like later start times, homework reform – get a Superintendent in place and task them with these things
  - Build a team to help implement goals
  - Doesn't make sense to make other Board goals without a partner to make them happen
- Have a resolution to start later start time in fall 2022
  - Need to start the process- remind people that it is on the table and the process can be started
    - Make it a goal to meet with elementary parents and stakeholders about later start times
    - Meetings that mistakenly did not take place during the beginning process
  - Direct Superintendent to begin process at elementary level: includes information sessions, administrative approaches
- Interim Superintendent Marystephanie Corsones reported:
  - That administration has begun the process – will bring up to date at next meeting
  - Last year's goals should be addressed by building level leadership teams – are actionable goals
  - Use by Board and using them as moving forward with an educational plan

### 11.02 Approve Revised Calendar for 2021-2022

*Recommended Action:* The Board of Education hereby approves the revision to the 2021-2022 Calendar of changing an Elementary Report card date to April 22, 2022, after Spring Break.

Motioned: Trustee Osmond

Seconded: Trustee Bishop

- Original calendar was passed with a report card issue date during spring break

Result: Unanimous

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

Not Present: Trustee Salem, Trustee Ratcliff

### 11.03 Approve Overnight Trip

*Recommended Action:* The Board of Education hereby approves 1 student (with chaperone) to attend and perform at the NYSSMA 2021 Conference All-State Festival in Rochester, NY from December 2, 2021 to December 5, 2021 with all related fees, room and board.

Motioned: Trustee Storey

Seconded: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee Salem, Trustee Ratcliff

## 11.04 Donation from Imagine Onteora

*Recommended Action:* The Superintendent recommends acceptance of a donation totaling \$9,519.95.00, CASH, from Imagine Onteora Ltd to be used by the Onteora CSD Athletic Department as outlined in the attached spreadsheet and recommends to increase the 2021-2022 budget code A2855.431.01 (Supplemental) by \$9,519.95

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

- Thank Imagine Onteora for all work they have done over the years on behalf of the students

Result: Unanimous

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

Not Present: Trustee Salem, Trustee Ratcliff

## 11.05 Donation from the Catskill Watershed

*Recommended Action:* The Superintendent recommends acceptance of a grant totaling \$8,612, CASH, from the Catskill Watershed Corporation to be used for the Bennett Intermediate School 5th Grade Environmental Trip – Round 24; (\$6,512 for the trip; \$2,100 for transportation expenses) and to increase budget code (A2110.431.03) Supplemental by \$8,612

Motioned: Trustee Storey

Seconded: Trustee Osmond

- Thank you for generous donation

Result: Unanimous

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

Not Present: Trustee Salem, Trustee Ratcliff

## 11.06 Donation from the Phoenicia PTA

*Recommended Action:* The Board of Education hereby accepts 15 Stumps and 4 picnic tables for Phoenicia's Playground

Motioned: Trustee DeJesus

Seconded: Trustee Osmond

- Thanks to the parents and community support for fundraising for these, but District should be providing these things
  - PTAs – reach out to Principal and Board of Education with any needs
- Marystephanie Corsones 15 stumps are on Labyrinth on playground and tables are for the grounds
  - Students can snack there or teachers can use with class
  - Asked schools what they need indoor or outdoor
  - Elementary principals didn't want outdoor eating space because their cafeterias can hold 6' of distancing and space may impede on playground
    - MSHS could not hold all children with 6' of distancing so tents went up
  - Reached out to principals if there are additional things they want
  - Phoenicia Principal Fallo grateful to PTA for trying to support opening school after 18 months of students not in building

- Opening up lines of communication
- Reached out to teachers to see what they are looking for educationally
  - Survey parents as well
- Update on if Woodstock and Phoenicia has open spaces
- Have money through grants for outdoor seating, etc.
- Know when things are being purchased
  - Purchased new tables for all Elementary schools that provide flexible seating
- Working with Environmental BOCES person on heating tents and cold weather options- report at next meeting
- Let PTA do the book fairs, Thanksgiving baskets, etc.

Result: Unanimous

Yea: Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee Bishop

Not Present: Trustee Salem, Trustee Ratcliff

#### 11.07 Create and Abolish Positions

*Recommended Action:* The Board of Education hereby abolishes the following position: 1.0 FTE Senior Account Clerk/Typist

The Board of Education hereby creates the following position: 1.0 FTE Administrative Aide/Typist

The Board of Education hereby creates the following position: 1.0 FTE Custodial Worker/Groundskeeper I

Motioned: Trustee Storey

Seconded: Trustee DeJesus

- When past payroll person left, did not abolish position
- In the past had 5 or 5.5 positions, now have 4
  - Staff is stressed and needs the help
  - Business office is all in agreement

Result: Unanimous

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

Not Present: Trustee Salem, Trustee Ratcliff

#### 12. **\*\*Break\*\***

12.01 The Board will take a 5 minute break at 8:00

No break was taken

#### 13. Independent Contract Retainers

13.01 ICR - Savatgy-WD

*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 Matthew Savatgy retained as Woodstock Environmental Scientist in Residence effective September 29, 2021 to May 31, 2022 at a rate of \$1,500.00 per residency and authorizes the Superintendent to sign such an agreement.

Motioned: Trustee Osmond

Seconded: Trustee DeJesus

Result: Unanimous  
 Yea: Trustee Sherry, Trustee Osmond, Trustee Storey, Trustee Ratcliff, Trustee Bishop  
 Not Present: Trustee Salem, Trustee Ratcliff

**14. Consent Agenda**

14.01 Approve Consent Agenda (proposed 8:10)

*Recommended Action:* The Board hereby approves item numbers 14.02-14.06

Motioned: Trustee Storey

Seconded: Trustee DeJesus

Result: Unanimous

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

Not Present: Trustee Salem, Trustee Ratcliff

14.02 Personnel Agenda

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Guerin, Tracy	Teaching Assistant (certified)	\$90.00/day
Sandig, Harvey	Teaching Assistant (uncertified)	\$80.00/day
Sandig, Harvey	School Monitor	\$80.00/day

**EXTRA DUTY STIPENDS**

NAME	POSITION	AMOUNT
Allison, Bridget	Class Advisor-Sophomore Class	\$901.00
Constant, Geordana	Battle of the Books-MS (split with A. Weisz)	\$1,213.00
DeRuvo, Richard	Rocket Club	\$1,314.00
Furman, Elizabeth	Peer Mediation Advisor 1	\$3,008.00
Harkin, Brandon	Football-Varsity Assistant Coach	\$4,502.00
Katz, Emily	Athletics Council (split with E. Pezzello)	\$271.50
Moorhus, Jolie	Computer Advisor - Phoenicia	\$5,371.00
Nieves, Leana	Elementary Resource-Phoenicia 3	\$2,164.00
Pezzello, Eric	Athletics Council (split with E. Katz)	\$271.50
Rushford, Michael	Soccer-Modified Head Coach (girls)	\$2,064.00
Weisz, Amy	Battle of the Books-MS (split with G. Constant)	\$1,213.00

**PART-TIME: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	FTE	EFFECTIVE DATE	REMARKS
Payette, Danielle	Art/Woodstock/Phoenicia	0.5	09/30/21	Replace resignation

**LEAVE OF ABSENCES: INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE FROM – TO *approx. dates*	REASON
3920	09/13/21 – 09/27/21	FMLA-paid
2238	09/10/21 – 10/22/21 *	FMLA-paid
1740	09/09/21 – 12/31/21	FMLA-paid

**LEAVE OF ABSENCES: NON-INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE FROM – TO *approx. dates*	REASON
1982	9/20/21 – 11/01/21 *	FMLA-paid



14.03 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, #9/21, Confidential, as reviewed by Trustee Ratcliff

14.04 Financial Report Quarter ending June 30, 2021

*Recommended Action:* The Board of Education has reviewed and hereby accepts the Financial Report for the quarter ending June 2021

14.05 Approve Non-resident Agreement

*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 Non-Resident Special Education Enrollment Agreement between the Onteora Central School District and Rondout Valley Central School District for the 2021-2022 school year and authorizes the Superintendent to sign such an agreement.

14.06 Change Reorganization Meeting - Deputy Treasurer

District Clerk:	Fern Amster	\$15,000 (hours not to exceed the equivalent of \$15,000 in overtime for the 7/1/21–6/30/22 school year)
Treasurer:	Debra D'Aprile	As per terms of employment
Deputy District Treasurer:	Amanda Gates	-0-
Claims Auditor:	Lindsay Brower	\$5,712
School Tax Collector:	Cheryl Berryann	-0-
Purchasing Agent:	Donald Gottlieb	-0-
DEPUTY TAX COLLECTOR	JANELLE PERRY	OVERTIME RATE
Deputy Purchasing Agent:	Amanda Gates	-0-

**15. Committee Reports**

15.01 Legislative Action Committee: Trustee Ratcliff to report  
 Trustee Ratcliff was not here to give a report

**16. Old Business**

16.01 The Board will discuss Old Business  
 Discussion about the use of cell phones during lunch period- answer posted in RFI

**17. New Business**

17.01 The Board will discuss New Business  
 No old business was discussed

**18. Adjournment**

18.01 Adjourn the Meeting. Next meeting is October 12, 2021 (proposed 8:20)

*Recommended Action:* Motion to adjourn meeting at 8:15

Motioned: Trustee Storey

Seconded: Trustee DeJesus

Result: Unanimous

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

Not Present: Trustee Salem, Trustee Ratcliff

Minutes Recorded by Fern Amster,  
District Clerk

A handwritten signature in cursive script, appearing to read "Fern Amster".

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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:00 p.m.

MINUTES

**TUESDAY, OCTOBER 12, 2021**  
**TELECONFERENCING**

## 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 Storey, Trustee Ratcliff

Not Present: Trustee Osmond, Trustee DeJesus, Trustee Bishop

## 2. Executive Session

2.01 Enter Executive Session (6:00 duration 1 hour)

*Recommended Action:* Motion to enter into executive session to discuss the sale of real property and the hiring of certain personnel

Motioned: Trustee Ratcliff

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Ratcliff

Now Present

Trustee DeJesus and Trustee Bishop arrived at 6:05

No Longer Present

Trustee Ratcliff left at 7:00

2.02 Exit Executive Session and Return to Public Session (proposed 7:00 pm)

*Recommended Action:* Motion to exit executive session and return to public session.

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Ratcliff

## 3. Acceptance of Minutes

3.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of September 28, 2021.

Motioned: Trustee DeJesus

Seconded: Trustee Salem

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee Ratcliff

**4. Superintendent District News**

## 4.01 The Superintendent will report District News

Woodstock and Phoenicia working with Teacher on Special Assignment Karen Hadley focus is Social Studies framework integrated with English and civic readiness initiative

- Woodstock and Phoenicia continue to work with Morningside for social emotional work
  - Woodstock fund separate space for circles
- Director of Facilities Kyle Harjes worked with Woodstock and Phoenicia to identify spaces for outdoor tables and tents
  - Coordinating with PH PTA- took over payment
- Bennett Fall Festival on 11/1/21– outdoor trail hike through woods
- Middle School – 8<sup>th</sup> grade teachers began with social emotional circles, this week
- Middle School teams identified a time to reach out as a team to any child who is quarantined for the continuity of instruction
- Last Friday was the end of 5 weeks, today the MS/HS 5 week progress reports made available in student portal
- Tomorrow kicking off a bi-monthly meetings with PTA leadership
  - Once MS and HS are up and have leadership can join

## Discussion

- Why might children need to quarantine?
  - Many documents under 2021-2022 on the website
  - Whenever a student tests positive any individual that was a direct contact must go into quarantine
    - Length dependent on how close the contact, within 3'? For 15 min or more?, vaccinated or not?, based on answers to those questions length of quarantine is determined
  - Health care professional will give specific information to parent about when quarantine will end
- Outdoor learning spaces at elementary - tables and tents on order
  - Will get back to you on process – supply chain is held up

**5. Board District News**

## 5.01 The Board will report District News (proposed 7:10)

7:30

Trustee DeJesus reported Kaley Garaffa – recently graduated from Marist wrote a book called Las Locas about missing women and children in Argentina during the Dirty War

- Credits Onteora with teaching her creative language

**6. Student Representative Report**

## 6.01 The Student Representative on the Board, Noelle Crandall, will give a report

- Discussed outside initiative, asked for budget by landscape company, don't know how to proceed
- Mental health initiative – peer mentor program to connect students with resources they need

- COVID safe activities for community
- Concern and confusion on quarantine process and protocols
- Senior night – end of fall season – great season
- Thursday attending the Ulster County School Board Association to discuss COVID
- PSATs tomorrow

## Discussion:

- More confusing on applying the protocols, not protocols themselves
  - Student Rep can bring more details about the confusion on protocols
- Also get a sense of social emotional impacts – is there enough access to mental health information, access to someone to speak with
  - Large part of mental health issues is coming back from COVID times
- Let students know about the COVID forums every other week from the Board meetings

**7. Acknowledge Public Be Heard Comments**

- 7.01 The Board will acknowledge the public be heard comments from the last meeting  
Neal Brownell, Marcy Brownstein, Kristen Bergstrom, Sarah Yanosh

**8. Public and Student Comment**

- 8.01 Public and Students may comment on any agenda or non-agenda item (proposed 7:20)

Neal Brownell – economics and government

David Wallis – Later Start Times – study looks at a 25 minute start time change – among 3 benefits are: increased percentage of students sleeping more than 8 hours night; younger students in grade 9 & 10 who were sleeping less at outset felt greatest change; significant reduction in daytime sleepiness and mood

Sarah Yanosh – Agenda item hiring a co-athletic director – don't have an athletic director now, who would they be co with? Save district money by having old athletic director back – sure she'd be glad to come back

**9. Discussion and Possible Action**

- 9.01 NYSSBA resolutions (proposed 7:30 duration 30 min)  
7:55

Discussed only those where Board members have questions:

6. RESOLVED, that the New York State School Boards Association support legislation to amend the education law to permit voters to obtain absentee ballots for school district elections and budget votes when such elections and budget votes are scheduled on a day which coincides with a religious holiday for such voters and to continue to permit districts to utilize the already existing option to alter the date of the election and budget vote if the uniform budget date falls on a religious holiday. 0 No 5 Yes

- Legislative Action Committee working on combining some elections

13. RESOLVED, that the New York State School Boards Association supports state legislation that would evaluate the efficacy of, and require use of accurate, recent data in future implementation of Foundation Aid. 5 No 0 Yes

15. RESOLVED, that the New York State School Boards Association supports state legislation to establish guidelines for school districts for identifying and capturing data and creating metrics for initiatives that mitigate the damaging effects associated with climate change so as to more effectively communicate expectations and monitor outcomes when planning and implementing school budgets. 0 No 5 Yes

16. RESOLVED, that the New York State School Boards Association supports legislation that

abolishes State School Level expenditure Reporting. 0 No 5 Yes

19. RESOLVED, that the New York State School Boards Association seek legislative and/or policy changes to streamline the teacher certification process for teachers from out of state and those with previous teaching experience. 0 No 5 Yes

20. RESOLVED, that the New York State School Boards Association support the proposed New York Health Act and any legislation at the state or federal level that provides single payer health care for all New Yorkers. 0 No 5 Yes

21. RESOLVED, that the New York State School Boards Association support legislation that requires every child in New York State, aged 0-21, be covered for free under the Child Health Plus program 0 No 5 Yes

22. RESOLVED, that the New York State School Boards Association support legislation which requires the State of New York to hold school districts harmless for employee and retiree health care increases that exceed the Consumer Price Index.

0 No 5 Yes

23 RESOLVED, that the New York State School Boards Association support legislation that creates a process for tenure review and renewal occurring every five years throughout the career of all tenured public school employees. This process will include student, parent and colleague feedback, will not be driven by test scores, and is intended to be instructive, not punitive. 5 No 0 Yes

Late resolution 3 RESOLVED, that the New York State School Boards Association supports legislation at the state level that would allow for school board members to receive a stipend for their work as a trustee 5 No 0 Yes

- Ontario resolutions 20-23 not supposed for the second year
  - 18% of budget goes to health care

#### 9.02 Approve Contract for Superintendent Search Company

*Recommended Action:* The Board of Education hereby approves the contract between the Ontario Central School District and McPherson & Jacobson, LLC and authorizes the Superintendent to sign such agreement.

Motioned: Trustee Bishop

Seconded: Trustee Sherry

- Excited to hire Dr. Christensen to lead Superintendent Search
  - Includes 120 days of facilitated transition

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Ratcliff

#### 9.03 Create Positions

Motion to change resolution – remove 1.0 FTE Floating Nurse to discuss further

Motioned: Trustee Storey

Seconded: Trustee DeJesus

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Ratcliff

*Recommended Action:* The Board of Education hereby approves the creation of the following positions:

1.0 FTE Floating Nurse

1.0 FTE Co-Director of Health, PE and Athletics

1.0 FTE Monitor for the MS/HS

Motioned: Trustee Bishop

Seconded: Trustee Sherry  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop  
Not Present: Trustee Osmond, Trustee Ratcliff

9.04 Memorandum of Agreement - ONTEA

*Recommended Action:* The Board of Education hereby approves MOA# 10122021 to add to the Recognition Clause of the contract

Motioned: Trustee Sherry  
Seconded: Trustee Bishop  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop  
Not Present: Trustee Osmond, Trustee Ratcliff

**10. Independent Contract Retainers**

10.01 Approve All ICRs

*Recommended Action:* The Board of Education hereby approves item # 10.02-10.04

Motioned: Trustee Bishop  
Seconded: Trustee Sherry  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop  
Not Present: Trustee Osmond, Trustee Ratcliff

10.02 ICR DeCaro

*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 Joseph DeCaro retained as Impartial Hearing Officer for Superintendent Hearings effective October 13, 2021 to June 30, 2022 at a rate of \$550.00 per hearing and authorizes the Superintendent to sign such an agreement.

10.03 ICR Chaiken

*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 Steve Chaiken retained as Impartial Hearing Officer for Superintendent Hearings effective October 13, 2021 to June 30, 2022 at a rate of \$550.00 per hearing and authorizes the Superintendent to sign such an agreement.

10.04 ICR - YMCA

*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 YWCA Ulster County retained as Yoga Instructor effective October 20, 2021 to December 1, 2021 at a rate of \$1,650.00 and authorizes the Superintendent to sign such an agreement.

**11. Consent Agenda**

11.01 Approve Consent Agenda (proposed 8:10)

Motion to make 2 changes to agenda

- 1. Pull personnel agenda to vote on later in the agenda
- 2. Add an executive session after Committee Reports

Motioned: Trustee Storey

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Ratcliff

*Recommended Action:* The Board hereby approves item numbers 11.03-11.05

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Ratcliff

11.03 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, #10/21, Confidential, as reviewed by Trustee Sherry

11.04 Non-Resident Student Contract

*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 Non-Resident Student Contract between the Onteora Central School District and Saugerties Central School District for the 2021-2022 school year and authorizes the Superintendent to sign such an agreement.

11.05 Change Reorganizational Meeting Authorizations

District Clerk:	Fern Amster	\$15,000 (hours not to exceed the equivalent of \$15,000 in overtime for the 7/1/21–6/30/22 school year)
Treasurer:	Debra D'Aprile	As per terms of employment
Deputy District Treasurer:	Amanda Gates	-0-
Claims Auditor:	Lindsay Brower	\$5,712
School Tax Collector:	<del>Cheryl Berryann</del> Amanda Gates	\$1,200
Purchasing Agent:	Donald Gottlieb	-0-
DEPUTY TAX COLLECTOR	JANELLE PERRY	OVERTIME RATE
Deputy Purchasing Agent:	Amanda Gates	-0-

**12. Committee Reports**

8:30

12.01 Legislative Action Committee: Trustee Ratcliff to report



Trustee Ratcliff was not present to give report

12.02 Facilities Committee: Trustee Storey to report

- Met this afternoon to go over agenda
- Meeting next week to review 5 year Building Condition Study

Motion to enter into executive session to discuss the employment of particular people

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Ratcliff

Motion to exit executive session and re-enter public session

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Ratcliff

The Board of Education hereby approves the creation of a 1.0 FTE Floating Nurse

Motioned: Trustee Sherry

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Ratcliff

The Board of Education hereby approves item number 11.02

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Ratcliff

11.02 Personnel Agenda

**EXTRA DUTY STIPENDS**

NAME	POSITION	AMOUNT
Hapeman, Deborah	Elementary Resource- Bennett 3	\$2,164.00
Mayone-Allison, Joan	Elementary Resource-Bennett 2	\$2,164.00

**LEAVE OF ABSENCES: NON-INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE FROM – TO *approx. dates*	REASON
2104	09/27/2021 – 10/01/2021	FMLA- paid
2104	10/04/2021 – 10/27/2021*	FMLA-unpaid
3222	10/18/2021 – 11/15/2021*	FMLA-paid

**RESIGNATIONS: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Rega, Rosa	Teaching Assistant/Bennett	10/13/2021	Personal

**RESIGNATIONS: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Berryann, Cheryl	Tax Collector	10/15/2021	Personal
Ryan, Lisa	School Monitor/MS/HS	10/12/2021	To accept Typist position

**APPOINTMENT: NON-INSTRUCTIONAL**

<u>NAME</u>	<u>POSITION/SCHOOL</u>	<u>EFFECTIVE DATE</u>	<u>SALARY</u>	<u>REMARKS</u>
Ryan, Lisa	Typist/HS	10/13/2021 – 04/12/2022	Step 8	(prov. to prob.) Passed test
Sommer, Torre	Senior Typist/MS	10/13/2021	Step 8	Provisional, replace resignation

**APPOINTMENT: NON-INSTRUCTIONAL – PART-TIME**

Name	Position	EFFECTIVE DATE	RATE
Fuentes-Mendoza, Judyana	PT Food Service Helper/MS/HS	10/13/2021	\$15.38/hr

**13. Old Business**

13.01 The Board will discuss Old Business  
 No old business was discussed

**14. Request For Information**

14.01 Board members will request information of the Superintendent  
 Trustee DeJesus - can't find the answer to an RFIs  
 • However RFI is requested, send answer same way or address at the next Board meeting

**15. New Business**

15.01 The Board will discuss New Business  
 No new business was discussed

**16. Adjournment**

16.01 Adjourn the Meeting. Next meeting is October 26, 2021 (proposed 8:20)  
 Recommended Action: Motion to adjourn meeting at 9:35  
 Motioned: Trustee Storey  
 Seconded: Trustee Bishop  
 Result: Unanimous  
 Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Ratcliff, Trustee DeJesus, Trustee Bishop  
 Not Present: Trustee Osmond, Trustee Ratcliff

Minutes Recorded by Fern Amster,  
 District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING

6:00 p.m.

**THURSDAY, OCTOBER 28, 2021**

RESCHEDULED FROM 10/26/21

TELECONFERENCING

## MINUTES

### 1. Opening Items

1.01 Call to Order 6:00

1.02 Tobacco Policy Statement

1.04 Roll Call

Present: Trustee Salem, Trustee Storey, Trustee Ratcliff, Trustee Bishop

Not Present: Trustee Sherry, Trustee Osmond, Trustee DeJesus

### 2. Acceptance of Minutes

2.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of October 12, 2021.

Motioned: Trustee Ratcliff

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Salem, Trustee Storey, Trustee Ratcliff, Trustee Bishop

Not Present: Trustee Sherry, Trustee Osmond, Trustee DeJesus

### Now Present

Trustee Osmond arrived at 6:05

### 3. Superintendent District News

3.01 The Superintendent will report District News

- Thank transportation for taking some students home early yesterday due to the weather- everyone got home safely
- Next week is parent/teacher conference 11/2/21 and 11/3/21 –after review of COVID strategies at each school, decided that K-6 conferences will be in – person, able to maintain protocol for adults, not possible at MS and HS
- Thursday 11/4/21 is early evacuation drill – dismissed 15 minutes early
- COVID Shoutpoint out asking to allow children to be COVID tested weekly, every other week, or monthly
  - 80 want to be screened out of 120
  - Woodstock Apothecary, Neal Smoller, Medical Director, Suellen Elmendorf and Ulster County Department of Health, Marc Rider are working on testing plan and protocols, will be finalized beginning of next week
- Hosted COVID Vaccine Clinic sponsored by UC Department of Health
  - 28 people were vaccinated
- Morningside is working with teachers K-12 to strengthen practice of Social-Emotional Learning
- Extended support to families, partnering with UCDOH –
  - Parent workshops and video clips to post on website for parents and

- students on mental health topics
    - Also tele-health options
- Winter sports registration is beginning
- Picnic tables have been ordered for all elementary schools
  - 8 for Woodstock 10 for Phoenicia 6 for Bennett
    - Have to be assembled
- Initial meeting with District Shared Decision Making Committee - best way to move forward for Later Start Times (LST) principals and Building Level Teams to craft survey to parents to inform forums on LST, look at secondary considerations from 2019 – will provide regular update

#### Discussion:

- More clarification – participation of secondary students and parents in the LST conversation
  - Secondary students and parents were involved in discussion in December of 2019 and issues were identified for consideration
    - Will reach out again to secondary families

## 4. Board District News

### 4.01 The Board will report District News (proposed 6:05)

Trustee Bishop attended UC School Board Association meeting on 10/14/21- the entire 2 hours devoted to student and parent representatives from each school district discussing the impact of COVID and remote learning, hybrid or in-person learning

- Student Representative Noelle Crandell and her Dad were there representing Onteora
- Students did great job talked about how great or difficult remote instruction was – sole care giver while mom and dad went to work
- Interesting in how do we want to plan for students in case we had to close again

## 5. Student Representative Report

### 5.01 The student Representative on the Board, Noelle Crandell, will give a report

- Student Government President Jakson Spiotta reported in the absence of the student representative
- Outside initiative – waiting for a plan from Victoria Gardens

Concern about students confusion about COVID protocol – had 15 minute refreshers with HS Principal Lance Edelman, HS Nurse Sabrina Blakely, and Student Government addressed student concerns

- Noelle attended UC meeting and her discussed experiences with remote learning
- Sports registration is underway – student are eager to get into sports
- Language clubs beginning – Day of the Dead, French club is hosting a movie after school
- Newsroom has completed
- PBIS hosting Halloween costume contest

**6. Acknowledge Public Be Heard Comments**

6.01 The Board will acknowledge the public be heard comments from the last meeting  
Neal Brownell, David Wallis, Sarah Yanosh

**7. Public and Student Comment**

7.01 Public and Students may comment on any agenda or non-agenda item (proposed  
6:15)  
Speaker having audio difficulty, will try later

**8. Discussion and Possible Action**

8.01 Add a cell phone assignment

*Recommended Action:* The Superintendent recommends a school district cell phone  
for the Assistant Director of Pupil Personnel Services, Carol Grima

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

8.02 Approve Intermunicipal Agreement with Hyde Park for Gymnastics

*Recommended Action:* The Board of Education approves the Intermunicipal  
Agreement with Hyde Park Central School District for Gymnastics and authorizes the  
Superintendent to sign such agreement.

Motioned: Trustee Storey

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

**9. Independent Contract Retainers**

9.01 Meyer- ICR

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the  
Superintendent of Schools that the Board of Education of the Ontario Central School  
District approve the Independent Contractor Retainer between the Ontario Central  
School District and Monica R. Meyer MD retained as Developmental-Behavioral  
Pediatrician effective October 27, 2021 to June 30, 2022 at a rate of \$300.00 per  
hour to a maximum of \$9,000.00 and authorizes the Superintendent to sign such an  
agreement.

Motioned: Trustee Bishop

Seconded: Trustee Ratcliff

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

**10. Consent Agenda**

10.01 Approve Consent Agenda (proposed 6:30)

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

Motioned: Trustee Bishop

Seconded: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

10.02 Personnel Agenda

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Calinda, Aidan*	Teaching Assistant	\$80.00/day
Klehr, Monica	Teacher (certified)	\$125.00/day
VanEtten, Kelsey	Teaching Assistant (uncertified)	\$80.00/day

\*pending pre-employment processing\*

**EXTRA DUTY STIPENDS**

NAME	POSITION	AMOUNT
Bucher, Donald	HS Science Olympiad- Assistant Coach	\$1,406.00
Faulkner, Todd	Wrestling-Modified-Assistant Coach	\$2,143.00
Guest, Samuel	Basketball-Varsity-Head Coach (boys)	\$5,278.00
Harkin, Brandon	Basketball-JV-Head Coach (boys)	\$4,032.00
Keenan, Bryan	HS Science Olympiad – Head Coach	\$1,965.00
Matteson, Lori	Basketball-Modified-Head Coach (girls)	\$2,681.00
Motzkin, Lauren	Basketball-Modified-Head Coach (boys)	\$2,681.00
Occhi, Andrew	Basketball-Varsity-Head Coach (girls)	\$5,278.00
Pezzello, Eric	Wrestling-Varsity-Head Coach	\$5,278.00
Wilens, Mark	Basketball-JV-Head Coach (girls)	\$4,032.00

**TEMPORARY APPOINTMENT:**

**INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Grant, Helene	Special Ed. Teacher/Bennett	10/8/21 – 10/22/21	MA Step 1

**TERMINATION: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Sandig, Harvey	Substitute (uncertified)/District	10/19/21	Termination

**RESIGNATIONS: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
VanLeuvan, Nadine	PT Custodial Worker/B & G	10/25/21	To accept FT Custodial Worker position

**RESIGNATIONS: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Spencer, Patrick	Teaching Assistant/Phoenicia	11/12/21	To accept Custodial Worker/Groundskeeper I position

**APPOINTMENT: NON-INSTRUCTIONAL**

**PROBATIONARY APPOINTMENT**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Hilty, AnnaLisa	Bus Attendant/Transportation	11/04/21 – 5/03/22	Extended Probation
Spencer, Patrick	Custodial Worker/Groundskeeper I	11/15/21- 5/14/22	Step 5

VanLeuvan, Nadine Custodial Worker/B & G 10/27/21-4/26/22 Step 6

**APPOINTMENT:  
 NON-INSTRUCTIONAL- PART-TIME**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Torres, Carol*	Bus Attendant/Transportation	10/27/21	\$18.29/hour

\*pending pre-employment processing\*

The following named NON-INSTRUCTIONAL personnel have served a probationary status and are recommended to a PERMANENT STATUS consistent with the applicable laws and regulations of the State of New York:

NAME	POSITION	PROBATIONARY DATE	PERMANENT DATE
Perfit, Colette	Bus Attendant/Transportation	04/26/21	10/28/21

**LEAVE OF ABSENCES: NON-INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE	REASON
3999	10/25/2021	Paid Administrative Leave

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, #10/21, Confidential, as reviewed by Trustee Sherry

10.04 Warrants

*Recommended Action:* The Board of Education has reviewed and hereby accepts Warrant Schedule 4

**11. Committee Reports**

11.01 Policy Committee: Trustees Osmond / Trustee Bishop to report

- Met and began review of 3 policies– 1 need clarification from attorney
- Board Orientation policy– serve Board to have a 10 minute discussion at Board table

11.02 Legislative Action Committee: Trustee Ratcliff to report  
 Has not yet met

11.03 Facility Committee: Trustee Storey to report

- Met early in week to finish the 5 Year Building Condition Survey
  - Director of Facilities, Kyle Harjes was meeting with CPL architects to go over adjustments
- Putting things on a 5 year plan, but don't know where district is going, don't want to put money in a building if it will be closed
  - As a whole need to figure out where we are going, need a permanent Superintendent to do that
  - Hard to do 5 year plan without an overarching plan

- Discuss in open session

## 12. Old Business

- 12.01 The Board will discuss Old Business  
No Old Business was discussed

## 13. Request For Information

- 13.01 Board members will request information of the Superintendent  
Trustee Osmond asked what obstacles could there be to providing previously requested syllabi for secondary education to be put on district website so students and parents know what a course contains, when midterms are scheduled, when exams are, what materials will be covered
- similar to college courses where course is outlines before one signs up

## 14. New Business

- 14.01 The Board will discuss New Business  
No New Business was discussed

## 7. Public and Student Comment

- 7.01 Public and Students may comment on any agenda or non-agenda item (proposed 6:15)
- Neal Brownell – People are not allowed to dream because of bullies – can only dream what bullies dream
- Lindsay Shands – On Tues morning, bus driver saved us from a dangerous accident, thank you to First Student and the Transportation Department

## 15. Executive Session and Adjournment

- 15.01 Enter into Executive Session
- Recommended Action:* The Board of Education will enter executive session to discuss the employment history of a particular employee
- Motioned: Trustee Ratcliff
- Seconded: Trustee Storey
- Result: Unanimous
- Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Ratcliff, Trustee Bishop
- Not Present: Trustee Sherry, Trustee DeJesus

No quorum for executive session

- 15.02 Exit Executive Session and Adjourn the Meeting. Next meeting is November 9, 2021
- Recommended Action:* Motion to exit executive session and adjourn the meeting at
- Motioned: Trustee Ratcliff
- Seconded: Trustee Storey
- Result: Unanimous
- Yea: Trustee Salem, Trustee Osmond, Trustee Storey, Trustee Ratcliff, Trustee Bishop
- Not Present: Trustee Sherry, Trustee DeJesus



Minutes Recorded by Fern Amster,  
District Clerk

A handwritten signature in cursive script, appearing to read "Fern Amster".

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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:00 p.m.

**TUESDAY, NOVEMBER 9, 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 Storey, Trustee DeJesus, Trustee Bishop

### 2. Acceptance of Minutes

2.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of the rescheduled meeting of October 28, 2021.

Motioned: Trustee DeJesus

Seconded: Trustee Bishop

Result: Unanimous

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

### 3. Presentations

3.01 Dr. Charles Khoury, Ulster BOCES Superintendent and Chuck Bastian, Financial Consultant from Bernard P. Donegan, Inc. will present to the Board (proposed 6:05 duration 20 min)

*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.

- \$39 million project, broken up in 9 school districts
  - Onteora students make up 6.2% of BOCES enrollment, so that is the portion Onteora will pay - \$2.4 million over 5 years
- Could do through anticipation notes or serial bonds

Assistant Superintendent for Business, Dr. Don Gottlieb:

- For this district a cash payout will be the least expensive
  - Could use notes, because we do have money left over at end of the year
- Not sure if it's legal to set up reserve funds, then take excess money at the end of year put in here instead of Teacher Retirement Fund
- Board to consider – got Building Condition Survey for Onteora, looking at \$33-\$34 million outlay - priority 1 and 2 are around \$5 million
- Through BOCES formula – under capital expenses – Onteora is classified as wealthy district – no aid on capital expense for this project
  - Borne by taxpayers
- Have until mid-December to decide
  - Put resolution on next agenda – more discussion with Assistant Superintendent for Business, Dr. Don Gottlieb

3.02 Dr. Bill Christensen will present his plan for the Onteora Superintendent Search (proposed 6:25 duration 20 min)

6:45

- Hiring a Superintendent is the Board's most important role
- Started search calendar
- Casting wide net hit 30,000-40,000 active superintendents
- Do Nationwide search
- Choose superintendent by April/May 2022
- Launch survey on the website, tentative stakeholder virtual forums (11/30, 12/1, 12/2)
- Survey questions:
  1. What makes your community a good place to live?
  2. What makes this a good school district – for students and staff?
  3. What are the issues that a new superintendent needs to know about as he or she comes in the district?
  4. What skills, qualities and characteristics will the new superintendent need in order to be successful?

Discussion:

- Commitment to support Superintendent
  - Once Superintendent selected, in phase 5 consultant will work with Superintendent on transition to district, relocation help, performance goals – help facilitate conversation with Board, guarantee to stay at least 2 years or redo for free
    - People stay because of this phase
- Entire company – successful over 90% of the time

- Board has a shared drive to put their characteristics
- Point to coaching and mentoring resources for superintendent, should they need it
  - Build a plan around next person
- Schedule another retreat with the Board

3.03 Interim Assistant Superintendent for Business, Dr. Don Gottlieb will present the status of the budget (proposed 6:45 duration 20 min)

- Carryover encumbrance is a product or service delivered before end of school year, but did not get paperwork to pay bill
- So far, over \$7 million not committed for a specific need, will use some of it
- Getting more State Aid on food and more surplus food
  - Since all meals are free, students are spending money on other things
- How the CRRSA and the ARP budget is being spent was discussed
- Generators at Bennett is not as important because they are not on a well – Woodstock and Phoenicia are on a well so they need the generators
- Using funds towards mental health needed services for student and staff
  - Addressed with additional psychologist and after school program and working on curriculum
    - Morningside work, trainings with service providers, support for teachers have begun and will continue
    - First December Board meeting Assistant Superintendent for Curriculum & Instruction, Stephanie Laffin is presenting on mitigating measures where students have been and where they are now
      - Quantitative information since quarter ended
    - Area being address through grants or through budget
    - Nothing is being denied for mental health – everyone is doing what they can
    - Seeking resources in community and matching with need in schools
    - PPS Director, Amanda Allison speak to board at next meeting about mental health after surveying staff
- Dr. Gottlieb will speak at the next meeting will talk about Capital Fund and review that and reserve funds
  - Hope to have answer on cash option or will talk to our financial advisor on notes – find best answer for district

#### 4. Board District News

4.01 The Board will report District News (proposed 7:05)

7:20

Trustee Salem reported:

- Trustee Ratcliff resigned to fulfill his responsibilities on the Town Board of Woodstock
- Met with Executive Committee of new Booster Club – excellent vision- will come and present to Board

- Saw logo designed a few years ago – it got approval of Shared Decision Making Team having it revived and will bring to public at next meeting

Vaccination clinic on Sunday

Trustee Sherry reported that The Table at Woodstock provided 70 Onteora children with Christmas gifts - District is not providing gifts for holidays, sending people to organizations like The Table

**5. Student Representative Report**

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

- Student Government is working on the Outside initiative
  - Joey Driscoll is appointed to head of Outside initiative
- First Association of Student Government meeting on Wednesday, after school
- National Honor Society collected cold weather clothing
- Cast of Midsummer Night’s Dream - rehearsals are underway
- Winter sports registration underway – very excited

**6. Acknowledge Public Be Heard Comments**

6.01 The Board will acknowledge the public be heard comments from the last meeting  
 Neal Brownell, Lindsay Shands

**7. Public and Student Comment**

7.01 Public and Students may comment on any agenda or non-agenda item (proposed 7:10)  
 No comment was made

**8. Discussion and Possible Action**

8.01 Approve Overnight Trip

*Recommended Action:* The Board of Education hereby approves three cross country runners to attend the state meet November 12, 2021 in the Binghamton area and approves related costs.

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

8.02 Approve Changing Reorganization Meeting Other Approvals

*Recommended Action:* The Board of Education hereby changes the rates for Substitute Certified Teaching Assistant, Uncertified Teaching Assistant and Monitor, as below.

A. Mileage Reimbursement	per current I.R.S Rate
B. Substitute Teacher Rates	CERTIFIED- \$125/day
	UNCERTIFIED- \$90/day
	Registered Nurse- \$125/day

C. Substitute Support Staff rates	-Teaching Assistant- <del>CERTIFIED- \$90/day</del> CERTIFIED \$95.80 - effective 1/1/22
	-Teaching Assistant- <del>UNCERTIFIED- \$80/day</del> UNCERTIFIED \$81.25/day 1/1/21 through 12/31/21; \$85.80 from 1/1/22
	-Monitor- <del>\$80/day</del> \$81.25/day 1/1/21 through 12/31/21; \$85.80 from 1/1/22

7:30

Motioned: Trustee Salem

Seconded: Trustee DeJesus

- Rate adopted in July was below the minimum wage, for those worked up to this point need to pay minimum wage, with 6.5 hours a day, changes again on January 1<sup>st</sup>
- Why not round numbers? Not necessary

Result: Unanimous

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

8.03 Discuss changing the Communication Liaison to the Board

- Fostering good communication habits
- Love this process
- Work more quickly
- Trustee Sherry will take over for the next 3 months

**9. Consent Agenda**

9.01 Approve Consent Agenda (proposed 7:25)

7:40

*Recommended Action:* The Board hereby approves item numbers 9.02-9.05

Motioned: Trustee Bishop

Seconded: Trustee Osmond

Result: Unanimous

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

9.02 Personnel Agenda

**EXTRA DUTY STIPENDS**

NAME	POSITION	AMOUNT
Allison, Bridget	Fitness Room Advisor	\$2,215.00
Burkhardt, Patrick	Swimming Coach	\$3,262.00
Faulkner, Todd	Wresting-JV-Assistant Coach	\$3,727.00
Faulkner, Todd	Wresting-Modified-Assistant Coach	Rescind
Ross, Nick*	Wresting-Modified-Assistant Coach	\$2,143.00
Schmidt, Brianna *	Cheerleading Advisor	\$1,906.00
Wall, William	Track-Winter Head Coach	\$3,262.00
King, Tom	Track-Winter Assistant Coach	\$2,913.00

\*Pending certification and pre-employment processing\*

**APPOINTMENT: NON-INSTRUCTIONAL  
 PROBATIONARY APPOINTMENT**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
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\*approximate dates\*

Ashmore, Brianna	Floating Nurse/District	12/06/21 – 06/05/2022 *	Step 4
McLoughlin, Denis*	Automotive Mechanic	11/15/2021 – 05/14/2022	Step 3

\*pending pre-employment processing\*

**APPOINTMENT: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Hanley, John	Director of Facilities I (Asst. Director of Facilities)	11/10/2021	PROVISIONAL

**APPOINTMENT: NON-INSTRUCTIONAL**

**PART-TIME**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Craft, Danielle *	Monitor (Bus Attendant)/Transportation	11/15/2021	Step 4

\*pending pre-employment processing\*

**TEMPORARY APPOINTMENT:**

**NON -INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Ojarovsky, Lynn	Summer Custodial	06/28/2022 – 09/01/2022	\$15.00/hour

**RESIGNATIONS: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Cane, Diane	Typist/Bennett Elem	12/30/2021	Retirement
Jubie, Peter	Monitor (Bus Attendant) Transportation	11/09/2021	Personal

**LEAVE OF ABSENCES: INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE *approximate dates*	REASON
1915	11/9/2021 – 01/01/2022*	Sick Bank- Paid
3549	10/15/2021 – 11/15/2021 *	FMLA-paid

**LEAVE OF ABSENCES: NON-INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE *approximate dates*	REASON
3850	11/10/2021 – 06/30/2022*	Unpaid leave

9.03 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

9.04 SEQRA for Bennett

*Recommended Action:* WHEREAS, the Board of Education of the Onteora Central School District ("District" or "Board") proposes a capital improvement project consisting of construction of improvements to and renovation of the District's Bennett Elementary School, including but not limited to, heating ventilation and air conditioning systems, plumbing systems, electrical systems, and exterior site work including the replacement of underground fuel oil and propane tanks with an above ground fuel oil and propane fuel tank, together with equipment, furnishings,

machinery, apparatus, appurtenances, and incidental improvements and expenses in connection therewith ("Project"); and  
WHEREAS, said improvements are subject to classification under the State Environmental Quality Review Act ("SEQRA"); and  
WHEREAS, the proposed Project constitutes a replacement, rehabilitation or reconstruction of existing facilities that qualifies as a Type II action set forth in 6 NYCRR Part 617.5, State Environmental Quality Review Act; and  
WHEREAS, the Board has considered the information and documentation, which describes the design and intent of the proposed Project;  
NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Onteora Central School District, based upon the record before it, including the general, specific and detailed knowledge of the Board of the proposed Project and under the applicable standards of SEQRA and 6 NYCRR Part 617.5, hereby determines that:  
a. The proposed Project is classified as a Type II Action; and  
b. In accordance with Article 8 of the New York State Environmental Conservation Law, the Board is not obligated to conduct any further environmental review of the Project.

#### 9.05 SEQRA for MS and HS

*Recommended Action:* WHEREAS, the Board of Education of the Onteora Central School District ("District" or "Board") proposes a capital improvement project consisting of construction of improvements to and renovation of the District's middle school and high school buildings, including but not limited to flooring, walling, heating ventilation and air conditioning systems, electrical systems, plumbing systems, and tiling together with equipment, furnishings, machinery, apparatus, appurtenances, and incidental improvements and expenses in connection therewith ("Project"); and  
WHEREAS, said improvements are subject to classification under the State Environmental Quality Review Act ("SEQRA"); and  
WHEREAS, the proposed Project constitutes a replacement, rehabilitation or reconstruction of existing facilities that qualifies as a Type II action set forth in 6 NYCRR Part 617.5, State Environmental Quality Review Act; and  
WHEREAS, the Board has considered the information and documentation, which describes the design and intent of the proposed Project;  
NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Onteora Central School District, based upon the record before it, including the general, specific and detailed knowledge of the Board of the proposed Project and under the applicable standards of SEQRA and 6 NYCRR Part 617.5, hereby determines that:  
a. The proposed Project is classified as a Type II Action; and  
b. In accordance with Article 8 of the New York State Environmental Conservation Law, the Board is not obligated to conduct any further environmental review of the Project.

## 10. Old Business

### 10.01 The Board will discuss Old Business

- Some of the questions about curriculum and student support will be addressed 2 meetings from now- Assistant Superintendent Laffin will give a presentation
- Miss face time with building leaders – starting Principal Welcomes at Board



meetings in December

### 11. New Business

11.01 The Board will discuss New Business

Board needs to decide what to do with Trustee Ratcliff's seat - 3 options

- Special election
- Leave unfilled
- Interview candidates and appoint

### 12. Request For Information

11.01 Board members will request information of the Superintendent

Trustee Sherry asked – her 10<sup>th</sup> grade son was feeling anxious, trouble with mask wearing, day off to re-group – mental health day. Sent in note for mental health day, told that mental health day is not allowed, that it is an unexcused absence. Should be at parent discretion. Is that District or State policy? What are the impediments to mental health days?

Trustee Bishop asked for data on student attendance comparison- attendance now and prior to pandemic

### 13. Adjournment

13.01 Adjourn Meeting. Next meeting Tuesday November 23, 2021 via teleconferencing (proposed 7:45)

*Recommended Action:* Motion to adjourn meeting at 7:45

Motioned: Trustee Storey

Seconded: Trustee Osmond

Result: Unanimous

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

Minutes Recorded by Fern Amster,  
District Clerk



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

# 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: OCSB 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
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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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:00 p.m.

**TUESDAY, DECEMBER 7, 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 Storey, Trustee Bishop

Not Present: Trustee Osmond, 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 23, 2021.

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee DeJesus

### 3. Presentations

3.01 Amanda Allison, PPS Director will Present on the Mental Health in the District  
(proposed 6:05 duration 30 min)

- Deeply appreciate Board's passion for mental health
- Described all the mental health programs implemented in District
- Reached out to counterparts to compare Onteora Mental Health
  - Smallest District, most mental health support
  - Some partner with Rockland Mental health Clinic
- Surveyed Mental Health professionals within District to get a list of Mental Health Supports currently in place
- Showed new PPS Social-Emotional Learning Website and resources there
- Discussed differences between school based counseling and psychotherapy
- Discussed obstacles getting to Mental Health resources
- Discussed universal supports: Partnered with Morningside Program to teach social responsibilities K-10
  - Working with other programs working toward implementation of restorative practices
- Exploring partnerships with Astor to have a clinic site at Onteora
  - Family based support through buildings
- Discussed the Multi-Tiered System of Support for Behavioral and Social Emotional Support

Now Present

Trustee DeJesus came at 6:10

## Discussion:

- A lot of Onteora families are affected by multi-generational trauma
- Working on partnerships with Astor and Rockland to do clinics for children who need mental health support but can't get it
  - Bring the services here- will be available in the evenings locally to help with these intense situations
    - Have space in our buildings
  - Legislative Action committee should go for more mental health in area
- An additional social worker doesn't solve bigger issue of family mental health support
  - Limited to what we can do after school
- Ulster County High Risk Mental Health teams to pair with school districts to work with most severe cases and on nights and weekends
  - County create outpatient clinic
  - Re-establish Mental Health Department as standing Department in Ulster County
  - County Executive Ryan allocating \$15.5 million toward establishing a separate department for Ulster for Mental Health & Addiction
    - Brick & mortar, not just virtual services
- Ulster County COVID website has mental health information, COVID 19 Mental Health Line and a lot of resources
- Cost is an obstacle to mental health supports for families
  - Insurance company don't always cover it and co-pays can be difficult
- Mental health workers very supportive for staff, students and families
  - Discretionary services go up as things are happening in the world
- Counselors and administration in MS and HS are always around – in cafeteria, etc.
- For families facing financial difficulties but need mental health for child – money left over from ARRA to absorb cost for families to get help
  - Paying for full time additional psychologist to support families
  - Paying for floating nurse to support families
  - Difficult to pay for out-of-district help so looking to partner with Astor or Rockland to help with community
    - For the District to pay for out-of-district expenses would be a gift of taxpayer funds
    - Agencies like The Table and Family of Woodstock will help families with co-pays
- Long term effects of pandemic is still to be seen looking at data
  - Anticipating the will continue to see mental health problems as people process the time during COVID

## 3.02 Assistant Superintendent for Curriculum &amp; Instruction Stephanie Laffin will present a Curriculum &amp; Instruction Update (Proposed 6:35 duration 30 min)

- We must tend to where we are now while looking to both the near and distant future
- Course catalog for electives is on the HS website
- Core academic course descriptions can be found on the HS website specific to the teachers that teach the course. Course descriptions are listed on teacher "boards"
  - We have a curriculum that is designed to be responsive to student needs while meeting NYS standards
- K-6 Running Records – Reading assessment compare 2019 – 2021

- Overall a downward trend in students reading above or at grade level
- Noticed: this year 3<sup>rd</sup> graders improved reading scores as cohort
  - Have conversation as to why successful
- 7-12 Fall Reports cards – percentage passing first marking period 3 year look back
  - English – fall 2021 grades close or higher than 2019
    - 2020 lower
  - Math – 2020 struggled
  - Are being flexible, ease students back to in-person learning
- Doing everything we can to address learning needs
- Completing a K-6 Literacy Review & review of Literacy Statement
- Working on 3 year plan, - build Phonics program in K-2 reading and K-6 reading and writing program
- Find gaps in professional development
- Will provide update in Literacy Review

6:45

Discussion:

- Challenges of addressing special education students as compared with others
  - Data was inclusive of all students
  - In a situation where have to think of every student as a unique learner, where they are and what can support them for growth – what supports do we have in place for each student to achieve success
- Civics has a downward trend in school from 2019 to 2021
  - Prioritizing civic engagement with focus on K-12 students become civically engaged
  - Karen Hadley focusing on grades 1-3 civic engagement focus – increase opportunities for civic engagement
  - PH – inquiry based conversation about sign outside of elementary school
    - Discuss symbols, redesign eagle sign in Phoenicia
  - Recycling challenge in PH and WD – collecting recyclables, weighing them, Hannaford partnered with them – hopes of recycling as much as possible and learn about the positive effects of recycling

Now Present

Trustee Osmond arrived at 7:05

#### 4. Superintendent News

4.01 The Superintendent will report on District News

7:15

- Yesterday Boiceville campus lost power – phones were down
  - Thanks to transportation, Building & Grounds staff, teachers, administration, staff and students
    - Everyone home safely
  - Target federal money for generators in all buildings
    - Losing power is a consistent problem
- Last Thursday 3 High School students co-facilitated a Community Visioning Workshop – part of civic engagement project with Olive – Future of Boiceville though repurposing vacant parcels
  - Students working with Olive, political leaders and other organizations

- Bennett – supposed to start afterschool program yesterday, started today
  - Slightly reduced because of COVID protocols
  - Very creative – went outdoor for activity instead of online
- All 3 elementary schools continuing with Morningside
  - In buildings, working with teachers
- Planned holiday boutique and outdoor winter festivals
- MS – limited engagement of Mid-Summer Night's Dream - attendance limited
  - Looking to record or find a way to make accessible
- COVID update – last week began screen testing students whose parents original completed opt-in registration forms
  - Another letter yesterday to allow more to sign up
  - Testing Wednesdays at Woodstock and Phoenicia
  - Testing Thursday at Bennett and HS/MS
- Working with Ulster County Executive Office and Department of Health
  - Identifying options for retuning quarantine students to schools more quickly
  - Re-creating a separate Mental Health Department
    - Bring in-patient needs to be back in county
    - Discussed High risk Mental Health Teams
- December 14<sup>th</sup> COVID forum – Marc Rider from the County Executive office will join Forum
  - Will put together questions heard most frequently

## 5. Board District News

5.01 The Board will report District News (proposed 7:15)  
7:25

Superintendent Search Forum will be on December 15<sup>th</sup>

Trustee Osmond reported that the recycling program K-3 is from Woodstock Library

- Bring plastic “un-recyclable” items

## 6. Student Representative Report

- 6.01 The student Representative on the Board, Noelle Crandell, will give a report
- Such a crucial focus on COVID putting a hold on some plans – outside initiative and mental health
  - Help in Superintendent Search
  - Winter sports and Cheerleading Team back
  - Teachers actively trying to be helpful

## 7. Acknowledge Public Be Heard Comments

7.01 The Board will acknowledge the public be heard comments from the last meeting  
Neal Brownell, Linda Gardell Michela, Sarah Lynch

## 8. Public and Student Comment

8.01 Public and Students may comment on any agenda or non-agenda item (proposed  
7:25)

7:30

Lindsay Shands: Voting tonight on Athletic & Health Director making \$20,000 more than last person, but doing one less job. Not certified in PE yet. Onteora part of paying men more for same job.

**9. Discussion and Possible Action****9.01 Discuss Having Mental Health Days (proposed 7:35 duration 15 min)**

- In Principal's Welcome 2 years ago, Bennett Principal, Gabriel Buono discussed Mental Health Days his school was having once a quarter
- Now, have started conversation with "Instructional Cabinet" in the District
  - Have days to step back and have days that do something else besides curriculum –reflect or catch up
    - Just starting to have conversation
  - Board of Regents have a required number of minutes
  - Put minds together find a create way to support students and staff
  - Be thoughtful about time, best use the time and meeting goals
- Don't frame by what we lose by giving people a mental break, but positive effects
  - Self-care – encouraging staff and teaching students importance of self-care
- Legal vs illegal absences; metal health day is a sick day
  - State has definition of excused and unexcused absence
- Discussing in-school mental health days, not a day at home
  - As a boundary to burn-out
- Will update Board at Board meetings

**9.02 Approve Contact Extension for the Interim Assistant Superintendent for Business, Don Gottlieb**

*Recommended Action:* The Board of Education hereby approves the contract extension for Don Gottlieb

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

**9.03 Approve Overnight Trip**

*Recommended Action:* The Board of Education hereby approves the overnight trip for Maria Grinberg to attend the 2022 NYS Band Director Association High School Honor Concert Band on March 4-6, 2022 and pay all necessary fees.

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Motion to enter into executive Session to discuss the employment of a particular individual

Motioned: Trustee Osmond

Seconded: Trustee Salem

Result: Unanimous

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

Not Present:

Motion to exit executive session and return to Public Session

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

Heard information during Public Be Heard that was not accurate– Superintendent gave Board detailed and accurate information

Not allowed to discuss individual personnel or student matters

**10. Consent Agenda**

10.01 Approve Consent Agenda (proposed 7:50)

*Recommended Action:* The Board hereby approves item numbers 10.02-10.07

Motioned: Trustee Bishop

Seconded: Trustee Sherry

- Welcome Mr. Naccarato to Onteora family
- Linda Sella has been a principal in the District since 2001 – will be retiring at the end of this year – has students and families foremost in her heart and has served on many district committees

Result: Unanimous

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

10.02 Personnel Agenda

Salary Advancements December 7, 2021 BOE Meeting, retroactive to September 1, 2021

Name	Position	School	Current		Salary	Added		Add'l		After Advancement	
			Step	Credits		Credits	Money	Step	Credits	Salary	
Courtney Blake	Social Worker	Woodstock	7	18	\$80,842	6	\$870	7	24	\$	81,712.00

Be it hereby resolved that the Board appoints:

Naccarato, Ryan certified School Building Leader, School District Leader, to a 4-year probationary period in the tenure area of Director of PE, Health and Athletics at a salary of \$120,000.00 commencing on 01/07/2022 and ending on 01/06/2026. \*pending confirmation of certification in Physical Education\*

Be it further resolved that, to the extent applicable under Education Law Section 3012-d and the accompanying Commissioner’s Regulations, in order to be considered for tenure, the above administrator must have received an APPR rating of effective or highly effective in three of the four probationary years and must not receive an ineffective in the fourth year.

Be it hereby resolved that the Board appoints the following people, certified as Teaching Assistants, to a 4-year probationary period in the tenure area of Teaching Assistant at a salary of Step 2 (replacing Resignations) commencing on 12/08/2021 and ending on 12/07/2025

McGowan, Shaylin  
Pearlman, Stephanie

**SUBSTITUTE**

NAME	POSITION	AMOUNT
DeRuvo, Lisa*	Teacher (uncertified)	\$90.00/day
DeRuvo, Lisa*	Teaching Assistant (uncertified)	\$81.25/day
DeRuvo, Lisa*	School Monitor	\$81.25/day

\*pending pre-employment processing\*

**EXTRA DUTY STIPENDS**

NAME	POSITION	Effective Date	AMOUNT
Constant, Geordarna	Musical-Director	12/13/21 – 04/30/22	\$4,084.00

**APPOINTMENT: NON-INSTRUCTIONAL PROBATIONARY APPOINTMENT**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Hill, Courtney*	School Monitor/MS/HS	12/13/21 – 06/12/22	Step 2
Verdon, Johnathan	Bus Attendant	12/08/21 – 06/07/22	Step 4

\*pending pre-employment processing\*

**LEAVE OF ABSENCES: INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE *anticipated dates*	REASON
2760	11/12/21 – 01/28/22	FMLA-paid

\*pending medical documentation\*

**RESIGNATIONS: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Sella, Linda	Principal/Bennett	07/01/2022	Retirement

**RESIGNATIONS: NON- INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Brower, Lindsay	Claims Auditor/District	12/13/21	Personal

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, #12/21, Confidential, as reviewed by Trustee Salem

10.04 Approve Budget Transfers

*Recommended Action:* The Superintendent recommends the transfer of funds as below:

<u>Transfer Amount</u>	<u>From Budget Code</u>	<u>Description</u>	<u>To Budget Code</u>	<u>Description</u>
\$120,500.00	A9060.800-10	Employee Health Insurance	A9060.825-10	the transfer of funds from Employee Health Insurance to create a new budget for Employee Health Insurance Buyout.
\$104,450.93	A1621.160-00	Salaries-Non Instructional	A1620.160-00	Salaries-Non Instructional
\$62,540.45	A2020.150-03	Salaries-Instructional BN	A2020.150-04	Salaries-Instructional PH
\$61,136.70	A2110.120-07	Salaries K-6	A2110.121-07	Salaries-Teaching Asst WD
\$32,894.74	A2110.135-01	Salaries-Stipends HS	A2110.160-02	Salaries-Non Instructional MS
\$85,985.00	A2250.150-02	Salaries-Instructional MS	A2250.150-03	Salaries-Instructional BN
\$40,830.00	A2250.151-07	Salaries-TA WD	A2250.157-04	Salaries-TA Buyout
\$58,920.00	A2270.150-03 PPS	Salaries-Instructional BN	A2270.150-07 PPS	Salaries-Instructional WD
\$26,106.00	A2270.150-02 PPS	Salaries-Instructional MS	A2280.150-01	Salaries-Instructional HS
\$43,245.66	A2810.150-01 HS	Salaries-Non Instructional	A2810.150-02	Salaries-Instructional MS
\$56,007.00	A1621.160-00	Salaries-Non Instructional	A2825.150-02	Salaries-Professional MS



\$22,431.00	A1621.160-00	Salaries-Non Instructional	A2820.150-02	Salaries Instructional MS
\$26,991.00	A1621.160-00	Salaries-Non Instructional	A2820.150-03	Salaries Instructional BN
\$48,370.51	A2855.150-01	Salaries-Non Instructional	A2855.160-01	Salaries-Non Instructional
\$36,523.84	A5510.160-00	Salaries-Non Instructional	A5510.163-00	Salaries-Supervisors Office

## 10.05 Approve Reimbursement for Parents

*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 Reimbursement Agreement between the Onteora Central School District and the Parents of Student # 27676 effective November 29, 2021 to June 24, 2022 at a rate of \$120.00/hr, 8 hrs/day x 2 days/wk and authorizes the Superintendent to sign such an agreement.

BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District approve the Reimbursement Agreement between the Onteora Central School District and the Parents of Student # 27676 effective November 29, 2021 to June 24, 2022 at a rate of \$80.00/hr, 8 hrs/day x 3 days/wk and authorizes the Superintendent to sign such an agreement.

## 10.06 Approve Change Orders

*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 Change Orders increasing the contracts listed below and authorizes the Superintendent to sign such change orders.

BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District approve the Change Orders increasing the contracts listed below and authorizes the Superintendent to sign such change orders.

Change Order Number	Amount	Vendor	Project
EC-002	\$6,100.00	Comalli Group, Inc.	ADA 2019 Capital Improvement Project
EC-003	\$2,800.00	Comalli Group, Inc	ADA 2019 Capital Improvement Project
MC-001	\$4,208.00	C.B Strain, A Division of Dynamic Systems	ADA 2019 Capital Improvement Project
MC-002	\$22,887.00	C.B Strain, A Division of Dynamic Systems	ADA 2019 Capital Improvement Project
MC-003	\$2,892.00	C.B Strain, A Division of Dynamic Systems	ADA 2019 Capital Improvement Project
GC-001	\$24,472.00	Transitional Builders, Inc.	ADA 2019 Capital Improvement Project
GC-002	\$8,711.00	Transitional Builders, Inc.	ADA 2019 Capital Improvement Project
GC-003	\$12,988.00	Transitional Builders, Inc.	ADA 2019 Capital Improvement Project
PC-001	\$3,827.00	Tri-Valley Plumbing & Heating, Inc.	ADA 2019 Capital Improvement Project
PC-002	\$5,726.00	Tri-Valley Plumbing & Heating, Inc.	ADA 2019 Capital Improvement Project

10.07 District Cell Phone

*Recommended Action:* The Board of Education hereby approves Bus Dispatcher, Ray Clinton to have a District Cell Phone.

**11. Old Business**

11.01 The Board will discuss Old Business  
No old business was discussed

**12. New Business**

12.01 The Board will discuss New Business  
No new business was discussed

**13. Request For Information**

13.01 Board members will request information of the Superintendent  
No information was requested

**14. Adjournment**

14.01 Adjourn Meeting. Next meeting Tuesday December 21, 2021 via teleconferencing  
*Recommended Action:* Motion to adjourn meeting at 8:25  
Motioned: Trustee Storey  
Seconded: Trustee DeJesus  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Storey, Trustee DeJesus, Trustee Bishop

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING

6:00 p.m.

MINUTES

**TUESDAY, DECEMBER 21, 2021**

TELECONFERENCING

## 1. Opening Items

1.01 Call to Order 6:00

1.02 Tobacco Policy Statement

1.03 Roll Call

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

Not Present: Trustee Salem, Trustee DeJesus

## 2. Acceptance of Minutes

2.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of the meeting of December 7, 2021

Motioned: Trustee Bishop

Seconded: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee Salem, Trustee DeJesus

## Now Present:

Trustee DeJesus arrived at 6:30

## 3. Superintendent News

3.01 The Superintendent will report on District News

- All elementary schools having winter festivals, holiday boutiques with live music, crafts, games and more
- MS & HS working on restorative circles in grades 7-9
- Winter PBIS Holiday Door decorating contest
- Can watch video of Mid-Summer Night's Dream on website
- January Regents cancelled today
- COVID – sent out letter outlining new protocols
  - Find on our website in COVID section
- Antigen at-home test kits from Ulster County Department of Health being distributed to parents
  - Distributing at schools today and tomorrow
  - Thursday available at Central
  - If elementary parents cannot pick up, will make arrangements to have delivered
- Woodstock Apothecary – free rapid testing to students and staff who need to be tested to return to school- send results to [healthservices@onteorak12.ny.us](mailto:healthservices@onteorak12.ny.us)
- Symptomatic people must be well enough to participate in school and fever free for 25 hours without medication
- Free COVID testing event on 1/9/22 at MS/HS Gym for all community

members ages 2 and older – free rapid tests- results appear in 15-20 minutes

- Selected this date because up to 14 day incubation period for COVID
- Today final meeting with architect to walk through MS /HS renovation taking place summer of 2022
  - On target for getting plan to SED, hoping to have job go to bid in February
- Thank SRO and all law enforcement agencies: Olive, Shandaken and Woodstock- who provided assistance and support during the TicTik media threat – each building had police presence all day
  - Scheduling meeting of the safety meeting in January to go over protocols and discuss social media threats

#### 4. Board District News

- 4.01 The Board will report District News (proposed 6:15)  
No news was reported

#### 5. Student Representative Report

- 5.01 The student Representative on the Board, Noelle Crandell, will give a report
- Student Government – Joey Driscoll met with Victoria Gardens
  - New Superintendent should be actively engaged in Community and made available to students
  - January Regents cancelled - takes pressure off
  - Little Mermaid rehearsals starting

#### 6. Acknowledge Public Be Heard Comments

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

#### 7. Public and Student Comment

- 7.01 Public and Students may comment on any agenda or non-agenda item (proposed 6:25)

Sarah Yanosh – Only parent in meeting for Superintendent Forum. Pivot to virtual?  
Concerned that there is no plan for after the break

#### 8. Discussion and Possible Action

- 8.01 Memorandum of Agreement

*Recommended Action:* The Board of Education hereby approves the MOA #12212021 between the Onteora Central School District and the Onteora Teachers' Association for 2 new stipends.

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

Result: Unanimous

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

Not Present: Trustee Salem

- 8.02 Independent Contract retainer

*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 Matthew Savatgy retained as Phoenicia Environmental Scientist in Residence effective September 27, 2021 to May 31, 2022 at a fee of \$1,500.00 per residency from invoices submitted ending: November 19, 2021, February 28, 2022 and May 31, 2022 and authorizes the Superintendent to sign such an agreement.

Motioned: Trustee DeJesus

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Salem

8.03 Discuss & Update on 2021-2022 Board Goals (prosed 6:45 duration 20 min)  
6:25

2021-2022 Board Goals

- Hire a Superintendent
  - Retained Dr. Christensen and team
    - He has been holding meetings and surveys
    - First week of January meeting with Dr. Bill
- Be sure the resolution on Later Start Times begins September 2022
  - Asked the Superintendent about holding Forums
    - Superintendent received mixed messages from the Board so nothing has taken place
  - If BOCES doesn't change – how will changing start time affect BOCES students?
    - Have to revisit to see if information received last time is the same

8.04 Discuss Board Vacancy (proposed 7:05 duration 15 min)

- Received 7 interested parties- work together to meet with everyone have conversation with anyone interested
- Will reach out in January to schedule conversations

9. Consent Agenda

9.01 Approve Consent Agenda (proposed 7:20)

6:35

*Recommended Action:* The Board hereby approves item numbers 9.02-9.04

Motioned: Trustee DeJesus

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Salem

9.02 Personnel Agenda

**APPOINTMENT: NON-INSTRUCTIONAL  
PROBATIONARY APPOINTMENT**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Berryann, Alan	Custodian/ B & G Dept.	11/30/21 – 5/30/22	Prov. To Prob.
Hapeman, Deborah	Typist/Bennett Elem.	01/03/22 – 07/03/22	Step 16, replace retirement

Stamatakis, Sharon *	Administrative Aide/Typist	01/06/22 – 07/06/22
VanLeuvan, Dillon	Custodian/ B & G Dept.	11/30/21 – 5/30/22

\*Pending pre-employment processing\*

\$38,500.00/year  
Prov. To Prob.

**APPOINTMENT: NON-INSTRUCTIONAL**

**PART-TIME**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Cole, Kimberly	Claims Auditor/ District	12/22/21	\$5,712.00/year
Riley-Weir, Madeleine	PT Bus Monitor/Transportation	12/22/21	Step 5

**EXTRA DUTY STIPENDS:**

NAME	POSITION	Effective Date	AMOUNT
Scherer, Rebecca	Skiing-Varsity- Head Coach (Boys & Girls)	12/22/21	\$3,262.00
Young, Jason	Basketball-Volunteer-Modified (Girls)	12/22/21	\$-0-

**RESIGNATIONS: NON- INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Benjamin, Roger	PT Bus Driver/Transportation	12/16/21	Personal To accept Typist position
Hapeman, Deborah	School Monitor/Bennett	12/21/21	To accept Teaching Assistant position
Pearlman, Stephanie	School Monitor/Phoenicia	12/07/21	position
VanLeuvan, Louise	Custodial Worker/B & G dept.	12/31/21	Retirement

**LEAVE OF ABSENCES: INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE	REASON
	*approximate dates*	
3927	04/19/22 – 05/16/22	FMLA-paid
3927	05/17/22 – 06/24/22	FMLA-unpaid

**SUBSTITUTE**

NAME	POSITION	AMOUNT
VanLeuvan, Louise	Custodial	\$15.00/hour
VanLeuvan, Louise	Food Service	\$14.00/hour

9.03 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, #12/21, Confidential, as reviewed by Trustee Salem

9.04 Warrants

*Recommended Action:* The Board of Education has reviewed and hereby accepts Warrant Schedule 5

**10. Old Business**

10.01 The Board will discuss Old Business  
No old business was discussed

**11. New Business**

11.01 The Board will discuss New Business

No new business was discussed

## 12. Request For Information

12.01 Board members will request information of the Superintendent

- Superintendent aware of channels students use to communicate that adults don't know about
- Policy Meeting – conversation about to review policies that address school safety – weapons, etc.
- How are students being marked for Friday attendance with the Tic Tok threat?
  - Based on email this afternoon – pulled attendance policy and reviewed
    - Will be consistent through buildings

## 13. Adjournment

13.01 Adjourn Meeting. Next meeting Tuesday January 11, 2022 via teleconferencing (proposed 7:40)

*Recommended Action:* Motion to adjourn meeting at 6:45

Motioned: Trustee Storey

Seconded: Trustee DeJesus

Result: Unanimous

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

Not Present: Trustee Salem

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:00 p.m.

MINUTES

**TUESDAY, JANUARY 11, 2022**

**TELECONFERENCING**

## 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 Storey Trustee DeJesus, Trustee Bishop

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 December 21, 2021.

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

## Now Present

Trustee DeJesus arrived at 6:10

## 3. Superintendent News

3.01 The Superintendent will report on District News

- Prior to 1:30 this afternoon, sent a communication to shift temporarily to remote learning starting tomorrow to end of week
  - Decision based on staff limitations, be certain maintain safest learning environment for students
  - Allowing after school sporting events that have been scheduled to continue
  - Fully remote instruction, all staff are in buildings working regular schedule- full in session
  - All elementary students were told to take home Chromebooks
    - If absent today, contact main office
  - Form for families that need food for these 3 days
  - Return Tuesday, 1/18/22 – Monday is a legal holiday
- Guidance from Ulster County changed and we are in the process of contacting individuals to determine their status
- Contact tracing a big challenge, many steps that need to be done under umbrella of contact tracing
  - Thanks to Central Confidential Staff in helping to make calls
- Send more information about guidance and put on website – put in language



more acceptable to everyone

#### Discussion:

- How do families get food support next few days, sports practices protocol– transportation
  - Put a link out to parents with Google Form to sign up for food
    - Included an email address to contact Food Services Director
  - All Out of District programs will continue to run, including Ulster BOCES CTE – sent information to email Transportation with questions
  - Sports – optional participation – coaches will be contacting their athletes
  - Parents can drop off students for practices/meets and take 5:20 bus home
    - No penalty for students who cannot get to school

#### Superintendent's Report Continued

- Yesterday and today were the beginning of a series of workshops –by Jevon Hunter Making Culturally Responsive Sustaining Education Real
  - Reached out to all district staff and Shared Decision Making Committee to join these workshops
  - Series is a way to revive and strengthen diversity, equity and inclusion
    - Self-assessment - leverage work and future needs
    - Will update at each board meeting
- New Athletic Director started Friday with a snow day – he has been very active
  - Made contact with all coaches and coach meetings; tour of HS; social media sports accounts again; introduction at Faculty Meeting; setting priorities that he will communicate
  - Will provide full update in management letter to Board

#### 4. Board District News

4.01 The Board will report District News (proposed 6:15)

Trustee Salem welcomed the new Athletic Director, Ryan Naccarato – look forward to hearing from you

- Thank colleagues on Communication Committee, administrators, students and staff as well as Marc Rider for COVID forum last Tuesday
- Reinforce commitment in hearing from and working with everyone

#### 5. Student Representative Report

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

- This week in Student Government meeting with Dr. Bill Christenson, Board's consultant for the Superintendent search
  - To give student perspective on Superintendent – very successful
- Joey Driscoll worked with Victoria Gardens for outdoor space
- COVID worries to ease now that we are going remote

Dr. Christensen will be presenting at the next Board meeting

#### 6. Acknowledge Public Be Heard Comments

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

## 7. Public and Student Comment

- 7.01 Public and Students may comment on any agenda or non-agenda item (proposed 6:25)

Linda Gardell Michela – Parent of 9<sup>th</sup> grade student. COVID outbreak – numbers seem to be lagging. Finally pivot to remote instruction – numbers are exponentially larger every day. Look at extending remote until wave has passed. People getting sick and dying. District was woefully bad at notification of her daughter as being exposed to a positive person.

Christina Brown – 2 students in MS and elementary school. Made aware that there was a positive case in her daughter's classroom last week – her teacher reached out to say she should be quarantining. In school last 2 days with positive students. Not being communicated well enough

Lindsay Shands – first grader at Woodstock. Understand why shift to remote – last minute notification sent is incredibly difficult. To find care givers with 18 hours of going remote. Not fair to working families. Not being told in a timely fashion. Never told when there was a positive COVID case in her class.

Sarah Yanosh – 7<sup>th</sup> grader – Echo what Lindsay said about last minute pivot. Lack of readiness plan. Take a 3 day break? Why not 2 weeks? Shortage of tests, PPE, nurses. Arlington brought COVID in from a game. Why let sports go on?

Brett Barry – 2 daughters MS and HS. Lend support with what everyone else has said. So little testing is going on, numbers are far worse than reported. Wait until wave passes to come back, not Tuesday.

## 8. Discussion and Possible Action

- 8.01 Approve Agreement for Ulster BOCES Capital Project

*Recommended Action:* The Board of Education hereby approves of the resolution below for BOCES Capital Project

Motioned: Trustee Sherry

Seconded: Trustee DeJesus

Result: Unanimous

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

*This resolution has been reviewed by Attorney, Dan Pettigrow, The Bernard P. Donegan Group, and the Bond counsel. Didn't think that this resolution was necessary since we would expect that Onteora would meet its obligation via cash payments. Mr. Pettigrow checked with the Bond Counsel and they wanted this as an insurance policy if the District were to change its mind. For the Board what I am planning to propose is that BOCES Capital costs be increased in the 22/23 budget by our annual obligation and the the Appropriated Fund Balance be increased by a like amount. Hence no direct impact on the property tax:*

WHEREAS, the Ulster County Board of Cooperative Educational Services, Ulster County, New York (the "BOCES") has determined to undertake a project consisting of the 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 improvements are to be used (the "Project"), at a maximum estimated cost of \$39,000,000 with the consent of the each component school districts of BOCES; and WHEREAS, BOCES has entered into a Joint Agreement (the "Joint Agreement") with the eight component school districts of BOCES (the "Component School Districts"), including the Onteora Central School District (the "District") 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 proportion of said costs to be provided by each such Component School District in accordance with such allocation and apportionment; and WHEREAS, the District's proportionate share of the costs of the Project is \$2,433,683; and WHEREAS, the District's Board of Education desires to authorize the issuance of obligations to finance the District's proportionate share of the costs of the Project;

NOW THEREFOR, BE IT RESOLVED BY THIS BOARD OF EDUCATION AS FOLLOWS:

Section 1. The District is hereby authorized to issue its serial general obligation bonds (the "Bonds") in the aggregate principal amount of not to exceed \$2,433,683 pursuant to the Local Finance Law of New York, in order to finance the class of objects or purposes described herein.

Section 2. The class of objects or purposes to be financed pursuant to this Resolution (the "Purpose") is the District's proportionate share of the costs of the Project.

Section 3. It is hereby determined and declared that (a) the maximum cost of the Purpose, as estimated by the Board of Education, is \$2,433,683, (b) no money has heretofore been authorized to be applied to the payment of the cost of the Purpose, and (c) the District plans to finance the cost of the Purpose from the issuance of the Bonds and bond anticipation notes hereinafter referred to.

Section 4. It is hereby determined that the Purpose is one of the class of objects or purposes described in subdivision (t) of paragraph (4) of Section 1950 of the Education Law, and that the period of probable usefulness of the Purpose is thirty (30) years.

Section 5. Subject to the provisions of the Local Finance Law, the power to authorize the issuance of and to sell bond anticipation notes in anticipation of the sale of the Bonds, including renewals of such notes, is hereby delegated to the President of the Board of Education, the chief fiscal officer. Such notes shall be of such terms, form and contents, and shall be sold in such manner, as may be prescribed by said President of the Board of Education, consistent with the provisions of the Local Finance Law.

Section 6. The power to further authorize the issuance of the Bonds and bond anticipation notes and to prescribe the terms, form and contents of the Bonds and bond anticipation notes, including the consolidation with other issues and the use of substantially level or declining debt service, subject to the provisions of this Resolution and the Local Finance Law, and to sell and deliver the Bonds and bond anticipation notes, is hereby delegated to the President of the Board of Education. The President of the Board of Education is hereby authorized to sign and the District Clerk is hereby authorized to attest any Bonds and bond anticipation notes issued pursuant to this Resolution, and the District Clerk is hereby authorized to affix to such Bonds and bond anticipation notes the corporate seal of the District.

Section 7. The faith and credit of the District are hereby irrevocably pledged for the payment of the principal of and interest on such Bonds and bond anticipation notes as the same respectively become due and payable. An annual appropriation shall be made in each year sufficient to pay the principal of and interest on such obligations becoming due and payable in such year. There shall be levied annually on all taxable real property of the District, a tax sufficient to pay the principal of and interest on such obligations as the same become due and payable.

Section 8. This Resolution shall constitute the declaration of the District's "official intent" to reimburse expenditures authorized by Section 1 with proceeds of the Bonds and notes, as required by United States Treasury Regulation Section 1.150-2.

Section 9. This Resolution, or a summary thereof, shall be published by the District Clerk together with a notice in substantially the form prescribed by Section 81.00 of said Local Finance Law, and such publication shall be in each official newspaper of the District. The validity of the Bonds or of any bond anticipation notes issued in anticipation of the sale of the Bonds may be contested only if such obligations are authorized for an object or purpose for which the District is not authorized to expend money, or the provisions of law which should be complied with at the date of publication of this Resolution are not substantially complied with, and an action, suit or proceeding contesting such validity is commenced within twenty (20) days after the date of such publication; or if said obligations are authorized in violation of the provisions of the Constitution.

Section 10. This Resolution shall take effect immediately upon its adoption.

## 8.02 Approve Memorandum of Agreement with Ulster County For Test Kits

*Recommended Action:* The Board of Education hereby approves the MOA between

Ulster County and the Onteora Central School District for COVID Test Kits

Motioned: Trustee DeJesus

Seconded: Trustee Bishop

Result: Unanimous

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

#### 8.03 Discuss Board Vacancy Timeline (proposed 6:35 duration 15 min)

6:35

- Trustee Ratcliff's seat became empty due to his being elected to the Woodstock Town Board
- Schedule session to review applications – get in touch with people and schedule interviews
- Board to revise application
- Meet first week of February to review applications and then schedule interviews
  - Thank you to everyone that sent a letter of interest
- Use application from 2016 for these candidates – meet first week of February to go over application and set timeline for interviews

#### 8.04 Discussion on Remote vs. In-Person Board Meetings (proposed 6:50 duration 10 min)

6:45

- State extended the online meeting option until the Governor declares an end to the emergency
  - Not more convenient to meet on line, more for access
    - Would be hearing from building administrators
    - Should continue even if we are not in-person
      - Community can hear as well
- At an in-person board meetings, no one came, but people join remotely
  - Must better attendance through remote model
  - People can join whenever available
  - Totally transparent
  - People can join for part they want to see, people with children
  - Had a lot of technical issues when in-person with Google Meet
  - Briefly met at HS, could not properly socially distant and had masks on
  - A lot parents participating now that really couldn't before
  - Public is better served with being on-line

### 9. Policy

#### 9.01 First Reading of Policy 7640 Student Individualized Education Program (proposed 7:00)

- Policy Committee decided to not waive second readings unless it is an emergency or hot topic
- Call Board's attention to "Recording the Meetings" – put in place due to discrepancy in what was happening at meetings and reports from meetings
  - Decided to add it because in years past had recorded every meeting
- Board to discuss leaving in or taking it out
  - Leave it up to the parents – beneficial to parents and district

- Some parent were uncomfortable having meeting recorded
  - Have letter for parents if they want the meeting recorded
- Have had to reach out to attorney about recording IEPs - they do not recommend recording every meeting
- Parents have the option to request recording and have ability to record in a moment
- Change language to Meetings will be recorded at parents' request
- Receive invitation to the Special Education meeting, called prior written notice, with option to record meeting
- Add protocol: In the introduction to meetings, parents can be asked if want recorded or not
  - Recording helpful to parents to listen to the meeting again to be sure absorb everything
- Be explicit about what meetings need to be recorded, protocol for recording, if not a mandated recording, anyone else's consent to be recorded
  - Where stored, when destroyed, other particulars
- Why does it say Board of Education records meetings?

~~2010~~2021 7640 Students **STUDENT INDIVIDUALIZED EDUCATION PROGRAM**  
**Development of Individualized Education Program**

The Board of Education directs that the Committee on Special Education (CSE) or Committee on Preschool Special Education (CPSE) shall have prepared a written statement (program) for each child with a disability.

Such an Individualized Education Program (IEP) will be developed by the CSE or CPSE upon referral, and reviewed or revised, whichever is appropriate, for every child with a disability at least annually or in the event that the program no longer appears to be appropriate to meet the student's needs and ability level.

The District shall ensure that each student with a disability has an IEP in effect at the beginning of each school year.

IEPs developed on or after January 1, 2009 will be on the form prescribed by the Commissioner.

Functional Behavioral Assessments/Behavioral Intervention Plans

A functional behavioral assessment (FBA) ~~is may be~~ **is** an integral part of the evaluation and reevaluation of a student with a disability **which and** should be used throughout the process of developing, reviewing and revising a student's IEP when the student's behavior impedes learning of the child or others. The FBA is the process of determining why a student engages in challenging behavior and how the student's behavior relates to the environment.

The FBA provides a baseline of the student's problem behaviors with regard to frequency, duration, intensity and/or latency across activities, settings, people and times of the day and includes:

- a) The identification of the problem behavior;
- b) The definition of the behavior in concrete terms;
- c) The identification of the contextual factors that contribute to the behavior (including cognitive and affective factors); and
- d) The formulation of a hypothesis regarding the general conditions under which a behavior usually occurs and probable consequences that serve to maintain it.

The CSE/CPSE will ensure that functional behavioral assessments, when appropriate, are conducted and reviewed to:

- a) Identify supplementary aids and services, modifications and/or related services appropriate to address the identified behaviors to promote the student's involvement and progress in the general curriculum;
- b) Determine a student's eligibility for special education services;
- c) Develop the IEP which includes behavioral goals and objectives and positive behavioral supports and strategies.

In the case of a student whose behavior impedes his/her learning or that of others, the CSE/CPSE shall consider strategies, including positive behavioral interventions and supports and other strategies to address that behavior. The need for a behavioral intervention plan (BIP) shall be documented on the IEP and such plan shall be reviewed at least annually by the CSE/CPSE. In addition, regular progress monitoring of the frequency, duration and intensity of the behavioral interventions shall be conducted at scheduled intervals, documented and reported to the parents and CSE/CPSE.

A behavioral intervention plan may not include the use of aversive interventions or time out rooms except in accordance with specific Board policy regulating these techniques.

**Individual Evaluations**

Parental consent must be provided for an initial evaluation. If such consent is not received within thirty (30) calendar days of receipt of the referral, the CSE/CPSE Chairperson will document all attempts made to obtain the

consent and, if appropriate, advise the Board of its right to utilize the due process procedures to conduct an evaluation without parental consent.

Unless a referral is withdrawn, an individual evaluation at no cost to the parent will be completed by the CSE/CPSE within sixty (60) calendar days after written parental consent has been obtained or a parental refusal to consent is overridden, unless:

- a) An extension is mutually agreed to by the parent and the CSE/CPSE for the following situations:
  - 1. Transfer students: A student enrolls in the District after sixty (60) days and prior to a determination by the student's previous school district as to whether the student has a disability, but only if the new school district is making sufficient progress to ensure a prompt completion of the evaluation and the parent and the new district agree to a specific timeframe for completion; or
  - 2. Students suspected of having learning disabilities; or
- b) The parent or student repeatedly fails or refuses to produce the student for evaluation.

No student shall be required to obtain a prescription for a drug or other substance identified as a controlled substance by the federal Controlled Substances Act as a condition of receiving an evaluation.

The individual evaluation will include a variety of assessment tools and strategies, including information provided by the parent. The purpose of the evaluation is to gather relevant functional, developmental and academic information that may assist in determining whether the student is a student with a disability and the content of the student's IEP. This shall include information relating to enabling the student to participate and progress in the general education curriculum (or for a preschool child, to participate in appropriate activities.)

As part of any evaluation, a group that includes the CSE/CPSE and other qualified professionals, as appropriate, shall review existing evaluation data on the student including evaluations and information provided by the parents of the student, current classroom-based assessments, local or state assessments, classroom-based observations, and observations by teachers and related services providers. In addition, the group will consider information about the student's physical condition, social or cultural background, and adaptive behavior.

On the basis of that review, and input from the student's parents, the group shall identify what additional data, if any, are needed to determine:

- a) Whether the student has or continues to have a disability;
- b) The present levels of academic achievement and related developmental needs of the student, including:
  - 1. Academic achievement, functional performance, and learning characteristics;
  - 2. Social development;
  - 3. Physical development; and
  - 4. Management needs.
- c) In the case of a reevaluation of a student, whether the student continues to need special education; and
- d) Whether any additions or modifications to the special education services are needed to enable the student to meet the measurable annual goals set out in the IEP of the student and to participate, as appropriate, in the general education curriculum.

If additional data are not needed, the District must notify the parents of that determination and the reasons for it and of the right of the parents to request an assessment to determine whether, for purposes of services provided in accordance with law and Commissioner's Regulations, the student continues to be a student with a disability and to determine the student's educational needs. The District is not required to conduct the assessment unless requested to do so by the student's parents.

The determination that a student has a learning disability will be made in accordance with the procedures outlined in Section 200.4(j) of Commissioner's Regulations.

#### **Individual Re-evaluations**

A CSE/CPSE shall arrange for an appropriate re-evaluation of each student with a disability:

- a) If the District determines that the educational or related services needs, including improved academic achievement and functional performance of the student warrant re-evaluation;
- b) If the student's parent or teacher request a re-evaluation;
- c) At least once every three (3) years, unless the District and the parent/person in parental relation agree in writing that such re-evaluation is unnecessary.

A re-evaluation shall not be conducted more frequently than once a year unless the parent and the District representative appointed to the CSE/CPSE agree otherwise.

The re-evaluation will be conducted by a multi-disciplinary team or group of persons, including at least one (1) teacher or other specialist with knowledge in the area of the student's disability. The re-evaluation shall be sufficient to determine the student's individual needs, educational progress and achievement, the student's ability to participate in instructional programs in regular education and the student's continuing eligibility for special education. The results of any re-evaluations must be addressed by the CSE/CPSE in reviewing, and as appropriate, revising the student's IEP.

To the extent possible, the District shall encourage the consolidation of re-evaluation meetings for the student and other CSE/CPSE meetings for the student.

#### **Amendments to the IEP**

Amendments to the IEP made after the annual review by the CSE/CPSE may be made by reconvening the CSE/CPSE and rewriting the IEP or by developing a written document to amend or modify the student's current IEP, provided that:

- a) The parents/persons in parental relation request an amendment to the IEP and the District and parents/persons in parental relation agree to the amendment in writing; or
- b) The District provides the parents/persons in parental relation a written proposal to amend a provision or provisions of the IEP conveyed in language understandable to the parents/persons in parental relation in their native language or other dominant mode of communication, informs and allows the parents/persons in parental relation the opportunity to consult with the appropriate personnel or related service providers concerning the proposed changes, and the parents/persons in parental relation agree in writing to the amendments.

If the parents/persons in parental relation agree to amend the IEP without a meeting, they shall be provided prior written notice (notice of recommendation) of the changes to the IEP and the Committee notified of the changes. If the changes are made by rewriting the entire IEP, the District shall provide the parents/persons in parental relation a copy of the rewritten IEP. If the amendment is made without rewriting the entire document, the District shall provide a copy of the document that amends the IEP or, upon request, a revised copy of the entire IEP with the amendments incorporated.

**Use of Recording Equipment at IEP Meetings**

~~Unless otherwise refused by the parent/guardian, in writing, The Board of Education shall make digital recordings of all meetings regarding individualized education programs for students with disabilities.~~

~~If the parent/guardian wishes to receive a digital audio copy of the meeting, they shall promptly be supplied with such a copy.~~

**Provision of Individualized Education Program**

The Board of Education directs that the Superintendent/designee(s) establish administrative practices and procedures to ensure that each regular education teacher, special education teacher, related service provider and/or other service provider who is responsible for the implementation of a student's IEP is provided a paper or electronic copy of such student's IEP (including amendments to the IEP) prior to the implementation of such program. For purposes of this policy, "other service provider" means a representative of another public school district, charter school, Board of Cooperative Educational Services (BOCES) or school enumerated in Education Law Articles 81, 85 or 89 where the student receives or will receive IEP services. Further, the District will designate at least one (1) school official who shall be responsible for maintaining a record of the personnel who have received IEP copies for each student.

Any copy of a student's IEP shall remain confidential in compliance with the Individuals with Disabilities Education Act, the Family Educational Rights and Privacy Act, and District policy regarding confidentiality of student records; and shall not be disclosed to any other person other than the parent of such student, except in accordance with federal and state laws and/or regulations. Appropriate training and information will be provided to designated school personnel, as applicable, to ensure the confidentiality of such information. Procedures will be established to ensure that copies of students' IEPs are stored in secure locations and retrieved or destroyed when such professionals are no longer responsible for implementing a student's IEP.

The Chairperson of the CSE, CSE subcommittee, or CPSE shall designate for each student one (1) or, as appropriate, more than one (1) professional employee of the School District with knowledge of the student's disability and education program who will be responsible to, prior to the implementation of the IEP, inform each regular education teacher, special education teacher, related service provider, other service provider, supplementary school personnel (i.e., a teaching assistant or a teacher aide as defined in Commissioner's Regulations), and other provider and support staff person of his/her responsibility to implement the recommendations on a student's IEP, including the responsibility to provide specific accommodations, program modifications, supports and/or services for the student in accordance with the IEP. In selecting the professional staff person(s), the Chairperson could select him/herself for this responsibility, another administrator, or a teacher, related service provider or other professional based on the particular circumstances of the student's disability and education program.

The School District shall also ensure that each teaching assistant, teacher aide and each other provider responsible for assisting in the implementation of a student's IEP has the opportunity to review a copy of the student's IEP (including amendments) prior to the implementation of such program. Further, each teaching assistant, teacher aide and such other provider responsible for assisting in the implementation of a student's IEP shall have ongoing access to a copy of the IEP, which may be the copy provided to the student's special education teacher or the teacher or related service provider under whose direction the supplementary school personnel or other provider works. However, the District may, at its discretion, provide a copy of the IEP to teaching assistants and/or teacher aides.

A copy of a student's IEP shall be provided to the student's parents at no cost to the student's parents.

Individuals with Disabilities Education Improvement Act of 2004, Public Law 108-446 Section 615(k)(l); Individuals with Disabilities Education Act (IDEA), 20 United States Code (USC) Section 1400 et seq.; 21 United States Code (USC) Section 812(c); Education Law Articles 81, 85 and 89 and Sections 3208 and 4402(7); 8 New York Code of Rules and Regulations (NYCRR) Sections 200.1(hh), 200.2(b)(11), 200.4(b)(4), 200.4(d)(3)(i), 200.4(e)(3), 200.4(f), 200.4(j), 200.16(e)(6) and 200.22 NOTE: Refer also to Policy #7619 -- Use of Time Out Rooms

## 9.02 First Reading of New Policy 7133 Admission of Non-resident Students

- Change word "homeless" in policy manual to housing insecure

**Cross outs are from the NYSSBA Policy**

**2022 7133 Students ADMISSION OF NON-RESIDENT STUDENTS**

The Board of Education affirms that its primary responsibility is to provide the best possible educational opportunities for the children who are legal district residents and who are of legal age to attend school.

~~However, a non-resident student may be admitted to district schools upon payment to the district of the Board-adopted tuition charge, if and only if, in the judgment of the Superintendent of Schools:~~

- ~~1. there is sufficient space to accommodate the non-resident student;~~
- ~~2. no increase in the size of faculty or staff will be necessary to accommodate them;~~
- ~~3. the non-resident student meets the district's criteria for admission; and~~
- ~~4. the admission of such non-resident student is and continues during the enrollment period to be in the best interests of the district.~~

This policy is not applicable to homeless students entitled to attend district schools under federal and state law and regulations, who may not be currently residing in the district (see policy 5151, Homeless Children). Homeless students who are not entitled to attend district schools under federal and state laws may be considered for non-resident enrollment under this policy. This policy is also not intended to cover students who are placed in district programs by agreement with, and paid for by, another school district.

*Future Residents*

The children of families who have signed a contract to buy or build a residence in the school district may be enrolled during the semester in which they expect to become residents. ~~without payment of tuition.~~

*Former Residents*

Students whose families have moved out of the district may continue to attend districts schools under the following circumstances:

~~Former residents who move prior to April 1 may continue enrollment upon the payment of tuition from the date of the departure to the end of the school year.~~

- ~~• Former residents who move after April 1 will be permitted to finish the school year without charge.~~
- ~~• Former residents enrolled in grades 11 or 12 at the time of departure from the district may be permitted to finish high school and graduate with their class provided the former resident meets the criteria of this policy and upon the payment of tuition for the 12th grade year.~~
- ~~• Former residents enrolled in grade 12 at the time of departure from the district may be permitted to finish high school and graduate with their class provided the former resident meets the criteria of this policy and their residency changes after May 1.~~

However, homeless students who are no longer district residents due to homelessness are addressed in policy 51547132, Homeless Children.

*Transportation*

~~NOTE: The policy should specify whether the district will provide transportation to non-resident students and, if so, under what conditions. The following provision is optional.~~

~~Transportation will be provided for non-resident students if and only if existing bus routing is used, and there is sufficient room on the bus.~~

Cross-ref: 5151, Homeless Children; Ref: Education Law §3202(2); 8 NYCRR Part 174  
Appeal of Akiwowo, 48 Ed Dept Rep 34 (2008)

## 9.03 First reading of Policy 6550 Leaves of Absence

FROM NYSSBA

**2002—2022 6550 Personnel LEAVES OF ABSENCE**

In general, leaves of absence shall be administered by the Superintendent of Schools or his or her designee. The Board of Education reserves the right to grant leaves of absence for purposes or under conditions not contemplated or considered in this policy statement. Under laws and rules governing such action, the Board may undertake appropriate disciplinary action where a leave of absence is falsely requested or improperly used. Except by permission of the Superintendent, as expressed in writing, the purpose or conditions of a leave of absence may not be altered.

Contractual leaves of absence shall be granted to employees who are members of a negotiating unit. In such cases, authorization to approve requests for leaves of absence submitted shall be pursuant to provisions of contracts in effect between the district and each bargaining unit.



- In the case of employees who are not members of a negotiating unit, authorization is granted to approve requests for leaves of absence submitted by such employees where the requests are consistent with provisions of contracts in effect between the district and the bargaining unit most compatible with the employment status of the employee.
- In the case of employees who are under contract to the district, authorization is granted to implement provisions for leaves of absence contained in each such contract.

Unpaid leaves of absence not covered above shall be subject to limitations enumerated in this policy statement. Such authorization is granted for the following unpaid leaves of absence:

- For a period of time not to exceed one school year for approved graduate study, such leave to include any required internship experience.
- At the expiration of a paid sick leave of absence, to extend such a leave of absence for a period of time not to exceed the end of the school year next succeeding the school year in which the paid leave of absence commenced.

Unpaid leaves of absence shall not be used to extend vacation periods, to take vacations, to engage in other occupations, or to provide additional personal leaves except that the Superintendent shall have discretion, where circumstances warrant, to approve leaves of absence for such purposes.

Unpaid leaves of absence shall not be granted unless the services of a substitute employee, satisfactory in the discretion of the Superintendent, are able to be secured.

Except where it interferes with an employee's legal or contractual rights, the timing of unpaid leaves of absence will be granted at the convenience of the district.

The district will notify employees of their right to leaves as indicated by federal law, state law or regulation.

#### **Other Leaves:**

##### Blood Donation

In accordance with state law, employees desiring to make blood donations shall be granted three (3) hours of leave in any twelve (12) month period. The leave may not exceed three (3) hours unless agreed to by the Superintendent or his or her designee. Additional leaves for the purpose of blood donation under any other provision of law shall not be prevented.

Leave granted to employees for off premises blood donation is not required to be paid leave. Leave taken by employees for "donation leave alternatives" (which is what the law terms on-site blood donation) shall be paid leave given without requiring the employee to use accumulated vacation, personal, sick or other existing leave time.

Employees wishing to utilize the leave time for offsite blood donation shall give a minimum of three (3) working days notice to the Superintendent or his or her designee. Employees wishing to utilize the leave time for alternate donations shall give a minimum of two (2) working days notice.

The district will provide reasonable accommodations in emergency situations where an employee needs to donate blood for his own surgery or that of a family member.

##### Cancer Screening:

Employees shall be granted up to four (4) hours of leave on an annual basis to undertake a screening for cancer. This leave shall be paid leave and shall not be charged against any other leave to which the employee is entitled.

Certification of testing may be requested from the employee of the district. Verification shall be produced in a timely fashion.

Ref: Civil Service Law §159-b; Labor Law § 202-j; *Matter of Cruz et al v Wappingers CSD*, slip opinion (Supreme Court, Dutchess County, July 14, 2008); *Matter of Fringuello v Wappingers CSD.*, slip opinion (Supreme Court, Dutchess County, July 15, 2008)

## 9.04 First Reading of Policy 3310 School District Records

Combines policies 3310, 3320 and 5670

~~2002-2021~~ 3310 Community Relations **SCHOOL DISTRICT RECORDS**

**[FORMALLY 3310 PUBLIC ACCESS TO RECORDS]**

##### Public Access To Records

Access to records of the District shall be consistent with the rules and regulations established by the State Committee on Open Government and shall comply with all the requirements of the New York State Public Officers Law Section 87.

A Records Access Officer shall be designated by the Superintendent, subject to the approval of the Board of Education, who shall have the duty of coordinating the School District's response to public request for access to records.

The District shall accept request for records submitted in the form of electronic mail.

The District shall respond to a request within five (5) business days of the receipt of a request. Should all or part of the request need to be denied, the District shall respond in the manner set forth by the rules and regulations stipulated by the Committee on Open Government.

#### Requests for Records via E-mail

If the District has the capability to retrieve electronic records, it must provide such records electronically upon request. The District shall accept requests for records submitted in the form of electronic mail and respond to such requests by electronic mail using the forms supplied by the District. This information shall be posted on the District website, clearly designating the e-mail address for purposes of receiving requests for records via this format.

When the District maintains requested records electronically, the response shall inform the requester that the records are accessible via the internet and in printed form either on paper or other information storage medium.

The District shall respond to a request within five (5) business days of the receipt of a request. Should all or part of the request need to be denied, the District shall respond in the manner set forth by the rules and regulations stipulated by the Committee on Open Government.

#### **[FORMERLY 3320 CONFIDENTIALITY OF COMPUTERIZED EQUIPMENT]**

The development of centralized computer banks of educational data gives rise to the question of the maintenance of confidentiality of such data while still conforming to the New York State Freedom of Information Law. The safeguarding of confidential data from inappropriate use is essential to the success of the District's operation. Access to confidential computerized data shall be limited only to authorized personnel of the School District.

It shall be a violation of the District's policy to release confidential computerized data to any unauthorized person or agency. Any employee who releases or otherwise makes improper use of such computerized data shall be subject to disciplinary action.

However, if the computerized information sought is available under the Freedom of Information Law and can be retrieved by means of existing computer programs, the District is required to disclose such information.

#### **[FORMALLY 5670 SCHOOL DISTRICT RECORDS MANAGEMENT]**

##### School District Records Management

It is the policy of the Board of Education to inform members of the public about the administration and operation of the public schools in accordance with the Freedom of Information Law of the State of New York.

The Superintendent of Schools shall develop regulations ensuring compliance with the Freedom of Information Law and setting forth the procedures to be followed to obtain access to district records. Such regulations shall address ensuring applicable confidentiality and security of district information. The Superintendent shall designate, with Board approval, a Records Access and Records Management Officer, pursuant to law.

#### **Retention and Destruction of Records**

The Board hereby adopts the Records Retention and Disposition Schedule ED-1 issued pursuant to Article 57-A of the Arts and Cultural Affairs Law, which contains the legal minimum retention periods for district records. In accordance with Article 57-A, the district will dispose of only those records described in the schedule after they have met the minimum retention periods set forth in the schedule. The district will dispose of only those records that do not have sufficient administrative, fiscal, legal or historical value to merit retention beyond the established legal minimum periods.

The manner of destruction will be determined by the format of the record (i.e., paper, digital, etc.). In addition, destruction will be appropriately documented.

##### Litigation-Hold

The Superintendent will establish procedures in the event that the school district is served with legal papers. The Superintendent will communicate with applicable parties, including the school attorney and the records management official, to ensure that, when appropriate, a litigation-hold is properly implemented. The litigation-hold is intended to prevent the destruction or disposal of records that may need to be produced as part of discovery. It is the intention of the Board of Education to comply with applicable rules and regulations regarding the production of necessary documents, data, files, etc. The Board directs the Superintendent to institute such procedures to implement this policy.

The Superintendent or his/her designee, with assistance from the Records Management Officer, shall be responsible for developing and disseminating department-specific retention schedules and guidance to staff, as necessary, to ensure adherence to this policy.

Public Officers Law Sections 84 et seq.; Education Law Section 2116; Public Officers Law Section 87 and 89; 21 New York Code of Rules and Regulations (NYCRR) Parts 1401 and 9760; Cross-ref: 5672, Computer Resources and Data Management

Ref: Public Officers Law §84 et seq. (Freedom of Information Law); Education Law §2116 Arts and Cultural Affairs Law §57.11; Arts and Cultural Affairs Law Article 57-A (Local Government Records Law); Federal Rules of Civil Procedure, 16, 26; 8 NYCRR Part 185 (Appendix I) – Records Retention and Disposition Schedule ED-1

~~9.05 Rescind Policies~~

~~*Recommended Action:* The Board of Education hereby rescinds the following policies because they are now in Policy 3310:~~

~~Policy 3320 Confidentiality of Computerized Information~~

~~Policy 5670 School District Records Management~~

9.06 Policies Reviewed and are ok as is- FYI

*Recommended Action:* The Board of Education hereby accepts Policies 3281, 3290 and 3273 as reviewed.

Motioned: Trustee Salem

Seconded: Trustee Osmond

Result: Unanimous

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

## 10. Independent Contract Retainers

### 10.01 Approve All ICRs

*Recommended Action:* The Board of Education hereby approves the ICRs in item numbers 10.02-10.03

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

### 10.02 ICR - Werner

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District approve the Independent Contractor Retainer between the Ontario Central School District and Kathy L. Werner retained as Instructor effective November 15, 2021 to June 30, 2022 at a rate of \$400.00 per day to a maximum of \$20,000.00 and authorizes the Superintendent to sign such an agreement.

### 10.03 ICR - Sheth

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District approve the Independent Contractor Retainer between the Ontario Central School District and Snehal R. Sheth, MD retained as Child and Adolescent Psychiatrist effective January 12, 2022 to June 30, 2022 at a rate of \$350.00 per hour to a maximum of \$7,000.00 and authorizes the Superintendent to sign such an agreement.

**11. Consent Agenda**

11.01 Approve Consent Agenda (proposed 7:25)

*Recommended Action:* The Board hereby approves item numbers 11.02-11.05

Motioned: Trustee Bishop

Seconded: Trustee Sherry

- Congratulations to Carol Grima

Result: Unanimous

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

11.02 Personnel Agenda

**APPOINTMENT: INSTRUCTIONAL  
 FULL-TIME PROBATIONARY APPOINTMENT**

Be it hereby resolved that the Board appoints:

\*REVISED\* Carroll, Brittany certified in Music, to a 4-year probationary period in the tenure area of Music at a salary of 5BA (replaces Eldridge, Jonathan) commencing on 09/01/2018 and ending on 08/31/2022.

Be it further resolved that, to the extent applicable under Education Law Section 3012-d and the accompanying Commissioner's Regulations, in order to be considered for tenure, the above teacher must have received an APPR rating of effective or highly effective in three of the four probationary years and must not receive an ineffective in the fourth year.

**APPOINTMENT: ADMINISTRATIVE**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Grima, Carol	Asst. Director of PPS	07/01/2021	Increase annual rate to \$124,000. 10 month to 12 month position (pro-rated)

**APPOINTMENT: NON-INSTRUCTIONAL  
 PROBATIONARY APPOINTMENT**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Butler, Kevin	Bldg Maint. Mechanic/B &G	01/31/22 – 07/31/22	Step 5

\*Pending pre-employment processing\*

**EXTRA DUTY STIPENDS:**

NAME	POSITION	Effective Date	AMOUNT
Krause, Falcon	Assistant Ski Coach-Volunteer-Varsity	01/12/22	\$-0-

\*Pending certification and pre-employment processing\*

**LEAVE OF ABSENCES: INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE *approximate dates*	REASON
1915	01/02/22 – 02/03/22	Sick Bank Paid, intermittent days

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Hughes, Jaclyn	Teacher (uncertified)	\$90.00/day

11.03 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, #1/22, Confidential, as reviewed by Trustee DeJesus

11.04 Warrants

*Recommended Action:* The Board of Education has reviewed and hereby accepts Warrant Schedule 6

11.05 Financial Report

*Recommended Action:* The Board of Education has reviewed and hereby accepts the Financial Report from July 2021

**12. Old Business**

12.01 The Board will discuss Old Business  
No old business was discussed

**13. New Business**

13.01 The Board will discuss New Business

- Letter says intent to return on Tuesday, if this changes will tell people ASAP
  - Maybe don't give date to return, say will let you know
- Do a better job at anticipating changing protocols
  - Try to let people know before end of business Friday
- Looking for a new date for COVID Testing event at the High School
  - Reminded parents in letter that there is free testing for all students and staff at Woodstock Apotecary

**14. Request For Information**

14.01 Board members will request information of the Superintendent  
No requests for information was made

**15. Adjournment**

15.01 Adjourn Meeting. Next meeting Tuesday January 25, 2022 (proposed 7:40)

*Recommended Action:* Motion to adjourn meeting at 7:25

Motioned: Trustee Storey

Seconded: Trustee DeJesus

Result: Unanimous

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

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING

6:00 p.m.

**TUESDAY, JANUARY 25, 2022**

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 Storey, Trustee Bishop

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 January 11, 2022

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

### 3. Welcome

3.01 Bennett Principal, Gabriel Buono will welcome the Board

- Since winter break teachers working hard to collect data thru NWEA, prepare for the end of 2<sup>nd</sup> quarter
  - Then deliver services for those in need for 3<sup>rd</sup> quarter
  - Collect data to not be subjective
- Participated in NYS Simulations for state exams
  - Went smoothly
  - Thanks to Assistant Superintendent for Curriculum & Instruction Stephanie Laffin and Director of Technology, John Reimer
  - Quarter ends Friday

Bennett Principal, Linda Sella will continue

- Working with student council – brought back since COVID
  - Working with advisors – Ms. Mayone and Ms. Hapeman
- Created a PowerPoint presentation on Student Council
  - 25 sixth grade students on Bennett Council
- Turned over to students, who showed the PowerPoint presentation
  - Introduced Marty Berhman
  - In attendance: Kalkidan Adelman, Joshua Carr, Scarlet Cordero, Rowan Driscoll, Lili Goodman, Rosalie Gordon, Emma Lamoreaux, Piper Love-Joyce

Erastus Mayunga, Morgan Nagele, Austin Otis, Jesna Palkovic Vernet, Jake Slater, Emily Sorbellini, Sophia Spada,

- Library Media Specialist Ms. Amodeo was instrumental in helping student council
- Embrace each other for similarities and differences
  - Inclusion is their focus – make everyone feel accepted
    - Fundraising for April – Cultural Diversity Month

Discussion:

- Thank you Principals Buono & Sella
  - Fantastic presentation- wonderful to see students speak on their wonderful accomplishments

## Now Present

Trustee DeJesus arrived at 6:10

## 4. Presentation

4.01 Dr. Bill Christensen will present the progress on the Onteora Superintendent Search (proposed 6:10 duration 20 min)

- Developing characteristics of new Superintendent through stake holder process
  - Thanks to participants
- Had 11 Zoom meetings with stakeholders
  - Same questions as survey, but more detail
  - 1. What makes your community a good place to live?
  - 2. What makes this a good school district - for students and staff?
  - 3. What are the issues that a new superintendent needs to know about as he or she comes into the district?
  - 4. What skills, qualities, and characteristics will the new Superintendent need in order to be successful?
    - Gave most common answers in 70 surveys and 11 meetings
      - Board agrees on characteristics
- Posting January 28, 2022 to February 18, 2022
  - Flexible with these dates
- Target interview dates March
- Appointment at the April Meeting if Board agrees on a candidate; July 1 start

## 5. Superintendent News

5.01 The Superintendent will report on District News

- Thank you to Bennett students who presented tonight
- Woodstock – what students enjoyed most was winter snow on the ground
  - Sledding on hill behind school
  - Teachers participated in half day with Morningside
    - SEL critical – with training better able to meet student needs
- Phoenicia – students do not need sleds – slide in snow
  - Major issues with town of Phoenicia water district – not building, but town
    - Appreciate town working with us
    - Recognize that these are ongoing issues

- Thanks students, parent staff and community to collaboratively work to continue remotely
- MS/HS - Winter concerts have been posted
  - 2/17/22 5:30 pm MS Orchestra & Chorus
  - 2/17/22 7:00 pm HS Orchestra and Chorus
  - 2/23/22 5:30 pm MS Band
  - 2/23/22 7:00 pm HS Band
    - Seating for 3 attendees for each students participating – by reservation only
    - Will live stream all concerts
  - Middle school Student Government doing Spirit Week for next week - culminate in pep rally on Friday
- COVID: Friday sent letter to community about Test To Stay
  - Allows students and staff who are unvaccinated but asymptomatic but are in contact with exposure
  - MS/HS and Bennett – Woodstock Apothecary is supporting testing
  - PH/WD – nurses working with families
  - NYS and Ulster not requiring contact tracing – District is maintaining
    - Process is changed over time through guidance and requirements of Health Department conducted by school nurse and principal working with medical director
    - Only those that are direct contact are notified of situation
    - COVID team has gone around and reviewed layered mitigations
      - Worked to refine and be sure social distancing is being followed – that impacts the numbers of direct contacts
  - Late yesterday Supreme Court in Nassau struck down mask K-12 mandate by declaring it outside of Governor authority
    - Governor and NYS Health Department filed appeal and Appellate division granted stay on decision pending further hearings
      - Mask mandate remains in effect in all NYS schools
- 2/1/22 Hosting Vaccine Clinic at Phoenicia School by the County
- Free COVID testing for Onteora community at Woodstock Apothecary

#### Discussion:

- Emails sent to parents with direct exposure information
  - Can the date of exposure be added?
  - Send home information for parents –county link, says 10 days, not 5 days
    - Did make changes to notification so parents are aware of exposure timeline
    - See what we can do in county – they are not contact tracing, still reporting to them
- Plan yet to reschedule missed testing clinic
- Members of Onteora Community – free testing Monday – Saturday

## 6. Board District News

6.01 The Board will report District News (proposed 6:35)



- No Board news was reported

## 7. Student Representative Report

7.01 The student Representative on the Board, Noelle Crandell, will give a report

- Phase 2 of outside initiative – quote for cost and met with Mr. Edelman
- Partner with other clubs: Environmental, Human Rights and Student Government to setup courtyard
- Many students feel confusion about mask mandate with current news

## 8. Acknowledge Public Be Heard Comments

8.01 The Board will acknowledge the public be heard comments from the last meeting  
Linda Gardell Michela, Christina Brown, Lindsay Shands

## 9. Public and Student Comment

9.01 Public and Students may comment on any agenda or non-agenda item (proposed 6:50)

Sarah Yannosh – These meetings should be in-person. Heard discussion last meeting, want to understand how can help. Reach out to other districts to see how they have in-person meetings and stream them. Will Onteora keep mask mandate even if state is not? Surgical masks – possibly a grant to have all people wear a mask?

Emma Lamoreaux – Thank you for listening to our thoughts about Bennett Student Council

## 10. Discussion and Possible Action

10.01 Donation

*Recommended Action:* The Superintendent recommends acceptance of a donation totaling \$750.00 CASH, from Fehr Bros. Industries, Inc. to support the Onteora Rocket Club.

Motioned: Trustee Sherry

Seconded: Trustee Bishop

- Thank you so much Fehr Bros. Industry

Result: Unanimous

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

10.02 Goals Update Second Meeting in Each Month

- Hire a Superintendent
  - Major goal – moving forward
- Be sure the resolution on Later Start Times begins September 2022:
  - Superintendent Update:
    - Wait for new Athletic Director to reach out to Section IX
    - Look at cross over times for BOCES students and other programs
    - Elementary level implementation plan
      - Working with the Transportation Department – bumping of bus runs- working to see how runs will be impacted
      - Goal to not have length of time to runs
    - Working to see if MS/HS plan from 2019 is still feasible

- Other issues have been discussed at elementary level and only transportation remains

#### 10.03 Combine Athletic Teams

*Recommended Action:* 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 Combining of Athletic Teams between the Onteora Central School District and the Rondout Valley Central School District For Varsity Boys Lacrosse and Varsity Girls Softball. Rondout Valley is the host school with Onteora being the Combining School effective March 14, 2022; and authorizes the Superintendent, Board of Education President, and Athletics Director to sign such an agreement.

Motioned: Trustee Sherry

Seconded: Trustee Osmond

Result: Unanimous

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

#### 10.04 Create Position

*Recommended Action:* The Board of Education hereby creates the following position:

1.0 FTE Social Worker

Motioned: Trustee DeJesus

Seconded: Trustee Sherry

- Approved a leave replacement for social worker
- As a community, there is a the lack of available mental Health resources
- Looking to form partnerships with agencies to be housed in our buildings
  - Won't come until 22-23 school year
- Extending interview process for viable candidates that would have a full time at MS and at PH – though ARRA money
- Hoping that partnerships with outside agencies have offices in buildings – looking at as a whole picture
  - Not a permanent position - monitoring needs and resources

Result: Unanimous

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

### 11. Policy (Proposed 7:15)

#### 11.01 Second Reading and Adoption of Policy 7133 Admission of Non-resident Students

*Recommended Action:* The Board of Education hereby adopts Policy 7133 as written

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

- Why May 1<sup>st</sup>?
- Be flexible, conscientious and kind – issue to deal with over next few years
  - Any students that become housing insecure go to McKinney Vento so are protected
- Seniors could not be homeless, but can't find affordable housing in the area
- Look at legality of making date first day of 3<sup>rd</sup> quarter (March 1<sup>st</sup>)
  - Superintendent Corsones will look into it

Motion to table policy

Motioned: Trustee Bishop

Seconded: Trustee Salem

Result: Unanimous

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

Cross outs are from the NYSSBA Policy 2022 7133 Students ADMISSION OF NON-RESIDENT STUDENTS

The Board of Education affirms that its primary responsibility is to provide the best possible educational opportunities for the children who are legal district residents and who are of legal age to attend school.

~~However, a non-resident student may be admitted to district schools upon payment to the district of the Board-adopted tuition charge, if and only if, in the judgment of the Superintendent of Schools:~~

- ~~1. there is sufficient space to accommodate the non-resident student;~~
- ~~2. no increase in the size of faculty or staff will be necessary to accommodate them;~~
- ~~2. the non-resident student meets the district's criteria for admission; and~~
- ~~4. the admission of such non-resident student is and continues during the enrollment period to be in the best interests of the district.~~

This policy is not applicable to students experiencing housing insecurity, entitled to attend district schools under federal and state law and regulations, who may not be currently residing in the district (see policy 5151, Children Experiencing Housing Insecurity). Students experiencing housing insecurity who are not entitled to attend district schools under federal and state laws may be considered for non-resident enrollment under this policy. This policy is also not intended to cover students who are placed in district programs by agreement with, and paid for by, another school district.

*Future Residents*

The children of families who have signed a contract to buy or build a residence in the school district may be enrolled during the semester in which they expect to become residents. ~~without payment of tuition.~~

*Former Residents*

Students whose families have moved out of the district may continue to attend districts schools under the following circumstances:

~~Former residents who move prior to April 1 may continue enrollment upon the payment of tuition from the date of the departure to the end of the school year.~~

- ~~• Former residents who move after April 1 will be permitted to finish the school year without charge.~~
- ~~• Former residents enrolled in grades 11 or 12 at the time of departure from the district may be permitted to finish high school and graduate with their class provided the former resident meets the criteria of this policy and upon the payment of tuition for the 12th grade year.~~
- ~~• Former residents enrolled in grade 12 at the time of departure from the district may be permitted to finish high school and graduate with their class provided the former resident meets the criteria of this policy and their residency changes after May 1.~~

However, students experiencing housing insecurity who are no longer district residents due to their housing insecurity are addressed in policy 54547132, Children Experiencing Housing Insecurity.

~~*Transportation*~~

~~NOTE: The policy should specify whether the district will provide transportation to non-resident students and, if so, under what conditions. The following provision is optional.~~

~~Transportation will be provided for non-resident students if and only if existing bus routing is used, and there is sufficient room on the bus.~~

Cross-ref: 5151, Children Experiencing Housing Insecurity

Ref: Education Law §3202(2); 8 NYCRR Part 174; *Appeal of Akiwowo*, 48 Ed Dept Rep 34 (2008)

11.02 Second reading and adoption of Policy 6550 Leaves of Absence

*Recommended Action:* The Board of Education hereby adopts Policy 6550 as written

Motioned: Trustee DeJesus

Seconded: Trustee Sherry

Result: Unanimous

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

FROM NYSSBA

~~2002~~—**2022** 6550 Personnel **LEAVES OF ABSENCE**

In general, leaves of absence shall be administered by the Superintendent of Schools or his or her designee. The Board of Education reserves the right to grant leaves of absence for purposes or under conditions not contemplated or considered in this policy statement. Under laws and rules governing such action, the Board may undertake appropriate disciplinary action where a leave of absence is falsely requested or improperly used. Except by permission of the Superintendent, as expressed in writing, the purpose or conditions of a leave of absence may not be altered.

Contractual leaves of absence shall be granted to employees who are members of a negotiating unit. In such cases, authorization to approve requests for leaves of absence submitted shall be pursuant to provisions of contracts in effect between the district and each bargaining unit.

- In the case of employees who are not members of a negotiating unit, authorization is granted to approve requests for leaves of absence submitted by such employees where the requests are consistent with provisions of contracts in effect between the district and the bargaining unit most compatible with the employment status of the employee.
- In the case of employees who are under contract to the district, authorization is granted to implement provisions for leaves of absence contained in each such contract.

Unpaid leaves of absence not covered above shall be subject to limitations enumerated in this policy statement. Such authorization is granted for the following unpaid leaves of absence:

- For a period of time not to exceed one school year for approved graduate study, such leave to include any required internship experience.
- At the expiration of a paid sick leave of absence, to extend such a leave of absence for a period of time not to exceed the end of the school year next succeeding the school year in which the paid leave of absence commenced.

Unpaid leaves of absence shall not be used to extend vacation periods, to take vacations, to engage in other occupations, or to provide additional personal leaves except that the Superintendent shall have discretion, where circumstances warrant, to approve leaves of absence for such purposes.

Unpaid leaves of absence shall not be granted unless the services of a substitute employee, satisfactory in the discretion of the Superintendent, are able to be secured.

Except where it interferes with an employee's legal or contractual rights, the timing of unpaid leaves of absence will be granted at the convenience of the district.

The district will notify employees of their right to leaves as indicated by federal law, state law or regulation.

**Other Leaves:**

Blood Donation

In accordance with state law, employees desiring to make blood donations shall be granted three (3) hours of leave in any twelve (12) month period. The leave may not exceed three (3) hours unless agreed to by the Superintendent or his or her designee. Additional leaves for the purpose of blood donation under any other provision of law shall not be prevented.

Leave granted to employees for off premises blood donation is not required to be paid leave. Leave taken by employees for "donation leave alternatives" (which is what the law terms on-site blood donation) shall be paid leave given without requiring the employee to use accumulated vacation, personal, sick or other existing leave time.

Employees wishing to utilize the leave time for offsite blood donation shall give a minimum of three (3) working days notice to the Superintendent or his or her designee. Employees wishing to utilize the leave time for alternate donations shall give a minimum of two (2) working days notice.

The district will provide reasonable accommodations in emergency situations where an employee needs to donate blood for his own surgery or that of a family member.

Cancer Screening:

Employees shall be granted up to four (4) hours of leave on an annual basis to undertake a screening for cancer. This leave shall be paid leave and shall not be charged against any other leave to which the employee is entitled.

Certification of testing may be requested from the employee of the district. Verification shall be produced in a timely fashion.

Ref: Civil Service Law §159-b; Labor Law § 202-j; *Matter of Cruz et al v Wappingers CSD*, slip opinion (Supreme Court, Dutchess County, July 14, 2008); *Matter of Fringuello v Wappingers CSD.*, slip opinion (Supreme Court, Dutchess County, July 15, 2008)

### 11.03 Second Reading and adoption of Policy 3310 School District Records

*Recommended Action:* The Board of Education hereby adopts Policy 3310 as written

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Combines policies 3310, 3320 and 5670

~~2002-2021~~ 3310 Community Relations **SCHOOL DISTRICT RECORDS**

**[FORMALLY 3310 PUBLIC ACCESS TO RECORDS]**

Public Access To Records

Access to records of the District shall be consistent with the rules and regulations established by the State Committee on Open Government and shall comply with all the requirements of the New York State Public Officers Law Section 87.

A Records Access Officer shall be designated by the Superintendent, subject to the approval of the Board of Education, who shall have the duty of coordinating the School District's response to public request for access to records.

The District shall accept request for records submitted in the form of electronic mail.

The District shall respond to a request within five (5) business days of the receipt of a request. Should all or part of the request need to be denied, the District shall respond in the manner set forth by the rules and regulations stipulated by the Committee on Open Government.

Requests for Records via E-mail

If the District has the capability to retrieve electronic records, it must provide such records electronically upon request. The District shall accept requests for records submitted in the form of electronic mail and respond to such requests by electronic mail using the forms supplied by the District. This information shall be posted on the District website, clearly designating the e-mail address for purposes of receiving requests for records via this format.

When the District maintains requested records electronically, the response shall inform the requester that the records are accessible via the internet and in printed form either on paper or other information storage medium.

The District shall respond to a request within five (5) business days of the receipt of a request. Should all or part of the request need to be denied, the District shall respond in the manner set forth by the rules and regulations stipulated by the Committee on Open Government.

**[FORMERLY 3320 CONFIDENTIALITY OF COMPUTERIZED EQUIPMENT]**

The development of centralized computer banks of educational data gives rise to the question of the maintenance of confidentiality of such data while still conforming to the New York State Freedom of Information Law. The safeguarding of confidential data from inappropriate use is essential to the success of the District's operation. Access to confidential computerized data shall be limited only to authorized personnel of the School District.

It shall be a violation of the District's policy to release confidential computerized data to any unauthorized person or agency. Any employee who releases or otherwise makes improper use of such computerized data shall be subject to disciplinary action.

However, if the computerized information sought is available under the Freedom of Information Law and can be retrieved by means of existing computer programs, the District is required to disclose such information.

**[FORMALLY 5670 SCHOOL DISTRICT RECORDS MANAGEMENT]**

School District Records Management

It is the policy of the Board of Education to inform members of the public about the administration and operation of the public schools in accordance with the Freedom of Information Law of the State of New York.

The Superintendent of Schools shall develop regulations ensuring compliance with the Freedom of Information Law and setting forth the procedures to be followed to obtain access to district records. Such regulations shall address ensuring applicable confidentiality and security of district information. The Superintendent shall designate, with Board approval, a Records Access and Records Management Officer, pursuant to law.

#### Retention and Destruction of Records

The Board hereby adopts the Records Retention and Disposition Schedule ED-1 issued pursuant to Article 57-A of the Arts and Cultural Affairs Law, which contains the legal minimum retention periods for district records. In accordance with Article 57-A, the district will dispose of only those records described in the schedule after they have met the minimum retention periods set forth in the schedule. The district will dispose of only those records that do not have sufficient administrative, fiscal, legal or historical value to merit retention beyond the established legal minimum periods.

The manner of destruction will be determined by the format of the record (i.e., paper, digital, etc.). In addition, destruction will be appropriately documented.

#### Litigation-Hold

The Superintendent will establish procedures in the event that the school district is served with legal papers. The Superintendent will communicate with applicable parties, including the school attorney and the records management official, to ensure that, when appropriate, a litigation-hold is properly implemented. The litigation-hold is intended to prevent the destruction or disposal of records that may need to be produced as part of discovery. It is the intention of the Board of Education to comply with applicable rules and regulations regarding the production of necessary documents, data, files, etc. The Board directs the Superintendent to institute such procedures to implement this policy.

The Superintendent or his/her designee, with assistance from the Records Management Officer, shall be responsible for developing and disseminating department-specific retention schedules and guidance to staff, as necessary, to ensure adherence to this policy.

Public Officers Law Sections 84 et seq.; Education Law Section 2116; Public Officers Law Section 87 and 89; 21 New York Code of Rules and Regulations (NYCRR) Parts 1401 and 9760; Cross-ref: 5672, Computer Resources and Data Management

Ref: Public Officers Law §84 et seq. (Freedom of Information Law); Education Law §2116 Arts and Cultural Affairs Law §57.11; Arts and Cultural Affairs Law Article 57-A (Local Government Records Law); Federal Rules of Civil Procedure, 16, 26; 8 NYCRR Part 185 (Appendix I) – Records Retention and Disposition Schedule ED-1

#### 11.04 Rescind Policies

*Recommended Action:* The Board of Education hereby rescinds the following policies because they are now part of Policy 3310:

Policy 3320 Confidentiality of Computerized Information

Policy 5670 School District Records Management

Motioned: Trustee Bishop

Seconded: Trustee Salem

Result: Unanimous

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

#### 11.05 Discussion of Policy 7640 Student Individualized Education Program (proposed 7:00)

7:15

Board of Education adopts Policy 7640 as written

Motioned: Trustee Bishop

Seconded: Trustee Salem

- Call attention to the struck section – maybe keep because so important, as per other trustees
- Discussion on keeping this language or revising it
- Sent back to Policy Committee to revise language

~~2019~~2021 7640 Students **STUDENT INDIVIDUALIZED EDUCATION PROGRAM**  
**Development of Individualized Education Program**

The Board of Education directs that the Committee on Special Education (CSE) or Committee on Preschool Special Education (CPSE) shall have prepared a written statement (program) for each child with a disability.

Such an Individualized Education Program (IEP) will be developed by the CSE or CPSE upon referral, and reviewed or revised, whichever is appropriate, for every child with a disability at least annually or in the event that the program no longer appears to be appropriate to meet the student's needs and ability level.

The District shall ensure that each student with a disability has an IEP in effect at the beginning of each school year.

IEPs developed on or after January 1, 2009 will be on the form prescribed by the Commissioner.

Functional Behavioral Assessments/Behavioral Intervention Plans

A functional behavioral assessment (FBA) ~~is~~ **may be** an integral part of the evaluation and reevaluation of a student with a disability ~~which~~ **and** should be used throughout the process of developing, reviewing and revising a student's IEP when the student's behavior impedes learning of the child or others. The FBA is the process of determining why a student engages in challenging behavior and how the student's behavior relates to the environment.

The FBA provides a baseline of the student's problem behaviors with regard to frequency, duration, intensity and/or latency across activities, settings, people and times of the day and includes:

- a) The identification of the problem behavior;
- b) The definition of the behavior in concrete terms;
- c) The identification of the contextual factors that contribute to the behavior (including cognitive and affective factors); and
- d) The formulation of a hypothesis regarding the general conditions under which a behavior usually occurs and probable consequences that serve to maintain it.

The CSE/CPSE will ensure that functional behavioral assessments, when appropriate, are conducted and reviewed to:

- a) Identify supplementary aids and services, modifications and/or related services appropriate to address the identified behaviors to promote the student's involvement and progress in the general curriculum;
- b) Determine a student's eligibility for special education services;
- c) Develop the IEP which includes behavioral goals and objectives and positive behavioral supports and strategies.

In the case of a student whose behavior impedes his/her learning or that of others, the CSE/CPSE shall consider strategies, including positive behavioral interventions and supports and other strategies to address that behavior. The need for a behavioral intervention plan (BIP) shall be documented on the IEP and such plan shall be reviewed at least annually by the CSE/CPSE. In addition, regular progress monitoring of the frequency, duration and intensity of the behavioral interventions shall be conducted at scheduled intervals, documented and reported to the parents and CSE/CPSE.

A behavioral intervention plan may not include the use of aversive interventions or time out rooms except in accordance with specific Board policy regulating these techniques.

**Individual Evaluations**

Parental consent must be provided for an initial evaluation. If such consent is not received within thirty (30) calendar days of receipt of the referral, the CSE/CPSE Chairperson will document all attempts made to obtain the consent and, if appropriate, advise the Board of its right to utilize the due process procedures to conduct an evaluation without parental consent.

Unless a referral is withdrawn, an individual evaluation at no cost to the parent will be completed by the CSE/CPSE within sixty (60) calendar days after written parental consent has been obtained or a parental refusal to consent is overridden, unless:

- a) An extension is mutually agreed to by the parent and the CSE/CPSE for the following situations:
  1. Transfer students: A student enrolls in the District after sixty (60) days and prior to a determination by the student's previous school district as to whether the student has a disability, but only if the new school district is making sufficient progress to ensure a prompt completion of the evaluation and the parent and the new district agree to a specific timeframe for completion; or
  2. Students suspected of having learning disabilities; or
- b) The parent or student repeatedly fails or refuses to produce the student for evaluation.

No student shall be required to obtain a prescription for a drug or other substance identified as a controlled substance by the federal Controlled Substances Act as a condition of receiving an evaluation.

The individual evaluation will include a variety of assessment tools and strategies, including information provided by the parent. The purpose of the evaluation is to gather relevant functional, developmental and academic information that may assist in determining whether the student is a student with a disability and the content of the student's IEP. This shall include information relating to enabling the student to participate and progress in the general education curriculum (or for a preschool child, to participate in appropriate activities.)

As part of any evaluation, a group that includes the CSE/CPSE and other qualified professionals, as appropriate, shall review existing evaluation data on the student including evaluations and information provided by the parents of the student, current classroom-based assessments, local or state assessments, classroom-based observations, and

observations by teachers and related services providers. In addition, the group will consider information about the student's physical condition, social or cultural background, and adaptive behavior.

On the basis of that review, and input from the student's parents, the group shall identify what additional data, if any, are needed to determine:

- a) Whether the student has or continues to have a disability;
- b) The present levels of academic achievement and related developmental needs of the student, including:
  1. Academic achievement, functional performance, and learning characteristics;
  2. Social development;
  3. Physical development; and
  4. Management needs.
- c) In the case of a reevaluation of a student, whether the student continues to need special education; and
- d) Whether any additions or modifications to the special education services are needed to enable the student to meet the measurable annual goals set out in the IEP of the student and to participate, as appropriate, in the general education curriculum.

If additional data are not needed, the District must notify the parents of that determination and the reasons for it and of the right of the parents to request an assessment to determine whether, for purposes of services provided in accordance with law and Commissioner's Regulations, the student continues to be a student with a disability and to determine the student's educational needs. The District is not required to conduct the assessment unless requested to do so by the student's parents.

The determination that a student has a learning disability will be made in accordance with the procedures outlined in Section 200.4(j) of Commissioner's Regulations.

#### **Individual Re-evaluations**

A CSE/CPSE shall arrange for an appropriate re-evaluation of each student with a disability:

- a) If the District determines that the educational or related services needs, including improved academic achievement and functional performance of the student warrant re-evaluation;
- b) If the student's parent or teacher request a re-evaluation;
- c) At least once every three (3) years, unless the District and the parent/person in parental relation agree in writing that such re-evaluation is unnecessary.

A re-evaluation shall not be conducted more frequently than once a year unless the parent and the District representative appointed to the CSE/CPSE agree otherwise.

The re-evaluation will be conducted by a multi-disciplinary team or group of persons, including at least one (1) teacher or other specialist with knowledge in the area of the student's disability. The re-evaluation shall be sufficient to determine the student's individual needs, educational progress and achievement, the student's ability to participate in instructional programs in regular education and the student's continuing eligibility for special education. The results of any re-evaluations must be addressed by the CSE/CPSE in reviewing, and as appropriate, revising the student's IEP.

To the extent possible, the District shall encourage the consolidation of re-evaluation meetings for the student and other CSE/CPSE meetings for the student.

#### **Amendments to the IEP**

Amendments to the IEP made after the annual review by the CSE/CPSE may be made by reconvening the CSE/CPSE and rewriting the IEP or by developing a written document to amend or modify the student's current IEP, provided that:

- a) The parents/persons in parental relation request an amendment to the IEP and the District and parents/persons in parental relation agree to the amendment in writing; or
- b) The District provides the parents/persons in parental relation a written proposal to amend a provision or provisions of the IEP conveyed in language understandable to the parents/persons in parental relation in their native language or other dominant mode of communication, informs and allows the parents/persons in parental relation the opportunity to consult with the appropriate personnel or related service providers concerning the proposed changes, and the parents/persons in parental relation agree in writing to the amendments.

If the parents/persons in parental relation agree to amend the IEP without a meeting, they shall be provided prior written notice (notice of recommendation) of the changes to the IEP and the Committee notified of the changes. If the changes are made by rewriting the entire IEP, the District shall provide the parents/persons in parental relation a copy of the rewritten IEP. If the amendment is made without rewriting the entire document, the District shall provide a copy of the document that amends the IEP or, upon request, a revised copy of the entire IEP with the amendments incorporated.

#### **Use of Recording Equipment at IEP Meetings**

~~Unless otherwise refused by the parent/guardian, in writing, The Board of Education shall make digital recordings of all meetings regarding individualized education programs for students with disabilities.~~

~~If the parent/guardian wishes to receive a digital audio copy of the meeting, they shall promptly be supplied with such a copy.~~

#### **Provision of Individualized Education Program**

The Board of Education directs that the Superintendent/designee(s) establish administrative practices and procedures to ensure that each regular education teacher, special education teacher, related service provider and/or other service provider who is responsible for the implementation of a student's IEP is provided a paper or electronic



copy of such student's IEP (including amendments to the IEP) prior to the implementation of such program. For purposes of this policy, "other service provider" means a representative of another public school district, charter school, Board of Cooperative Educational Services (BOCES) or school enumerated in Education Law Articles 81, 85 or 89 where the student receives or will receive IEP services. Further, the District will designate at least one (1) school official who shall be responsible for maintaining a record of the personnel who have received IEP copies for each student.

Any copy of a student's IEP shall remain confidential in compliance with the Individuals with Disabilities Education Act, the Family Educational Rights and Privacy Act, and District policy regarding confidentiality of student records; and shall not be disclosed to any other person other than the parent of such student, except in accordance with federal and state laws and/or regulations. Appropriate training and information will be provided to designated school personnel, as applicable, to ensure the confidentiality of such information. Procedures will be established to ensure that copies of students' IEPs are stored in secure locations and retrieved or destroyed when such professionals are no longer responsible for implementing a student's IEP.

The Chairperson of the CSE, CSE subcommittee, or CPSE shall designate for each student one (1) or, as appropriate, more than one (1) professional employee of the School District with knowledge of the student's disability and education program who will be responsible to, prior to the implementation of the IEP, inform each regular education teacher, special education teacher, related service provider, other service provider, supplementary school personnel (i.e., a teaching assistant or a teacher aide as defined in Commissioner's Regulations), and other provider and support staff person of his/her responsibility to implement the recommendations on a student's IEP, including the responsibility to provide specific accommodations, program modifications, supports and/or services for the student in accordance with the IEP. In selecting the professional staff person(s), the Chairperson could select him/herself for this responsibility, another administrator, or a teacher, related service provider or other professional based on the particular circumstances of the student's disability and education program.

The School District shall also ensure that each teaching assistant, teacher aide and each other provider responsible for assisting in the implementation of a student's IEP has the opportunity to review a copy of the student's IEP (including amendments) prior to the implementation of such program. Further, each teaching assistant, teacher aide and such other provider responsible for assisting in the implementation of a student's IEP shall have ongoing access to a copy of the IEP, which may be the copy provided to the student's special education teacher or the teacher or related service provider under whose direction the supplementary school personnel or other provider works. However, the District may, at its discretion, provide a copy of the IEP to teaching assistants and/or teacher aides.

A copy of a student's IEP shall be provided to the student's parents at no cost to the student's parents.

Individuals with Disabilities Education Improvement Act of 2004, Public Law 108-446 Section 615(k)(l); Individuals with Disabilities Education Act (IDEA), 20 United States Code (USC) Section 1400 et seq.; 21 United States Code (USC) Section 812(c); Education Law Articles 81, 85 and 89 and Sections 3208 and 4402(7); 8 New York Code of Rules and Regulations (NYCRR) Sections 200.1(hh), 200.2(b)(11), 200.4(b)(4), 200.4(d)(3)(i), 200.4(e)(3), 200.4(f), 200.4(j), 200.16(e)(6) and 200.22 NOTE: Refer also to Policy #7619 -- Use of Time Out Rooms

## 12. Independent Contract Retainers

### 12.01 Approve All ICRs

*Recommended Action:* The Board of Education hereby approves the ICRs in item numbers 10.02-10.03

Motioned: Trustee Salem

Seconded: Trustee Bishop

- James Wright is dated 11/15/21 is covered under grant for professional development and the designation grants was just approved – waited until approved to bring to Board
  - Doing work with AIS and RTI team to move forward
  - Have not been paid
  - Change in designation or slipped through the cracks
- Reading and Writing project – for new teachers to learn Teachers College Readers and Writers Workshop
  - Gaps in professional development for staff hired in last 3 years

Result: Unanimous

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

### 12.02 ICR – Wright

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School

District approve the Independent Contractor Retainer between the Onteora Central School District and James Wright retained as Consultant/Trainer effective October 01, 2021 to June 30, 2022 at a rate of \$250.00 per hour to a maximum of \$44,150.00 and authorizes the Superintendent to sign such an agreement.

12.03 ICR - Reading & Writing Project

*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 Reading Writing Project, LLC retained as a Virtual Trainer effective January 26, 2022 to June 30, 2022 at a rate of \$3,000.00 per day to a maximum of \$9,000.00 and authorizes the Superintendent to sign such an agreement.

**13. Consent Agenda**

13.01 Approve Consent Agenda (proposed 7:25)

*Recommended Action:* The Board hereby approves item numbers 13.02-13.05 7:30

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

Result: Unanimous

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

13.02 Personnel Agenda

**\*REVISED\* APPOINTMENT: ADMINISTRATIVE**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Grima, Carol	Asst. Director of PPS	07/01/2022	Move from 10- month to 12-month position, resulting in annual rate of \$127,296.00

**APPOINTMENT: NON-INSTRUCTIONAL PROBATIONARY APPOINTMENT**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY	REMARKS
Fisher, Kathryn*	School Monitor/Phoenicia	01/26/22 – 07/26/22	Step 1	Replace resignation
Sommer, Torre	Senior Typist/Middle School	01/10/22 – 07-10/22	Step 8	Prov. To prob. Passed test
Turner, Donna	School Monitor/Bennett	01/26/22-07/26/22	Step 1	Replace resignation

\*Pending pre-employment processing\*

**APPOINTMENT: NON-INSTRUCTIONAL PART-TIME**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Weir, Linda*	School Bus Driver/Transportation	02/01/22	Step 5

\*Pending pre-employment processing\*

**TEMPORARY APPOINTMENT: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY	REMARKS
Simco Lefferts, Jennifer	Psychologist	07/01/22 – 08/31/22	\$45.00/hour	Extended School Year

**LEAVE OF ABSENCES: NON- INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE	REASON
3525	*approximate dates* *02/01/22 – 03/01/22	FMLA-paid

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Burgher, Brittany	Teacher (certified)	\$125.00/day
Calderale, Stacia	Food Service Helper	\$14.00/hour
Downs, Emily**	Food Service Helper	\$14.00/hour
Germain, Janice**	Food Service Helper	\$14.00/hour
Germain, Shannon**	Food Service Helper	\$14.00/hour
Rachele, Sara	Teacher (uncertified)	\$90.00/day

\*\*retroactive appointment, effective date 1-24-22

**13.03 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, #1/22, Confidential, as reviewed by Trustee DeJesus

**13.04 Financial Report**

*Recommended Action:* The Board of Education has reviewed and hereby accepts the Financial Report for August 2021

**13.05 Health Services Contract for Saugerties**

*Recommended Action:* BE IT RESOLVED, that the Board of Education of the Saugerties Central School District establishes the rate of \$887.89 per pupil for the school year 2021-2022 for Health Services provided for Onteora resident pupils attending nonpublic schools in the Saugerties Central School District.

**14. Old Business**

14.01 The Board will discuss Old Business  
 No old business was discussed

**15. New Business**

15.01 The Board will discuss New Business

- Committees to start giving reports
  - Seen opinions of Superintendent Search as emails regarding communication
  - Communications Committee to meet with Superintendent to look at shortcomings of communications and how to tighten them up
    - Start regular reports
- Thank you to support staff in all schools especially social workers, TAs, monitors, substitutes in helping students who are hurting and feel list
  - Does not feel much for kids to feel impacted by everything
  - Searching for ways to be heard and seen

**16. Request For Information**

16.01 Board members will request information of the Superintendent  
 No information was requested

**17. Adjournment**

17.01 Adjourn Meeting. Next meeting Tuesday February 8, 2022 (proposed 7:35)

*Recommended Action:* Motion to adjourn meeting at 7:35

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

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

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:00 p.m.

MINUTES

**TUESDAY, FEBRUARY 10, 2022**

RESCHEDULED FROM FEBRUARY 8, 2022

TELECONFERENCING

## 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 Storey, Trustee Bishop

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 January 25, 2022 and January 27, 2022

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

## 3. Welcome

3.01 Phoenicia Principal, Elizabeth Fallo will welcome the Board

- PowerPoint to show "Our Little World in Phoenicia"

Discussion:

- Sense of community and collaboration among the staff is wonderful
- PTA is also wonderful

Moment of silence for students Kiera Harkless (from class of 2020) and Pearson Reynolds (from class of 2028) who passed away in the last week

Now Present:

Trustee DeJesus arrived at 6:15

## 4. Update on 2022-2023 Budget

4.01 Interim Assistant Superintendent for Business, Dr. Don Gottlieb will update the Board on the 2022-2023 Budget (proposed 6:15 duration 20 min)

6:30

- Expected Fund balance of \$6-7 million in 2021-2022
  - Part will be used to offset tax levy for 2022-2023 school year
- State budget should become final by April
  - Expecting \$10,254,568 in State Aid

- Considered a wealthy district – because of the reservoir and property wealth
  - Some second home owners listing property as main homes for taxes
- Tax Levy limit is a formula by the comptroller
  - Will be 2.29%

Discussion:

Foundation Aid – Hope State will not take money from District, but will keep us whole

## 5. Superintendent News

### 5.01 The Superintendent will report on District News

7:00

- Thank community for collective support during the ice emergency
- MS/HS concerts are next week – will be live streamed
- Today 2<sup>nd</sup> quarter honor and merit rolls released
  - 83 students on High Honor Roll (grades 95-100); 79 on Honor Roll (grades 90-94); 75 on Merit Roll grades (85-89)
- Athletics – invite to see banners replacing some of the old pictures in the hallway
  - Gave update on Winter sports
- On 3/10/22 High School Student Sophie Frank - Participating in on-line podcast event conversation with students and teachers on COVID and impact on schools
- This week kick off forum about later start times, with PTA officers
  - Initial conversation for September 2022
- Met with Peter DiScalfani – Shandaken Supervisor- will join forces for pump for Phoenicia water district
  - Will support Phoenicia School and entire community
- On agenda tonight is 2 retirements – Wendy Cohen, Math Teacher and Don Clark, Stores Clerk
- Thank staff for supporting students and each other in grieving process for 2 Onteora students who passed this week – thoughts are with families

Discussion:

- Winter concerts are limiting tickets to 3 per student
  - Too hard for students to have to choose between parents when not together – 3 tickets makes it hard, should be 2 or 0

## 6. Board District News

### 6.01 The Board will report District News (proposed 6:35)

No Board News was reported

## 7. Student Representative Report

### 7.01 The student Representative on the Board, Noelle Crandell, will give a report

- Student Government has not met recently
- Looking forward to the Association of Student Government meeting with Bennett Student Government
- Majority of students are wondering about June regents and finals

## 8. Acknowledge Public Be Heard Comments

8.01 The Board will acknowledge the public be heard comments from the last meeting  
Sarah Yannosh, Emma Lamoreaux

## 9. Public and Student Comment

9.01 Public and Students may comment on any agenda or non-agenda item (proposed  
6:50)

No comment was made

Enter Executive Session (proposed 7:15)

*Recommended Action:* Motion to enter executive session to discuss ONTEA negotiations and the financial history of a particular employee

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

Result: Unanimous

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

15.02 Exit Executive Session

*Recommended Action:* The Board of Education hereby exits executive session and returns to public session at 9:00

Motioned: Trustee Sherry

Seconded: Trustee Salem

Result: Unanimous

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

## 10. Discussion and Possible Action

10.01 Approve Budget Calendar

*Recommended Action:* The Board of Education hereby approves the Budget Development Calendar for 2022-2023

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

10.02 Create Positions

*Recommended Action:* The Board of Education hereby creates the following positions:

1.0 FTE Special Education Teacher (until 6/24/22)

1.0 FTE Monitor

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

10.03 Approve Memorandum of Agreement with OAA

*Recommended Action:* The Board of Education hereby approves the MOA between the Onteora Administrators Association and the Onteora Central School District

regarding overpayment of employee #02082022

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

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

#### 10.04 Adoption of Policy 7133 Admission of Non-Resident Students

*Recommended Action:* The Board of Education hereby adopts Policy 7133 as written

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

#### 2022 7133 Students ADMISSION OF NON-RESIDENT STUDENTS

The Board of Education affirms that its primary responsibility is to provide the best possible educational opportunities for the children who are legal district residents and who are of legal age to attend school.

~~However, a non-resident student may be admitted to district schools upon payment to the district of the Board-adopted tuition charge, if and only if, in the judgment of the Superintendent of Schools:~~

- ~~1. there is sufficient space to accommodate the non-resident student;~~
- ~~2. no increase in the size of faculty or staff will be necessary to accommodate them;~~
- ~~2. the non-resident student meets the district's criteria for admission; and~~
- ~~4. the admission of such non-resident student is and continues during the enrollment period to be in the best interests of the district.~~

This policy is not applicable to students experiencing housing insecurity, entitled to attend district schools under federal and state law and regulations, who may not be currently residing in the district (see policy 5151, Children Experiencing Housing Insecurity). Students experiencing housing insecurity who are not entitled to attend district schools under federal and state laws may be considered for non-resident enrollment under this policy. This policy is also not intended to cover students who are placed in district programs by agreement with, and paid for by, another school district.

##### *Future Residents*

The children of families who have signed a contract to buy or build a residence in the school district may be enrolled during the semester in which they expect to become residents. ~~without payment of tuition.~~

##### *Former Residents*

Students whose families have moved out of the district may continue to attend districts schools under the following circumstances:

~~Former residents who move prior to April 1 may continue enrollment upon the payment of tuition from the date of the departure to the end of the school year.~~

- ~~• Former residents who move after April 1 will be permitted to finish the school year without charge.~~
- ~~• Former residents enrolled in grades 11 or 12 at the time of departure from the district may be permitted to finish high school and graduate with their class provided the former resident meets the criteria of this policy and upon the payment of tuition for the 12th grade year.~~
- ~~• Former residents enrolled in grade 12 at the time of departure from the district may be permitted to finish high school and graduate with their class provided the former resident meets the criteria of this policy and their residency changes after May 1.~~

##### *Former Residents*

Students whose families have moved out of district may continue to attend district schools under the following circumstances:

- Former residents enrolled in grade 12 at the time of departure from the district may be permitted to finish high school and graduate with their class provided the former



**resident meets the criteria of this policy and are resident through the first semester of his/her anticipated graduation year. In this instance, the District will not provide transportation.**

However, students experiencing housing insecurity who are no longer district residents due to their housing insecurity are addressed in policy **54547132**, Children Experiencing Housing Insecurity.

**Transportation**

**NOTE: The policy should specify whether the district will provide transportation to non-resident students and, if so, under what conditions. The following provision is optional.**

**Transportation will be provided for non-resident students if and only if existing bus routing is used, and there is sufficient room on the bus.**

Cross-ref: 5151, Children Experiencing Housing Insecurity

Ref: Education Law §3202(2);8 NYCRR Part 174; *Appeal of Akiwowo*, 48 Ed Dept Rep 34 (2008)

## 11. Consent Agenda

### 11.01 Approve Consent Agenda (proposed 7:05)

*Recommended Action:* The Board hereby approves item numbers 11.02-11.09

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

### 11.02 Personnel Agenda

#### RESIGNATIONS: NON- INSTRUCTIONAL

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Clark, Donald	Stores Clerk/ B&G	04/29/22	Retirement
Link, Margaret	Typist/ B&G	02/18/22	Personal
Pijnappel, Kimberly	PT Custodial Worker/ B&G	02/10/22	To accept FT position

#### RESIGNATIONS: INSTRUCTIONAL

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Cohen, Wendy	Mathematics Teacher/High School	06/30/22	Retirement
Sobolewski, Jaclyn	Elementary-3 <sup>rd</sup> grade/Phoenicia	03/31/22	Resignation

#### APPOINTMENT: NON-INSTRUCTIONAL PROBATIONARY APPOINTMENT

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY	REMARKS
Pijnappel, Kimberly	Custodial Worker/ B&G	02/11/22	Step 2	Replace resignation

The following named NON-INSTRUCTIONAL personnel have served a probationary status and are recommended to a PERMANENT STATUS consistent with the applicable laws and regulations of the State of New York:

NAME	POSITION	PROBATIONARY DATE	PERMANENT DATE
Benjamin, Stewart	Groundskeeper II/ B&G	02/17/22	02/18/22

#### SUBSTITUTE

NAME	POSITION	AMOUNT
Guerin, Tracy	Clerical	\$15.00/hour
Hughes, Jaclyn	Teacher (certified)	\$125.00/day
Link, Margaret	Clerical	\$15.00/hour
Motzkin, Lauren	Teacher (uncertified)	\$90.00/day

- 11.03 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, #2/22, Confidential, as reviewed by Trustee Bishop
- 11.04 Settlement with CNA Insurance Company  
*Recommended Action:* RESOLVED, all claims asserted in the lawsuit captioned *Onteora Central School District v. CNA Insurance Company, et al.* be resolved in accordance with the terms and conditions of the Settlement Agreement and Mutual Release on file with the District Clerk; and  
BE IT FURTHER RESOLVED, the Board authorizes the Superintendent of Schools to execute the aforementioned Settlement Agreement and Mutual Release.
- 11.05 Financial Report  
*Recommended Action:* The Board has reviewed and hereby accepts the Quarterly Financial Report ending September 2021
- 11.06 Warrant Schedule 7  
*Recommended Action:* The Board of Education has reviewed and hereby accepts Warrant Schedule 7
- 11.07 Health & Safety - Rhinebeck  
*Recommended Action:* BE IT RESOLVED, that the Board of Education of the Rhinebeck Central School District establishes the rate of \$1,266.14 per pupil for the school year 2021-2022 for Health Services provided for *Onteora* resident pupils attending nonpublic schools in the Rhinebeck Central School District.  
BE IT FURTHER RESOLVED, that the Board President and Clerk of the Board of Education be authorized to sign contracts for health services for the 2021-2022 school year.
- 11.08 Health & Safety - Rondout  
*Recommended Action:* BE IT RESOLVED, that the Board of Education of the Rondout Valley Central School District establishes the rate of \$575.02 per pupil for the school year 2021-2022 for Health Services provided for *Onteora* resident pupils attending nonpublic schools in the Rondout Valley Central School District.  
BE IT FURTHER RESOLVED, that the Board President and Clerk of the Board of Education be authorized to sign contracts for health services for the 2021-2022 school year.
- 11.09 Health & Safety - New Paltz  
*Recommended Action:* BE IT RESOLVED, that the Board of Education of the New Paltz Central School District establishes the rate of \$1,542.76 per pupil for the school year 2021-2022 for Health Services provided for *Onteora* resident pupils attending nonpublic schools in the New Paltz Central School District.  
BE IT FURTHER RESOLVED, that the Board President and Clerk of the Board of Education be authorized to sign contracts for health services for the 2021-2022 school year.

**12. Old Business**

## 12.01 The Board will discuss Old Business

## Appointing another Board member:

- No time to interview and do everything, with the Superintendent interviews happening in the next month
- Person is being appointed until election night (5/17/22)
- The Board consultant agreed that it is not a good time to appoint another Board member
- Looks bad for the people interested, maybe just Board members who can, attend, record and recommend
- Find 3 hour block where 4 can participate to interview candidates
  - Record interviews for those who cannot participate
- Asked for consensus by show of hands – 3 yes, failed

## No Longer Present:

Trustee Sherry left at 9:30

**13. New Business**

## 13.01 The Board will discuss New Business

- Edit a Google Doc on Communications Audit to improve district communications with each other, public, sending and receiving
- Trustee Salem and Trustee Bishop were invited to a meeting with the PTA Officers on start times
  - Discussed that at next COVID forum first half for COVID, then invite people to share informal and anecdotal information about communication
  - PTA at meeting yesterday are under the impression that 2<sup>nd</sup> part of forum will be on later start times – prepare for both
  - Will be an extra half hour
  - Superintendent Corsones will send an email to participants with purpose of communications forum

**14. Request For Information**

## 14.01 Board members will request information of the Superintendent

No information was requested

**15. Adjournment**

## 15.01 Motion to adjourn at 9:40

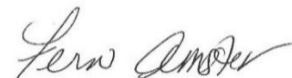
Motioned: Trustee Storey

Seconded: Trustee Salem

Result: Unanimous

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

Not Present: Trustee Sherry

Minutes Recorded by Fern Amster,  
District Clerk

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING

6:00 p.m.

MINUTES

**TUESDAY, FEBRUARY 22, 2022**

TELECONFERENCING

## 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 Storey, Trustee DeJesus, Trustee Bishop

## 2. Acceptance of Minutes

- 2.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of the February 8, 2022 meeting

Motioned: Trustee Sherry

Seconded: Trustee DeJesus

Result: Unanimous

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

## 3. Welcome

- 3.01 Middle School Principal, Jennifer O'Connor will welcome the Board

- Working on 2 areas – Co-teaching and SEL
- Working with an outside consultant to improve practices for students
- 17 teachers in MS facilitate “circles” from Morningside Center that are used for Social-Emotional Learning
  - Shout out to them – all see value of creating this in the MS
- Mr. Kocher – Math Teacher
  - 10-12 Students paired with a teacher for whole school year
- Mr. Friedman – Physical Education Teacher – start in a circle – be able to see each other
- Ms. Constant – English Teacher – with 7<sup>th</sup> grade – get to know each other and listen to each other, values
- Ms. Sidler – Art teacher – did an activity with the Board

### Discussion

- Circles happen every 3-4 weeks with the entire student body
- Too soon to see if there is a difference
  - Change takes 3-5 years
- Waited for more students to come in-person to start – can't do this remotely
- Students are following rules – keeping what is said in the “circle”
- Laying an important foundation for the students

## 4. Update on 2022-2023 Budget

4.01 Interim Assistant Superintendent for Business, Dr. Don Gottlieb will update the Board on the 2022-2023 Budget (proposed 6:15 duration 20 min)

- Met with all administrators to get the needs for 2022-2023 Budget
- 2022-2023 Budget Includes:
  - New position in Business Office/created and filled in 2021-2022
  - Increased participation in BOCES Public Information COSER
  - Increase in postal rates
  - BOCES Capital Construction
  - Retirement of Elementary Principal.
  - Reduced appropriation for custodial equipment and maintenance contracts
  - New snow plow truck and attachment (convert existing plow to sander)
  - Replace 30 passenger bus #67, 2009, 220,000+ miles with a minivan
  - Serial bond has been paid off
  - New part-time English teacher at the high school
  - New clerical position in transportation/created and filled in 2021-2022
  - New special education position at Bennett
  - New nursing position (floater)/created and filled in 2021-2022
  - Increase vehicle repair parts (inflation)
  - Increase Health Insurance – rate to increase due to COVID
- 2021-2022 Budget: \$ 58,784,143
- 2022-2023 Projected Budget \$ 60,340,994
  - increase of 2.648%

Discussion:

- Administration salaries – based on previous permanent positions
- What is the Board expecting to pay new Superintendent and new Business official?
- Vehicle – feasible for electric? Need to speak to Director of Transportation
  - Ulster County purchased 4 new hybrid/lectric buses
- Floating nurse – temporary position for 21-22 – assess at the end of this year, person has taken on a lot of the tasks because of COVID – may be redefined in the next 2 months
  - Be conservative and keep it in the budget
  - Some school districts hire floating nurses or teachers because it is so hard to find substitutes
- Special education is additional position – expanding Co-Teaching program – projection of the numbers

## 5. Superintendent News

### 5.01 The Superintendent will report on District News

- Phoenicia – PTA surprised students with Valentine’s decorations and treats
- Phoenicia and Woodstock teachers attended Teachers College Reader and Writers workshop – quick start training
- Phoenicia is working on their refurbished sign
- Woodstock Spirit Week – PTA provided tie-dye shirts
- Bennett celebrated the therapy dog’s birthday with a beach theme
- MS/HS Band Winter concerts this week
  - Music department was able to provide tickets to those attending in-

- person
    - Orchestra and Chorus can be viewed on YouTube
- Winter sports winding down – HS wrestler going to Albany for State Championship
  - Varsity girls Basketball Team heading to sectionals
  - Spring starts 3/14/22 registration open in Family ID
- Last week Shared Decision Making Team met – they were given articles on insights to school on schools post-pandemic
  - Reflect on lessons learned by Pandemic, build upon good things
- Second dose vaccine clinic at Phoenicia
- Authorize mask mandated policy – regulations are now in effect until April 22, 2022 - still in effect in all NY Schools
- Early Friday morning a wind storm resulted in power loses in district
  - Was 5<sup>th</sup> emergency day, 1 day left

#### Discussion

- Update on Booster Club
  - Have articles of incorporation mailed to start, now they can fundraise
- Outdoor seating will be back ASAP – but ground in area has to be firm enough for the tents to not sink

### 6. Board District News

6.01 The Board will report District News (proposed 6:35)  
6:55

Trustee DeJesus reported that the Middle School concert was fantastic – applaud the music teachers. Smaller than in past years

### 7. Student Representative Report

7.01 The student Representative on the Board, Noelle Crandell, will give a report  
Jackson Spiotta reported in the absence of the Student Representative

- Outside initiatives – Victoria Gardens will have an invoice with pricing
- Mr. Edelman gave student government a presentation about anonymous system for bullying, etc.

#### Discussion:

- Feedback about how students feel about the anonymous system
  - Student Government will ask peers and get back to board next meeting

### 8. Acknowledge Public Be Heard Comments

8.01 The Board will acknowledge the public be heard comments from the last meeting  
No one spoke

### 9. Public and Student Comment

9.01 Public and Students may comment on any agenda or non-agenda item (proposed  
6:50)

No comment was made

### 10. Discussion and Possible Action

10.01 Donations for Scholarships

7:00

*Recommended Action:* The Superintendent recommends acceptance of donations totaling \$5,000.00 CASH, from various donors as scholarship awards for the graduating class. The Superintendent recommends approval of the following donations:

\$1,000.00 321 Foxhall, LLC

\$1,000.00 Dean Decicco

\$2,000.00 Ulster County Glass & Mirror

\$1,000.00 Rondout Plate & Mirror

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

- Thank you as always to our generous community

Result: Unanimous

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

#### 10.02 Donation from Lifetouch

*Recommended Action:* The Superintendent recommends acceptance of a donation totaling \$247.96 CASH, from Lifetouch National School Studios to support PBIS at the Woodstock Elementary School and recommends increasing budget line

A2110.431-07 Supplemental by \$247.96

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

Result: Unanimous

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

#### 10.03 Approve Overnight Trip

*Recommended Action:* The Board of Education hereby approves a Wrestler to attend the NYSPHSAA Championships on February 24-26, 2022 in Albany, NY with the related expenses.

Motioned: Trustee Sherry

Seconded: Trustee Salem

Result: Unanimous

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

#### 10.04 Create 3 Positions

*Recommended Action:* The Board of Education hereby creates the following positions:

2.0 FTE Bus Drivers

0.4 FTE Teacher on Special Assignment (TOSA)

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

#### 10.05 Update on Board Goals (proposed 7:15 duration 10 min)

- Hire a Superintendent

- Posting closed on Friday
- Have a number of applicants
- Will share resumes and applications
- Meet soon and then set up informal conversations with those chosen
- Be sure the resolution on Later Start Times begins September 2022
  - Unchanged
  - Met with Elementary PTAs and 2 trustees
  - COVID forum cancelled last Tuesday, next Tuesday discuss communication
  - Scheduling Later Start Time forums – will reach out to PTAs to find out good times
    - Wait for Transportation director to be back

## 11. Policies

### 11.01 First Reading of Policy 5961 Alcohol and Drug Testing of Drivers

~~2009—2022~~ 5961 Non-Instructional/Business Operations

#### **BLUE IS FROM THE ATTORNEY, REST IS NYSSBA ALCOHOL AND DRUG TESTING OF DRIVERS**

The Board of Education recognizes the dangers inherent in alcohol and controlled substance use by employees, especially those in safety-sensitive positions. To ensure the safety of its students ~~and to comply with federal regulations~~, the Board requires alcohol and controlled substance testing of certain district employees, mainly “drivers,” operators of “other school buses,” and any other employee who is subject to such testing, in accordance with and as set forth in the applicable federal and state requirements as well as relevant collective bargaining agreements.

#### **Definitions**

1. “Driver” ~~is defined as~~ includes any person who operates a commercial motor vehicle. This includes, but is not limited to: Full time, regularly employed drivers; casual, intermittent or occasional drivers; leased drivers and independent owner-operator contractors.

2. “Other school buses” include those covered by applicable federal regulations (see list below) and any other motor vehicle either owned by the district or by a private company, operated to transport students, children of students, teachers, and other supervisory persons to or from school or school activities.

#### **Testing Responsibilities**

~~Consistent with federal regulations, t~~he district shall directly, by contract, or through a consortium, implement and conduct a program to provide alcohol and controlled substance testing of employees who are drivers, or who operate a commercial motor vehicle, perform in a safety-sensitive position, and are required to hold a commercial driver’s license. ~~Such~~ Employees holding such positions include:

1. drivers of vehicles designed to transport 16 or more passengers, including the driver;
2. drivers of commercial motor vehicles whose manufacturer’s rating is 26,001 lbs. or more; or
3. any other employee who may drive or service a listed vehicle (e.g. a mechanic who performs test drives, repairs, inspects, or loads or unloads a ~~listed~~ vehicle listed in 1 or 2 above).

Controlled substance and alcohol tests will be conducted for operators of all “other school buses” consistent with the procedures applicable to the implementation of federal regulations. Volunteers who drive a bus with passengers fewer than 30 days per year are not subject to such testing.

~~Generally, the required testing will be conducted~~ at or prior to the time of employment and randomly throughout the school year in accordance with any relevant collective bargaining agreements. In addition, ~~However, drivers are subject to additional testing under federal regulations~~ testing will be conducted when a supervisor has a reasonable suspicion that an employee an employee a driver has engaged in prohibited alcohol or controlled substance use; after certain accidents; prior to return to duty when the employee employee driver has been found to violate district policy and federal regulations; and after the employee’s employee’s driver’s return to duty.

#### **Driving Prohibition**

In accordance with federal and state law, a driver ~~will not be permitted to~~ may not drive if he or she:



1. possesses, consumes or is reasonably believed to possess or have consumed alcohol or a controlled substance, while on duty;
2. uses or is under the influence of alcohol or a controlled substance that is not lawfully prescribed within six hours or less before duty;
3. has an alcohol concentration of 0.02 or higher, or tests positive for a controlled substance; or
4. refuses to take a required alcohol or controlled substance test.

Also, no driver shall use alcohol after being involved in an accident in which there was a fatality or in which the driver was cited for a moving violation and a vehicle was towed from the scene or an injury was treated away from the scene until he/she has been tested or 8 hours have passed, whichever occurs first.

### **Enforcement of Driving Prohibitions**

The school district will not require or permit employees drivers of vehicles listed above, as well as operators of all "other school buses" defined above, to be on duty or operate a listed vehicle or other school bus, if it appears that they have consumed a drug/controlled substance (except those lawfully prescribed) or alcohol within the preceding eight hours. This shall be based on the person's general appearance, conduct, or other substantiating evidence. Those who maintain, repair, or garage listed vehicles or school buses that involves incidental driving without passengers, are exempt from this requirement, but are still prohibited from consuming controlled substances and alcohol within six hours of going on duty.

### **Response to Positive Testing Results**

Any employee driver-employee who is tested and found to have an alcohol concentration of at least 0.02, but less than 0.04, shall be removed from the position until his or her next regularly scheduled duty period, but not less than 24 hours following administration of the test. Any employee driver-employee found to have violated this requirement may be disciplined in accordance with the provisions of the applicable collective bargaining agreement, district policy, and/or law. Operators of "other school buses" subject to random testing pursuant to New York Law will be subject to the same consequences based upon an alcohol concentration of at least 0.02 but less than 0.04 as drivers listed above.

If a driver has an alcohol concentration of 0.04 or greater, or has engaged in prohibited alcohol or controlled substance use, he or she will be removed from driving duties, and referred to a substance abuse professional. The employee driver-employee may be required to complete a treatment program and/or be disciplined pursuant to district policy and/or collective bargaining agreement. No driver who has abused controlled substances and/or alcohol may return to duty unless he/she has successfully passed a required return to duty test. Thereafter, the driver will be subject to follow-up testing. Operators of "other school buses" subject to random testing pursuant to New York Law will be subject to the same consequences based upon an alcohol concentration of 0.04 or greater or a positive drug test as drivers listed above.

### **Re-Testing**

Should the district receive a dilute test result in which the creatinine concentration is greater than 5mg/dL in the case of any pre-employment, return-to-duty, follow-up, reasonable suspicion, or random test, it is the policy of the district that the individual shall be re-tested and that re-test will become the test of record.

If, however, the district wishes to retest, then you must specify the circumstances under which you wish to retest (i.e., pre-employment, follow-up testing, etc.). Please note that the regulations require that you treat all individuals the same for this purpose and that you must inform individuals in advance of your decision on these matters. The BOCES Health and Safety Services group has recommended that districts retest in three areas: pre-employment, return-to-duty and follow-up testing. The sample paragraph above has been drafted to require retesting for all individuals in all five areas. Please modify to reflect your district's intended practice.

Districts should also note that there is a charge for the re-tests and decide who will bear the additional expense.

### **Policy Distribution**

The Superintendent of Schools shall ensure that a copy of this policy, the district's policy on misuse of alcohol and use of controlled substances, information on alcohol and drug abuse and treatment resources and any other information prescribed by federal regulations is provided to all drivers and operators of "other school buses" prior to the initiation of the testing program and to each driver or operator of "other school buses" subsequently hired or transferred to a position subject to testing.

Cross-ref: 9320, Drug-Free Workplace; 9610, Staff Substance Abuse;

Ref: Omnibus Transportation Employee Testing Act of 1991, 49 U.S.C. §§31136; 31306; 49 U.S.C. §521(b); 49 CFR Part 391 (Qualifications/Disqualifications); 49 CFR Part 382 (Drug and Alcohol Testing Requirements); 49 CFR Part 40 (Testing Procedures); 49 CFR §395.2 (On-duty time defined); Vehicle and Traffic Law §§509-g; 509-l; 1192; 1193; *Will v. Frontier CSD Bd. of Educ.*, 97 N.Y.2d 690 (2002)

## 11.02 First Reading of Policy 7640 Student Individualized Education Program

- Nice policy is passed, letters that parents receive will change and recording will be asked and can request at the moment

### **20102022** 7640 Students **STUDENT INDIVIDUALIZED EDUCATION PROGRAM** **Development of Individualized Education Program**

The Board of Education directs that the Committee on Special Education (CSE) or Committee on Preschool Special Education (CPSE) shall have prepared a written statement (program) for each child with a disability.

Such an Individualized Education Program (IEP) will be developed by the CSE or CPSE upon referral, and reviewed or revised, whichever is appropriate, for every child with a disability at least annually or in the event that the program no longer appears to be appropriate to meet the student's needs and ability level.

The District shall ensure that each student with a disability has an IEP in effect at the beginning of each school year. IEPs developed on or after January 1, 2009 will be on the form prescribed by the Commissioner.

### Functional Behavioral Assessments/Behavioral Intervention Plans

A functional behavioral assessment (FBA) ~~is~~ **may be** an integral part of the evaluation and reevaluation of a student with a disability **which and** should be used throughout the process of developing, reviewing and revising a student's IEP when the student's behavior impedes learning of the child or others. The FBA is the process of determining why a student engages in challenging behavior and how the student's behavior relates to the environment.

The FBA provides a baseline of the student's problem behaviors with regard to frequency, duration, intensity and/or latency across activities, settings, people and times of the day and includes:

- The identification of the problem behavior;
- The definition of the behavior in concrete terms;
- The identification of the contextual factors that contribute to the behavior (including cognitive and affective factors); and
- The formulation of a hypothesis regarding the general conditions under which a behavior usually occurs and probable consequences that serve to maintain it.

The CSE/CPSE will ensure that functional behavioral assessments, when appropriate, are conducted and reviewed to:

- Identify supplementary aids and services, modifications and/or related services appropriate to address the identified behaviors to promote the student's involvement and progress in the general curriculum;
- Determine a student's eligibility for special education services;
- Develop the IEP which includes behavioral goals and objectives and positive behavioral supports and strategies.

In the case of a student whose behavior impedes his/her learning or that of others, the CSE/CPSE shall consider strategies, including positive behavioral interventions and supports and other strategies to address that behavior. The need for a behavioral intervention plan (BIP) shall be documented on the IEP and such plan shall be reviewed at least annually by the CSE/CPSE. In addition, regular progress monitoring of the frequency, duration and intensity of the behavioral interventions shall be conducted at scheduled intervals, documented and reported to the parents and CSE/CPSE.

A behavioral intervention plan may not include the use of aversive interventions or time out rooms except in accordance with specific Board policy regulating these techniques.

### **Individual Evaluations**

Parental consent must be provided for an initial evaluation. If such consent is not received within thirty (30) calendar days of receipt of the referral, the CSE/CPSE Chairperson will document all attempts made to obtain the consent and, if appropriate, advise the Board of its right to utilize the due process procedures to conduct an evaluation without parental consent.

Unless a referral is withdrawn, an individual evaluation at no cost to the parent will be completed by the CSE/CPSE within sixty (60) calendar days after written parental consent has been obtained or a parental refusal to consent is overridden, unless:

- An extension is mutually agreed to by the parent and the CSE/CPSE for the following situations:
  - Transfer students: A student enrolls in the District after sixty (60) days and prior to a determination by the student's previous school district as to whether the student has a disability, but only if the new school district is making sufficient progress to ensure a prompt completion of the evaluation and the parent and the new district agree to a specific timeframe for completion; or
  - Students suspected of having learning disabilities; or
- The parent or student repeatedly fails or refuses to produce the student for evaluation.

No student shall be required to obtain a prescription for a drug or other substance identified as a controlled substance by the federal Controlled Substances Act as a condition of receiving an evaluation.

The individual evaluation will include a variety of assessment tools and strategies, including information provided by the parent. The purpose of the evaluation is to gather relevant functional, developmental and academic information that

may assist in determining whether the student is a student with a disability and the content of the student's IEP. This shall include information relating to enabling the student to participate and progress in the general education curriculum (or for a preschool child, to participate in appropriate activities.)

As part of any evaluation, a group that includes the CSE/CPSE and other qualified professionals, as appropriate, shall review existing evaluation data on the student including evaluations and information provided by the parents of the student, current classroom-based assessments, local or state assessments, classroom-based observations, and observations by teachers and related services providers. In addition, the group will consider information about the student's physical condition, social or cultural background, and adaptive behavior.

On the basis of that review, and input from the student's parents, the group shall identify what additional data, if any, are needed to determine:

- a) Whether the student has or continues to have a disability;
- b) The present levels of academic achievement and related developmental needs of the student, including:
  1. Academic achievement, functional performance, and learning characteristics;
  2. Social development;
  3. Physical development; and
  4. Management needs
- c) In the case of a reevaluation of a student, whether the student continues to need special education; and
- d) Whether any additions or modifications to the special education services are needed to enable the student to meet the measurable annual goals set out in the IEP of the student and to participate, as appropriate, in the general education curriculum.

If additional data are not needed, the District must notify the parents of that determination and the reasons for it and of the right of the parents to request an assessment to determine whether, for purposes of services provided in accordance with law and Commissioner's Regulations, the student continues to be a student with a disability and to determine the student's educational needs. The District is not required to conduct the assessment unless requested to do so by the student's parents.

The determination that a student has a learning disability will be made in accordance with the procedures outlined in Section 200.4(j) of Commissioner's Regulations.

#### **Individual Re-evaluations**

A CSE/CPSE shall arrange for an appropriate re-evaluation of each student with a disability:

- a) If the District determines that the educational or related services needs, including improved academic achievement and functional performance of the student warrant re-evaluation;
- b) If the student's parent or teacher request a re-evaluation;
- c) At least once every three (3) years, unless the District and the parent/person in parental relation agree in writing that such re-evaluation is unnecessary.

A re-evaluation shall not be conducted more frequently than once a year unless the parent and the District representative appointed to the CSE/CPSE agree otherwise.

The re-evaluation will be conducted by a multi-disciplinary team or group of persons, including at least one (1) teacher or other specialist with knowledge in the area of the student's disability. The re-evaluation shall be sufficient to determine the student's individual needs, educational progress and achievement, the student's ability to participate in instructional programs in regular education and the student's continuing eligibility for special education. The results of any re-evaluations must be addressed by the CSE/CPSE in reviewing, and as appropriate, revising the student's IEP.

To the extent possible, the District shall encourage the consolidation of re-evaluation meetings for the student and other CSE/CPSE meetings for the student.

#### **Amendments to the IEP**

Amendments to the IEP made after the annual review by the CSE/CPSE may be made by reconvening the CSE/CPSE and rewriting the IEP or by developing a written document to amend or modify the student's current IEP, provided that:

- a) The parents/persons in parental relation request an amendment to the IEP and the District and parents/persons in parental relation agree to the amendment in writing; or
- b) The District provides the parents/persons in parental relation a written proposal to amend a provision or provisions of the IEP conveyed in language understandable to the parents/persons in parental relation in their native language or other dominant mode of communication, informs and allows the parents/persons in parental relation the opportunity to consult with the appropriate personnel or related service providers concerning the proposed changes, and the parents/persons in parental relation agree in writing to the amendments.

If the parents/persons in parental relation agree to amend the IEP without a meeting, they shall be provided prior written notice (notice of recommendation) of the changes to the IEP and the Committee notified of the changes. If the changes are made by rewriting the entire IEP, the District shall provide the parents/persons in parental relation a copy of the rewritten IEP. If the amendment is made without rewriting the entire document, the District shall provide a copy of the document that amends the IEP or, upon request, a revised copy of the entire IEP with the amendments incorporated.

#### **Use of Recording Equipment at IEP Meetings**

**The Committee on Special Education shall make digital recordings of meetings regarding individualized education programs for students with disabilities upon the request of their parent or guardian.**

~~Unless otherwise refused by the parent/guardian, in writing, The Board of Education shall make digital recordings of all meetings regarding individualized education programs for students with disabilities.~~

~~If the parent/guardian wishes to receive a digital audio copy of the meeting, they shall promptly be supplied with such a copy.~~

**Provision of Individualized Education Program**

The Board of Education directs that the Superintendent/designee(s) establish administrative practices and procedures to ensure that each regular education teacher, special education teacher, related service provider and/or other service provider who is responsible for the implementation of a student's IEP is provided a paper or electronic copy of such student's IEP (including amendments to the IEP) prior to the implementation of such program. For purposes of this policy, "other service provider" means a representative of another public school district, charter school, Board of Cooperative Educational Services (BOCES) or school enumerated in Education Law Articles 81, 85 or 89 where the student receives or will receive IEP services. Further, the District will designate at least one (1) school official who shall be responsible for maintaining a record of the personnel who have received IEP copies for each student.

Any copy of a student's IEP shall remain confidential in compliance with the Individuals with Disabilities Education Act, the Family Educational Rights and Privacy Act, and District policy regarding confidentiality of student records; and shall not be disclosed to any other person other than the parent of such student, except in accordance with federal and state laws and/or regulations. Appropriate training and information will be provided to designated school personnel, as applicable, to ensure the confidentiality of such information. Procedures will be established to ensure that copies of students' IEPs are stored in secure locations and retrieved or destroyed when such professionals are no longer responsible for implementing a student's IEP.

The Chairperson of the CSE, CSE subcommittee, or CPSE shall designate for each student one (1) or, as appropriate, more than one (1) professional employee of the School District with knowledge of the student's disability and education program who will be responsible to, prior to the implementation of the IEP, inform each regular education teacher, special education teacher, related service provider, other service provider, supplementary school personnel (i.e., a teaching assistant or a teacher aide as defined in Commissioner's Regulations), and other provider and support staff person of his/her responsibility to implement the recommendations on a student's IEP, including the responsibility to provide specific accommodations, program modifications, supports and/or services for the student in accordance with the IEP. In selecting the professional staff person(s), the Chairperson could select him/herself for this responsibility, another administrator, or a teacher, related service provider or other professional based on the particular circumstances of the student's disability and education program.

The School District shall also ensure that each teaching assistant, teacher aide and each other provider responsible for assisting in the implementation of a student's IEP has the opportunity to review a copy of the student's IEP (including amendments) prior to the implementation of such program. Further, each teaching assistant, teacher aide and such other provider responsible for assisting in the implementation of a student's IEP shall have ongoing access to a copy of the IEP, which may be the copy provided to the student's special education teacher or the teacher or related service provider under whose direction the supplementary school personnel or other provider works. However, the District may, at its discretion, provide a copy of the IEP to teaching assistants and/or teacher aides.

A copy of a student's IEP shall be provided to the student's parents at no cost to the student's parents.

Individuals with Disabilities Education Improvement Act of 2004, Public Law 108-446 Section 615(k)(l); Individuals with Disabilities Education Act (IDEA), 20 United States Code (USC) Section 1400 et seq. ; 21 United States Code (USC) Section 812(c); Education Law Articles 81, 85 and 89 and Sections 3208 and 4402(7); 8 New York Code of Rules and Regulations (NYCRR) Sections 200.1(hh), 200.2(b)(11), 200.4(b)(4), 200.4(d)(3)(i), 200.4(e)(3), 200.4(f), 200.4(j), 200.16(e)(6) and 200.22

NOTE: Refer also to Policy #7619 -- Use of Time Out Rooms

**11.03 First Reading of Policy 3260 Booster Clubs**

- Ask attorney who revised this what is meant by "paragraph 3" refers

~~2018~~ ~~2022~~ 3260 Community Relations

POLICY IS FROM NYSSBA – REPLACES THE CURRENT ONE CHANGES ARE FROM ATTORNEY AND POLICY COMMITTEE

**BOOSTER CLUBS**

Purpose

The Board of Education recognizes and appreciates the cooperation and support given by booster clubs and parent organizations. The Board of Education, the administration and all other personnel of the district shall each endeavor to foster a positive and productive relationship with booster clubs and parent organizations.

Title IX

The School District has a responsibility under Title IX to ensure that boys' and girls' programs are provided with equivalent benefits, treatment, services and opportunities regardless of their source. When determining equivalency, benefits, services and opportunities attained through the use of private funds (e.g., "booster clubs"), such funds are considered in combination with all benefits, services and opportunities.

Private fundraising, including student-initiated fundraising, is permissible under Title IX. Further, compliance with Title IX does not mean that teams must "share" proceeds from fundraising activities. It does, however, place a responsibility on the District to ensure that benefits, services, treatment and opportunities overall, regardless of funding sources, are equivalent for male and female athletes.

In accordance with the Office for Civil Rights, in order for the District to be in continuing compliance with Title IX requirements, the District must assure that services, benefits and opportunities in its athletic programs are provided on an equivalent basis to both boys and girls, including those services, benefits and opportunities that are provided through the use of outside financial assistance such as donations, fundraising by coaches, and booster clubs or other related organizations.

#### Guidelines

While booster clubs and parent organizations are not controlled by the District, in order for this process to flow appropriately, the following guidelines are put in place by the Board:

#### Organization

1. The Board shall provide booster clubs and parent organizations opportunities to support local school athletic, extracurricular, and student club efforts. Each booster club and parent organization must maintain current by-laws. Booster clubs and parent organizations shall also follow the district policies and Code of Conduct regulations when engaging in events on school property.
2. The district's Athletic Director or Superintendent's designee shall be the administrative liaison contact for booster clubs and parent organizations that support district athletic programs.
3. Building principals shall be the administrative liaison contact for building-based booster clubs and parent organizations that support district extracurricular and student club activities. The Superintendent shall designate the administrative liaison contact for all nonathletic district-wide booster clubs.
4. Each booster club and parent organization shall yearly submit a listing of its officers to the appropriate district administrative liaison contact after the annual organizational meeting of the booster club or the parent organization.

#### Other Guidelines and Restrictions

1. ~~The following classifications of individuals~~ District students are not eligible for membership in booster clubs or parent organizations.
  - a. ~~District students.~~
1. ~~Coaches of district athletics or teacher activity sponsors/advisors should, when possible, attend the meetings of booster clubs and parent organizations in an advisory capacity.~~
2. When using any school facility for meetings, fundraising, socials, banquets, and other activities, booster clubs and parent organizations must make a request in writing as per Board Policy 3280 "Community Use of School Facilities."
3. Booster clubs and parent organizations are not permitted to use the district's marks (-name, mascot or logo) without license or express permission granted in writing by the Superintendent. If an organization desires to use a logo-mark other than the designated district logo-mark for use by the club or organization on merchandise or for any other reason, such use must be approved in writing by the Superintendent.

#### Financial Records

1. All booster clubs and parent organizations must elect or otherwise designate a Treasurer.
2. ~~a)~~ Financial records must be maintained and made available, upon request, for Board and/or public inspection;
3. The organization must have its own tax identification number and may not use the school district's tax identification number.

Concerns

Concerns or issues of individual members of booster clubs regarding the organization should be made ~~following the chain of command as indicated below to the organization's officers. If the member has a concern that relates to how the booster club interacted with the District, the member should contact the designated contact as described above.~~

- a. ~~Step 1 – Organization officers.~~
- a. ~~Step 2 – Director of Athletics, PE, Health & Dean of Students~~
- a. ~~Step 3 – Superintendent.~~
- a. ~~Step 4 – Board of Education~~

Fundraising

1. All fundraising activities shall comply with Policy #7450 “Fundraising by Students.”
2. Parents/Guardians should be given the option to participate, donate money of equal value, or not participate in any fundraiser. In other words, mandatory fundraisers are not permitted.

Improvements to the District Buildings and Grounds<sup>1</sup>. ~~Proposed improvements to the district buildings and grounds being made by the booster club or parent organization must have the approval of the Superintendent. Any improvement to the district's buildings and grounds is ultimately the decision of the Board of Education. A booster club or parent organization who wishes to propose an improvement to the district's buildings and grounds must first present their proposal to the Superintendent. Any improvements will be done by the Board of Education through the acceptance of a gift or donation in accordance with policy 5230 “Gifts, Grants and Donations to the School District.” Paid consultants to the boosters clubs or parent organizations for various projects, including but not limited to construction, should not be engaged without School Board approval.~~

Recognition Functions (Banquets)

Each booster club or parent organization may sponsor athletic, extracurricular, or club banquets to which all participating students shall be invited either with or without charging admission to such students. All banquets must be approved by the Superintendent and/or their designee.

Printed Programs

Booster clubs and parent organizations which print programs for any reason shall follow the procedures as outlined in the administrative regulation related to this policy in regard to such printed programs.

Expenditures for Equipment, Supplies, Etc.

1. All game uniforms shall be purchased by the district.
  - a. The “game uniform” includes any clothing that is worn during the athletic contest and that:
  - b. Displays the school colors or logo (except shoes) and
  - c. Is purchased by the district and
  - d. Is intended to be collected by the school at the conclusion of the season.
2. Any ancillary gear and apparel such as coaching aid equipment items, bags, totes, pre-game warm-ups, sweatshirts, etc., may be purchased and/or donated by booster clubs, parent organizations, corporate sponsors, or other non-school sanctioned entities to the district for use by the district team or student club must meet NYSPHSAA rules and guidelines and be approved by the Board of Education in accordance with paragraph 3 before they can be utilized by the students.
3. Items purchased or donated ~~other than by the district~~ by an outside organization must meet the criteria as established in Policies 3271 “Solicitation of Charitable Donations from School Children,” 3272 “Advertising in the Schools” and 52~~2~~<sup>3</sup>0 “Gifts, Grants and Donations to the School District on donations.”

Disbanding Booster Clubs or Parent Organizations

A booster club or parent organization may disband on its own accord by submitting a written notice to the designated administrative liaison. All monies remaining in the organization's account must be turned over to the district for use in connection with the team or activity which the organization had supported to the extent permitted by law, with any residual amount going to support district

athletics or other student activities generally must be handled appropriately by the organization. This may include donating the money to the Board of Education.

#### Compliance

1. ~~No booster club or parent organization shall engage in any activity outside established Board policies and administrative regulations.~~
1. Violation of Board policy, Board administrative regulation, Title IX of the U.S. Code, as well as any other applicable state or federal laws and regulations may lead to revocation of a booster club's or parent organization's function in district activities.
2. Should any issues of compliance regarding this or other district policy or administrative regulation emerge between a booster club or parent organization and the district, the Superintendent shall resolve the situation.
3. The Board retains final responsibility and authority for the management and operations of school-sponsored activities and curriculum.

## 12. Independent Contract Retainers

### 12.01 Approve all Independent Contract Retainers & Contracts

*Recommended Action:* The Board of Education hereby approves the ICRs in item # 12.02 - 12.06

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

- Ryan's Story is geared for MS about empathy

Result: Unanimous

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

### 12.02 Health & Safety Services - Kingston

*Recommended Action:* BE IT RESOLVED, that the Board of Education of the Kingston City School District establishes the rate of \$1,154.00 per pupil for the school year 2021-2022 for Health Services provided for Onteora resident pupils attending nonpublic schools in the Kingston City School District.

BE IT FURTHER RESOLVED, that the Board President and Clerk of the Board of Education be authorized to sign contracts for health services for the 2021-2022 school year.

### 12.03 Contract with Clark Patterson Lee

*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 contract between the Onteora Central School District and Clark Patterson Lee for professional design services for the Phoenicia and Woodstock exterior doors and site work in the amount of \$85,000 and authorizes the Superintendent to sign such an agreement.

### 12.04 ICR Gibbons

*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 JoEllen Gibbons retained as Administrative Mentor effective February 23, 2022 to June 30, 2022 at a rate of \$100.00 per session to a maximum of \$3,000.00 and authorizes the Superintendent to sign such an agreement.

12.05 ICR - Fowlin

*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 Michael (Mykee) Fowlin retained as Michael Fowlin effective March 4, 2022 to March 18, 2022 at a rate of \$1,750.00 per hour to a maximum of \$7,000.00 and authorizes the Superintendent to sign such an agreement.

12.06 ICR - Ryan's Story

*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 Ryan's Story Presentation LLC retained as Presenter effective April 6, 2022 at a rate of \$2,500.00 and authorizes the Superintendent to sign such an agreement.

**13. Consent Agenda**

13.01 Approve Consent Agenda (proposed 7:30)

*Recommended Action:* The Board hereby approves item numbers 13.02-13.05

Motioned: Trustee DeJesus

Seconded: Trustee Bishop

Result: Unanimous

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

13.02 Personnel Agenda

**TEMPORARY APPOINTMENT:  
 INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Grant, Helene	Special Ed. Teacher/Bennett	02/23/22 – 06/30/22	MA Step 1
Fitzsimmons, Kathleen	3 <sup>rd</sup> grade/Phoenicia	02/23/22 – 06/30/22	MA Step 1

**TEMPORARY APPOINTMENT:  
 NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Davis, Loretta	Summer Custodial	06/28/22 – 09/01/22	\$15.00/hour

The following named NON-INSTRUCTIONAL personnel have served a probationary status and are recommended to a PERMANENT STATUS consistent with the applicable laws and regulations of the State of New York:

NAME	POSITION	PROBATIONARY DATE	PERMANENT DATE
Klercker, Katelyn	Athletic Trainer	08/23/2021	02/23/2022
Fauble, Wendy	School Bus Driver	09/02/2021	03/01/2022
Galloway, Malik	School Bus Driver	09/02/2021	03/01/2022
Schoonmaker, Carissa	School Bus Driver	09/02/2021	03/01/2022

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Calinda, Aidan	Teacher (uncertified)	\$90.00/day
Ostrander, Adam*	Custodial/Groundskeeper	\$15.00/hour
Schubert, Angelica	Teacher (certified)	\$125.00/day
Schubert, Angelica	Teaching Assistant (certified)	\$90.00/day



\*pending pre-employment processing\*

**EXTRA DUTY STIPENDS:**

NAME	POSITION	Effective Date	AMOUNT
Parisian, Erika	Computer Advisor- Woodstock	09/01/21	\$5,371.00
Rushford, Michael	Varsity-Baseball-Head Coach	03/14/22	\$4,346.00
Harkin, Brandon	Varsity-Golf-Head Coach (girls)	03/14/22	\$3,262.00
Calinda, Jason	Varsity-Track-Head Coach (boys)	03/14/22	\$5,278.00
Burkhardt, Patrick	Varsity-Track- Head Coach (girls)	03/14/22	\$5,278.00
Wall, William	Varsity -Track- Assistant Coach	03/14/22	\$3,571.00
King, Thomas	Varsity -Track- Assistant Coach	03/14/22	\$3,571.00
Funck, Brianna	Varsity -Track- Assistant Coach	03/14/22	\$3,571.00
Motzkin, Lauren	JV-Softball- Head Coach (girls)	03/14/22	\$3,262.00
Thomas, Doris	Modified- Softball-Head Coach	03/21/22	\$2,064.00
Weisz, Amy	Modified-Track-Head Coach (girls)	03/21/22	\$2,545.00
Gallin, Anne	Modified-Track-Head Coach (boys)	03/21/22	\$2,545.00
Young, Jason	Modified-Baseball- Head Coach	03/21/22	\$2,064.00
Warnes. Carsten	Modified- Track – Assistant Coach	03/21/22	\$2,064.00

13.03 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, #2/22, Confidential, as reviewed by Trustee Bishop

13.04 Financial Reports

*Recommended Action:* The Board has reviewed and hereby accepts the Financial Reports for October and November 2021 and the Financial report for the quarter ending December 21.

13.05 Warrant Schedule 8

*Recommended Action:* The Board of Education has reviewed and hereby accepts Warrant Schedule 8

**14. Old Business**

14.01 The Board will discuss Old Business

**15. New Business**

15.01 The Board will discuss New Business

**16. Request For Information**

16.01 Board members will request information of the Superintendent  
Trustee Bishop asked for the Part time staff and what they teach

**17. Executive Session and Adjournment**

17.01 Enter Executive Session (proposed 7:45)

*Recommended Action:* Motion to enter executive session to discuss the sale of real property

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

Result: Unanimous

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

DeJesus, Trustee Bishop

17.02 Exit Executive Session and Adjourn

*Recommended Action:* The Board of Education hereby exits executive session and adjourns at 9:30

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

Result: Unanimous

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

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

6:30 p.m.

**MONDAY, FEBRUARY 28, 2022**

TELECONFERENCING

MINUTES

## 1. Opening Items

11.01 Call to Order 7:43

1.02 Tobacco Policy Statement- no smoking within 100' of any school building

1.03 Roll Call

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

## 2. Action Items

2.01 Enter executive session

*Recommended Action:* Motion to enter into executive session to discuss matters leading to the appointment of a particular position

Motioned: Trustee Bishop

Seconded: Trustee Osmond

Result: Unanimous

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

2.02 Exit Executive Session and Return to Public Session

*Recommended Action:* Motion to exit executive session and return to public session at 8:40

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

6:30 p.m.

**TUESDAY, MARCH 1, 2022**

TELECONFERENCING

MINUTES

## 1. Opening Items

1.01 Call to Order 6:30

1.02 Tobacco Policy Statement- no smoking within 100' of any school building

*Recommended Action:* In the absence of the District Clerk, the Board of Education hereby appoints Trustee Storey as Clerk Pro Tem

Motioned: Trustee Bishop

Second: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

1.04 Roll Call

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

Not Present: Trustee Sherry, Trustee DeJesus

## 2. Action Items

2.01 Enter executive session

*Recommended Action:* Motion to enter into executive session to discuss pending litigation.

Motioned: Trustee Osmond

Second: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

2.02 Exit Executive Session and Adjourn

*Recommended Action:* Motion to exit executive session and adjourn at 7:15

Motioned: Trustee Salem

Second: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

6:30 p.m.

**WEDNESDAY, MARCH 2, 2022**

TELECONFERENCING

MINUTES

## 1. Opening Items

11.01 Call to Order 6:35

1.02 Tobacco Policy Statement- no smoking within 100' of any school building

1.03 Appoint a Clerk Pro Tem

*Recommended Action:* In the absence of the District Clerk, the Board of Education hereby appoints Trustee Storey as Clerk Pro Tem

Motioned: Trustee Bishop

Second: Trustee Osmond

Result: Unanimous

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

1.04 Roll Call

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

## 2. Action Items

2.01 Enter executive session

*Recommended Action:* Motion to enter into executive session to discuss matters leading to the appointment of a particular position

Motioned: Trustee Bishop

Second: Trustee Salem

Result: Unanimous

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

2.02 Exit Executive Session and Adjourn

*Recommended Action:* Motion to exit executive session and adjourn at 8:00

Motioned: Trustee Sherry

Second: Trustee Storey

Result: Unanimous

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

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:00 p.m.

**TUESDAY, MARCH 8, 2022**

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 Storey, Trustee Bishop

Not Present: Trustee Osmond, Trustee DeJesus

### 2. Welcome

2.01 Woodstock School Principal, Scott Richards will welcome the Board

- Working on social emotional and academic development after the pandemic
  - Provide opportunity to help students interact and grow
- Last week Read Across America week – 2<sup>nd</sup> grade teachers
  - Set up a week of events and explored fairy tales, folklore, influential people in America, Book tasting children mark 3 books want, flashlight day – read in the dark under their desks
    - Surprised with one of the books they wanted
  - Reading teachers, Mr. Vail and Ms. Polacco read, “What Pet Should I Get?” At end pet is not revealed - asked what pet students would they choose and created a pet store in the Social Emotional Learning room
- 3<sup>rd</sup> grade engineering unit – teachers went to Rip Van Winkle Bridge to learn about engineering and bridge building, brought back to classroom
  - Children designed bridges with toothpicks and marshmallows
- Focusing on enjoying each other’s company- sleigh riding hill in use this year
- Recycling challenge – Phoenicia and Woodstock schools were ranked 7<sup>th</sup> nationally and 4<sup>th</sup> for the similar size of the elementary schools

### 3. Student Representative Report

3.01 The student Representative on the Board, Noelle Crandell, will give a report

- Supporting launch of an Anonymous App to create a safe space to report bullying or use of any illegal substances or any issue presented
  - Presenting to students tomorrow
- Tomorrow is 2<sup>nd</sup> Association of Student Government meeting

Discussion:

- Anxious to hear how the students feel about the Anonymous App
- Parents will be able to use the Anonymous App as well

### 4. Executive Session

4.01 Enter Executive Session (proposed 6:15 duration 1 1/2 hours)

*Recommended Action:* Motion to enter executive session to discuss the tenure of specific employees and the sale of real property

Motioned: Trustee Storey  
 Seconded: Trustee Sherry  
 Result: Unanimous  
 Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop  
 Not Present: Trustee Osmond, Trustee DeJesus

- 4.02 Exit Executive Session and Return to Public Session (proposed 7:45pm)  
*Recommended Action:* The Board of Education hereby exits executive session and return to public session at 7:10  
 Motioned: Trustee Bishop  
 Seconded: Trustee Sherry  
 Result: Unanimous  
 Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop  
 Not Present: Trustee Osmond, Trustee DeJesus

## 5. Acceptance of Minutes

- 5.01 Acceptance of Minutes  
*Recommended Action:* The Board of Education hereby accepts minutes of the February 22, 2022; February 28, 2022; March 1, 2022 and March 2, 2022 meetings  
 Motioned: Trustee Bishop  
 Seconded: Trustee Sherry  
 Result: Unanimous  
 Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop  
 Not Present: Trustee Osmond, Trustee DeJesus

## 6. Presentations

- 6.01 Interim Assistant Superintendent for Business, Dr. Don Gottlieb will update the Board on the 2022-2023 Budget (proposed 7:45 duration 20 min)

Introduced Assistant Superintendent for Curriculum & Instruction Stephanie Laffin on how the budget addresses educational priorities that administration hopes to accomplish in coming year

- Some things are a continuation of this year, some are renewed from other years
- Instructional priorities developed with input from instructional administrators and staff, District committee meetings
- Increase Student Supports to provide deep and meaningful enrichment to address student learning gaps experienced as a result of COVID-19
  - What are the effects, continues to evolve
  - Expand Summer Skills Academy for grades K-6
  - Explore a summer academic enrichment academy specific to the needs of our grades 7 & 8 students
- Increase Multi-Tiered Systems and Supports (MTSS) training for General education teachers
- Practice of providing high quality instruction and interventions use student needs to make decisions on education
- K-6 and expand professional learning on MTSS to the secondary level
- Continuing with Morningside Center

- Exploring mindfulness, trauma informed learning for staff and parents
  - Continuing to support our own staff and partner with Astor
- Continue to expand the curriculum to include Inquiry-Based Learning
  - Professional Development
- Expand Active Learning Spaces
- Purchase and implement new K-6 math curriculum
  - K-6 resources
- Professional Learning and Coaching around implementation.
- Reinforce Literacy instruction
  - Bring back Instructional Coaching in Literacy K-6
- Continue to expand and support our Co-Teaching Model to support diversity, equity, and inclusion for all students.
- Expand our Diversity, Equity and Inclusion work to fully implement the NYSED Culturally Responsive-Sustaining Education Framework
- Continued focus on the integration of technology into instruction
  - Support learning goals with technology

Discussion:

- Ulster BOCES Model Schools –BOCES instructional services offers professional development
  - Have Model School staff that goes into Buildings and coaches/does professional development
- Working on a return to post-pandemic model – what do we keep and what do we leave behind or refine with access to student, parent, educator voice
  - Complicated – refining and reflecting
    - Uniquely poised to support vision of future schools
  - Don't lose sight of parents – anxious about trying to catch students up quickly – glad parents input will be considered
  - Instructional Technology survey out – deadline Friday
    - Heard from parents that they are hesitant to take survey, that children will be home again on remote instruction
      - Survey is about integration of technology, thoughtful use when appropriate

Dr. Don Gottlieb on the 2022-2023 Budget

- Fund balance over last 5 years, relatively constant at \$15 million, except Capital Reserve
  - New Capital Reserve \$3 million, can be up to \$10 million created by voters
- Assigned fund balance \$2.9 unappropriated \$2.4 million – 4% of budget for next year
- Maintain fund balance, do not need to borrow
- Proposed 2022-2023 tax levy \$46,918,832
- Proposed 2022-2023 budget \$60,265,769

Discussion:

- Oil prices are so high, current budget handling it fine
  - Relatively mild winter – heating not too bad with increases



- Have budgeted increases in transportation, Operations & Maintenance for next year
- Tax payers will know at next meeting or one after tax estimates – communicate with county in new construction for increase in property values – too early for equalization rates
- Not looking at big increase after all – don't know what will happen town to town
- State aid numbers by the end of the month
  - Not looking at dramatic increase in numbers –put a lot in first one
- Look at and analyze State Aid numbers, which will impact taxes
  - If Foundation Aid fully funded, District may be in trouble

6.02 Assistant Superintendent for Curriculum & Instruction Stephanie Laffin will present on Social Media (proposed 8:05 duration 20 min)

- Supporting our students to make good social media choices
- Be more proactive than reactive with social media issues with our students
  - Impact of social media is present in student's lives 24, 7
  - Engage in healthy learning environment and be in a global community
  - Can't shut out, what to do to enhance students opportunities around social media
- Anonymous Alerts: Anti-bullying reporting App by empowering students to speak up
  - Link added to MS & HS web sites
  - Originated in Student Government., came up in several other settings
  - Conversations between submitters students, parents, community members, Oteora staff
    - Can be anonymous or give identity
  - Ability to submit and add attachment – screen shot, etc.
  - Live launch for 3/10/22 explaining process and information
    - Introduced to students in small group settings
    - Flyers put up in places most accessible to students with QR code - can use Chromebook
    - No way a substitute for 911 or hotlines– monitored from 7-3 Monday through Friday
- Iroc2 Social Media Curriculum
  - Award winning curriculum that covers preventing cyberbullying, sexting, poor social media & app behaviors, and many other cyber issues to reduce the risk of becoming a victim of cyber-crime
  - Begins with a student self-assessment followed by units on: understanding the digital climate; defining digital cause, effect and consequence; digital permanence & legacy; and developing digital citizenship and consciousness
    - 9-12 beginning, .4 Teacher on Special Assignment for the delivery
      - Helping to start conversations, what they have seen and heard and next steps
    - Parent forums around this topic – work with parents as partners
    - Using Restorative Circles on impact of social media

- In design and development for both programs
  - Excited to be proactive
  - Thank you to High School Principal Lance Edelman and Middle School Principal Jen O'Connor

Discussion:

- Thank you for being proactive – reaching crisis level with social media
- Anonymous App - If call comes over weekend, it gives alternatives to report immediately
  - Designing options to inform what should do – will be clear and remind anyone who might submit that there are other options
  - Will roll out through social media
  - Will be expanded to Middle School
    - Maybe get parent resources out to MS parents
- Good that student government and a variety of students getting the word out
- Can use COVID forums to engage public in these conversations
- The building level will be monitoring the Anonymous Alerts
  - Can't have 24 hour support – not what this is for
  - Can be downloaded as app or use on internet
- Broader media literacy is something the Technology committee is looking at and will be reflected in Technology Plan
  - Part of being a 21<sup>st</sup> century learner
- SRO Tom Sharon goes into K-6 classrooms to discuss cyberbullying
- Ontario website is difficult to navigate, website is not the future, accessibility by phone is important

## 7. Superintendent News

### 7.01 The Superintendent will report on District News

- Phoenicia School had 100 days of school presentations, late season snow shoeing, boiling maple sap in making maple syrup
- Bennett School had a Winter Festival on Friday, but snow was melted, Student Government pivoted from sleigh ride to snow shoeing and snow painting
- High School orchestra and band went to Empire State Plaza to perform
  - Letter from Assistant Secretary of Education received of how outstanding their performance was for a small district
- Last Friday Dr. Michael Fowlin did one man performance this week and a second one on 3/18/22
  - Takes audience on experimental journey to find core precepts developed since childhood
- Sports season starting
- NYS Department of Health and Ulster Department of Health revised mask mandate protocols
  - District became mask optional
    - Low percent of students at elementary schools are wearing masks, more at MS/HS
  - Maintaining weekly testing unvaccinated staff, daily reporting of positivity rate on web site, social distancing to extent possible, seating charts for contact

- tracing, alternative MS/HS eating spaces, providing at – home tests to parents, optional testing to staff and students
  - Maintain notification to parents if positive exposure
- Later Start Times – met with Director of Transportation, Nicole Sommer and elementary principals, came up with another possible schedule for time
  - Reached out to PTA of all elementary schools to present and gather any additional questions or concerns
    - Then one more forum in early April – communicate clearly with everyone
- Teacher’s College training for all grade 2 teachers
- Partnering with Morningside for menu of parent offerings to support families
- Invited by Bennett Student Government to speak about a day in the life of a Superintendent
  - Did brief presentation, then they posed thoughtful questions about the job but also how they can work with Superintendent going forward to promote projects and ideas
  - Discussed that they ran for Student Government because they wanted to be involved
  - Insights on how to improve spaces also great educational opportunities for all Bennett students
- Due to road closure and power outages, had to close school and could not provide remote instruction because of power outages
- Facilities Committee rescheduled

Discussion:

- After Later Start Times will have forums on communications

## 8. Board District News

- 8.01 The Board will report District News (proposed 8:30)  
No news was reported

## 9. Acknowledge Public Be Heard Comments

- 9.01 The Board will acknowledge the public be heard comments from the last meeting  
No one spoke

## 10. Public and Student Comment

- 10.01 Public and Students may comment on any agenda or non-agenda item (proposed 8:35)  
No comment was made

## 11. Discussion and Possible Action

- 11.01 Donations for Scholarships  
*Recommended Action:* The Superintendent recommends acceptance of donations totaling \$4,600.00 CASH, from various donors as scholarship awards for the graduating class.  
The Superintendent recommends approval of the following donations:  
\$200.00 Erica Boyer  
\$200.00 Jessica Mora

\$500.00 Community Bank  
 \$650.00 Estate of Lisa Valentini  
 \$100.00 Historical Society of Woodstock  
 \$2,000.00 Butler Realty Group  
 \$200.00 Lynn & Theodore Byron  
 \$500.00 Matthew Ostoyich  
 \$250.00 Jacquelyn Earley  
 Motioned: Trustee Bishop  
 Seconded: Trustee Sherry

- Thanks so much for boosting graduates

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee DeJesus

#### 11.02 Memorandum of Agreement for .4 TOSA

*Recommended Action:* The Board of Education hereby approves MOA # 03082022 for the .4 Teacher on Special Assignment

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee DeJesus

## 12. Policies (proposed 8:50)

### 12.01 Second Reading and Adoption of Policy 5961 Alcohol and Drug Testing of Drivers

*Recommended Action:* The Board of Education hereby adopts Policy 5961 as written

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee DeJesus

~~2009—2022~~ 5961 Non-Instructional/Business Operations

#### **BLUE IS FROM THE ATTORNEY, REST IS NYSSBA ALCOHOL AND DRUG TESTING OF DRIVERS**

The Board of Education recognizes the dangers inherent in alcohol and controlled substance use by employees, especially those in safety-sensitive positions. To ensure the safety of its students ~~and to~~ ~~comply with federal regulations,~~ the Board requires alcohol and controlled substance testing of certain district employees, mainly "drivers," operators of "other school buses," and any other employee who is subject to such testing, in accordance with and as set forth in the applicable federal and state requirements as well as relevant collective bargaining agreements.

#### **Definitions**

1. "Driver" ~~is defined as~~ includes any person who operates a commercial motor vehicle. This includes, but is not limited to: Full time, regularly employed drivers; casual, intermittent or occasional drivers; leased drivers and independent owner-operator contractors.

2. "Other school buses" include those covered by applicable federal regulations (see list below) and any other motor vehicle either owned by the district or by a private company, operated to transport students, children of students, teachers, and other supervisory persons to or from school or school activities.

#### **Testing Responsibilities**

~~Consistent with federal regulations,~~ The district shall directly, by contract, or through a consortium, implement and conduct a program to provide alcohol and controlled substance testing of employees **who are drivers, or** who operate a commercial motor vehicle, perform in a safety-sensitive position, and are required to hold a commercial driver's license. ~~Such~~ Employees holding such positions include:

1. drivers of vehicles designed to transport 16 or more passengers, including the driver;
2. drivers of commercial motor vehicles whose manufacturer's rating is 26,001 lbs. or more; or
3. any other employee who may drive or service a listed vehicle (e.g. a mechanic who performs test drives, repairs, inspects, or loads or unloads a listed vehicle listed in 1 or 2 above).

Controlled substance and alcohol tests will be conducted for operators of all "other school buses" consistent with the procedures applicable to the implementation of federal regulations. Volunteers who drive a bus with passengers fewer than 30 days per year are not subject to such testing.

~~Generally, the required testing will be conducted~~ at or prior to the time of employment and randomly throughout the school year in accordance with any relevant collective bargaining agreements. In addition, ~~However, drivers are subject to additional testing under federal regulations~~ testing will be conducted when a supervisor has a reasonable suspicion that an employee-an employee a driver has engaged in prohibited alcohol or controlled substance use; after certain accidents; prior to return to duty when the employee employee driver has been found to violate district policy and federal regulations; and after the employee's employee's driver's return to duty.

#### Driving Prohibition

In accordance with federal and state law, a driver ~~will not be permitted to~~ may not drive if he or she:

1. possesses, consumes or is reasonably believed to possess or have consumed alcohol or a controlled substance, while on duty;
2. uses or is under the influence of alcohol or a controlled substance that is not lawfully prescribed within six hours or less before duty;
3. has an alcohol concentration of 0.02 or higher, or tests positive for a controlled substance; or
4. refuses to take a required alcohol or controlled substance test.

Also, no driver shall use alcohol after being involved in an accident in which there was a fatality or in which the driver was cited for a moving violation and a vehicle was towed from the scene or an injury was treated away from the scene until he/she has been tested or 8 hours have passed, whichever occurs first.

#### Enforcement of Driving Prohibitions

The school district will not require or permit employees drivers of vehicles listed above, as well as operators of all "other school buses" defined above, to be on duty or operate a listed vehicle or other school bus, if it appears that they have consumed a drug/controlled substance (except those lawfully prescribed) or alcohol within the preceding eight hours. This shall be based on the person's general appearance, conduct, or other substantiating evidence. Those who maintain, repair, or garage listed vehicles or school buses that involves incidental driving without passengers, are exempt from this requirement, but are still prohibited from consuming controlled substances and alcohol within six hours of going on duty.

#### Response to Positive Testing Results

Any ~~employee driver-employee~~ employee who is tested and found to have an alcohol concentration of at least 0.02, but less than 0.04, shall be removed from the position until his or her next regularly scheduled duty period, but not less than 24 hours following administration of the test.

Any ~~employee driver-employee~~ employee found to have violated this requirement may be disciplined in accordance with the provisions of the applicable collective bargaining agreement, district policy, and/or law. Operators of "other school buses" subject to random testing pursuant to New York Law will be subject to the same consequences based upon an alcohol concentration of at least 0.02 but less than 0.04 as drivers listed above.

If a driver has an alcohol concentration of 0.04 or greater, or has engaged in prohibited alcohol or controlled substance use, he or she will be removed from driving duties, and referred to a substance abuse professional. The ~~employee driver-employee~~ employee may be required to complete a treatment program and/or be disciplined pursuant to district policy and/or collective bargaining agreement. No driver who has abused controlled substances and/or alcohol may return to duty unless he/she has successfully passed a required return to duty test. Thereafter, the driver will be subject to follow-up testing. Operators of "other school buses" subject to random testing pursuant to New York Law will be subject to the same consequences based upon an alcohol concentration of 0.04 or greater or a positive drug test as drivers listed above.

#### Re-Testing

Should the district receive a dilute test result in which the creatinine concentration is greater than 5mg/dL in the case of any pre-employment, return-to-duty, follow-up, reasonable suspicion, or random test, it is the policy of the district that the individual shall be re-tested and that re-test will become the test of record.

If, however, the district wishes to retest, then you must specify the circumstances under which you wish to retest (i.e., pre-employment, follow-up testing, etc.). Please note that the regulations require that

you treat all individuals the same for this purpose and that you must inform individuals in advance of your decision on these matters. The BOCES Health and Safety Services group has recommended that districts retest in three areas: pre-employment, return-to-duty and follow-up testing. The sample paragraph above has been drafted to require retesting for all individuals in all five areas. Please modify to reflect your district's intended practice.

Districts should also note that there is a charge for the re-tests and decide who will bear the additional expense.

#### **Policy Distribution**

The Superintendent of Schools shall ensure that a copy of this policy, the district's policy on misuse of alcohol and use of controlled substances, information on alcohol and drug abuse and treatment resources and any other information prescribed by federal regulations is provided to all drivers and operators of "other school buses" prior to the initiation of the testing program and to each driver or operator of "other school buses" subsequently hired or transferred to a position subject to testing.

Cross-ref: 9320, Drug-Free Workplace; 9610, Staff Substance Abuse;

Ref: Omnibus Transportation Employee Testing Act of 1991, 49 U.S.C. §§31136; 31306; 49 U.S.C. §521(b); 49 CFR Part 391 (Qualifications/Disqualifications); 49 CFR Part 382 (Drug and Alcohol Testing Requirements); 49 CFR Part 40 (Testing Procedures); 49 CFR §395.2 (On-duty time defined); Vehicle and Traffic Law §§509-g; 509-l; 1192; 1193; *Will v. Frontier CSD Bd. of Educ.*, 97 N.Y.2d 690 (2002)

## 12.02 Second Reading and Adoption of Policy 7640 Student Individualized Education

*Recommended Action:* The Board of Education hereby adopts Policy 7640 as written

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee DeJesus

~~2019~~2022 7640 Students **STUDENT INDIVIDUALIZED EDUCATION PROGRAM**

#### **Development of Individualized Education Program**

The Board of Education directs that the Committee on Special Education (CSE) or Committee on Preschool Special Education (CPSE) shall have prepared a written statement (program) for each child with a disability.

Such an Individualized Education Program (IEP) will be developed by the CSE or CPSE upon referral, and reviewed or revised, whichever is appropriate, for every child with a disability at least annually or in the event that the program no longer appears to be appropriate to meet the student's needs and ability level.

The District shall ensure that each student with a disability has an IEP in effect at the beginning of each school year.

IEPs developed on or after January 1, 2009 will be on the form prescribed by the Commissioner.

#### **Functional Behavioral Assessments/Behavioral Intervention Plans**

A functional behavioral assessment (FBA) ~~is~~ may be an integral part of the evaluation and reevaluation of a student with a disability ~~which~~ and should be used throughout the process of developing, reviewing and revising a student's IEP when the student's behavior impedes learning of the child or others. The FBA is the process of determining why a student engages in challenging behavior and how the student's behavior relates to the environment.

The FBA provides a baseline of the student's problem behaviors with regard to frequency, duration, intensity and/or latency across activities, settings, people and times of the day and includes:

- a) The identification of the problem behavior;
- b) The definition of the behavior in concrete terms;
- c) The identification of the contextual factors that contribute to the behavior (including cognitive and affective factors); and
- d) The formulation of a hypothesis regarding the general conditions under which a behavior usually occurs and probable consequences that serve to maintain it.

The CSE/CPSE will ensure that functional behavioral assessments, when appropriate, are conducted and reviewed to:

- a) Identify supplementary aids and services, modifications and/or related services appropriate to address the identified behaviors to promote the student's involvement and progress in the general curriculum;
- b) Determine a student's eligibility for special education services;
- c) Develop the IEP which includes behavioral goals and objectives and positive behavioral supports and strategies.

In the case of a student whose behavior impedes his/her learning or that of others, the CSE/CPSE shall consider strategies, including positive behavioral interventions and supports and other strategies to address that behavior. The need for a behavioral intervention plan (BIP) shall be documented on the IEP and such plan shall be

reviewed at least annually by the CSE/CPSE. In addition, regular progress monitoring of the frequency, duration and intensity of the behavioral interventions shall be conducted at scheduled intervals, documented and reported to the parents and CSE/CPSE.

A behavioral intervention plan may not include the use of aversive interventions or time out rooms except in accordance with specific Board policy regulating these techniques.

#### **Individual Evaluations**

Parental consent must be provided for an initial evaluation. If such consent is not received within thirty (30) calendar days of receipt of the referral, the CSE/CPSE Chairperson will document all attempts made to obtain the consent and, if appropriate, advise the Board of its right to utilize the due process procedures to conduct an evaluation without parental consent.

Unless a referral is withdrawn, an individual evaluation at no cost to the parent will be completed by the CSE/CPSE within sixty (60) calendar days after written parental consent has been obtained or a parental refusal to consent is overridden, unless:

- a) An extension is mutually agreed to by the parent and the CSE/CPSE for the following situations:
  - 1. Transfer students: A student enrolls in the District after sixty (60) days and prior to a determination by the student's previous school district as to whether the student has a disability, but only if the new school district is making sufficient progress to ensure a prompt completion of the evaluation and the parent and the new district agree to a specific timeframe for completion; or
  - 2. Students suspected of having learning disabilities; or
- b) The parent or student repeatedly fails or refuses to produce the student for evaluation.

No student shall be required to obtain a prescription for a drug or other substance identified as a controlled substance by the federal Controlled Substances Act as a condition of receiving an evaluation.

The individual evaluation will include a variety of assessment tools and strategies, including information provided by the parent. The purpose of the evaluation is to gather relevant functional, developmental and academic information that may assist in determining whether the student is a student with a disability and the content of the student's IEP. This shall include information relating to enabling the student to participate and progress in the general education curriculum (or for a preschool child, to participate in appropriate activities.)

As part of any evaluation, a group that includes the CSE/CPSE and other qualified professionals, as appropriate, shall review existing evaluation data on the student including evaluations and information provided by the parents of the student, current classroom-based assessments, local or state assessments, classroom-based observations, and observations by teachers and related services providers. In addition, the group will consider information about the student's physical condition, social or cultural background, and adaptive behavior.

On the basis of that review, and input from the student's parents, the group shall identify what additional data, if any, are needed to determine:

- a) Whether the student has or continues to have a disability;
- b) The present levels of academic achievement and related developmental needs of the student, including:
  - 1. Academic achievement, functional performance, and learning characteristics;
  - 2. Social development;
  - 3. Physical development; and
  - 4. Management needs
- c) In the case of a reevaluation of a student, whether the student continues to need special education; and
- d) Whether any additions or modifications to the special education services are needed to enable the student to meet the measurable annual goals set out in the IEP of the student and to participate, as appropriate, in the general education curriculum.

If additional data are not needed, the District must notify the parents of that determination and the reasons for it and of the right of the parents to request an assessment to determine whether, for purposes of services provided in accordance with law and Commissioner's Regulations, the student continues to be a student with a disability and to determine the student's educational needs. The District is not required to conduct the assessment unless requested to do so by the student's parents.

The determination that a student has a learning disability will be made in accordance with the procedures outlined in Section 200.4(j) of Commissioner's Regulations.

#### **Individual Re-evaluations**

A CSE/CPSE shall arrange for an appropriate re-evaluation of each student with a disability:

- a) If the District determines that the educational or related services needs, including improved academic achievement and functional performance of the student warrant re-evaluation;
- b) If the student's parent or teacher request a re-evaluation;
- c) At least once every three (3) years, unless the District and the parent/person in parental relation agree in writing that such re-evaluation is unnecessary.

A re-evaluation shall not be conducted more frequently than once a year unless the parent and the District representative appointed to the CSE/CPSE agree otherwise.

The re-evaluation will be conducted by a multi-disciplinary team or group of persons, including at least one (1) teacher or other specialist with knowledge in the area of the student's disability. The re-evaluation shall be sufficient to determine the student's individual needs, educational progress and achievement, the student's ability to participate in instructional programs in regular education and the student's continuing eligibility for special education. The results

of any re-evaluations must be addressed by the CSE/CPSE in reviewing, and as appropriate, revising the student's IEP.

To the extent possible, the District shall encourage the consolidation of re-evaluation meetings for the student and other CSE/CPSE meetings for the student.

#### **Amendments to the IEP**

Amendments to the IEP made after the annual review by the CSE/CPSE may be made by reconvening the CSE/CPSE and rewriting the IEP or by developing a written document to amend or modify the student's current IEP, provided that:

- a) The parents/persons in parental relation request an amendment to the IEP and the District and parents/persons in parental relation agree to the amendment in writing; or
- b) The District provides the parents/persons in parental relation a written proposal to amend a provision or provisions of the IEP conveyed in language understandable to the parents/persons in parental relation in their native language or other dominate mode of communication, informs and allows the parents/persons in parental relation the opportunity to consult with the appropriate personnel or related service providers concerning the proposed changes, and the parents/persons in parental relation agree in writing to the amendments.

If the parents/persons in parental relation agree to amend the IEP without a meeting, they shall be provided prior written notice (notice of recommendation) of the changes to the IEP and the Committee notified of the changes. If the changes are made by rewriting the entire IEP, the District shall provide the parents/persons in parental relation a copy of the rewritten IEP. If the amendment is made without rewriting the entire document, the District shall provide a copy of the document that amends the IEP or, upon request, a revised copy of the entire IEP with the amendments incorporated.

#### **Use of Recording Equipment at IEP Meetings**

**The Committee on Special Education shall make digital recordings of meetings regarding individualized education programs for students with disabilities upon the request of their parent or guardian.**

~~Unless otherwise refused by the parent/guardian, in writing, The Board of Education shall make digital recordings of all meetings regarding individualized education programs for students with disabilities.~~

~~If the parent/guardian wishes to receive a digital audio copy of the meeting, they shall promptly be supplied with such a copy.~~

#### **Provision of Individualized Education Program**

The Board of Education directs that the Superintendent/designee(s) establish administrative practices and procedures to ensure that each regular education teacher, special education teacher, related service provider and/or other service provider who is responsible for the implementation of a student's IEP is provided a paper or electronic copy of such student's IEP (including amendments to the IEP) prior to the implementation of such program. For purposes of this policy, "other service provider" means a representative of another public school district, charter school, Board of Cooperative Educational Services (BOCES) or school enumerated in Education Law Articles 81, 85 or 89 where the student receives or will receive IEP services. Further, the District will designate at least one (1) school official who shall be responsible for maintaining a record of the personnel who have received IEP copies for each student.

Any copy of a student's IEP shall remain confidential in compliance with the Individuals with Disabilities Education Act, the Family Educational Rights and Privacy Act, and District policy regarding confidentiality of student records; and shall not be disclosed to any other person other than the parent of such student, except in accordance with federal and state laws and/or regulations. Appropriate training and information will be provided to designated school personnel, as applicable, to ensure the confidentiality of such information. Procedures will be established to ensure that copies of students' IEPs are stored in secure locations and retrieved or destroyed when such professionals are no longer responsible for implementing a student's IEP.

The Chairperson of the CSE, CSE subcommittee, or CPSE shall designate for each student one (1) or, as appropriate, more than one (1) professional employee of the School District with knowledge of the student's disability and education program who will be responsible to, prior to the implementation of the IEP, inform each regular education teacher, special education teacher, related service provider, other service provider, supplementary school personnel (i.e., a teaching assistant or a teacher aide as defined in Commissioner's Regulations), and other provider and support staff person of his/her responsibility to implement the recommendations on a student's IEP, including the responsibility to provide specific accommodations, program modifications, supports and/or services for the student in accordance with the IEP. In selecting the professional staff person(s), the Chairperson could select him/herself for this responsibility, another administrator, or a teacher, related service provider or other professional based on the particular circumstances of the student's disability and education program.

The School District shall also ensure that each teaching assistant, teacher aide and each other provider responsible for assisting in the implementation of a student's IEP has the opportunity to review a copy of the student's IEP (including amendments) prior to the implementation of such program. Further, each teaching assistant, teacher aide and such other provider responsible for assisting in the implementation of a student's IEP shall have ongoing access to a copy of the IEP, which may be the copy provided to the student's special education teacher or the teacher



or related service provider under whose direction the supplementary school personnel or other provider works. However, the District may, at its discretion, provide a copy of the IEP to teaching assistants and/or teacher aides.

A copy of a student's IEP shall be provided to the student's parents at no cost to the student's parents.

Individuals with Disabilities Education Improvement Act of 2004, Public Law 108-446 Section 615(k)(I); Individuals with Disabilities Education Act (IDEA), 20 United States Code (USC) Section 1400 et seq. ; 21 United States Code (USC) Section 812(c); Education Law Articles 81, 85 and 89 and Sections 3208 and 4402(7); 8 New York Code of Rules and Regulations (NYCRR) Sections 200.1(hh), 200.2(b)(11), 200.4(b)(4), 200.4(d)(3)(i), 200.4(e)(3), 200.4(f), 200.4(j), 200.16(e)(6) and 200.22

NOTE: Refer also to Policy #7619 -- Use of Time Out Rooms

## 12.03 Second Reading and Adoption of Policy 3260 Booster Clubs

*Recommended Action:* The Board of Education hereby adopts Policy 3260 as written

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee DeJesus

~~2018~~—~~2022~~ 3260 Community Relations **BOOSTER CLUBS**

### Purpose

The Board of Education recognizes and appreciates the cooperation and support given by booster clubs and parent organizations. The Board of Education, the administration and all other personnel of the district shall each endeavor to foster a positive and productive relationship with booster clubs and parent organizations.

### Title IX

The School District has a responsibility under Title IX to ensure that boys' and girls' programs are provided with equivalent benefits, treatment, services and opportunities regardless of their source. When determining equivalency, benefits, services and opportunities attained through the use of private funds (e.g., "booster clubs"), such funds are considered in combination with all benefits, services and opportunities.

Private fundraising, including student-initiated fundraising, is permissible under Title IX. Further, compliance with Title IX does not mean that teams must "share" proceeds from fundraising activities. It does, however, place a responsibility on the District to ensure that benefits, services, treatment and opportunities overall, regardless of funding sources, are equivalent for male and female athletes.

In accordance with the Office for Civil Rights, in order for the District to be in continuing compliance with Title IX requirements, the District must assure that services, benefits and opportunities in its athletic programs are provided on an equivalent basis to both boys and girls, including those services, benefits and opportunities that are provided through the use of outside financial assistance such as donations, fundraising by coaches, and booster clubs or other related organizations.

### Guidelines

While booster clubs and parent organizations are not controlled by the District, in order for this process to flow appropriately, the following guidelines are put in place by the Board:

### Organization

1. The Board shall provide booster clubs and parent organizations opportunities to support local school athletic, extracurricular, and student club efforts. Each booster club and parent organization must maintain current by-laws. Booster clubs and parent organizations shall also follow the district policies and Code of Conduct regulations when engaging in events on school property.
2. The district's Athletic Director **or Superintendent's designee** \*shall be the administrative liaison contact for booster clubs and parent organizations that support district athletic programs.
3. Building principals shall be the administrative liaison contact for building-based booster clubs and parent organizations that support district extracurricular and student club activities. The Superintendent shall designate the administrative liaison contact for all nonathletic district-wide booster clubs.

4. Each booster club and parent organization shall yearly submit a listing of its officers to the appropriate district administrative liaison contact after the annual organizational meeting of the booster club or the parent organization.

#### Other Guidelines and Restrictions

1. ~~The following classifications of individuals~~District students are not eligible for membership in booster clubs or parent organizations.
  - a. ~~District students.~~
  1. ~~Coaches of district athletics or teacher activity sponsors/advisors should, when possible, attend the meetings of booster clubs and parent organizations in an advisory capacity.~~
  2. When using any school facility for meetings, fundraising, socials, banquets, and other activities, booster clubs and parent organizations must make a request in writing as per Board Policy 3280 “Community Use of School Facilities.”
  3. Booster clubs and parent organizations are not permitted to use the district’s marks (-name, mascot or logo) without license or express permission granted in writing by the Superintendent. If an organization desires to use a logo mark other than the designated district logo mark for use by the club or organization on merchandise or for any other reason, such use must be approved in writing by the Superintendent.

#### Financial Records

1. All booster clubs and parent organizations must elect or otherwise designate a Treasurer.
2. ~~a)~~ Financial records must be maintained and made available, upon request, for Board and/or public inspection;
3. The organization must have its own tax identification number and may not use the school district’s tax identification number.

#### Concerns

Concerns or issues of individual members of booster clubs regarding the organization should be made following the chain of command as indicated below to the organization’s officers. If the member has a concern that relates to how the booster club interacted with the District, the member should contact the designated contact as described above.

- a. ~~Step 1 – Organization officers.~~
- a. ~~Step 2 – Director of Athletics, PE, Health & Dean of Students~~
- a. ~~Step 3 – Superintendent.~~
- a. ~~Step 4 – Board of Education~~

#### Fundraising

1. All fundraising activities shall comply with Policy #7450 “Fundraising by Students.”
2. Parents/Guardians should be given the option to participate, donate money of equal value, or not participate in any fundraiser. In other words, mandatory fundraisers are not permitted.

Improvements to the District Buildings and Grounds1. ~~Proposed improvements to the district buildings and grounds being made by the booster club or parent organization must have the approval of the Superintendent. Any improvement to the district’s buildings and grounds is ultimately the decision of the Board of Education. A booster club or parent organization who wishes to propose an improvement to the district’s buildings and grounds must first present their proposal to the Superintendent. Any improvements will be done by the Board of Education through the acceptance of a gift or donation in accordance with policy 5230 “Gifts, Grants and Donations to the School District.” Paid consultants to the boosters clubs or parent organizations for various projects, including but not limited to construction, should not be engaged without School Board approval.~~

#### Recognition Functions (Banquets)

Each booster club or parent organization may sponsor athletic, extracurricular, or club banquets to which all participating students shall be invited either with or without charging admission to such students. All banquets must be approved by the Superintendent and/or their designee.

#### Printed Programs

Booster clubs and parent organizations which print programs for any reason shall follow the procedures as outlined in the administrative regulation related to this policy in regard to such printed programs.

#### Expenditures for Equipment, Supplies, Etc.

1. All game uniforms shall be purchased by the district.
  - a. The "game uniform" includes any clothing that is worn during the athletic contest and that:
    - b. Displays the school colors or logo (except shoes) and
    - c. Is purchased by the district and
    - d. Is intended to be collected by the school at the conclusion of the season.
2. Any ancillary gear and apparel such as coaching aid equipment items, bags, totes, ~~pre-game warm-ups, sweatshirts,~~ etc., ~~may be~~ purchased ~~and/or donated~~ by booster clubs, parent organizations, corporate sponsors, or other non-school sanctioned entities to the district for use by the district team or student club **must meet NYSPHSAA rules and guidelines and be approved by the Board of Education in accordance with paragraph 3 (BELOW) before they can be utilized by the students.**
3. Items purchased or donated ~~other than by the district~~ by an outside organization must meet the criteria as established in Policies 3271 "Solicitation of Charitable Donations from School Children," 3272 "Advertising in the Schools" and 52230 "Gifts, Grants and Donations to the School District on donations."

#### Disbanding Booster Clubs or Parent Organizations

A booster club or parent organization may disband on its own accord by submitting a written notice to the designated administrative liaison. All monies remaining in the organization's account ~~must be turned over to the district for use in connection with the team or activity which the organization had supported to the extent permitted by law, with any residual amount going to support district athletics or other student activities~~ generally must be handled appropriately by the organization. This may include donating the money to the Board of Education.

#### Compliance

1. ~~No booster club or parent organization shall engage in any activity outside established Board policies and administrative regulations.~~
2. Violation of Board policy, Board administrative regulation, Title IX of the U.S. Code, as well as any other applicable state or federal laws and regulations may lead to revocation of a booster club's or parent organization's function in district activities.
3. Should any issues of compliance regarding this or other district policy or administrative regulation emerge between a booster club or parent organization and the district, the Superintendent shall resolve the situation.
4. The Board retains final responsibility and authority for the management and operations of school-sponsored activities and curriculum.

### 13. Independent Contract Retainers

#### 13.01 Approve all Independent Contract Retainers & Contracts

*Recommended Action:* The Board of Education hereby approves the ICRs in item #

13.02- 13.05

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee DeJesus

#### 13.02 ICR - Jones

*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 Kitty Jones retained as Kit's Interactive Theatre effective May 6, 2022 from 9:00am to 3:00pm at a rate of \$1,200.00 and authorizes the Superintendent to sign such an agreement.

13.03 ICR - Dan Young

*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 Dan Young retained as Accompanist effective February 14, 2022 to June 24, 2022 at a rate of \$200.00 per concert to a maximum of \$800.00 and authorizes the Superintendent to sign such an agreement.

13.04 Health & Safety - Taconic Hills

*Recommended Action:* BE IT RESOLVED, that the Board of Education of the Taconic Hills Central School District establishes the rate of \$776.53 per pupil for the school year 2021-2022 for Health Services provided for Onteora resident pupils attending nonpublic schools in the Taconic Hills Central School District.  
 BE IT FURTHER RESOLVED, that the Board President and Clerk of the Board of Education be authorized to sign contracts for health services for the 2021-2022 school year.

13.05 Health & Safety - Arlington

*Recommended Action:* BE IT RESOLVED, that the Board of Education of the Arlington Central School District establishes the rate of \$888.28 per pupil for the school year 2021-2022 for Health Services provided for Onteora resident pupils attending nonpublic schools in the Arlington Central School District.  
 BE IT FURTHER RESOLVED, that the Board President and Clerk of the Board of Education be authorized to sign contracts for health services for the 2021-2022 school year.

14. Consent Agenda

14.01 Approve Consent Agenda (proposed 9:00)

*Recommended Action:* The Board hereby approves item numbers 14.02-14.04  
 Motioned: Trustee Sherry  
 Seconded: Trustee Bishop  
 Result: Unanimous  
 Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop  
 Not Present: Trustee Osmond, Trustee DeJesus

14.02 Personnel Agenda

**PART-TIME: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	FTE	EFFECTIVE DATE	REMARKS
Harkin, Brandon	TOSA- Responsible Social Media Instruction	0.4	03/14/2022	Step 3M

**APPOINTMENT: NON-INSTRUCTIONAL PART-TIME**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Rivera, Robyn*	Food Service Helper/MS/HS	03/09/22	Step 2

\*Pending pre-employment processing\*

**APPOINTMENT: NON-INSTRUCTIONAL PROBATIONARY APPOINTMENT**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY	REMARKS
Albright, Nancy	Cook/Phoenicia	03/09/22 – 09/09/22	Step 6	Replace resignation

**APPOINTMENT: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY	REMARKS
Rhea, Dawn	Typist/ B & G Department	03/23/22	Step 5	Replace resignation Provisional

**TEMPORARY APPOINTMENT:  
NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Jansen, Tina	Summer Custodial	06/28/22 – 09/01/22	\$15.00/hour
Zygmunt, Andrew	Summer Custodial	06/28/22 – 09/01/22	\$15.00hour

**RESIGNATIONS: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Schubert, Paul	Music Teacher/Bennett	06/30/22	Retirement

**TERMINATION: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Butler, Kevin	Building Maint. Mechanic	02/28/22	Termination

The following named NON-INSTRUCTIONAL personnel have served a probationary status and are recommended to a PERMANENT STATUS consistent with the applicable laws and regulations of the State of New York:

NAME	POSITION	PROBATIONARY DATE	PERMANENT DATE
Lane, Kaitlin	Food Service Helper	09/01/21	03/01/22
Tucciarone, Christine	Cook	09/01/21	03/01/22
Davis, Richard	School Monitor	09/01/21	03/01/22
Sellers, Lauren	School Monitor	09/01/21	03/01/22
Karge, Kenne	Groundskeeper II	09/15/21	03/15/22

**EXTRA DUTY STIPENDS:**

NAME	POSITION	Effective Date	AMOUNT
Buono, Gabriel	Summer School Principal	07/11/22	\$5,500.00
Gustafson, Amy	Mentor Coordinator	04/01/22	**\$2,737.00
Allison, Bridget	Fitness Room Advisor	04/04/22	\$2,215.00
Scherer, Rebecca	Varsity-Tennis-Head Coach (boys)	03/14/22	\$2,913.00
Nerp, Kathleen	Volunteer- Tennis Coach	03/14/22	-\$0-
Pezzello, Eric	Volunteer- Track Coach	03/14/22	-\$0-

\*\*pro-rated\*\*

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Dornan, Mary	Teaching Assistant (uncertified)	\$85.80
Dornan, Mary	School Monitor	\$85.80
Dornan, Mary	Clerical	\$15.00/hour

#### 14.03 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, #3/22, Confidential, as reviewed by Trustee Osmond

**14.04 Surplus Equipment**

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District declare the attached list of out dated kitchen equipment from the Food Service Department as surplus and authorizes the sale or disposal of the equipment.

**15. Old Business****15.01 The Board will discuss Old Business**

- Discussion on in-person meetings and how to set-up technology
  - Try to live stream with no ability to hear the public due to the problems last time
  - Going back in-person loses community engagement
  - Allow public be heard letters to be read out loud
    - Put in notice – send letters to the District Clerk
      - Must be legible- not anonymous letters

**16. New Business****16.01 The Board will discuss New Business**

Informal conversation with Onteora Booster Club- they are figuring out when they can table at Onteora events – make sure they have access at any events they want

Honor staff and students for resolve in navigating the pandemic – have discussion when all 6 members are there

**17. Request For Information****17.01 Board members will request information of the Superintendent**

No information was requested

**18. Adjournment****18.01 Adjourn Meeting (proposed 9:10) Next meeting is Tuesday, March 22**

*Recommended Action:* The meeting is adjourned at 8:45

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee DeJesus

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

6:30 p.m.

**TUESDAY, MARCH 9, 2022**

TELECONFERENCING

MINUTES

## 1. Opening Items

1.01 Call to Order 6:30

1.02 Tobacco Policy Statement- no smoking within 100' of any school building

*Recommended Action:* In the absence of the District Clerk, the Board of Education hereby appoints Trustee Storey as Clerk Pro Tem

Motioned: Trustee Bishop

Second: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

1.04 Roll Call

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

Not Present: Trustee Sherry, Trustee DeJesus

## 2. Action Items

2.01 Enter executive session

*Recommended Action:* Motion to enter into executive session to interview Superintendent of School candidates.

Motioned: Trustee Sherry

Second: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

2.02 Exit Executive Session and Adjourn

*Recommended Action:* Motion to exit executive session and adjourn at 10:00

Motioned: Trustee Bishop

Second: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

6:30 p.m.

**TUESDAY, MARCH 10, 2022**

TELECONFERENCING

MINUTES

## 1. Opening Items

1.01 Call to Order 7:00

1.02 Tobacco Policy Statement- no smoking within 100' of any school building

*Recommended Action:* In the absence of the District Clerk, the Board of Education hereby appoints Trustee Storey as Clerk Pro Tem

Motioned: Trustee Bishop

Second: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

1.04 Roll Call

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

Not Present: Trustee Sherry, Trustee DeJesus

## 2. Action Items

2.01 Enter executive session

*Recommended Action:* Motion to enter into executive session to interview Superintendent of School candidates.

Motioned: Trustee Sherry

Second: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

2.02 Exit Executive Session and Adjourn

*Recommended Action:* Motion to exit executive session and adjourn at 9:30

Motioned: Trustee Storey

Second: Trustee Salem

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

Minutes Recorded by Fern Amster,  
District Clerk



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



# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING

6:00 p.m.

**TUESDAY, MARCH 22, 2022**

BENNETT SCHOOL

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 Storey, Trustee Bishop

Not Present: Trustee Osmond, Trustee DeJesus

## 2. Acceptance of Minutes

2.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of the March 8, 2022, March 9, 2022, March 10, 2022 meetings

Motioned: Trustee Sherry

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee DeJesus

Now Present:

Trustee Osmond arrived at 6:01

## 3. Welcome

3.01 Bennett School Principals, Gabriel Buono and Linda Sella will welcome the Board  
Principal Gabriel Buono reported:

- March 4<sup>th</sup> Student Government planned a Sleigh Party
  - Collected sleds from parents
  - No snow on the sled hill instead – snow painting
  - Student Government is charged with school spirit
- After School Garden Club by Student Government
  - “Gary’s Garden” named after Gary VanLeuven, former custodian
- Rob Overton – recognize him and IBM colleagues
  - Come very year for “engineer’s week” to do projects with students

Principal Linda Sella reported:

- Students have been having snack outdoors all year long
- Discussed small group instruction outside
  - Purchased equipment for outdoor classroom, selected by teachers
    - Tables have now arrived
    - Getting students outside for small group instructions, recess, snack time
      - Place for students to read during recess
- Morningside – learning to be more inclusive, discussing social identity
  - Building a feeling of belonging – feeling included in school & classroom

- Last cycle went through socialization – from birth built in implicit bias
  - Learned to recognize implicit bias from themselves (teachers)
    - If you see it, hear, it know it's there, deal with it in the moment – no exceptions
  - Teachers reflected on what they learned this year – read quotes from teachers
- Looking forward to Parent sessions in April for K-6 parents

## Discussion:

- Identity work is integrated into classroom setting, and included in teachers' schedule
- Candice Sosler program for social skills – formal lesson once per week

Motion to change the agenda by moving the Student Representative report

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result:

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

Not Present: Trustee DeJesus

## 7. Student Representative Report

7.01 The student Representative on the Board, Noelle Crandell, will give a report

- Changed term length to 2 years and elections to June for the next year to increase effectiveness
  - Waiting for invoice from Victoria Gardens, then will be selecting date for planting

## Discussion:

- Student Government meetings are open to all students
  - Host public be heard during meetings

## 4. Superintendent News

4.01 The Superintendent will report on District News

- Finalizing spring offering of parent workshops of Social-Emotional Learning (SEL)
  - Introduction of various components of SEL and why it is important for student success
- SEL continues – Morningside worked with MS/HS students and staff in circles and offered professional development and push-in coaching
- Continuing to monitor COVID positivity rate, if changes significantly, will review mitigation strategies
  - Moved some tables to blacktop area
- Later Start Times – focusing on – presentations in elementary PTAs
  - Met with Woodstock & Phoenicia PTA
    - Presented summary of survey Woodstock did with their parents
  - Many excellent questions were raised, following up on issues raised
  - Bennett PTA meeting Thursday night
    - Purpose is to engage all stakeholders in school start times, best

practices and what possibilities might exist

Discussion:

- Sent survey to other PTAs, not sure if they conducted survey
- Parent workshops will be in-person with a virtual option at a different point

## 5. Presentations

5.01 Interim Assistant Superintendent for Business, Dr. Don Gottlieb will update the Board on the 2022-2023 Budget (proposed 6:15 duration 20 min)

- Budget: 2021-2022: \$ 56,011,143
  - Proposed Budget 2022-2023: \$ 57,378,788
- Tax Levy 2021-2022: \$45,557,126
  - Proposed Tax Levy 2022-2023: \$46,495,481
- Expenditures 2021-2022 \$ 58,784,143
  - Proposed Expenditures 2022-2023: \$ 60,265,769
- 2022-2023 Budget:
  - Instruction 49.78%
  - Employee Benefits 31.91%
  - Transportation 8.46%
  - Debt Service, Community Service and Inter-fund Transfers 2.50%
  - Operations & Maintenance 5.73%
  - General Support 3.62%
- Proposition #1
  - \$60,265,769 Expenditure Budget (includes capital work funded through a combination of repair reserve and transfer to capital)
- Proposition #2
  - Allow the District to expend the remaining funds (approximately \$675,000) from the “old” capital reserve fund for the purpose of abating asbestos floor tiles in the buildings of the district.
- School Board Elections: 2 for 3-year terms and 1 for a 1-year, 6 week term

Discussion:

- Breakdown of \$18.4 million Employees Benefits:
  - Health insurance about \$10 million
    - \$5.5 million for active employees, \$4.5 million for retirees
  - Teachers Retirement System – \$2.5 million Employee Retirement System \$1.5 million
  - Rest: workers compensation, unemployment insurance, social security
- Unspent funds from this year’s budget goes to fund balance at the end of the year
  - Plan to fund reserve funds – to new Capital Reserve Fund, Teacher Retirement Reserve
  - Then reduce tax levy
  - Maximum to keep unappropriated is 4% of budget
- As soon as State sets budget, will be able to vote on budget – maybe next meeting

5.02 Assistant Superintendent for Curriculum & Instruction Stephanie Laffin will Present an Update on the Curriculum (proposed 6:35 duration 30 min)

6:45

- What is the relationship between standards, curriculum, instruction and assessment?
  - Standards - Goals & expectations - NYSED
  - Curriculum - How a district plans to meet the goals
  - Instruction - Classroom practices
  - Assessment - Tells us how students are doing; informs both curriculum and instruction
    - These frame the direction we are going
- Science Standards Update on Standards:
  - June, 2022 final Grade 4 Science assessment
  - June, 2023 no elementary Science assessment administered
  - June, 2024, first Grade 5 & newly aligned grade 8 assessment administered
  - June, 2025, first NYSSLS aligned Life Sciences (Bio) Regents exam
  - June, 2026, first NYSSLS aligned Chemistry and Physics Regents exams
  - Curriculum continued review of and revision to curriculum as needed this summer and beyond
- Social Studies Update on Standards:
  - Assessment- first NYS Social Studies Framework aligned US History & Government Regents Exam scheduled for June 1, 2022
  - Curriculum & Assessment - we will be working on a Seal of Civic Readiness +1 Civics Pathway Application to allow our students an additional endorsement and graduation pathway (Similar to our Seal of Biliteracy)
    - District must submit plan by August 1st to NYSED for approval to be move forward
    - The intent of the NYS Seal of Civic Readiness is to encourage the study of civics and civility through experiential learning; certify attainment of civic readiness; provide employers with a method of identifying high school graduates with skills in civics and civility; provide universities with an additional method to recognize applicants seeking admission; prepare students with twenty-first century skills; recognize the value of K-12 Social Studies education in schools as a means to build civic knowledge; empower students as agents of positive social change to redress historical and contemporary oppression and strengthen our diverse democracy
- Working on K-3 through Teacher On Special Assignment moving into Bennett next year
  - Integrating Social Studies, SEL, Civic engagement, English Language Arts
- World Languages Update on Standards:
  - Board of Regents changed Language Other Than English to World Languages July, 2021
  - September, 2023 Grade 7 begins new standards
  - September, 2024-September, 2028 gradual implementation from grade 8-grade 12
  - Continued review of and revision to curriculum as needed this summer

and beyond

- English Language Arts Update to Standards:
  - September 2022, Grades K-8 aligned curriculum & instruction to NYS Next Generation ELA Learning Standards
  - September 2023, - September 2026, gradual implementation from grade 9 to grade 12
  - Continued review of and revision to curriculum as needed this summer and beyond Assessment
  - Spring 2023, first administration of the grades 3-8 state assessments aligned to the new standards
  - June 2026, first administration of the ELA Regents exam aligned to the new standards K-6 Curriculum
  - In the process of revisiting and reflecting upon our instructional practices and curricular connections within the Units of Study in Reading, Writing and (K-2) Phonics
  - Quick Starts & Re-Starts with Teachers College (TC) Facilitators for teachers who are new to the district
    - Asked that all teachers be trained since TC has changed
- Grade Level Study Group Math Updates on Standards
  - September 2019, Grades K-2 aligned to NYS Next Generation Math Learning Standards
  - September 2022, Grade 3-8 aligned to new standards
  - September 2023, Algebra I aligned to new standards
  - September 2024, Geometry aligned to new standards
  - September 2025 - Algebra II aligned to new standards
  - Continued review of and revision to curriculum as needed this summer and beyond Assessment
  - Spring 2023, first administration of the grades 3-8 state assessments aligned to the new standards
  - June 2024, first administration of the new Algebra Regents exam
  - June 2025, first administration of the new Geometry Regents exam
  - June 2026, first administration of the new Algebra II Regents exam K-6 Curriculum
  - K-6 Math Curriculum Committee is in process of reviewing curricula for Fall 2022 implementation: research & rubric for first cuts, presentation and review of physical samples for final decision
- Next Steps:
  - Continued professional learning, planning and review of data
  - Summer Curriculum work
  - Providing the most engaging and enriching learning experiences to support the success of all of our students

#### Discussion:

- SS – civic engagement – plan is in development rubrics are not developed yet for Seal of Bi-literacy and +1 Graduation Pathway
- More general focus K-12 to engage in civic readiness in school or in community
  - Town of Olive planning with students for properties that have been torn down due to flooding

- Student choice on what they want to participate, interested in
- Rosetta Stone program to learn languages in elementary still available
- Have presentation on what collaboration looks like when developing new curriculum

## 6. Board District News

6.01 The Board will report District News (proposed 7:05)  
7:05

Trustee Bishop reported that it was helpful to her to participate in PTA forums

## 8. Acknowledge Public Be Heard Comments

8.01 The Board will acknowledge the public be heard comments from the last meeting  
No one spoke

## 9. Public and Student Comment

9.01 Public and Students may comment on any agenda or non-agenda item (proposed 7:20)

Scott Via: OTA President, Science Teacher- concern is stakeholder involvement in hiring a Superintendent. Past superintendent hiring processes included stakeholder groups surveyed, recommendation committee to meet possible candidates, input typically given to Board, then Board makes final decision. This year – stakeholder groups met, then Board held interviews in executive session no stakeholder groups involved. Work toward consistent process where stakeholder groups are involved in the process. Later Start times also a concern. Shared Decision Making Team was told they were not needed. Work together to solve problem

Lisa Treasure – 3 students in District– here to voice issues with start times. Forum in HS 2 years ago – elementary parents just learned about this. Were told it would not affect elementary. Affects elementary more than HS. Too late for elementary students

Frank Nagle – 2 students in District– voice concern with later start times – meeting 2 years ago, resolution passed – sounds like a decision made – never discussed with elementary stakeholders, then tabled for COVID. Said that there would be another meeting – but never happened. Concerned by sports and after school program. Financial impact to families in district; elementary starting 20 minutes later effects parents to get to work on time- need to hire childcare

Lindsay Shands – 2 students in District– Onteora is a family – perception of lack of transparency, lack of communication, input asked for after decision was made.

Creates anger toward Board. Want public to support you to pass the budget, but you make decisions alone. Update Onteora App

## 10. Discussion and Possible Action

10.01 Donation of a Light Table

*Recommended Action:* The Board of Education hereby accepts a donation of a 4' long Knox Acculight light box used for viewing lengths of negatives and transparencies worth \$200 from Joshua Sheldon

Motioned: Trustee Osmond

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

## 10.02 Change 2021-2022 Calendar

*Recommended Action:* The Board of Education hereby approves changing the order of the extra snow day dates

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

## 10.03 Create a temporary Position

*Recommended Action:* The Board of Education hereby creates the following temporary position: 1.0 FTE Occupational Therapist (until the current OT retires in December)

Motioned: Trustee Bishop

Seconded: Trustee Sherry

- Created for Sept 1<sup>st</sup> to advertise
- Challenge of trying to fill positions mid-year, availability of candidates, consistency in transition
- Required to provide compensatory services with Physical Therapy because did not have someone to fill retirement
- Difficult to find employees in medical field
- Position will be eliminated at December 2022 Board meeting

Result: Unanimous

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

Not Present: Trustee DeJesus

## 10.04 Independent Contract Retainer

*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 Anne Bode retained as Stern Math Trainer effective March 23, 2022 to June 30, 2022 at a rate of \$200.00 per hour to a maximum of \$5,000.00 and authorizes the Superintendent to sign such an agreement.

Motioned: Trustee Storey

Seconded: Trustee Bishop

- Stern math is a math version of Wilson or Orton Gillingham program for tier 3 RTI math support

Result: Unanimous

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

Not Present: Trustee DeJesus

## 10.05 Discuss How to Honor Staff &amp; Students for Pandemic Success (Proposed 7:30 duration 10 min)

7:30

- Find a way to honor staff, students and community members for being

partners to work through pandemic now that it is waning

- Rondout did Health and Wellness day – good way to honor students
  - Low stress, easy day
- Find a day and discuss a Health and Wellness day
- Proud that we kept every employee employed, and everyone fed, vaccinated and tested
- PTA s honor staff every year – ask them the best way in each of their buildings

#### 10.06 Second Meeting of the Month Update on Board Goals (proposed 7:40 duration 10 min)

- Hire a Superintendent
  - Begun screening candidates, continuing this week
  - Trustee Salem and Trustee Sherry meeting the heads of all union with thoughts on hiring process
  - Process used:
    - Interviewed search firms and chose McPhearson & Jacobson
    - Did polling and interviewing of stakeholder groups
    - Discussed stakeholder input
    - Added Board criteria
    - 3 tiers of candidates
      - Confidential, some are employed now
    - Informal discussion of moving people from one tier to another
      - Decided on qualification
    - Informal conversation with 4 candidates, tomorrow more in-depth discussion with 3 of them
      - First see if there is a candidate to move forward
    - Not sure what happens next
    - Will know more in next few days
- Be sure the resolution on Later Start Times begins September 2022
  - Excellent meeting with elementary PTAs – need a primer on what is a resolution - is not a statement of feelings
  - We are at the meetings, forums, etc. part of the resolution, picking up from 2019
    - Resistance, some of which is well founded
  - Survey in Woodstock should be administered in other 2 buildings
    - Not just that you don't like it, need to find what are the creative steps to make it happen
    - 20 minutes is the most we can do
    - See a plan where the elementary day is same as secondary
      - MS/HS will have 38 less Instructional hours
      - Do not shorten elementary day, communicated that the elementary would not be giving up instructional hours- administrators concerned
        - A lot more flexibility at elementary than MS/HS
    - During COVID, pulled off impossible things, do same here
    - Everyone on Board invited to conversations about Later Start Times
    - Find solution to the problem and honor the resolution
    - People asked for survey of all stakeholder groups
      - Ask if there will be a financial impact



- Local day care providers – ask rate for before or after school services
  - Healthy Kids – licensed for our buildings through State
  - Looked into the 21st Century Grant – Phoenicia only school that qualified due to free and reduced lunch numbers
    - No new grant, look for funding offices
    - Find out what is legal and possible for child care
  - Put out correct information – timeline of later start times – make sure resolution easily available, what is happening, what are next steps
- Decide cost and benefits – ways to satisfy community

**Break – Board took a break at 8:10**

**11. Policies (proposed 7:50)**

- Have so many policies because through the current DASA process, found that policies do not match law, which changed significantly – they all intersect
  - Need to bring into compliance
  - Bullying must be repetitive behavior not one occurrence– social media when something posted, and many see – that is repetitive
  - Bullying needs definition

**11.01 First Reading of Policy 5230 Gifts, Grants and Donations to the School District**

8:15 Don Gottlieb thought the Board should have the authority to deny scholarships and donations from groups without a purpose that meets Ontario Goals ~~2016~~2022 5230 Non-Instructional/Business Operations

**GIFTS, GRANTS, SCHOLARSHIPS AND DONATIONS TO THE SCHOOL DISTRICT**

The term “Gift” is understood to mean any bequest, gift, money, property good, scholarship, donation or grant.

Only the Board of Education may accept any gift for the school district.

Any gift accepted by the Board shall become the property of the District, may not be returned without the approval of the Board, and is subject to the same controls and regulations as are other properties of the district.

It shall be the policy of the district to accept a gift, provided it is made within the statutory authority granted to school districts and has received the approval of the Board of Education.

The Board reserves the right to refuse any gift which does not contribute towards the achievement of the district’s goals or the ownership of which would tend to deplete the resources of the district.

In granting or withholding its consent, the Board will review the following factors:

1. The terms of the gift must identify:
  - a. the subject of the gift
  - b. the purpose of the gift
  - c. the beneficiary or beneficiaries if any
  - d. all conditions or restrictions that may apply.
2. The gift must not benefit a particular or named individual or individuals.
3. If the purpose of the gift is an award to a single student, the determination of the recipient of such award shall be made on the basis that all students shall have an equal opportunity to qualify for it in conformance with federal and state law.
4. If the gift is in trust, the obligation of the investment and reinvestment of the principal shall be clearly specified and the application of the income or investment proceeds shall be clearly set forth.
5. No gift or trust will be accepted by the Board unless:
  - a. it is in support of and a benefit to all or to a particular public school in the district, or
  - b. it is for a purpose for which the school district could legally expend its own funds, or
  - c. it is for the purpose of awarding scholarships to students graduating from the district.

Any gift rejected by the Board shall be returned to the donor or his/her estate within 60 days together with a statement indicating the reasons for the rejection of such gift.

Soliciting and Accepting Grants or Donations

Prior to seeking any grant or donation, the applicant must obtain prior approval from the district. Teachers seeking grants or donations for their classroom must obtain approval from the Building

Principal. Other staff or administrators seeking grants or donations to benefit an entire school or the district as a whole must obtain approval from the Superintendent or his/her designee.

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

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

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

The Board reserves the right to deny approval of any funding, scholarship or grant application which does not contribute towards the achievement of the district's goals, or which would deplete the resources of the district. Any application for a grant which requires a match of district funds or resources when the initiative has been identified as a priority of the Board and when such funds are planned as part of the district budget process or can be accommodated by the current budget, must be pre-approved by the Board.

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

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

All gifts, donations, grants, funds, scholarships, property and materials received by the district become the property of the district. All items are subject to the same controls and regulations as other district property, and shall be deposited or inventoried accordingly.

Cross-ref: 2160, School Board Officer and Employee Ethics

Ref: Education Law §1709(12) and (12-a) and 1718(2)

New York State Constitution Article 8, Section 1

General Municipal Law Section 805-a(1)

Waive second reading of Policy 5230

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

Motion to adopt Policy 5230 as written

Motioned: Trustee Storey

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

## 11.02 First Reading of Policy 3410 Code of Conduct

- Annual review of code of conduct – create future meeting, review code of conduct

## Review in May, Approve at Reorganization meeting

Edits are from our attorney

### ~~2002-2022~~ **3410 Community Relations CODE OF CONDUCT ON SCHOOL PROPERTY**

The District has developed and will amend, as appropriate, a written Code of Conduct for the Maintenance of Order on School Property, including school functions, which shall govern the conduct of students, teachers and other school personnel, as well as visitors. The Board of Education shall further provide for the enforcement of such Code of Conduct.

For purposes of this policy, and the implemented Code of Conduct, school property means in or within any building, structure, athletic playing field, playground, parking lot or land contained within the real property boundary line of the District's elementary or secondary schools, or in or on a school bus; and a school function shall mean a school-sponsored extracurricular event or activity.

The District Code of Conduct has been developed in collaboration with student, teacher, administrator, and parent organizations, school safety personnel and other school personnel.

The Code of Conduct shall include, at a minimum, the following:

- a. Provisions regarding conduct, dress and language deemed appropriate and acceptable on school property and at school functions, and conduct, dress and language deemed unacceptable and inappropriate on school property; provisions regarding acceptable civil and respectful treatment of teachers, school administrators, other school personnel, students and visitors on school property and at school functions; the appropriate range of disciplinary measures which may be imposed for violation of such Code; and the roles of teachers, administrators, other school personnel, the Board of Education and parents/persons in parental relation to the student;
- b. Standards and procedures to assure security and safety of students and school personnel;
- c. Provisions for the removal from the classroom and from school property, including a school function, of students and other persons who violate the Code;
- d. Provisions prescribing the period for which a disruptive student may be removed from the classroom for each incident, provided that no such student shall return to the classroom until the Principal (or their designated School District administrator) makes a final determination pursuant to Education Law Section 3214(3-a)(c) or the period of removal expires, whichever is less;
- e. Disciplinary measures to be taken for incidents involving the possession or use of illegal substances or weapons, the use of physical force, vandalism, violation of another student's civil rights, harassment and threats of violence;
- f. Provisions for detention, suspension and removal from the classroom of students, consistent with Education Law Section 3214 and other applicable federal, state and local laws, including provisions for school authorities to establish procedures to ensure the provision of continued educational programming and activities for students removed from the classroom, placed in detention, or suspended from school, which shall include alternative educational programs appropriate to individual student needs;
- g. Procedures by which violations are reported and determined, and the disciplinary measures imposed and carried out;
- h. Provisions ensuring the Code of Conduct and its enforcement are in compliance with state and federal laws relating to students with disabilities;
- i. Provisions setting forth the procedures by which local law enforcement agencies shall be notified of Code violations which constitute a crime;
- j. Provisions setting forth the circumstances under and procedures by which parents/persons in parental relation to the student shall be notified of Code violations;
- k. Provisions setting forth the circumstances under and procedures by which a complaint in criminal court, a juvenile delinquency petition or person in need of supervision ("PINS") petition will be filed;
- l. Circumstances under and procedures by which referral to appropriate human service agencies shall be made;
- m. A minimum suspension period for students who repeatedly are substantially disruptive of the educational process or substantially interfere with the teacher's authority over the classroom, provided that the suspending authority may reduce such period on a case-by-case basis to be consistent with any other state and federal law. For purposes of this requirement, as defined in Commissioner's Regulations, "repeatedly is substantially disruptive of the educational process or substantially interferes with the teacher's authority over the classroom" shall mean engaging in conduct which results in the removal of the student from the classroom by teacher(s) pursuant to the provisions of Education Law Section 3214(3-a) and the provisions

set forth in the Code of Conduct on four (4) or more occasions during a semester, or three (3) or more occasions during a trimester, as applicable;

- n. A minimum suspension period for acts that would qualify the student to be defined as a violent student pursuant to Education Law Section 3214(2-a)(a). However, the suspending authority may reduce the suspension period on a case-by-case basis consistent with any other state and federal law;
- o. A Bill of Rights and Responsibilities of Students which focuses upon positive student behavior, and which shall be publicized and explained to all students on an annual basis;
- p. Guidelines and programs for in-service education programs for all District staff members to ensure effective implementation of school policy on school conduct and discipline.

The Code of Conduct has been adopted by the Board of Education only after at least one (1) public hearing that provided for the participation of school personnel, parents/persons in parental relation, students, and any other interested parties. Copies of the Code of Conduct shall be disseminated pursuant to law and Commissioner's Regulations.

The District's Code of Conduct shall be reviewed on an annual basis, and updated as necessary in accordance with law. The School Board shall reapprove any updated Code of Conduct or adopt revisions only after at least one (1) public hearing that provides for the participation of school personnel, parents/persons in parental relation, students, and any other interested parties.

The District shall file a copy of its Code of Conduct and all amendments to the Code with the Commissioner of Education no later than thirty (30) days after their respective adoptions.

#### *Privacy Rights*

As part of any investigation, the District has the right to search all school property and equipment including District computers. Rooms, desks, cabinets, lockers, computers, etc. are provided by the District for the use of staff and students, but the users do not have exclusive use of these locations or equipment and should not expect that materials stored therein will be private. Education Law Sections 2801 and 3214 Family Court Act Articles 3 and 7 Vehicle and Traffic Law Section 142; 8 New York Code of Rules and Regulations (NYCRR) Section 100.2(l)(2)

NOTE: Refer also to Policy #7310 -- School Conduct and Discipline, [Policy # 7380 DASA](#)

### 11.03 First Reading of Policy 3420 Anti-Harassment in the School District

Edits are from our attorney [20142022](#) 3420 Community Relations **ANTI-HARASSMENT IN THE SCHOOL DISTRICT**

The Board of Education affirms its commitment to nondiscrimination and recognizes its responsibility to provide an environment that is free of harassment and intimidation. Harassment stands in direct opposition to District policy.

The Board prohibits all forms of discrimination and harassment on the basis of the protected classes described below by all employees, school volunteers, students, and non-employees such as contractors and vendors as well as any third parties who are participating in, observing, or otherwise engaging in activities subject to the supervision and control of the District.

The Board prohibits all forms of discrimination and harassment against employees on the basis of the following protected classes: race, color, creed, religion, national origin, political affiliation, sex, age, marital, military, veteran status, predisposing genetic characteristic, disability, or use of a recognized guide dog, hearing dog or service dog or any other legally protected category.

The Board prohibits all forms of discrimination and harassment against students on any basis, including but not limited to protect classed and others such as: based on the following protected classes: race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender and sex. Allegations of violations of Policy 7380, Dignity for All Students Act shall be investigated pursuant to the 7380 Regulation.

The Board also prohibits retaliation based on an individual's opposition to discrimination or participation in a related investigation or complaint proceeding. This policy of nondiscrimination and anti-harassment will be enforced on School District premises and in school buildings; and at all school-sponsored events, programs and activities, including those that take place at locations off school premises.

The intent is to provide an environment of mutual respect for all individuals to be free of harassment and intimidation.

For purposes of this policy, harassment shall mean communication (verbal, written or graphic) and/or physical conduct based on an individual's actual or perceived protected trait which:

- a. Has the purpose or effect of substantially or unreasonably interfering with an employee's work performance or is used as a basis for employment decisions (including terms and conditions

of employment) affecting such individual; and/or creates an intimidating, hostile or offensive work environment; or

b. 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 creates an intimidating, hostile or offensive learning environment; and/or effectively bars the student's access to an educational opportunity or benefit;

c. Any student or employee in the School District who wishes to file a complaint regarding discrimination ~~(including, but not limited to, sexual harassment)~~ or report discriminatory conduct is encouraged to make such a complaint/report in writing on forms available in any of the school offices. Allegations of Sexual Harassment shall be made under Policy 3421 for Students and Policy 3422 for Employees. Such forms must be forwarded to the District's Title IX Compliance Officers and/or Section 504 Compliance Officer. However, nothing herein shall prevent an individual from making a verbal complaint/report of discrimination.

Such communication should be made as soon as possible after the incident in order to enable the District to effectively investigate and resolve the complaint.

When a student or employee has a complaint of discrimination they should refer to and use the Grievance Procedure (found in District Regulation 4400P3420P). However, complaints may be made verbally. In order to assist the investigation, victims should document the discrimination as soon as it occurs and with as much detail as possible including: the nature of the discriminatory behavior, dates, times, places, name of person responsible for the conduct, witnesses, and victim's response to the discriminatory behavior.

In accordance with Regulation 4400P3420P, the District will act to promptly investigate all complaints, either verbal or written, formal or informal, of allegations of harassment based on any of the characteristics described above; and will promptly take appropriate action to protect individuals from further harassment.

Upon receipt of an informal/formal complaint (even an anonymous complaint), the District will conduct a thorough investigation of the charges. However, even in the absence of an informal/formal complaint, if the District has knowledge of any occurrence of harassment, the District will investigate such conduct promptly and thoroughly. The confidentiality of investigations cannot be guaranteed, but a good faith effort shall be made to maintain confidentiality.

Both the complainant and the accused are entitled to fair treatment in the handling of the complaint. Based upon the results of this investigation, if the District determines that an employee and/or student has violated the terms of this policy and/or accompanying regulations, 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 applicable laws and/or regulations, District policy and regulation, and the District Code of Conduct. 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, 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 and/or the Code of Conduct, will be subject to appropriate sanctions as warranted and in compliance with law. The application of such disciplinary measures by the District does not preclude the filing of civil and/or criminal charges as may be warranted.

#### **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 harassment. Follow-up inquiries shall be made to ensure that harassment has not resumed and that all those involved in the investigation of the harassment complaint have not suffered retaliation.

#### **Finding That Harassment Did Not Occur**

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.

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

**Training and Dissemination of Administrative Regulations**

The Superintendent/designee(s) will affirmatively discuss the topic of 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 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 the investigation of harassment complaints. 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 anti-harassment will be published in appropriate school publications such as teacher/employee handbooks, student handbooks, and/or school calendars.

**Complaints to Agencies**

The District acknowledges that while it would like employees to raise issues of discrimination pursuant to this Policy so that they can be addressed by it, any student or employee has the legal right to immediately make a complaint to the appropriate governmental entity: An employee may file a complaint with the following agencies:

Equal Employment Opportunity Commission (EEOC) at the New York District Office, 33 Whitehall Street, 5th Floor, New York, New York 10004; and the New York State Division of Human Rights at 99 Washington Avenue Albany, New York 12210.

A student may file a complaint with the following agencies:

Federal Office for Civil Rights 26 Federal Plaza New York, New York 10278 ; and the New York State Division of Human Rights at 99 Washington Avenue Albany, New York 12210.

Please take notice that the failure to file a complaint with these agencies within the statutory period may result in the loss of your legal rights.

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.

Prohibits discrimination on the basis of disability.

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 sex. Civil Rights Law Section 40-c](#)~~

Education Law Section 2801(1); Executive Law Section 290 et seq. Military Law Sections 242 and

243 NOTE: Refer also to Policies: #3421 -- Sexual Harassment of Students; #3422 --Sexual

Harassment of Employees; #7550 --Complaints and Grievances by Employees; #7550 --Complaints and Grievances by Students; #7380 --Dignity For All Students

**11.04 First Reading of Policy 3421 Sexual Harassment of Students**

Edits are from our attorney ~~2021-2022~~ **3421 Community Relations SEXUAL HARASSMENT OF STUDENTS**

The Board of Education recognizes that harassment of students on the basis of actual or perceived sex, sexual orientation, and/or gender identity and expression is unacceptable behavior that harms targets and negatively impacts the school culture by creating an environment of fear, distrust, intimidation and intolerance. The Board further recognizes that preventing and remedying such harassment in schools is essential to ensure a healthy, nondiscriminatory environment in which students can learn.

Sexual harassment is a form of sex discrimination and is unlawful under federal and state law. For purposes of this policy, sexual harassment includes harassment on the basis of actual or perceived sex, sexual orientation, and/or gender identity and expression. Sexual 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 is covered by a number of laws including Title IX and New York State Law and the Dignity for All Students Act. Accordingly, each incident will be evaluated by the Title IX Coordinator. The Complainant shall have the right to determine how they want to proceed. Even if a Complainant chooses not to pursue a](#)

**Title IX complaint, the District has the right to pursue the matter through its Code of Conduct and Policies and Procedures.**

Title IX applies to situations in which the district exercises substantial control over both the respondent (i.e. the person accused of sexual harassment) and the context (e.g. the school setting, a school field trip or an off-campus school event in the United States) in which the sexual harassment occurred.

Pursuant to Title IX sexual harassment is defined as:

- An employee of a district conditioning the provision of an aid, benefit or service on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct which a reasonable person would determine to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's educational program or activity; or
- Sexual assault, dating violence, domestic violence, and stalking as defined under the Clery Act and the Violence Against Women Act.

Sexual harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, or verbal, nonverbal or physical aggression, intimidation or hostility that is based on actual or perceived gender and sexual stereotypes. Examples of sexual harassment can be found in the accompanying regulation (3421R).

The Board is committed to providing an educational environment that promotes respect, dignity and equality and that is free from all forms of sexual harassment. To this end, the Board condemns and strictly prohibits all forms of sexual harassment on school grounds, school buses and at all school-sponsored activities, programs and events, including those that take place at locations outside the district, or outside the school setting if the harassment impacts the individual's education in a way that violates their legal rights, including when harassment is done by electronic means (including on social media). Sanctions will be enforced against all those who engage in sexual harassment or retaliation, and against district personnel who knowingly allow such behavior to continue.

Sexual harassment may subject the district to liability for harm done to targets. Harassers may also be individually subject to civil liability if sued in a court of law or criminal liability if prosecuted.

Under various state and federal laws, students have legal protections against sexual harassment in the school environment as described above. Those laws are listed in the references section. The district's Code of Conduct also addresses appropriate behavior in the school environment. Sexual harassment can occur between persons of all ages and genders.

**The District does not discriminate on the basis of sex in the educational programs or activities that it operates. In addition, pursuant to Title IX the District is required to not discriminate on the basis of sex.[PB1]**

In order for the Board to effectively enforce this policy and to take prompt **both** corrective **and** **supportive** measures, it is essential that all targets of sexual harassment and persons with knowledge of sexual harassment report the harassment immediately. **The District shall have actual knowledge [PB3] when any school employee: (1) witnesses sexual harassment first hand; (2) hears about an allegation of sexual harassment from any source; or (3) receives a complaint about sexual harassment by any means (e.g. written, verbal, electronic). The District's Title IX Coordinator shall be informed immediately.**

To the extent possible, all complaints will be treated in a confidential manner. Limited disclosure may be necessary to complete a thorough investigation. If the complainant reports that they feel unsafe at school due to the nature of the complaint, the district will determine if accommodations need to be made until the issue is resolved.

If, after appropriate investigation, the district finds that a person has violated this policy, prompt corrective action will be taken in accordance with the applicable collective bargaining agreement, contract, district policy and laws.

All complainants and those who participate in sexual harassment complaints or the investigation of a complaint of sexual harassment have the right to be free from retaliation of any kind, when they do so with a good faith belief that sexual harassment has occurred. Such prohibited retaliation can include, but is not limited to, discipline, discrimination, demotion, denial of privileges, or any action that would keep a person from coming forward to make or support a sexual harassment claim. Such actions need not be job- or education-related, or occur in the workplace or educational environment, to constitute unlawful retaliation.

The Superintendent of Schools is directed to develop and implement regulations for reporting, investigating and remedying allegations of sexual harassment. These regulations are to be attached to this policy. [If Title IX regulations change, the regulations will default to the requirements under the law.](#) In addition, the Board directs that training programs be established for students, and annually for employees, to raise awareness of the issues surrounding sexual harassment and to implement preventative measures to help reduce incidents of sexual harassment. 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.

This policy, or a simplified version, will be posted in a prominent place in each district facility, on the district's website, and will also be published in other appropriate school publications. Cross-ref: 7380 Dignity for All Students Ref: Education Amendments of 1972, Title IX, 20 U.S.C. §1681 *et seq.*; 34 CFR 106 *et seq.* Education Law §§10-18 (The Dignity for All Students Act) *Davis v. Monroe County Board of Education*, 526 U.S. 629, 652 (1999) *Gebser v. Lago Vista Independent School District*, 524 U.S. 274 (1998) *Franklin v. Gwinnett County Public Schools*, 503 U.S. 60 (1992) *Cannon v. University of Chicago*, 441 U.S. 677 (1979) Office for Civil Rights *Revised Sexual Harassment Guidance (January 19, 2001)* [Office for Civil Rights, Dear Colleague Letter: Sexual Harassment Issues \(2006\)](#) [PB4] Office for Civil Rights, *Dear Colleague Letter: Bullying (October 26, 2010)*

### 11.05 First Reading of Policy 3422 Sexual Harassment of Employees

- What is “basis of sex” – says different in student policy– make them the same
- Application of policy -make sure that everywhere it talks about implementation is fair

*Edits are from our attorney ~~2021-2022~~ 3422 Community Relations SEXUAL HARASSMENT OF EMPLOYEES*

The Board of Education recognizes that harassment of employees (including all staff, applicants for employment, both paid and unpaid interns, exempt and non-exempt status, part-time, seasonal, and temporary workers, regardless of immigration status) and certain “non-employees” (which includes contractors, subcontractors, vendors, consultant and other persons providing services pursuant to a contract, or their employees, as well as volunteers) on the basis of sex, sexual orientation, and/or gender identity and expression is unacceptable behavior that harms targets and negatively impacts the school culture by creating an environment of fear, distrust, intimidation and intolerance. The Board further recognizes that preventing and remedying such harassment in the workplace is essential to ensure a healthy, nondiscriminatory environment in which employees and non-employees can work productively.

#### **Definitions of Sexual Harassment**

The District is obligated to follow federal, state, and (where applicable), local laws pertaining to sexual harassment, including Title VII, Title IX and the New York Human Rights Law. Each law has a different definition of sexual harassment. Accordingly, each claim of sexual harassment will be reviewed under each pertinent law to determine whether sexual harassment has occurred. For purposes of this policy, sexual harassment includes harassment on the basis of perceived or self-identified sex, sexual orientation, gender identity and expression, and transgender status.

Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex, sexual orientation, gender identity and expression, and transgender status, when:

- a. submission to that conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- b. submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment; or
- c. the conduct has the purpose or effect of unreasonably interfering with an employee's or non-employee's work or creating an intimidating, hostile or offensive work environment, even if the complaining individual is not the intended target of the sexual harassment;

However, under New York State Human Rights Law, sexual harassment need not be severe or pervasive to be unlawful, and can be any harassing conduct that consists of more than petty slights or trivial inconveniences. Rather, sexual harassment is unlawful when it subjects an individual to inferior terms, conditions, or privileges of employment.



Sexual harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, or verbal, nonverbal or physical aggression, intimidation or hostility that is based on actual or perceived gender and sexual stereotypes. Examples of sexual harassment can be found in the accompanying regulation.

#### **Title IX**

Title IX applies to situations in which the district exercises substantial control over both the respondent (i.e. the person accused of sexual harassment) and the context (e.g. the school setting, a school field trip or an off-campus school event in the United States) in which the sexual harassment occurred.

Pursuant to Title IX Sexual Harassment is defined as:

- - An employee of a district conditioning the provision of an aid, benefit or service on an individual's participation in unwelcome sexual conduct;
  - Unwelcome conduct which a reasonable person would determine to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's educational program or activity; or
  - Sexual assault, dating violence, domestic violence, and stalking as defined under the Clery Act and the Violence Against Women Act.

[The District does not discriminate on the basis of sex in the educational programs or activities that it operates. In addition, pursuant to Title IX the District is required to not discriminate on the basis of sex.\[PB1\]](#)

#### Sexual Harassment Prohibited

The Board is committed to providing a working environment that promotes respect, dignity and equality and that is free from all forms of sexual harassment. To this end, the Board condemns and strictly prohibits all forms of sexual harassment on school grounds, school buses and at all school-sponsored activities, programs and events, including those that take place at locations outside the district, or outside the work setting if the harassment impacts the individual's employment in a way that violates their legal rights, including when employees and non-employees travel on district business, or when harassment is done by electronic means (including on social media). For employees, sexual harassment is considered a form of employee misconduct. Corrective action will be enforced against all those who engage in sexual harassment or retaliation, and against supervisory and managerial personnel who knowingly allow such behavior to continue.

Sexual harassment may subject the district to liability for harm done to targets. Harassers may also be individually subject to civil liability if sued in a court of law or criminal liability if prosecuted.

Under various state and federal laws, students, employees and non-employees have legal protections against sexual harassment in the school environment as described above. Those laws are listed in the references section. Additionally, local laws (e.g., county, city, town, village) may apply to the district. The district's Code of Conduct also addresses appropriate behavior in the school environment. Sexual harassment can occur between persons of all ages and genders.

In order for the Board to effectively enforce this policy and to take prompt corrective measures, it is essential that all targets of sexual harassment and persons with knowledge of sexual harassment report the harassment immediately. The district will promptly investigate all complaints of sexual harassment, either formal or informal, verbal or written. To the extent possible, all complaints will be treated in a confidential manner. Limited disclosure may be necessary to complete a thorough investigation. If the complainant reports that they feel unsafe at work due to the nature of the complaint, the district will determine if accommodations need to be made until the issue is resolved.

If, after appropriate investigation, the district finds that a person has violated this policy, prompt corrective action will be taken in accordance with the applicable collective bargaining agreement, contract, district policy and laws. Individual nondisclosure agreements may only be used as permitted by law, described in the accompanying regulation.

All complainants and those who participate in sexual harassment complaints or the investigation of a complaint of sexual harassment have the right to be free from retaliation of any kind, when they do so with a good faith belief that sexual harassment has occurred. Such prohibited retaliation can include, but is not limited to, discipline, discrimination, demotion, denial of privileges, or any action that would keep a person from coming forward to make or support a sexual harassment claim. Such actions need not be job-related, or occur in the workplace, to constitute unlawful retaliation.

The Superintendent of Schools is directed to develop and implement regulations for reporting, investigating and remedying allegations of sexual harassment. These regulations are to be attached to this policy. In addition, the Board directs that training programs be established for students, and annually for employees, to raise awareness of the issues surrounding sexual harassment and to implement preventative measures to help reduce incidents of sexual harassment. 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. This policy, or a simplified version, will be posted in a prominent place in each district facility, on the district's website, and shall also be published in employee handbooks, and other appropriate school publications.

Ref:

Education Amendments of 1972, Title IX, 20 U.S.C. §1681 *et seq.*; 34 CFR 106 *et seq.* Title VII of Civil Rights Act (1964), 42 U.S.C. §2000-e; 34 CFR §100 *et seq.*

Executive Law §296-d (prohibition of sexual harassment of employees and non-employees) Labor Law §201-g (required workplace sexual harassment policy and training)

Civil Practice Law and Rules §§5003-b (nondisclosure agreements optional); 7515 (mandatory arbitration prohibited); General Obligations Law §5-336 (nondisclosure agreements optional) *Faragher v. City of Boca Raton*, 524 U.S. 775 (1998); *Burlington Industries v. Ellerth*, 524 U.S. 742 (1998); *Oncale v. Sundowner Offshore Services, Inc.*, 523 U.S. 75 (1998); *Meritor Savings Bank, FSB v. Vinson*, 477 U.S. 57 (1986)

## 11.06 First Reading of Policy 6120 Non-Discrimination and Equal Opportunity

- “Pre-disposing genetic characteristic” add “physical”

Edits are from our attorney ~~2021~~-2022 6120 Personnel NON-DISCRIMINATION AND EQUAL OPPORTUNITY

The Board of Education, its officers and employees, will not discriminate in its programs and activities on the basis of legally protected classes, such as, but not limited to: race (including traits historically associated with race, such as hair texture and protective hairstyles like braids, locks, and twists), color, national origin, creed, religion (including religious practices), marital status, sex (including pregnancy, childbirth, or related medical condition), gender identity and expression (i.e., actual or perceived gender-related identity, appearance, behavior, expression, or other gender-related characteristic regardless of the sex assigned to that person at birth, including but not limited to the status of being transgender), age, sexual orientation, disability (physical or mental), predisposing genetic characteristic, military work or status, domestic violence victim status, or use of a guide dog, hearing dog, or service dog, as applicable. The district will provide notice of this policy in accordance with federal and state law and regulation.

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

Specific protections for students under the Dignity for All Students Act are addressed in policy 7380, Dignity for All Students Act [and Policy 3421 Sexual Harassment of Students](#)

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

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

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

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

#### Annual Notification

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

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

The Superintendent has been designated to handle inquiries regarding the district's non-discrimination policies. Contact information for the Superintendent is available on the district's website. Complaints of sexual harassment or discrimination are covered by policies 3421 and 3422.

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

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

Cross-ref: 3421 Sexual Harassment of Students; 3422 Sexual Harassment of Employees; 7380 Dignity for All Students Act; 7550 Complaints and Grievances by Students 3410 Code of Conduct; 6122 Complaints and Grievances by Employees

Ref: Age Discrimination in Employment Act of 1967 29 U.S.C. §§621 *et seq.*  
Americans with Disabilities Act, 42 U.S.C. §§12101 *et seq.*  
Title VI, Civil Rights Act of 1964, 42 U.S.C. §§2000d *et seq.* (nondiscrimination based on race, color, and national origin in federally assisted programs)  
Title VII, Civil Rights Act of 1964, 42 U.S.C. §§2000e *et seq.* (nondiscrimination based on race, color, and national origin in employment)  
Title IX, Education Amendments of 1972, 20 U.S.C. §§1681 *et seq.* (nondiscrimination based on sex)  
§504, Rehabilitation Act of 1973, 29 U.S.C. §794  
Individuals with Disabilities Education Law, 20 U.S.C. §§1400 *et seq.*  
Genetic Information Nondiscrimination Act of 2008 P.L.  
110-233 34 C.F.R. §§ 100.6; 104.8; 106.9; 110.25  
Executive Law §§290 *et seq.* (New York State Human Rights Law) Education Law §§10-18 (The Dignity for All Students Act) Education Law §§313(3); 3201; 3201-a  
ADA Best Practices Tool Kit for State and Local Governments, Website Accessibility Under Title II of the ADA (see Chapter 5 and Chapter 5 Addendum checklist),  
[www.ada.gov/pcatoolkit/toolkitmain.htm](http://www.ada.gov/pcatoolkit/toolkitmain.htm)

### 11.07 First Reading of Policy 6122 Complaints and Grievances by Employees

Edits are from our attorney ~~2014-2022~~ 6122 Personnel 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~~ recommend and the Board shall appoint a specific District employees to serve as the Title IX/~~Title VI/Title VII and~~ Section 504/ADA Coordinator; ~~s~~ 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

## 11.08 First Reading of Policy 7310 School Conduct and Discipline

Edits are from our attorney ~~2002-2022~~ 7310 Students SCHOOL CONDUCT AND DISCIPLINE

The Board of Education acknowledges its responsibility to protect the educational climate of the District and to promote responsible student behavior. Accordingly, the Board delegates to the Superintendent the responsibility for assuring the implementation of a *Code of Conduct for the Maintenance of Order on School Property*, including school functions, which shall govern the conduct of students as well as teachers, other school personnel, and visitors. The Board shall further provide for the enforcement of such Code of Conduct. The District Code of Conduct shall be developed in collaboration with student, teacher, administrator, and parent organizations, school safety personnel and other personnel and shall incorporate, at a minimum, those components addressed in law and enumerated in Policy #3410 -- *Code of Conduct on School Property*. Specific components may vary as appropriate to student age, building levels, and educational needs.

In accordance with the *Code of Conduct on School Property*, areas addressing student conduct and behavior will further utilize the following strategies in promoting acceptable student behavior:

- a. A bill of rights and responsibilities of students that focuses upon positive student behavior, and is publicized and explained to all students on an annual basis;
  - b. A Code of Conduct for student behavior setting forth prohibited student conduct and the range of penalties that may be imposed for violation of such Code, that is publicized and disseminated to all students and parents/guardians on an annual basis pursuant to law;
  - c. Strategies and procedures for the maintenance and enforcement of public order on school property that shall govern the conduct of all persons on school premises, in accordance with Section 2801 of the Education Law and accepted principles of due process of law;
  - d. Procedures within each building to involve student service personnel, administrators, teachers, parents/guardians and students in the early identification and resolution of discipline problems. For students identified as having disabilities, procedures are included for determining when a student's conduct shall constitute a reason for referral to the Committee on Special Education for review and modification, if appropriate, of the student's individualized education program;
  - e. Alternative educational programs appropriate to individual student needs;
  - f. Disciplinary measures for violation of the school policies developed in accordance with subparagraphs b) and c) of this paragraph. Such measures shall be appropriate to the seriousness of the offense and, where applicable, to the previous disciplinary record of the student. Any suspension from attendance upon instruction may be imposed only in accordance with Education Law Section 3214 ; and
  - g. Guidelines and programs for in-service education for all District staff to ensure effective implementation of school policy on school conduct and discipline.
- Education Law Sections 2801 and 3214 8 New York Code of Rules and Regulations (NYCRR) Section 100.2(l)(2) NOTE: Refer also to Policy #3410 -- Code of Conduct on School Property

#### 11.09 First Reading of Policy 7380 Dignity for All Students Act

Edits are from our attorney ~~2014-2022~~ 7380 Students DIGNITY FOR ALL STUDENTS ACT (DASA)

The Board of Education recognizes that learning environments that are safe and supportive can increase student attendance and improve academic achievement. A student's ability to learn and achieve high academic standards, and a school's ability to educate students, is compromised by incidents of discrimination or harassment, including but not limited to bullying, taunting and intimidation. Therefore, in accordance with the Dignity for All Students Act the District will strive to create an environment free of bullying, discrimination and/or harassment and will foster civility in the schools to prevent and prohibit conduct which is inconsistent with the District's educational mission.

For purposes of this policy, the term "bullying" among children is defined, in general, as: "a variety of negative acts carried out repeatedly over time. It involves a real or perceived imbalance of power, with a more powerful child or group attacking those who are less powerful." Bullying can take three forms:

- a. Physical (including, but not limited to, hitting, kicking, spitting, pushing, taking personal belongings);
- b. Verbal (including, but not limited to, taunting, malicious teasing, name calling, making threats); and
- c. Psychological (including, but not limited to, spreading rumors; manipulating social relationships; or engaging in social exclusion, extortion, or intimidation).

#### **Cyberbullying Behavior**

As with other forms of bullying, cyberbullying is an attempt to display power and control over someone perceived as weaker. Cyberbullying involving District students may occur both on campus and off school grounds and may involve student use of the District Internet system or student use of personal digital devices while at school, such as cell phones, digital cameras, and personal computers to engage in bullying. Since cyberbullying is a form of bullying, the term "bullying" as used in this policy will implicitly include cyberbullying even if it is not explicitly stated.

The District prohibits all forms of bullying, discrimination and/or harassment of students based on actual or perceived characteristic. This includes, but is not limited to race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex by school employees or students on school property and at school-sponsored activities and events that take

place at locations off school property. In addition, any act of bullying, discrimination and/or harassment, outside of school sponsored events, which can reasonably be expected to materially and substantially disrupt the education process may be subject to discipline.

#### **Dignity Act Coordinator**

At least one (1) employee at every school shall be designated as the Dignity Act Coordinator(s). The Dignity Act Coordinators will be thoroughly trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (identity or expression) and sex. The Board of Education shall appoint Dignity Act Coordinators who are employed by the District and are licensed and/or certified as a classroom teacher, school counselor, psychologist, nurse, social worker, administrator/ supervisor or Superintendent of Schools. The District will share the name(s) and contact information of the Dignity Act Coordinators with all school personnel, students, and parents/persons in parental relation, which shall include, but is not limited to, providing the name, designated school and contact information by:

- a. Listing such information in the Code of Conduct and updates posted on the Internet website, if available;
- b. Posting such information in highly visible areas of school buildings;
- c. Making such information available at the district and school-level administrative offices; and
- d. Either: including such information in the plain language summary of the Code of Conduct in the student handbook provided to all persons in parental relation to students before the beginning of each school year; or
- e. Providing such information to parents and persons of parental relation in at least one district or school mailing or other method of distribution including, but not limited to, sending such information home with each student and, if such information changes, in at least one subsequent district or school mailing or other such method of distribution as soon as practicable thereafter.

If a Dignity Act Coordinator vacates their position, another school employee shall immediately be designated for an interim appointment as Coordinator, pending approval from the Board of Education, within thirty (30) days of the date the position was vacated. In the event a Coordinator is unable to perform the duties of the position for an extended period of time, another school employee shall immediately be designated for an interim appointment as Coordinator, pending return of the previous Coordinator to the position. The District must provide the change in information to parents or persons in parental relation as soon as practicable. The change in name and/or contact information of the Dignity Act Coordinator will not constitute a revision to the *Code of Conduct* so as to require a public hearing.

#### **Training and Awareness**

The District shall establish guidelines for training which shall be approved by the Board of Education. Training will be provided each school year for all District employees in conjunction with existing professional development training to raise staff awareness and sensitivity of bullying, discrimination and/or harassment directed at students that are committed by students or school employees on school property, at a school function, or off school property when the actions create or would foreseeably create a risk of substantial disruption within the school environment or where it is foreseeable that the conduct might reach school property.

Training will include ways to promote a supportive school environment that is free from bullying, discrimination and/or harassment. Training shall:

- a. Raise awareness and sensitivity;
- b. Address social patterns and the effects on students;
- c. Inform employees on the identification and mitigation of such acts;
- d. Provide strategies for effectively addressing problems of exclusion, bias and aggression;
- e. Include safe and supportive school climate concepts in curriculum and classroom management; and
- f. Ensure the effective implementation of school policy on conduct and discipline.

Instruction in grades Kindergarten through 12 shall include a component on civility, citizenship and character education. Such component shall instruct students on the principles of honesty, tolerance, personal responsibility, respect for others, observance of laws and rules, courtesy, dignity and other traits which will enhance the quality of their experiences in, and contributions to, the community. For the purposes of this policy, "tolerance," "respect for others" and "dignity" shall include awareness and sensitivity to bullying, discrimination and/or harassment and civility in the relations of people of different races, weights, national origins, ethnic groups, religions, religious practices, mental or physical abilities, sexual orientations, genders and sexes. Such component

must also include instruction on the safe and responsible use of the Internet and electronic communications.

Rules against bullying, discrimination and/or harassment will be included in the *Code of Conduct*, publicized District-wide and disseminated to all staff and parents. Any amendments to the Code will be disseminated as soon as practicable following their adoption. New teachers shall be provided a complete copy of the current Code upon their employment. An age appropriate summary shall be distributed to all students at a school assembly at the beginning of each school year.

#### **Reports and Investigations of Bullying, Discrimination and/or Harassment**

The District will investigate all complaints of bullying, discrimination and/or harassment, either formal or informal, and take prompt corrective measures, as necessary. School employees who witness or receive a report (oral or written) of harassment, bullying and/or discrimination must orally notify the Superintendent, Principal, or their designee *no later than one (1) school day* after witnessing or receiving a report of such incident. The employee must then file a written report *within two (2) school days* after making the oral report. If, after an appropriate investigation, the District finds that this policy has been violated, corrective action will be taken in accordance with District policies and regulations, the *Code of Conduct*, and all appropriate federal or state laws. The Superintendent, Principal or their designee shall notify the appropriate local law enforcement agency when it is believed that any harassment, bullying and/or discrimination constitute criminal conduct.

The District will annually report material incidents of bullying, discrimination and/or harassment which occurred during the school year to the State Education Department. Such report shall be submitted in a manner prescribed by the Commissioner, on or before the basic educational data system (BEDS) reporting deadline or such other date as determined by the Commissioner. SED has developed a form for gathering data titled, "Reports of Incidents Concerning School Safety and the Educational Climate" which can be found on the NYSED website.

The Principal of each primary and secondary school shall provide a regular report (at least once during each school year) on data and trends related to harassment, bullying and/or discrimination to the Superintendent and in a manner prescribed by, as applicable, the district, BOCES or charter school. There is no need for schools or districts to submit this report to the State Education Department.

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

Any person who has reasonable cause to suspect that a student has been subjected to bullying, discrimination and/or harassment by an employee or student, on school grounds or at a school function, who acts reasonably and in good faith and reports such information to school officials or law enforcement authorities, shall have immunity from any civil liability that may arise from making such report. The Board prohibits any retaliatory behavior directed at complainants, victims, witnesses and/or any other individuals who participated in the investigation of a complaint of bullying, discrimination and/or harassment.

Education Law Sections 10-18, 801-a, 2801 and 3214; 8 NYCRR Section 100.2

### 11.10 First Reading of Policy 7550 Complaints and Grievances by Students

Edits are from our attorney ~~2014-2022~~ 7550 Students **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, 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.; 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.; 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. Executive Law Section 290 et seq.

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

**12. Consent Agenda**

12.01 Approve Consent Agenda (proposed 8:15)

*Recommended Action:* The Board hereby approves item numbers 12.02-12.06

Motioned: Trustee Osmond

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

12.02 Personnel Agenda

Salary Advancements March 22, 2022 BOE Meeting, retroactive to February 1, 2022

Name	Position	School	Current			Added Credits	Add'l Money	After Advancement		
			Step	Credits	Salary			Step	Credits	Salary
Evers-Parker, Monir	Counselor	High School	22	42	\$126,115	6	\$957	22	48	\$127,072
Hamilton, Shelly	Art	High School	20	0	\$105,852	6	\$870	20	6	\$106,722
Joslin, Rebecca	World Language	High School	7	6	\$78,232	6	\$870	7	12	\$79,102
Scherer, Rebecca	Health	High School	5	6	\$74,390	6	\$870	5	12	\$75,260

**RESIGNATIONS: NON- INSTRUCTIONAL PART-TIME**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Riley-Weir, Madeline	Bus Attendant/Transportation	03/22/2022	Resignation to accept FT position

**APPOINTMENT: NON-INSTRUCTIONAL PROBATIONARY APPOINTMENT**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY	REMARKS
Riley-Weir, Madeline	Bus Attendant/Transportation	03/23/22 – 09/23/22	Step 5	New position



**TERMINATION: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
McLoughlin, Denis	Auto. Mechanic/Transportation	03/07/22	Termination

**EXTRA DUTY STIPENDS:**

NAME	POSITION	Effective Date	AMOUNT
Knoche, Stephen	Regents Prep (U.S. History)	04/18/22	\$2,054.00
Moorhus, Jolie	Elementary Resource-Phoenicia 2	03/23/22	\$2,164.00

**LEAVE OF ABSENCES: INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE *approximate dates*	REASON
1872	01/10/22 – 03/01/22	FMLA-paid
1872	03/02/22 – 04/18/22	FMLA-paid
3286	03/14/22 – 03/25/22	FMLA-paid
3286	03/26/22 – 04/19/22	FMLA-paid
3235	07/01/22 – 06/30/23**	Parental leave of absence

\*\*pending medical documentation\*\*

**LEAVE OF ABSENCES: NON-INSTRUCTIONAL**

**PART-TIME**

EMPLOYEE NUMBER	EFFECTIVE DATE *approximate dates*	REASON
4181	*03/25/22 – 06/30/22	Parental leave of absence

12.03 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, #3/22, Confidential, as reviewed by Trustee Osmond

12.04 Financial Report

*Recommended Action:* The Board of Education has reviewed and hereby accepts the Financial Report from January 2022

12.05 Surplus Electronics

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District declare the attached list of electronics from the Store Receiving area as surplus and authorizes the sale or disposal of the electronics.

12.06 Surplus Digital Sign

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District declare a 2009 Stewart LED outdoor digital sign from the Middle/High School as surplus and authorizes the sale or disposal of the outdoor digital sign.

**13. Old Business**

13.01 The Board will discuss Old Business

Discussing Ethics Committee - student committee – meeting with appropriate people at HS for feedback and participation

Mission is a written code of ethics for students

Found survey for communications

Engage someone to look at website design and make easier to use

**14. New Business**

14.01 The Board will discuss New Business

There is no clearing house for Board of Education to share information - all other elected officials share information

Timelines, resolutions, board meetings, how to communicate with Board  
Regular Communication is a big job  
Send summary of Board meeting through ShoutPoint  
After survey

**15. Request For Information**

15.01 Board members will request information of the Superintendent  
No information was requested

**16. Adjournment**

16.01 Adjourn Meeting (proposed 8:25) Next meeting is Tuesday, April 5 at Phoenicia  
*Recommended Action:* The meeting is adjourned at 8:50  
Motioned: Trustee Storey  
Seconded: Trustee Bishop  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Osmond, Trustee Storey, Trustee Bishop  
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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

8:00 p.m.

**TUESDAY, MARCH 23, 2022**

TELECONFERENCING

MINUTES

## 1. Opening Items

1.01 Call to Order 8:10

1.02 Tobacco Policy Statement- no smoking within 100' of any school building

*Recommended Action:* In the absence of the District Clerk, the Board of Education hereby appoints Trustee Storey as Clerk Pro Tem

Motioned: Trustee Bishop

Second: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

1.04 Roll Call

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

Not Present: Trustee Sherry, Trustee DeJesus

## 2. Action Items

2.01 Enter executive session

*Recommended Action:* Motion to enter into executive session to interview Superintendent of School candidates.

Motioned: Trustee Salem

Second: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

2.02 Exit Executive Session and Adjourn

*Recommended Action:* Motion to exit executive session and adjourn at 10:10

Motioned: Trustee Storey

Second: Trustee Salem

Result: Unanimous

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

Not Present: Trustee Sherry, Trustee DeJesus

Minutes Recorded by Fern Amster,  
District Clerk



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

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:00 p.m.

MINUTES

ONTEORA CENTRAL SCHOOL DISTRICT

TUESDAY, APRIL 5, 2022

PHOENICIA 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 Salem, Trustee Sherry, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Storey

**2. Acceptance of Minutes**

2.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of the March 22, 2022, March 23, 2022 meetings

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

Trustee Salem, Trustee Sherry, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Storey

**3. Welcome**

3.01 Phoenicia School Principal, Elizabeth Fallo will welcome the Board

- Phoenicia sign has been redone by the students with the original artist
  - Students learned about the community and its history
  - Last fall found the sign was old and dirty – had to scrub sign with toothbrushes to get plant life off
  - Unveiling on Thursday
- In Science, learned to use microscopes
- 1<sup>st</sup> and 2<sup>nd</sup> graders - Literacy week – Agricultural Operations
  - Did planting experiment
- Adventurous Sprit Week
- IBM coming for Engineers Week
- Then Invention Convention Science fair in the spring
- Will be planting seeds for the garden
- 3<sup>rd</sup> grade finished assessments – worked very hard
- Hallways show caring, learning environment with student work

**4. Superintendent News**

4.01 The Superintendent will report on District News

- Upcoming parent workshops finalized for Introduction to Components of Social-Emotional Learning for parents to support school work
  - Secondary 4/21/22 Elementary 5/10/22
- COVID update – continue to monitor positive rate in District
  - Have continued to drop

- Streamlines notification about positive cases
- Parent concerns with too many notifications and want one generic message, unless child direct contact
- If changes, will leave existing mitigation strategies in place and a week after spring break will see if we can lift any strategies
- Providing each student and staff with 2 home COVID test kits
- 2022-2023 calendar – working as administrative team – next week will meet with bargaining groups to get input, adopt at 4/20/22 meeting
- 2022-2023 Kindergarten – enrollment is consistent with last year
  - 77 new kindergarteners
  - Working with director of Transportation
  - Goal is to allow as many students as possible to attend their home school
  - Grey zones – Olivebridge, Samsonville and Crumville to Phoenicia
    - Shorter bus ride
    - Allow to maintain 2 sections in each building
    - For new enrollees with no siblings in Woodstock
- 2022-2023 Budget
  - Presenting without State Aid – State budget not passed
  - Will have to have an additional Board meeting to adopt budget – to occur prior to 4/20/22
- NYS 3-8 ELA assessments – participation rate 76%
  - Helps focus curriculum
- Started year end celebration planning with current COVID protocols – if rate stays low, maybe able to ease them

Discussion:

- Prom is taking place at the Chateau – protocols as restaurant deems
- Graduation will be similar to last year – putting groups together – found to be a better way
  - Invited all staff to participate in ceremony
- Make sure that all parents get same information that students received
  - Information on the High School website

## 5. Board District News

5.01 The Board will report District News (proposed 6:20)

6:15

Trustee Sherry reported:

- That she will be streaming her daughter's award ceremony during the meeting
- The Table is partnering with Onteora Counseling Department to take donations for prom dresses, accessories, suits and scholarships for prom

Trustee Salem reported:

- "No Way to Grow Up"- reflections of education in the time of COVID – student and teacher participated
- Woodstock Community Center – Will be there to talk about Board as local Government

## 6. Student Representative Report

6.01 The student Representative on the Board, Noelle Crandell, will give a report

- Prom planning and planning for graduation are underway
- Year books are available – sold many
- Tickets for Little Mermaid went on sale
- Spring edition of the Talon is out
- Newsroom did 4<sup>th</sup> broadcast
- Anxiety increased with upcoming AP exams, finals and regents

## 7. Presentations

7.01 Interim Assistant Superintendent for Business, Dr. Don Gottlieb will update the Board on the 2022-2023 Budget (proposed 6:30 duration 20 min)

6:30

Other News:

- Received email from the State that they were going to recoup money from past years
  - Then received email that the last email was not correct and to disregard
- Audit from the Comptroller received by the Board, honed in on purchasing and procurement procedures:
  - Proper documentation on a bus purchase – system District uses for purchasing, district staff entering the requisition is not putting the State contract number, needs to be there will also attach state contract
  - Purchases in which quotes were not received – beyond a certain amount of money need to get 3 quotes – should follow purchase through process
  - Claims Auditor – have a new Claims Auditor since November
    - Highly trained, audits a local town
  - Accept the report, next meeting will have management letter to deal with any issues they have raised
- 2021-2022 Budget \$58,784,143, 2022-2023 Budget \$59,991,639
  - Increase of \$1,207,496 or 2.054%
- Additional Proposition for Use of Capital Reserve Fund
  - Up to \$675,000 for exterior doors at Phoenicia and Woodstock plus sidewalks at Phoenicia
- Items included in 2022-2023 Budget
  - Continues all pre-pandemic programs
  - Expands active learning space initiative
  - Increases summer school funding to address academic supports needed following the 2021-2022 school year
  - Increases afterschool homework & supervision
  - Allocates additional funds for mental health support
    - Equipment requests: Snow plow, School bus
- Revenues: No State Aid runs yet – State budget not passed
  - Current Year 2021-2022 Levy \$45,557,126 Tentative Proposed 2022-2023 Levy \$46,146,126
    - Increase of \$589,000 or 1.29%
- Potential Capital Projects Included in Budget

- \$750,000 transfer from General Fund to Capital Fund (2021-2022 transfer) to abate deteriorating asbestos floor tiles throughout district.
- \$675,000 Proposition 2 – Exterior doors at Phoenicia and Woodstock and sidewalks, steps and ramps at Phoenicia
- \$165,000 ARP Funds – Generator at Bennett
- \$550,000 ARP Funds – Generator at Junior/Senior High School
- \$802,142 2022-23 transfer from General Fund to Capital Fund & CRRSA Funds High Ropes Project
- \$1,995,000 ARP and CRRSA Funds – Renovate Junior/Senior High School classrooms
- Can adopt anytime between now and 4/19/22 due to the timing of the military ballots, which was a mistake by the State
- If need to go to contingency budget, vote date is 6/21/22

Discussion:

- To run for Board of Education, have until 4/18/22, when Petitions are due
- Can adopt budget without the State Aid numbers, since voters only vote on Budget, not Levy
  - See if we have State Aid runs, may do regular meeting on Tuesday, 4/12/22 to adopt budget

## 8. Acknowledge Public Be Heard Comments

8.01 The Board will acknowledge the public be heard comments from the last meeting Scott Via, Lisa Treasure, Frank Nagele, Lindsay Shands

## 9. Public and Student Comment

9.01 Public and Students may comment on any agenda or non-agenda item (proposed 6:50)

Denise Warren – Later Start Times – We are just outside of COVID to make another change, could mean steps backwards for some students. Athletic Director to find out if can still compete in MHALS – should have that already. My not be able to warm up prior to games – no faith your goals is to keep children safe. Declining enrollment for town sports- traveling far for games. NYCA is not willing to change start time – other after school programs will not change the time. Everyone talks to Board, but feel that you are not listening. Focus on things that will change their lives – more artistic, more clubs, etc.

Ariel Futerfas – Attorney for UC court- for children. Proposed later start will be damaging. Home at 5pm, in the dark on Route 28 in rush hour. After 45 minute bus ride, won't be able to do after –school activities. Putting her on the bus in the morning. Can't get to court until 9am – hire someone. Had high school children, would not have been in favor of 20 min change at the risk of our young.

Comprehensive report on all children, not just secondary

Brittany Burgher – Representing the Phoenicia PTA – want to share results of the survey conducted about Later Start Times change. Overwhelming concern of financial burden with before school child care. Younger students will lose primary learning time. Negative impact on family is not worth the 20 minutes. Family time would be impacted. Young children check-out by 2:30. Wait for new Superintendent.

**10. Discussion and Possible Action**

## 10.01 Donations for Scholarships

*Recommended Action:* The Superintendent recommends acceptance of donations totaling \$9,600.00 CASH, from various donors as scholarship awards for the graduating class.

The Superintendent recommends approval of the following donations:

\$200.00 Bridget Allison

\$1,000.00 Woodstock General & Implant Dentistry

\$500.00 Rose & Kiernan

\$300.00 Patricia Tosi

\$1,000.00 Phoenicia Library Association

\$250.00 Phoenicia Post American Legion

\$250.00 Historical Society Town of Olive

\$2,500.00 Retired Employees of Onteora

\$3,500 Anonymous Donation

\$100.00 OCHS Scholarship

Motioned: Trustee Bishop

Seconded: Trustee Sherry

- Thank you all so much - amazing that this happens every year

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Storey

## 10.02 Memorandum of Agreement to Change Civil Service Title and New Salary Schedule

*Recommended Action:* The Board of Education approves the MOA between the Onteora Non-Teachers Employees Association and the Onteora Central School District regarding changing the Stores Clerk civil service position and approves the accompanying salary schedule

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Storey

## 10.03 Inter-Municipal Agreement with Olive

*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 Inter-Municipal Agreement between Onteora Central School District and the Town of Olive for the use of the baseball/softball field at Davis Park and authorizes the Superintendent to sign such an agreement.

Motioned: Trustee DeJesus

Seconded: Trustee Sherry

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Storey

## 10.04 Discuss Process for Moving Forward with Later School Start Times (proposed 7:00 duration 20 min)

7:10



- Heard so much over last few weeks
- Is important to Board
- Process – mistake Board made will be corrected when process starts again – have a committee that meets monthly during the school year – to have ownership of the whole district
- Proper thing to do is rescind resolution

Motion to rescind the resolution on later start times

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Osmond

- Trustee Osmond put a decade of trying to do later start times here
- Maybe State of NY would change the start times of schools
- When readdressed, instead of being for or against, how can it happen
- Thanks to everyone who has been vocal – love the community's involvement
  - Nothing more important than entire community being involved
- Wait for new Superintendent to start process

Motion to table policies

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Osmond

## 11. Policies (proposed 7:20)

### 11.01 Second Reading and Adoption of Policy 3410 Code of Conduct

*Recommended Action:* The Board of Education hereby adopts Policy 3140 as written  
*Edits are from our attorney & last meeting comments*

#### **2002–2022 3410 Community Relations CODE OF CONDUCT ON SCHOOL PROPERTY**

The District has developed and will amend, as appropriate, a written Code of Conduct for the Maintenance of Order on School Property, including school functions, which shall govern the conduct of students, teachers and other school personnel, as well as visitors. The Board of Education shall further provide for the enforcement of such Code of Conduct.

For purposes of this policy, and the implemented Code of Conduct, school property means in or within any building, structure, athletic playing field, playground, parking lot or land contained within the real property boundary line of the District's elementary or secondary schools, or in or on a school bus; and a school function shall mean a school-sponsored extracurricular event or activity.

The District Code of Conduct has been developed in collaboration with student, teacher, administrator, and parent organizations, school safety personnel and other school personnel.

**The Code of Conduct has been adopted by the Board of Education only after at least one (1) public hearing that provided for the participation of school personnel, parents/persons in parental relation, students, and any other interested parties. Copies of the Code of Conduct shall be disseminated pursuant to law and Commissioner's Regulations.**

**The District's Code of Conduct shall be reviewed and approved on an annual basis, and updated as necessary in accordance with law. The School Board shall reapprove any updated Code of Conduct or adopt revisions only after at least one (1) public hearing that provides for the**

participation of school personnel, parents/persons in parental relation, students, and any other interested parties.

The District shall file a copy of its Code of Conduct and all amendments to the Code with the Commissioner of Education no later than thirty (30) days after their respective adoptions.

Privacy Rights

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

The Code of Conduct shall include, at a minimum, the following:

- a. Provisions regarding conduct, dress and language deemed appropriate and acceptable on school property and at school functions, and conduct, dress and language deemed unacceptable and inappropriate on school property; provisions regarding acceptable civil and respectful treatment of teachers, school administrators, other school personnel, students and visitors on school property and at school functions; the appropriate range of disciplinary measures which may be imposed for violation of such Code; and the roles of teachers, administrators, other school personnel, the Board of Education and parents/persons in parental relation to the student;
- b. Standards and procedures to assure security and safety of students and school personnel;
- c. Provisions for the removal from the classroom and from school property, including a school function, of students and other persons who violate the Code;
- d. Provisions prescribing the period for which a disruptive student may be removed from the classroom for each incident, provided that no such student shall return to the classroom until the Principal (or their designated School District administrator) makes a final determination pursuant to Education Law Section 3214(3-a)(c) or the period of removal expires, whichever is less;
- e. Disciplinary measures to be taken for incidents involving the possession or use of illegal substances or weapons, the use of physical force, vandalism, violation of another student's civil rights, harassment and threats of violence;
- f. Provisions for detention, suspension and removal from the classroom of students, consistent with Education Law Section 3214 and other applicable federal, state and local laws, including provisions for school authorities to establish procedures to ensure the provision of continued educational programming and activities for students removed from the classroom, placed in detention, or suspended from school, which shall include alternative educational programs appropriate to individual student needs;
- g. Procedures by which violations are reported and determined, and the disciplinary measures imposed and carried out;
- h. Provisions ensuring the Code of Conduct and its enforcement are in compliance with state and federal laws relating to students with disabilities;
- i. Provisions setting forth the procedures by which local law enforcement agencies shall be notified of Code violations which constitute a crime;
- j. Provisions setting forth the circumstances under and procedures by which parents/persons in parental relation to the student shall be notified of Code violations;
- k. Provisions setting forth the circumstances under and procedures by which a complaint in criminal court, a juvenile delinquency petition or person in need of supervision ("PINS") petition will be filed;
- l. Circumstances under and procedures by which referral to appropriate human service agencies shall be made;
- m. A minimum suspension period for students who repeatedly are substantially disruptive of the educational process or substantially interfere with the teacher's authority over the classroom, provided that the suspending authority may reduce such period on a case-by-case basis to be consistent with any other state and federal law. For purposes of this requirement, as defined in Commissioner's Regulations, "repeatedly is substantially disruptive of the educational process or substantially interferes with the teacher's authority over the classroom" shall mean engaging in conduct which results in the removal of the student from the classroom by teacher(s) pursuant to the provisions of Education Law Section 3214(3-a) and the provisions set forth in the Code of Conduct on four (4) or more

occasions during a semester, or three (3) or more occasions during a trimester, as applicable;

- n. A minimum suspension period for acts that would qualify the student to be defined as a violent student pursuant to Education Law Section 3214(2-a)(a). However, the suspending authority may reduce the suspension period on a case-by-case basis consistent with any other state and federal law;
- o. A Bill of Rights and Responsibilities of Students which focuses upon positive student behavior, and which shall be publicized and explained to all students on an annual basis;
- p. Guidelines and programs for in-service education programs for all District staff members to ensure effective implementation of school policy on school conduct and discipline.

~~The Code of Conduct has been adopted by the Board of Education only after at least one (1) public hearing that provided for the participation of school personnel, parents/persons in parental relation, students, and any other interested parties. Copies of the Code of Conduct shall be disseminated pursuant to law and Commissioner's Regulations.~~

~~The District's Code of Conduct shall be reviewed on an annual basis, and updated as necessary in accordance with law. The School Board shall reapprove any updated Code of Conduct or adopt revisions only after at least one (1) public hearing that provides for the participation of school personnel, parents/persons in parental relation, students, and any other interested parties.~~

~~The District shall file a copy of its Code of Conduct and all amendments to the Code with the Commissioner of Education no later than thirty (30) days after their respective adoptions.~~

*Privacy Rights*

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

Education Law Sections 2801 and 3214 Family Court Act Articles 3 and 7 Vehicle and Traffic Law Section 142; 8 New York Code of Rules and Regulations (NYCRR) Section 100.2(l)(2)

NOTE: Refer also to Policy #7310 -- School Conduct and Discipline; [Policy 7380 DASA](#)

## 11.02 Second Reading and Adoption of Policy 3420 Anti-Harassment in the School District

*Recommended Action:* The Board of Education hereby adopts Policy 3420 as written Edits are from our attorney ~~2014~~2022 3420 Community Relations **ANTI-HARASSMENT IN THE SCHOOL DISTRICT**

The Board of Education affirms its commitment to nondiscrimination and recognizes its responsibility to provide an environment that is free of harassment and intimidation. Harassment stands in direct opposition to District policy.

The Board prohibits all forms of discrimination and harassment on the basis of the protected classes described below by all employees, school volunteers, students, and non-employees such as contractors and vendors as well as any third parties who are participating in, observing, or otherwise engaging in activities subject to the supervision and control of the District.

The Board prohibits all forms of discrimination and harassment against employees on the basis of the following protected classes: race, color, creed, religion, national origin, political affiliation, sex, age, marital, military, veteran status, predisposing genetic characteristic, disability, or use of a recognized guide dog, hearing dog or service dog or any other legally protected category.

The Board prohibits all forms of discrimination and harassment against students on any basis, including but not limited to protect classed and others such as:~~based on the following protected classes:~~ race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender and sex. Allegations of violations of Policy 7380, Dignity for All Students Act shall be investigated pursuant to the 7380 Regulation.

The Board also prohibits retaliation based on an individual's opposition to discrimination or participation in a related investigation or complaint proceeding. This policy of nondiscrimination and anti-harassment will be enforced on School District premises and in school buildings; and at all school-sponsored events, programs and activities, including those that take place at locations off school premises.

The intent is to provide an environment of mutual respect for all individuals to be free of harassment and intimidation.

For purposes of this policy, harassment shall mean communication (verbal, written or graphic) and/or physical conduct based on an individual's actual or perceived protected trait which:

- a. Has the purpose or effect of substantially or unreasonably interfering with an employee's work performance or is used as a basis for employment decisions (including terms and conditions of employment) affecting such individual; and/or creates an intimidating, hostile or offensive work environment; or
- b. 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 creates an intimidating, hostile or offensive learning environment; and/or effectively bars the student's access to an educational opportunity or benefit;
- c. Any student or employee in the School District who wishes to file a complaint regarding discrimination ~~(including, but not limited to, sexual harassment)~~ or report discriminatory conduct is encouraged to make such a complaint/report in writing on forms available in any of the school offices. Allegations of Sexual Harassment shall be made under Policy 3421 for Students and Policy 3422 for Employees. Such forms must be forwarded to the District's Title IX Compliance Officers and/or Section 504 Compliance Officer. However, nothing herein shall prevent an individual from making a verbal complaint/report of discrimination.

Such communication should be made as soon as possible after the incident in order to enable the District to effectively investigate and resolve the complaint.

When a student or employee has a complaint of discrimination they should refer to and use the Grievance Procedure (found in District Regulation [1400P3420P](#)). However, complaints may be made verbally. In order to assist the investigation, victims should document the discrimination as soon as it occurs and with as much detail as possible including: the nature of the discriminatory behavior, dates, times, places, name of person responsible for the conduct, witnesses, and victim's response to the discriminatory behavior.

In accordance with Regulation [1400P3420P](#), the District will act to promptly investigate all complaints, either verbal or written, formal or informal, of allegations of harassment based on any of the characteristics described above; and will promptly take appropriate action to protect individuals from further harassment.

Upon receipt of an informal/formal complaint (even an anonymous complaint), the District will conduct a thorough investigation of the charges. However, even in the absence of an informal/formal complaint, if the District has knowledge of any occurrence of harassment, the District will investigate such conduct promptly and thoroughly. The confidentiality of investigations cannot be guaranteed, but a good faith effort shall be made to maintain confidentiality.

Both the complainant and the accused are entitled to fair treatment in the handling of the complaint. Based upon the results of this investigation, if the District determines that an employee and/or student has violated the terms of this policy and/or accompanying regulations, 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 applicable laws and/or regulations, District policy and regulation, and the District Code of Conduct. 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, 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 and/or the Code of Conduct, will be subject to appropriate sanctions as warranted and in compliance with law. The application of such disciplinary measures by the District does not preclude the filing of civil and/or criminal charges as may be warranted.

#### **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 harassment.

Follow-up inquiries shall be made to ensure that harassment has not resumed and that all those involved in the investigation of the harassment complaint have not suffered retaliation.

#### **Finding That Harassment Did Not Occur**

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.

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

#### **Training and Dissemination of Administrative Regulations**

The Superintendent/designee(s) will affirmatively discuss the topic of 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 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 the investigation of harassment complaints. 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 anti-harassment will be published in appropriate school publications such as teacher/employee handbooks, student handbooks, and/or school calendars.

#### **Complaints to Agencies**

The District acknowledges that while it would like employees to raise issues of discrimination pursuant to this Policy so that they can be addressed by it, any student or employee has the legal right to immediately make a complaint to the appropriate governmental entity: An employee may file a complaint with the following agencies:

Equal Employment Opportunity Commission (EEOC) at the New York District Office, 33 Whitehall Street, 5th Floor, New York, New York 10004; and the New York State Division of Human Rights at 99 Washington Avenue Albany, New York 12210.

A student may file a complaint with the following agencies:

Federal Office for Civil Rights 26 Federal Plaza New York, New York 10278 ; and the New York State Division of Human Rights at 99 Washington Avenue Albany, New York 12210.

Please take notice that the failure to file a complaint with these agencies within the statutory period may result in the loss of your legal rights.

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.

Prohibits discrimination on the basis of disability.

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 sex. Civil Rights Law Section 40-c~~

Education Law Section 2801(1); Executive Law Section 290 et seq. Military Law Sections 242 and 243 NOTE: Refer also to Policies: #3421 -- Sexual Harassment of Students; #3422 --Sexual

Harassment of Employees; #7550 --Complaints and Grievances by Employees; #7550 --Complaints and Grievances by Students; #7380 --Dignity For All Students

### 11.03 Second Reading and Adoption of Policy 3421 Sexual Harassment of Students

*Recommended Action:* The Board of Education hereby adopts Policy 3421 as written

Edits are from our attorney

2022 3421 Community Relations SEXUAL HARASSMENT OF STUDENTS

The Board of Education recognizes that harassment of students on the basis of actual or perceived sex, sexual orientation, and/or gender identity and expression is unacceptable behavior that harms targets and negatively impacts the school culture by creating an environment of fear, distrust, intimidation and intolerance. The Board further recognizes that preventing and remedying such harassment in schools is essential to ensure a healthy, nondiscriminatory environment in which students can learn.

Sexual harassment is a form of sex discrimination and is unlawful under federal and state law. For purposes of this policy, sexual harassment includes harassment on the basis of actual or perceived sex, sexual orientation, and/or gender identity and expression. Sexual 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. The District shall appoint one or more Title IX Coordinators each year and provide the Title IX Coordinator's contact information in the regulation that accompanies this policy (3421-R).

Sexual harassment is covered by a number of laws including Title IX and New York State Law and the Dignity for All Students Act. Accordingly, each incident will be evaluated by the Title IX Coordinator. The Complainant shall have the right to determine how they want to proceed. Even if a Complainant chooses not to pursue a Title IX complaint, the District has the right to pursue the matter through its Code of Conduct and Policies and Procedures.

Title IX applies to situations in which the district exercises substantial control over both the respondent (i.e. the person accused of sexual harassment) and the context (e.g. the school setting, a school field trip or an off-campus school event in the United States) in which the sexual harassment occurred.

Pursuant to Title IX sexual harassment is defined as:

- An employee of a district conditioning the provision of an aid, benefit or service on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct which a reasonable person would determine to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's educational program or activity; or
- Sexual assault, dating violence, domestic violence, and stalking as defined under the Clery Act and the Violence Against Women Act.

Sexual harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, or verbal, nonverbal or physical aggression, intimidation or hostility that is based on actual or perceived gender and sexual stereotypes. Examples of sexual harassment can be found in the accompanying regulation (3421R).

The Board is committed to providing an educational environment that promotes respect, dignity and equality and that is free from all forms of sexual harassment. To this end, the Board condemns and strictly prohibits all forms of sexual harassment on school grounds, school buses and at all school-sponsored activities, programs and events, including those that take place at locations outside the district, or outside the school setting if the harassment impacts the individual's education in a way that violates their legal rights, including when harassment is done by electronic means (including on social media). Sanctions will be enforced against all those who engage in sexual harassment or retaliation, and against district personnel who knowingly allow such behavior to continue.

Sexual harassment may subject the district to liability for harm done to targets. Harassers may also be individually subject to civil liability if sued in a court of law or criminal liability if prosecuted.

Under various state and federal laws, students have legal protections against sexual harassment in the school environment as described above. Those laws are listed in the references section. The district's Code of Conduct also addresses appropriate behavior in the school environment. Sexual harassment can occur between persons of all ages and genders.

The District does not discriminate on the basis of sex in the educational programs or activities that it operates. In addition, pursuant to Title IX the District is required to not discriminate on the basis of sex.

In order for the Board to effectively enforce this policy and to take prompt both corrective and supportive measures, it is essential that all targets of sexual harassment and persons with knowledge of sexual harassment report the harassment immediately. The District shall have actual knowledge when any school employee: (1) witnesses sexual harassment first hand; (2) hears about an allegation of sexual harassment from any source; or (3) receives a complaint about sexual harassment by any means (e.g. written, verbal, electronic). The District's Title IX Coordinator shall be informed immediately.

To the extent possible, all complaints will be treated in a confidential manner. Limited disclosure may be necessary to complete a thorough investigation. If the complainant reports that they feel unsafe at school due to the nature of the complaint, the district will determine if accommodations need to be made until the issue is resolved.

If, after appropriate investigation, the district finds that a person has violated this policy, prompt corrective action will be taken in accordance with the applicable collective bargaining agreement, contract, district policy and laws.

All complainants and those who participate in sexual harassment complaints or the investigation of a complaint of sexual harassment have the right to be free from retaliation of any kind, when they do so with a

good faith belief that sexual harassment has occurred. Such prohibited retaliation can include, but is not limited to, discipline, discrimination, demotion, denial of privileges, or any action that would keep a person from coming forward to make or support a sexual harassment claim. Such actions need not be job- or education-related, or occur in the workplace or educational environment, to constitute unlawful retaliation.

The Superintendent of Schools is directed to develop and implement regulations for reporting, investigating and remedying allegations of sexual harassment. These regulations are to be attached to this policy. If Title IX regulations change, the regulations will default to the requirements under the law. In addition, the Board directs that training programs be established for students, and annually for employees, to raise awareness of the issues surrounding sexual harassment and to implement preventative measures to help reduce incidents of sexual harassment. 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.

This policy, or a simplified version, will be posted in a prominent place in each district facility, on the district's website, and will also be published in other appropriate school publications.

Cross-ref: 7380 Dignity for All Students; Ref: Education Amendments of 1972, Title IX, 20 U.S.C. §1681 *et seq.*; 34 CFR 106 *et seq.* Education Law §§10-18 (The Dignity for All Students Act)

*Davis v. Monroe County Board of Education*, 526 U.S. 629, 652 (1999)

*Gebser v. Lago Vista Independent School District*, 524 U.S. 274 (1998)

*Franklin v. Gwinnett County Public Schools*, 503 U.S. 60 (1992) *Cannon*

*v. University of Chicago*, 441 U.S. 677 (1979)

Office for Civil Rights *Revised Sexual Harassment Guidance (January 19, 2001)*

Office for Civil Rights, *Dear Colleague Letter: Bullying (October 26, 2010)*

#### 11.04 Second Reading and Adoption of Policy 3422 Sexual Harassment of Employees

**Recommended Action:** The Board of Education hereby adopts Policy 3422 as written  
*Edits are from our attorney & Board ~~2021-2022~~ 3422 Community Relations SEXUAL HARASSMENT OF EMPLOYEES*

The Board of Education recognizes that harassment of employees (including all staff, applicants for employment, both paid and unpaid interns, exempt and non-exempt status, part-time, seasonal, and temporary workers, regardless of immigration status) and certain "non-employees" (which includes contractors, subcontractors, vendors, consultant and other persons providing services pursuant to a contract, or their employees, as well as volunteers) on the basis of actual or perceived sex, sexual orientation, and/or gender identity and expression is unacceptable behavior that harms targets and negatively impacts the school culture by creating an environment of fear, distrust, intimidation and intolerance. The Board further recognizes that preventing and remedying such harassment in the workplace is essential to ensure a healthy, nondiscriminatory environment in which employees and non-employees can work productively.

##### Definitions of Sexual Harassment

The District is obligated to follow federal, state, and (where applicable), local laws pertaining to sexual harassment, including Title VII, Title IX and the New York Human Rights Law. Each law has a different definition of sexual harassment. Accordingly, each claim of sexual harassment will be reviewed under each pertinent law to determine whether sexual harassment has occurred. For purposes of this policy, sexual harassment includes harassment on the basis of perceived or self-identified sex, sexual orientation, gender identity and expression, and transgender status.

Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex, sexual orientation, gender identity and expression, and transgender status, when:

- a. submission to that conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- b. submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment; or
- c. the conduct has the purpose or effect of unreasonably interfering with an employee's or non-employee's work or creating an intimidating, hostile or offensive work environment, even if the complaining individual is not the intended target of the sexual harassment;

However, under New York State Human Rights Law, sexual harassment need not be severe or pervasive to be unlawful, and can be any harassing conduct that consists of more than petty

slights or trivial inconveniences. Rather, sexual harassment is unlawful when it subjects an individual to inferior terms, conditions, or privileges of employment.

Sexual harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, or verbal, nonverbal or physical aggression, intimidation or hostility that is based on actual or perceived gender and sexual stereotypes. Examples of sexual harassment can be found in the accompanying regulation.

#### Title IX

[The District shall appoint one or more Title IX Coordinators each year and provide the Title IX Coordinator's contact information in the regulation that accompanies this policy \(3422-R\).](#)

Title IX applies to situations in which the district exercises substantial control over both the respondent (i.e. the person accused of sexual harassment) and the context (e.g. the school setting, a school field trip or an off-campus school event in the United States) in which the sexual harassment occurred.

Pursuant to Title IX Sexual Harassment is defined as:

- An employee of a district conditioning the provision of an aid, benefit or service on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct which a reasonable person would determine to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's educational program or activity; or
- Sexual assault, dating violence, domestic violence, and stalking as defined under the Clery Act and the Violence Against Women Act.

[The District does not discriminate on the basis of sex in the educational programs or activities that it operates. In addition, pursuant to Title IX the District is required to not discriminate on the basis of sex.](#)

#### Sexual Harassment Prohibited

The Board is committed to providing a working environment that promotes respect, dignity and equality and that is free from all forms of sexual harassment. To this end, the Board condemns and strictly prohibits all forms of sexual harassment on school grounds, school buses and at all school- sponsored activities, programs and events, including those that take place at locations outside the district, or outside the work setting if the harassment impacts the individual's employment in a way that violates their legal rights, including when employees and non-employees travel on district business, or when harassment is done by electronic means (including on social media). For employees, sexual harassment is considered a form of employee misconduct. Corrective action will be enforced against all those who engage in sexual harassment or retaliation, and against supervisory and managerial personnel who knowingly allow such behavior to continue.

Sexual harassment may subject the district to liability for harm done to targets. Harassers may also be individually subject to civil liability if sued in a court of law or criminal liability if prosecuted.

Under various state and federal laws, students, employees and non-employees have legal protections against sexual harassment in the school environment as described above. Those laws are listed in the references section. Additionally, local laws (e.g., county, city, town, village) may apply to the district. The district's Code of Conduct also addresses appropriate behavior in the school environment. Sexual harassment can occur between persons of all ages and genders.

In order for the Board to effectively enforce this policy and to take prompt corrective measures, it is essential that all targets of sexual harassment and persons with knowledge of sexual harassment report the harassment immediately. The district will promptly investigate all complaints of sexual harassment, either formal or informal, verbal or written. To the extent possible, all complaints will be treated in a confidential manner. Limited disclosure may be necessary to complete a thorough investigation. If the complainant reports that they feel unsafe at work due to the nature of the complaint, the district will determine if accommodations need to be made until the issue is resolved.

If, after appropriate investigation, the district finds that a person has violated this policy, prompt corrective action will be taken in accordance with the applicable collective bargaining agreement, contract, district policy and laws. Individual nondisclosure agreements may only be used as permitted by law, described in the accompanying regulation.

All complainants and those who participate in sexual harassment complaints or the investigation of a complaint of sexual harassment have the right to be free from retaliation of any kind, when they do so with a good faith belief that sexual harassment has occurred. Such prohibited



retaliation can include, but is not limited to, discipline, discrimination, demotion, denial of privileges, or any action that would keep a person from coming forward to make or support a sexual harassment claim. Such actions need not be job-related, or occur in the workplace, to constitute unlawful retaliation.

The Superintendent of Schools is directed to develop and implement regulations for reporting, investigating and remedying allegations of sexual harassment. These regulations are to be attached to this policy. In addition, the Board directs that training programs be established for students, and annually for employees, to raise awareness of the issues surrounding sexual harassment and to implement preventative measures to help reduce incidents of sexual harassment. 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.

This policy, or a simplified version, will be posted in a prominent place in each district facility, on the district's website, and shall also be published in employee handbooks, and other appropriate school publications.

Ref: Education Amendments of 1972, Title IX, 20 U.S.C. §1681 *et seq.*; 34 CFR 106 *et seq.* Title VII of Civil Rights Act (1964), 42 U.S.C. §2000-e; 34 CFR §100 *et seq.*; Executive Law §296-d (prohibition of sexual harassment of employees and non-employees) Labor Law §201-g (required workplace sexual harassment policy and training) ;Civil Practice Law and Rules §§5003-b (nondisclosure agreements optional); 7515 (mandatory arbitration prohibited); General Obligations Law §5-336 (nondisclosure agreements optional) *Faragher v. City of Boca Raton*, 524 U.S. 775 (1998); *Burlington Industries v. Ellerth*, 524 U.S. 742 (1998); *Oncale v. Sundowner Offshore Services, Inc.*, 523 U.S. 75 (1998); *Meritor Savings Bank, FSB v. Vinson*, 477 U.S. 57 (1986)

#### 11.05 Second Reading and Adoption of Policy 6120 Non-Discrimination and Equal Opportunity

**Recommended Action:** The Board of Education hereby adopts Policy 6120 as written

Edits are from our attorney ~~2021~~2022 6120 Personnel NON-DISCRIMINATION AND EQUAL OPPORTUNITY

The Board of Education, its officers and employees, will not discriminate in its programs and activities on the basis of legally protected classes, such as, but not limited to: race (including traits historically associated with race, such as hair texture and protective hairstyles like braids, locks, and twists), color, national origin, creed, religion (including religious practices), marital status, sex (including pregnancy, childbirth, or related medical condition), gender identity and expression (i.e., actual or perceived gender-related identity, appearance, behavior, expression, or other gender-related characteristic regardless of the sex assigned to that person at birth, including but not limited to the status of being transgender), age, sexual orientation, disability (physical or mental), predisposing genetic characteristic, military work or status, domestic violence victim status, or use of a guide dog, hearing dog, or service dog, as applicable. The district will provide notice of this policy in accordance with federal and state law and regulation.

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

Specific protections for students under the Dignity for All Students Act are addressed in policy 7380, Dignity for All Students Act [and Policy 3421 Sexual Harassment of Students](#)

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

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

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

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

#### **Annual Notification**

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

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

The Superintendent has been designated to handle inquiries regarding the district's non-discrimination policies. Contact information for the Superintendent is available on the district's website. Complaints of sexual harassment or discrimination are covered by policies 3421 and 3422.

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

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

Cross-ref: 3421 Sexual Harassment of Students; 3422 Sexual Harassment of Employees;  
7380 Dignity for All Students Act; 7550 Complaints and Grievances by Students  
3410 Code of Conduct; 6122 Complaints and Grievances by Employees

Ref: Age Discrimination in Employment Act of 1967 29 U.S.C. §§621 *et seq.*  
Americans with Disabilities Act, 42 U.S.C. §§12101 *et seq.*  
Title VI, Civil Rights Act of 1964, 42 U.S.C. §§2000d *et seq.* (nondiscrimination based on race, color, and national origin in federally assisted programs)  
Title VII, Civil Rights Act of 1964, 42 U.S.C. §§2000e *et seq.* (nondiscrimination based on race, color, and national origin in employment)  
Title IX, Education Amendments of 1972, 20 U.S.C. §§1681 *et seq.* (nondiscrimination based on sex)  
§504, Rehabilitation Act of 1973, 29 U.S.C. §794  
Individuals with Disabilities Education Law, 20 U.S.C. §§1400 *et seq.*  
Genetic Information Nondiscrimination Act of 2008 P.L.  
110-233 34 C.F.R. §§ 100.6; 104.8; 106.9; 110.25  
Executive Law §§290 *et seq.* (New York State Human Rights Law) Education Law §§10-18 (The Dignity for All Students Act) Education Law §§313(3); 3201; 3201-a  
ADA Best Practices Tool Kit for State and Local Governments, Website Accessibility Under Title II of the ADA (see Chapter 5 and Chapter 5 Addendum checklist),  
[www.ada.gov/pcatoolkit/toolkitmain.htm](http://www.ada.gov/pcatoolkit/toolkitmain.htm)

### 11.06 Second Reading and Adoption of Policy 6122 Complaints and Grievances by Employees

**Recommended Action:** The Board of Education hereby adopts Policy 6122 as written Edits are from our attorney ~~2014-2022~~ 6122 Personnel 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~~ recommend and the Board shall appoint a specific District employees to serve as the Title IX/Title VI/Title VII and /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

## 11.07 Second Reading and Adoption of Policy 7310 School Conduct and Discipline

*Recommended Action:* The Board of Education hereby adopts Policy 7310 as written Edits are from our attorney ~~2002-2022~~ 7310 Students SCHOOL CONDUCT AND DISCIPLINE

The Board of Education acknowledges its responsibility to protect the educational climate of the District and to promote responsible student behavior. Accordingly, the Board delegates to the

Superintendent the responsibility for assuring the implementation of a *Code of Conduct for the Maintenance of Order on School Property*, including school functions, which shall govern the conduct of students as well as teachers, other school personnel, and visitors. The Board shall further provide for the enforcement of such Code of Conduct. The District Code of Conduct shall be developed in collaboration with student, teacher, administrator, and parent organizations, school safety personnel and other personnel and shall incorporate, at a minimum, those components addressed in law and enumerated in Policy #3410 -- *Code of Conduct on School Property*. Specific components may vary as appropriate to student age, building levels, and educational needs.

In accordance with the *Code of Conduct on School Property*, areas addressing student conduct and behavior will further utilize the following strategies in promoting acceptable student behavior:

- a. A bill of rights and responsibilities of students that focuses upon positive student behavior, and is publicized and explained to all students on an annual basis;
- b. A Code of Conduct for student behavior setting forth prohibited student conduct and the range of penalties that may be imposed for violation of such Code, that is publicized and disseminated to all students and parents/guardians on an annual basis pursuant to law;
- c. Strategies and procedures for the maintenance and enforcement of public order on school property that shall govern the conduct of all persons on school premises, in accordance with Section 2801 of the Education Law and accepted principles of due process of law;
- d. Procedures within each building to involve student service personnel, administrators, teachers, parents/guardians and students in the early identification and resolution of discipline problems. For students identified as having disabilities, procedures are included for determining when a student's conduct shall constitute a reason for referral to the Committee on Special Education for review and modification, if appropriate, of the student's individualized education program;
- e. Alternative educational programs appropriate to individual student needs;
- f. Disciplinary measures for violation of the school policies developed in accordance with subparagraphs b) and c) of this paragraph. Such measures shall be appropriate to the seriousness of the offense and, where applicable, to the previous disciplinary record of the student. Any suspension from attendance upon instruction may be imposed only in accordance with Education Law Section 3214 ; and
- g. Guidelines and programs for in-service education for all District staff to ensure effective implementation of school policy on school conduct and discipline.

Education Law Sections 2801 and 3214 8 New York Code of Rules and Regulations (NYCRR) Section 100.2(l)(2) NOTE: Refer also to Policy #3410 -- *Code of Conduct on School Property*

#### 11.08 Second Reading and Adoption of Policy 7380 Dignity for All Students Act

*Recommended Action:* The Board of Education hereby adopts Policy 7380 as written

Edits are from our attorney ~~2014-2022~~ 7380 Students DIGNITY FOR ALL STUDENTS ACT (DASA)

The Board of Education recognizes that learning environments that are safe and supportive can increase student attendance and improve academic achievement. A student's ability to learn and achieve high academic standards, and a school's ability to educate students, is compromised by incidents of discrimination or harassment, including but not limited to bullying, taunting and intimidation. Therefore, in accordance with the Dignity for All Students Act the District will strive to create an environment free of bullying, discrimination and/or harassment and will foster civility in the schools to prevent and prohibit conduct which is inconsistent with the District's educational mission.

For purposes of this policy, the term "bullying" among children is defined, in general, as: "a variety of negative acts carried out repeatedly over time. It involves a real or perceived imbalance of power, with a more powerful child or group attacking those who are less powerful." Bullying can take three forms:

- a. Physical (including, but not limited to, hitting, kicking, spitting, pushing, taking personal belongings);
- b. Verbal (including, but not limited to, taunting, malicious teasing, name calling, making threats); and
- c. Psychological (including, but not limited to, spreading rumors; manipulating social relationships; or engaging in social exclusion, extortion, or intimidation).

#### **Cyberbullying Behavior**

As with other forms of bullying, cyberbullying is an attempt to display power and control over someone perceived as weaker. Cyberbullying involving District students may occur both on campus and off school grounds and may involve student use of the District Internet system or student use of personal digital devices while at school, such as cell phones, digital cameras, and personal computers to engage in bullying. Since cyberbullying is a form of bullying, the term "bullying" as used in this policy will implicitly include cyberbullying even if it is not explicitly stated.

The District prohibits all forms of bullying, discrimination and/or harassment of students based on actual or perceived **characteristic. This includes, but is not limited to** race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex by school employees or students on school property and at school-sponsored activities and events that take place at locations off school property. In addition, any act of bullying, discrimination and/or harassment, outside of school sponsored events, which can reasonably be expected to materially and substantially disrupt the education process may be subject to discipline.

#### **Dignity Act Coordinator**

At least one (1) employee at every school shall be designated as the Dignity Act Coordinator(s). The Dignity Act Coordinators will be thoroughly trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (identity or expression) and sex. The Board of Education shall appoint Dignity Act Coordinators who are employed by the District and are licensed and/or certified as a classroom teacher, school counselor, psychologist, nurse, social worker, administrator/ supervisor or Superintendent of Schools. The District will share the name(s) and contact information of the Dignity Act Coordinators with all school personnel, students, and parents/persons in parental relation, which shall include, but is not limited to, providing the name, designated school and contact information by:

- a. Listing such information in the Code of Conduct and updates posted on the Internet website, if available;
- b. Posting such information in highly visible areas of school buildings;
- c. Making such information available at the district and school-level administrative offices; and
- d. Either: including such information in the plain language summary of the Code of Conduct in the student handbook provided to all persons in parental relation to students before the beginning of each school year; or
- e. Providing such information to parents and persons of parental relation in at least one district or school mailing or other method of distribution including, but not limited to, sending such information home with each student and, if such information changes, in at least one subsequent district or school mailing or other such method of distribution as soon as practicable thereafter.

If a Dignity Act Coordinator vacates their position, another school employee shall immediately be designated for an interim appointment as Coordinator, pending approval from the Board of Education, within thirty (30) days of the date the position was vacated. In the event a Coordinator is unable to perform the duties of the position for an extended period of time, another school employee shall immediately be designated for an interim appointment as Coordinator, pending return of the previous Coordinator to the position. The District must provide the change in information to parents or persons in parental relation as soon as practicable. The change in name and/or contact information of the Dignity Act Coordinator will not constitute a revision to the *Code of Conduct* so as to require a public hearing.

#### **Training and Awareness**

The District shall establish guidelines for training which shall be approved by the Board of Education. Training will be provided each school year for all District employees in conjunction with existing professional development training to raise staff awareness and sensitivity of bullying, discrimination and/or harassment directed at students that are committed by students or school employees on school property, at a school function, or off school property when the actions create or would foreseeably create a risk of substantial disruption within the school environment or where it is foreseeable that the conduct might reach school property.

Training will include ways to promote a supportive school environment that is free from bullying, discrimination and/or harassment. Training shall:

- a. Raise awareness and sensitivity;
- b. Address social patterns and the effects on students;
- c. Inform employees on the identification and mitigation of such acts;
- d. Provide strategies for effectively addressing problems of exclusion, bias and aggression;

- e. Include safe and supportive school climate concepts in curriculum and classroom management; and
- f. Ensure the effective implementation of school policy on conduct and discipline.

Instruction in grades Kindergarten through 12 shall include a component on civility, citizenship and character education. Such component shall instruct students on the principles of honesty, tolerance, personal responsibility, respect for others, observance of laws and rules, courtesy, dignity and other traits which will enhance the quality of their experiences in, and contributions to, the community. For the purposes of this policy, "tolerance," "respect for others" and "dignity" shall include awareness and sensitivity to bullying, discrimination and/or harassment and civility in the relations of people of different races, weights, national origins, ethnic groups, religions, religious practices, mental or physical abilities, sexual orientations, genders and sexes. Such component must also include instruction on the safe and responsible use of the Internet and electronic communications.

Rules against bullying, discrimination and/or harassment will be included in the *Code of Conduct*, publicized District-wide and disseminated to all staff and parents. Any amendments to the Code will be disseminated as soon as practicable following their adoption. New teachers shall be provided a complete copy of the current Code upon their employment. An age appropriate summary shall be distributed to all students at a school assembly at the beginning of each school year.

#### **Reports and Investigations of Bullying, Discrimination and/or Harassment**

The District will investigate all complaints of bullying, discrimination and/or harassment, either formal or informal, and take prompt corrective measures, as necessary. School employees who witness or receive a report (oral or written) of harassment, bullying and/or discrimination must orally notify the Superintendent, Principal, or their designee *no later than one (1) school day* after witnessing or receiving a report of such incident. The employee must then file a written report *within two (2) school days* after making the oral report. If, after an appropriate investigation, the District finds that this policy has been violated, corrective action will be taken in accordance with District policies and regulations, the *Code of Conduct*, and all appropriate federal or state laws. The Superintendent, Principal or their designee shall notify the appropriate local law enforcement agency when it is believed that any harassment, bullying and/or discrimination constitute criminal conduct.

The District will annually report material incidents of bullying, discrimination and/or harassment which occurred during the school year to the State Education Department. Such report shall be submitted in a manner prescribed by the Commissioner, on or before the basic educational data system (BEDS) reporting deadline or such other date as determined by the Commissioner. SED has developed a form for gathering data titled, "Reports of Incidents Concerning School Safety and the Educational Climate" which can be found on the NYSED website.

The Principal of each primary and secondary school shall provide a regular report (at least once during each school year) on data and trends related to harassment, bullying and/or discrimination to the Superintendent and in a manner prescribed by, as applicable, the district, BOCES or charter school. There is no need for schools or districts to submit this report to the State Education Department.

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

Any person who has reasonable cause to suspect that a student has been subjected to bullying, discrimination and/or harassment by an employee or student, on school grounds or at a school function, who acts reasonably and in good faith and reports such information to school officials or law enforcement authorities, shall have immunity from any civil liability that may arise from making such report. The Board prohibits any retaliatory behavior directed at complainants, victims, witnesses and/or any other individuals who participated in the investigation of a complaint of bullying, discrimination and/or harassment.

Education Law Sections 10-18, 801-a, 2801 and 3214; 8 NYCRR Section 100.2

### 11.09 Second Reading and Adoption of Policy 7550 Complaints and Grievances by Students

*Recommended Action:* The Board of Education hereby adopts Policy 7550 as written Edits are from our attorney 2014-2022 7550 Students **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.; 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.; 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.

Executive Law Section 290 et seq.

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

## **12. Independent Contract Retainers & Contracts**

### **12.01 Approve all Independent Contract Retainers & Contracts (proposed 7:40)**

*Recommended Action:* The Board of Education hereby approves item #s 12.02-12.08

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Storey

### **12.02 CPL - PH & WD Heating & Ventilation**

*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 contract between the Onteora Central School District and Clark Patterson Lee for professional design services for the Phoenicia and Woodstock Heating and Ventilation improvements in the amount of \$154,800.00 and authorizes the Superintendent to sign such an agreement.

## 12.03 CRL - Generators

*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 contract between the Onteora Central School District and Clark Patterson Lee for professional design services for Emergency Generators at the Bennett, Phoenicia, Woodstock and Onteora Middle/High Schools in the amount of \$154,000.00 and authorizes the Superintendent to sign such an agreement.

## 12.04 CPL - Replace Vinyl Asbestos

*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 contract between the Onteora Central School District and Clark Patterson Lee for professional design services for Replacing vinyl asbestos tile (VAT) flooring (and carpeting where applicable) with new vinyl composition tile (VCT) flooring at the Bennett, Phoenicia, Woodstock and Onteora Middle/High Schools in the amount of \$80,300.00 and authorizes the Superintendent to sign such an agreement.

## 12.05 Mid Hudson Interpreter

*Recommended Action:* BE IT RESOLVED, that the Board of Education of the Onteora Central School District approve the contract between Onteora Central School District and Mid-Hudson Interpreter Services for Interpreter Services from July 1, 2022 through June 30, 2023 and authorizes the Superintendent to sign such an agreement.

## 12.06 School Resource Services

*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 contract between Onteora Central School District and the County of Ulster, effective September 1, 2022 through June 30, 2023 for School Resource Services in the amount of \$111,054,.66 and authorizes the Superintendent to sign such an agreement.

## 12.07 Reading Writing Project Virtual Trainer \*\*revised from an approved ICR- maximum amount changed from \$9,000 to \$30,000\*\*

*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 Reading Writing Project Network, LLC retained as a Virtual Trainer effective January 26, 2022 to June 30, 2022 at a rate of \$3,000.00 per day to a maximum of \$30,000.00 and authorizes the Superintendent to sign such an agreement.

## 12.08 Transport Student for Therapy

*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 contract between the Onteora Central School District and Parent to transport student for therapy services at the IRS mileage reimbursement rate to an anticipated maximum rate of \$1,299.00 and authorizes the Superintendent to sign



such an agreement.

**13. Consent Agenda**

13.01 Approve Consent Agenda (proposed 7:45)

*Recommended Action:* The Board hereby approves item numbers 13.02 - 13.05

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee DeJesus, Trustee Bishop

Not Present: Trustee Osmond, Trustee Storey

13.02 Personnel Agenda

**RESIGNATIONS: NON- INSTRUCTIONAL PART-TIME**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Schoonmaker, George	Bus Driver/Transportation	04/05/2022	Resignation to accept FT position

**APPOINTMENT: NON-INSTRUCTIONAL PROBATIONARY APPOINTMENT**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY	REMARKS
Schoonmaker, George	Bus Driver/Transportation	04/06/22 – 10/05/22	Step 5	New position
Weir, Alexandria**	Bus Driver/Transportation	04/18/22 – 10/17/22	Step 5	New position

\*\*Pending pre-employment processing\*\*

**TERMINATION: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Fisher, Kathryn	School Monitor/Phoenicia	03/31/22	Termination

**EXTRA DUTY STIPENDS:**

NAME	POSITION	Effective Date	AMOUNT
Cohen, Wendy	Regents Prep (Cc Geometry)	04/18/22	\$2,054.00
Connolly, Brian	Regents Prep (Global Studies)	03/31/22	\$2,054.00
Rivera, Stephanie	Regents Prep (Algebra I)	03/31/22	\$2,054.00
Via, M. Scott	Regents Prep (Living Environment)	04/06/22	\$2,054.00
Matteson, Eric	Volunteer- Modified Baseball Coach	04/06/22	-\$0-

The following named NON-INSTRUCTIONAL personnel have served a probationary status and are recommended to a PERMANENT STATUS consistent with the applicable laws and regulations of the State of New York:

NAME	POSITION	PROBATIONARY DATE	PERMANENT DATE
Ryan, Lisa	Typist	10/13/21	04/13/22

**TEMPORARY APPOINTMENT: NON- INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Brower, Alison	Summer School Nurse	04/06/22 – 06/30/22	On step
Bower, Alison	Summer School Nurse	07/11/22 – 08/05/22	On step

**TEMPORARY APPOINTMENT: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	RATE	REMARKS
Zwilling, Marcia	2nd Grade Elementary/Woodstock	*approx. dates* 04/06/22 – 04/19/22	BA Step 1	Leave Replacement

Moorhus, Jolie	Summer School Teacher	04/06/22 – 06/30/22	\$45/hr	Summer Academy Planning
Furman, Elizabeth	Summer School Teacher	04/06/22 – 06/30/22	\$45/hr	Summer Academy Planning
Mayone-Allison, Joan	Summer School Teacher	04/06/22 – 06/30/22	\$45/hr	Summer Academy Planning
Erlwein, Doreen	Summer School Teacher	04/06/22 – 06/30/22	\$45/hr	Summer Academy Planning
Millman, Michelle	Summer School Teacher	04/06/22 – 06/30/22	\$45/hr	Summer Academy Planning
Millman, Jacob	Summer School Teacher	04/06/22 – 06/30/22	\$45/hr	Summer Academy Planning
Mitchell, Allison	Summer School Teacher	04/06/22 – 06/30/22	\$45/hr	Summer Academy Planning
Davis, Kimberly	Summer School Teacher	04/06/22 – 06/30/22	\$45/hr	Summer Academy Planning
Fields, Dominique	Summer School Teacher	04/06/22 – 06/30/22	\$45/hr	Summer Academy Planning
Warren, Kristen	Summer School Teacher	04/06/22 – 06/30/22	\$45/hr	Summer Academy Planning
Amodeo, Bernadette	Summer School Teacher	04/06/22 – 06/30/22	\$45/hr	Summer Academy Planning
Moorhus, Jolie*	Summer School Teacher	07/11/22 – 08/05/22	\$45/hr	Summer Academy
Furman, Elizabeth*	Summer School Teacher	07/11/22 – 08/05/22	\$45/hr	Summer Academy
Mayone-Allison, Joan*	Summer School Teacher	07/11/22 – 08/05/22	\$45/hr	Summer Academy
Erlwein, Doreen*	Summer School Teacher	07/11/22 – 08/05/22	\$45/hr	Summer Academy
Millman, Michelle*	Summer School Teacher	07/11/22 – 08/05/22	\$45/hr	Summer Academy
Millman, Jacob*	Summer School Teacher	07/11/22 – 08/05/22	\$45/hr	Summer Academy
Mitchell, Allison*	Summer School Teacher	07/11/22 – 08/05/22	\$45/hr	Summer Academy
Davis, Kimberly*	Summer School Teacher	07/11/22 – 08/05/22	\$45/hr	Summer Academy
Fields, Dominique*	Summer School Teacher	07/11/22 – 08/05/22	\$45/hr	Summer Academy
Warren, Kristen*	Summer School Teacher	07/11/22 – 08/05/22	\$45/hr	Summer Academy
Amodeo, Bernadette*	Summer School Teacher	07/11/22 – 08/05/22	\$45/hr	Summer Academy
Beesmer, Carol	Summer School Teaching Assistant	07/11/22 – 08/05/22	On step	Summer Academy
Baldwin, Deborah	Summer School Teaching Assistant	07/11/22 – 08/05/22	On step	Summer Academy
Caprotti, Patricia	Summer School Teaching Assistant	07/11/22 – 08/05/22	On step	Summer Academy
Kwarteng, Chantal	Summer School Teaching Assistant	07/11/22 – 08/05/22	On step	Summer Academy
Briggs, Janet	Summer School Teaching Assistant	07/11/22 – 08/05/22	On step	Summer Academy
Blank, Adam	Summer School Teaching Assistant	07/11/22 – 08/05/22	On step	Summer Academy

\*pending student enrollment\*

13.03 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, #4/22, Confidential, as reviewed by Trustee Storey

13.04 Warrant Schedule 9

*Recommended Action:* The Board of Education has reviewed and hereby accepts Warrant Schedule 9

13.05 Procurement and Claims Auditing

*Recommended Action:* The Board of Education of the Onteora Central School District acknowledges receipt of the draft of the audit entitled "Procurement and Claims Auditing." The Board has directed the Central Administration of the District with the task of preparing an action plan in response to the findings.

**14. Committee Reports**

14.01 Audit Committee: Trustee Bishop to report

- Reporting on 2 committee meetings
- Discussed BOCES Capital Project
- Internal Audit was discussed, decided on more information on internet safety
  - We were among other districts that were victims of check fraud – decided to move forward with self-directed audit –asked Director of Technology, John Reimer for a report
- Contacted Reis Group to discuss their involvement with district in case of fraud
- John Reimer reported on Internet Safety in the District
  - Services are purchased through BOCES - protects the district and sensitive student data
  - Will report to board next meeting
- BOCES representative Bob Curran reported that all districts approved Capital project
- External audit at May meeting
- Will do formal internal audit next year – will discuss in May
- In Town of Olive – the Stuckey Building across from MS/HS campus will be torn down , also Nuvance Health is closing and may be town down
- Discussed 28A construction

14.02 Facilities Committee: Trustee Storey to Report

Will report at the next meeting

Communications Committee has template for Communication Survey

**15. Old Business**

15.01 The Board will discuss Old Business

**16. New Business**

16.01 The Board will discuss New Business

Request from parent look at possibility of putting awning over loading dock so people don't have to stand in the rain while waiting to be admitted to HS

**17. Request For Information**

17.01 Board members will request information of the Superintendent

Trustee Salem asked: Restorative Circles: frequency and length by grade level so far this year

**18. Enter into Executive Session & Adjournment**

18.01 Enter executive session

*Recommended Action:* Motion to enter into executive session to discuss matters that lead to the appointment of the Superintendent

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee Osmond

18.02 Exit Executive Session and Adjourn Meeting

*Recommended Action:* Motion to exit executive session and adjourn at 8:45

Motioned: Trustee Storey

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee Osmond

Minutes Recorded by Fern Amster,  
District Clerk



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

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING

6:00 p.m.

MINUTES

ONTEORA CENTRAL SCHOOL DISTRICT **WEDNESDAY, APRIL 20, 2022**

MIDDLE/HIGH SCHOOL

**1. Opening Items**

1.01 Call to Order 6:00

1.02 Tobacco Policy Statement

1.03 Pledge of Allegiance

1.04 Appoint Clerk Pro Tem

*Recommended Action:* The Board of Education hereby appoint Amanda Gates as Clerk Pro Tem in the absence of the District Clerk

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee Osmond

1.05 Roll Call: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop

Not Present: Trustee Osmond,

Now Present

Trustee DeJesus arrived at 6:05

**2. Acceptance of Minutes**

2.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts minutes of the April 5, 2022 and April 12, 2022 meetings

*Motioned:* Trustee Sherry

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee Osmond

**3. Welcome**

3.01 High School Principal, Lance Edelman will welcome the Board

- Report cards went out 4/19/22 – currently now in fourth quarter
- Students preparing for final exams- stressful for students, most students have not completed regents' exams before
- May- Mental Health Awareness month
- Resources and schedule on the HS website – Website up to date – after school and regents prep available as well
  - Working with counselors to help with test anxiety. Making all

staff/parents aware of student stress

- Next week Student Biliteracy presentations
- AP exams May 2<sup>nd</sup> to May 11th 84 students, 134 exams
- Regents exams in June (starts June 1)- spread out exams
- Events (also on website)
  - Senior Prom – 5/6/22
  - Spirt Day – 5/14/22
  - Spring concert's – HS concert 5/23/22
- Waiting a little longer to announce what June ceremonies will look like to make sure they are consistent with safe environment
- Mr. Edelman will present again in June and bring the valedictorian, salutatorian and recipient of principal's award
- Acknowledged the hard work of the musical director Mrs. Constant, Musical Coordinator Mrs. Carroll, and all of the students
- Mrs. Carroll and Mrs. Constant discussed upcoming concerts and hardworking students (7<sup>th</sup> – 12<sup>th</sup> grade participates)
- Musical – Little Mermaid- shows are April 28, 29, 30, Saturday 2 shows- night shows are at 7pm and Saturday show at 1pm
  - 150 people allowed at each performance
  - Tickets available at [www.ticketststage.com](http://www.ticketststage.com) – also available at the door
  - Cast of little Mermaid preformed “Kissed the girl” at the 4/20/22 board meeting

#### 4. Tree Law Information

4.01 Woodstock Town Board member, Bennet Ratcliff will update the Board about a new Tree Law -Trustee Salem reported on behalf

- Town board of Woodstock is considering changing the Tree Law
  - Appointed Mr. Ratcliff as a task force leader
- One issue pertaining to School District is that the current tree law regulates the cutting of trees along route 375
  - Any changes may affect Woodstock School, school property
- After reaching out to community a tree force task force will be created with 7-9 members.
  - Beginning in May, they will set goals, gathering information in a 4-6-month process
- Asked if anyone of the Board would be interested in joining task force or participating- contact Mr. Ratcliff with questions – do not need to be a resident of Woodstock if on the Board of Education

#### 5. Superintendent News

5.01 The Superintendent will report on District News

- Workshops for parents titled Introduction to the various components of Social Emotional Learning and why the work is so important to students and school community” to begin
  - 4/21/22 workshop 6pm secondary parents held MS/HS library- fair number of people already registered
  - 5/10/22 workshop 6pm Elementary parents held at Bennett
  - Workshops will be facilitated by staff members from Morningside

- COVID updated- closing monitoring- slightly risen from returning from spring break. Passed out home tests to staff and students before spring break
  - Discussion at cabinet meeting 4/19/22 – leaving existing strategies in place, if seeing a downward trend will ramp down the strategies
- 22-23 calendar- drafts send to various bargaining groups- to be adopted at 5/3/22 meeting
- Primary students have been involved in a recycling challenge
  - Came in 2<sup>nd</sup> place- North East region competition
  - Collected 4,101lbs of plastic – received 2 trek benches so each primary building can receive one
- Bennett School- planning orientation events for incoming students/ parents- 5/12/22- 3<sup>rd</sup> grade students will spend the day at Bennett to become familiar with layout/culture
  - Meet with Music Dept., eat lunch in the cafeteria, and walk the nature trail (weather pending)
  - 5/17/22 at 7pm is Parent orientation
- Budget presentation 22-23 4/21/22 6pm Trustee Salem and Trustee Bishop will present to the Woodstock PTA

## Discussion:

- Congratulated Stephanie Laffin and Marystephanie Corsones- engaging young people

**6. Board District News**

6.01 The Board will report District News (proposed 6:20)

- Trustee Bishop complemented work on the Talon
- Trustee Storey reported going to Ulster County School Board Association last week-
  - Student dinner at Career and Tech Center. Students cooked food for the members while they watched budget presentation
- Trustee Salem reported Thursday evenings at 7pm- Woodstock Community Center- civics teach-in continues, would like students to be aware of these presentations

**7. Student Representative Report**

7.01 The student Representative on the Board, Noelle Crandell, will give a report  
Student Rep not present

**8. Acknowledge Public Be Heard Comments**

8.01 The Board will acknowledge the public be heard comments from the last meeting  
Denise Warren, Ariel Futerfas, Brittany Burgher

**9. Public and Student Comment**

9.01 Public and Students may comment on any agenda or non-agenda item (proposed 6:35)

Lindsay Shands spoke- asked how the community is supposed to trust the Board with a \$60 million budget; concerned that board makes decisions first and asks questions later. Feels as though the hiring process for the Superintendent was done in secret. Concerned the process was a waste of money and mentioned that she will be voting “No” on the budget and will encourage others to do the same.

**10. Discussion and Possible Action**

10.01 Vote on Ulster BOCES Budget – reason why meeting was held on Wed. instead of Tuesday

*Recommended Action:* The Onteora Central School District Board of Education hereby approves the 2022-2023 Ulster County Board of Cooperative Educational Services Administrative Budget in the amount of 6,650,577.00

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee Osmond

10.02 Vote on Ulster BOCES Board Members

*Recommended Action:* The Board of Education hereby casts its ballot for the following 3 candidates in uncontested seats for 3 year terms:

Seat #1 David Thompson - New Paltz

Seat #2 Brian Martin - Rondout Valley

Seat #3 Barbara Carroll - At Large

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee Osmond

10.03 Accept Donation from Trex

*Recommended Action:* The Board of Education hereby accepts 2 Trex Benches won by the K-3 students for their environmental competition.

Motioned: Trustee DeJesus

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Osmond

10.04 Approve Contract for the Superintendent of Schools

*Recommended Action:* RESOLVED that the Victoria McLaren be appointed to serve as the Superintendent of Schools for the period of June 6, 2022 through June 30, 2026 in accordance with the terms of the Employment Agreement between the District and Ms. McLaren.

BE IT FURTHER RESOLVED that the Board President is hereby authorized to execute the Employment Agreement on the District's behalf.

Motioned: Trustee Storey

Seconded: Trustee Sherry

Result: 4 yea, 0 nay, 1 abstain

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

Abstain: Trustee DeJesus

Not Present: Trustee Osmond



**11. Policies (proposed 6:55)****11.01 Second Reading and Adoption of Policy 3410 Code of Conduct**

*Recommended Action:* The Board of Education hereby adopts Policy 3140 as written

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee Osmond

Edits are from our attorney & last meeting comments

**2002–2022 3410 Community Relations CODE OF CONDUCT ON SCHOOL PROPERTY**

The District has developed and will amend, as appropriate, a written Code of Conduct for the Maintenance of Order on School Property, including school functions, which shall govern the conduct of students, teachers and other school personnel, as well as visitors. The Board of Education shall further provide for the enforcement of such Code of Conduct.

For purposes of this policy, and the implemented Code of Conduct, school property means in or within any building, structure, athletic playing field, playground, parking lot or land contained within the real property boundary line of the District's elementary or secondary schools, or in or on a school bus; and a school function shall mean a school-sponsored extracurricular event or activity.

The District Code of Conduct has been developed in collaboration with student, teacher, administrator, and parent organizations, school safety personnel and other school personnel.

**The Code of Conduct has been adopted by the Board of Education only after at least one (1) public hearing that provided for the participation of school personnel, parents/persons in parental relation, students, and any other interested parties. Copies of the Code of Conduct shall be disseminated pursuant to law and Commissioner's Regulations.**

**The District's Code of Conduct shall be reviewed and approved on an annual basis, and updated as necessary in accordance with law. The School Board shall reapprove any updated Code of Conduct or adopt revisions only after at least one (1) public hearing that provides for the participation of school personnel, parents/persons in parental relation, students, and any other interested parties.**

**The District shall file a copy of its Code of Conduct and all amendments to the Code with the Commissioner of Education no later than thirty (30) days after their respective adoptions.**

**Privacy Rights**

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

The Code of Conduct shall include, at a minimum, the following:

- a. Provisions regarding conduct, dress and language deemed appropriate and acceptable on school property and at school functions, and conduct, dress and language deemed unacceptable and inappropriate on school property; provisions regarding acceptable civil and respectful treatment of teachers, school administrators, other school personnel, students and visitors on school property and at school functions; the appropriate range of disciplinary measures which may be imposed for violation of such Code; and the roles of teachers, administrators, other school personnel, the Board of Education and parents/persons in parental relation to the student;
- b. Standards and procedures to assure security and safety of students and school personnel;
- c. Provisions for the removal from the classroom and from school property, including a school function, of students and other persons who violate the Code;
- d. Provisions prescribing the period for which a disruptive student may be removed from the classroom for each incident, provided that no such student shall return to the classroom until the Principal (or their designated School District administrator) makes a final

determination pursuant to Education Law Section 3214(3-a)(c) or the period of removal expires, whichever is less;

- e. Disciplinary measures to be taken for incidents involving the possession or use of illegal substances or weapons, the use of physical force, vandalism, violation of another student's civil rights, harassment and threats of violence;
- f. Provisions for detention, suspension and removal from the classroom of students, consistent with Education Law Section 3214 and other applicable federal, state and local laws, including provisions for school authorities to establish procedures to ensure the provision of continued educational programming and activities for students removed from the classroom, placed in detention, or suspended from school, which shall include alternative educational programs appropriate to individual student needs;
- g. Procedures by which violations are reported and determined, and the disciplinary measures imposed and carried out;
- h. Provisions ensuring the Code of Conduct and its enforcement are in compliance with state and federal laws relating to students with disabilities;
- i. Provisions setting forth the procedures by which local law enforcement agencies shall be notified of Code violations which constitute a crime;
- j. Provisions setting forth the circumstances under and procedures by which parents/persons in parental relation to the student shall be notified of Code violations;
- k. Provisions setting forth the circumstances under and procedures by which a complaint in criminal court, a juvenile delinquency petition or person in need of supervision ("PINS") petition will be filed;
- l. Circumstances under and procedures by which referral to appropriate human service agencies shall be made;
- m. A minimum suspension period for students who repeatedly are substantially disruptive of the educational process or substantially interfere with the teacher's authority over the classroom, provided that the suspending authority may reduce such period on a case-by-case basis to be consistent with any other state and federal law. For purposes of this requirement, as defined in Commissioner's Regulations, "repeatedly is substantially disruptive of the educational process or substantially interferes with the teacher's authority over the classroom" shall mean engaging in conduct which results in the removal of the student from the classroom by teacher(s) pursuant to the provisions of Education Law Section 3214(3-a) and the provisions set forth in the Code of Conduct on four (4) or more occasions during a semester, or three (3) or more occasions during a trimester, as applicable;
- n. A minimum suspension period for acts that would qualify the student to be defined as a violent student pursuant to Education Law Section 3214(2-a)(a). However, the suspending authority may reduce the suspension period on a case-by-case basis consistent with any other state and federal law;
- o. A Bill of Rights and Responsibilities of Students which focuses upon positive student behavior, and which shall be publicized and explained to all students on an annual basis;
- p. Guidelines and programs for in-service education programs for all District staff members to ensure effective implementation of school policy on school conduct and discipline.

~~The Code of Conduct has been adopted by the Board of Education only after at least one (1) public hearing that provided for the participation of school personnel, parents/persons in parental relation, students, and any other interested parties. Copies of the Code of Conduct shall be disseminated pursuant to law and Commissioner's Regulations.~~

~~The District's Code of Conduct shall be reviewed on an annual basis, and updated as necessary in accordance with law. The School Board shall reapprove any updated Code of Conduct or adopt revisions only after at least one (1) public hearing that provides for the participation of school personnel, parents/persons in parental relation, students, and any other interested parties. The District shall file a copy of its Code of Conduct and all amendments to the Code with the Commissioner of Education no later than thirty (30) days after their respective adoptions. Privacy Rights As part of any investigation, the District has the right to search all school property and equipment including District computers. Rooms, desks, cabinets, lockers, computers, etc. are provided by the District for the use of staff and students, but the users do not have exclusive use of these locations or equipment and should not expect that materials stored therein will be pri~~ Education Law

Sections 2801 and 3214 Family Court Act Articles 3 and 7 Vehicle and Traffic Law Section 142; 8  
New York Code of Rules and Regulations (NYCRR) Section 100.2(l)(2)  
NOTE: Refer also to Policy #7310 -- School Conduct and Discipline; [Policy 7380 DASA](#)

#### 11.02 Second Reading and Adoption of Policy 3420 Anti-Harassment in the School District

*Recommended Action:* The Board of Education hereby adopts Policy 3420 as written

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

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

DeJesus

Not Present: Trustee Osmond

Edits are from our attorney [20142022](#) 3420 Community Relations **ANTI-HARASSMENT IN THE SCHOOL DISTRICT**

The Board of Education affirms its commitment to nondiscrimination and recognizes its responsibility to provide an environment that is free of harassment and intimidation. Harassment stands in direct opposition to District policy.

The Board prohibits all forms of discrimination and harassment on the basis of the protected classes described below by all employees, school volunteers, students, and non-employees such as contractors and vendors as well as any third parties who are participating in, observing, or otherwise engaging in activities subject to the supervision and control of the District.

The Board prohibits all forms of discrimination and harassment against employees on the basis of the following protected classes: race, color, creed, religion, national origin, political affiliation, sex, age, marital, military, veteran status, predisposing genetic characteristic, disability, or use of a recognized guide dog, hearing dog or service dog or any other legally protected category.

The Board prohibits all forms of discrimination and harassment against students on any basis, including but not limited to protect classed and others such as:~~based on the following protected classes:~~ race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender and sex. Allegations of violations of Policy 7380, Dignity for All Students Act shall be investigated pursuant to the 7380 Regulation.

The Board also prohibits retaliation based on an individual's opposition to discrimination or participation in a related investigation or complaint proceeding. This policy of nondiscrimination and anti-harassment will be enforced on School District premises and in school buildings; and at all school-sponsored events, programs and activities, including those that take place at locations off school premises.

The intent is to provide an environment of mutual respect for all individuals to be free of harassment and intimidation.

For purposes of this policy, harassment shall mean communication (verbal, written or graphic) and/or physical conduct based on an individual's actual or perceived protected trait which:

- a. Has the purpose or effect of substantially or unreasonably interfering with an employee's work performance or is used as a basis for employment decisions (including terms and conditions of employment) affecting such individual; and/or creates an intimidating, hostile or offensive work environment; or
- b. 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 creates an intimidating, hostile or offensive learning environment; and/or effectively bars the student's access to an educational opportunity or benefit;
- c. Any student or employee in the School District who wishes to file a complaint regarding discrimination ~~(including, but not limited to, sexual harassment)~~ or report discriminatory conduct is encouraged to make such a complaint/report in writing on forms available in any of the school offices. Allegations of Sexual Harassment shall be made under Policy 3421 for Students and Policy 3422 for Employees. Such forms must be forwarded to the District's Title IX Compliance Officers and/or Section 504 Compliance Officer. However, nothing herein shall prevent an individual from making a verbal complaint/report of discrimination.

Such communication should be made as soon as possible after the incident in order to enable the District to effectively investigate and resolve the complaint.

When a student or employee has a complaint of discrimination they should refer to and use the Grievance Procedure (found in District Regulation [1400P3420P](#)). However, complaints may be made verbally. In order to assist the investigation, victims should document the discrimination as soon as it occurs and with as much detail as possible including: the nature of the discriminatory behavior, dates, times, places, name of person responsible for the conduct, witnesses, and victim's response to the discriminatory behavior.

In accordance with Regulation [1400P3420P](#), the District will act to promptly investigate all complaints, either verbal or written, formal or informal, of allegations of harassment based on any of the characteristics described above; and will promptly take appropriate action to protect individuals from further harassment.

Upon receipt of an informal/formal complaint (even an anonymous complaint), the District will conduct a thorough investigation of the charges. However, even in the absence of an informal/formal complaint, if the District has knowledge of any occurrence of harassment, the District will investigate such conduct promptly and thoroughly. The confidentiality of investigations cannot be guaranteed, but a good faith effort shall be made to maintain confidentiality.

Both the complainant and the accused are entitled to fair treatment in the handling of the complaint. Based upon the results of this investigation, if the District determines that an employee and/or student has violated the terms of this policy and/or accompanying regulations, 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 applicable laws and/or regulations, District policy and regulation, and the District Code of Conduct. 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, 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 and/or the Code of Conduct, will be subject to appropriate sanctions as warranted and in compliance with law. The application of such disciplinary measures by the District does not preclude the filing of civil and/or criminal charges as may be warranted.

#### **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 harassment. Follow-up inquiries shall be made to ensure that harassment has not resumed and that all those involved in the investigation of the harassment complaint have not suffered retaliation.

#### **Finding That Harassment Did Not Occur**

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.

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

#### **Training and Dissemination of Administrative Regulations**

The Superintendent/designee(s) will affirmatively discuss the topic of 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 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 the investigation of harassment complaints.

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 anti-harassment will be published in appropriate school publications such as teacher/employee handbooks, student handbooks, and/or school calendars.

#### **Complaints to Agencies**

The District acknowledges that while it would like employees to raise issues of discrimination pursuant to this Policy so that they can be addressed by it, any student or employee has the legal

right to immediately make a complaint to the appropriate governmental entity: An employee may file a complaint with the following agencies:

Equal Employment Opportunity Commission (EEOC) at the New York District Office, 33 Whitehall Street, 5th Floor, New York, New York 10004; and the New York State Division of Human Rights at 99 Washington Avenue Albany, New York 12210.

A student may file a complaint with the following agencies:

Federal Office for Civil Rights 26 Federal Plaza New York, New York 10278 ; and the New York State Division of Human Rights at 99 Washington Avenue Albany, New York 12210.

Please take notice that the failure to file a complaint with these agencies within the statutory period may result in the loss of your legal rights.

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.

Prohibits discrimination on the basis of disability.

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 sex. Civil Rights Law Section 40-e](#)~~

Education Law Section 2801(1); Executive Law Section 290 et seq. Military Law Sections 242 and

243 NOTE: Refer also to Policies: #3421 -- Sexual Harassment of Students: #3422 --Sexual

Harassment of Employees; #7550 --Complaints and Grievances by Employees; #7550 --Complaints and Grievances by Students; #7380 --Dignity For All Students

### 11.03 Second Reading and Adoption of Policy 3421 Sexual Harassment of Students

*Recommended Action:* The Board of Education hereby adopts Policy 3421 as written

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Osmond

Edits are from our attorney

2022 3421 Community Relations SEXUAL HARASSMENT OF STUDENTS

The Board of Education recognizes that harassment of students on the basis of actual or perceived sex, sexual orientation, and/or gender identity and expression is unacceptable behavior that harms targets and negatively impacts the school culture by creating an environment of fear, distrust, intimidation and intolerance. The Board further recognizes that preventing and remedying such harassment in schools is essential to ensure a healthy, nondiscriminatory environment in which students can learn.

Sexual harassment is a form of sex discrimination and is unlawful under federal and state law. For purposes of this policy, sexual harassment includes harassment on the basis of actual or perceived sex, sexual orientation, and/or gender identity and expression. Sexual 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.

The District shall appoint one or more Title IX Coordinators each year and provide the Title IX Coordinator's contact information in the regulation that accompanies this policy (3421-R).

Sexual harassment is covered by a number of laws including Title IX and New York State Law and the Dignity for All Students Act. Accordingly, each incident will be evaluated by the Title IX Coordinator. The Complainant shall have the right to determine how they want to proceed. Even if a Complainant chooses not to pursue a Title IX complaint, the District has the right to pursue the matter through its Code of Conduct and Policies and Procedures.

Title IX applies to situations in which the district exercises substantial control over both the respondent (i.e. the person accused of sexual harassment) and the context (e.g. the school setting, a school field trip or an off-campus school event in the United States) in which the sexual harassment occurred.

Pursuant to Title IX sexual harassment is defined as:

- An employee of a district conditioning the provision of an aid, benefit or service on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct which a reasonable person would determine to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's educational program or activity; or
- Sexual assault, dating violence, domestic violence, and stalking as defined under the Clery Act and the Violence Against Women Act.

Sexual harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, or verbal, nonverbal or physical aggression, intimidation or hostility that is based on actual or perceived gender and sexual stereotypes. Examples of sexual harassment can be found in the accompanying regulation (3421R).

The Board is committed to providing an educational environment that promotes respect, dignity and equality and that is free from all forms of sexual harassment. To this end, the Board condemns and strictly prohibits all forms of sexual harassment on school grounds, school buses and at all school-sponsored activities, programs and events, including those that take place at locations outside the district, or outside the school setting if the harassment impacts the individual's education in a way that violates their legal rights, including when harassment is done by electronic means (including on social media). Sanctions will be enforced against all those who engage in sexual harassment or retaliation, and against district personnel who knowingly allow such behavior to continue.

Sexual harassment may subject the district to liability for harm done to targets. Harassers may also be individually subject to civil liability if sued in a court of law or criminal liability if prosecuted.

Under various state and federal laws, students have legal protections against sexual harassment in the school environment as described above. Those laws are listed in the references section. The district's Code of Conduct also addresses appropriate behavior in the school environment. Sexual harassment can occur between persons of all ages and genders.

The District does not discriminate on the basis of sex in the educational programs or activities that it operates. In addition, pursuant to Title IX the District is required to not discriminate on the basis of sex.

In order for the Board to effectively enforce this policy and to take prompt both corrective and supportive measures, it is essential that all targets of sexual harassment and persons with knowledge of sexual harassment report the harassment immediately. The District shall have actual knowledge when any school employee: (1) witnesses sexual harassment first hand; (2) hears about an allegation of sexual harassment from any source; or (3) receives a complaint about sexual harassment by any means (e.g. written, verbal, electronic). The District's Title IX Coordinator shall be informed immediately.

To the extent possible, all complaints will be treated in a confidential manner. Limited disclosure may be necessary to complete a thorough investigation. If the complainant reports that they feel unsafe at school due to the nature of the complaint, the district will determine if accommodations need to be made until the issue is resolved.

If, after appropriate investigation, the district finds that a person has violated this policy, prompt corrective action will be taken in accordance with the applicable collective bargaining agreement, contract, district policy and laws.

All complainants and those who participate in sexual harassment complaints or the investigation of a complaint of sexual harassment have the right to be free from retaliation of any kind, when they do so with a good faith belief that sexual harassment has occurred. Such prohibited retaliation can include, but is not limited to, discipline, discrimination, demotion, denial of privileges, or any action that would keep a person from coming forward to make or support a sexual harassment claim. Such actions need not be job- or education-related, or occur in the workplace or educational environment, to constitute unlawful retaliation.

The Superintendent of Schools is directed to develop and implement regulations for reporting, investigating and remedying allegations of sexual harassment. These regulations are to be attached to this policy. If Title IX regulations change, the regulations will default to the requirements under the law. In addition, the Board directs that training programs be established for students, and annually for employees, to raise awareness of the issues surrounding sexual harassment and to implement preventative measures to help reduce incidents of sexual harassment. 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.

This policy, or a simplified version, will be posted in a prominent place in each district facility, on the district's website, and will also be published in other appropriate school publications.

Cross-ref: 7380 Dignity for All Students; Ref: Education Amendments of 1972, Title IX, 20 U.S.C. §1681 *et seq.*; 34 CFR 106 *et seq.* Education Law §§10-18 (The Dignity for All Students Act)  
*Davis v. Monroe County Board of Education*, 526 U.S. 629, 652 (1999)  
*Gebser v. Lago Vista Independent School District*, 524 U.S. 274 (1998)

*Franklin v. Gwinnett County Public Schools*, 503 U.S. 60 (1992) Cannon  
*v. University of Chicago*, 441 U.S. 677 (1979)  
 Office for Civil Rights *Revised Sexual Harassment Guidance (January 19, 2001)*  
 Office for Civil Rights, *Dear Colleague Letter: Bullying (October 26, 2010)*

- 11.04 Second Reading and Adoption of Policy 3422 Sexual Harassment of Employees  
*Recommended Action:* The Board of Education hereby adopts Policy 3422 as written  
 Motioned: Trustee Bishop  
 Seconded: Trustee DeJesus  
 Result: Unanimous  
 Yea: Trustee Salem, Trustee Sherry, Trustee Bishop, Trustee Storey, Trustee DeJesus  
 Not Present: Trustee Osmond

*Edits are from our attorney & Board ~~2021-2022~~ 3422 Community Relations SEXUAL HARASSMENT OF EMPLOYEES*

The Board of Education recognizes that harassment of employees (including all staff, applicants for employment, both paid and unpaid interns, exempt and non-exempt status, part-time, seasonal, and temporary workers, regardless of immigration status) and certain “non-employees” (which includes contractors, subcontractors, vendors, consultant and other persons providing services pursuant to a contract, or their employees, as well as volunteers) on the basis of actual or perceived sex, sexual orientation, and/or gender identity and expression is unacceptable behavior that harms targets and negatively impacts the school culture by creating an environment of fear, distrust, intimidation and intolerance. The Board further recognizes that preventing and remedying such harassment in the workplace is essential to ensure a healthy, nondiscriminatory environment in which employees and non-employees can work productively.

*Definitions of Sexual Harassment*

The District is obligated to follow federal, state, and (where applicable), local laws pertaining to sexual harassment, including Title VII, Title IX and the New York Human Rights Law. Each law has a different definition of sexual harassment. Accordingly, each claim of sexual harassment will be reviewed under each pertinent law to determine whether sexual harassment has occurred. For purposes of this policy, sexual harassment includes harassment on the basis of perceived or self- identified sex, sexual orientation, gender identity and expression, and transgender status.

Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex, sexual orientation, gender identity and expression, and transgender status, when:

- a. submission to that conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- b. submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment; or
- c. the conduct has the purpose or effect of unreasonably interfering with an employee's or non-employee's work or creating an intimidating, hostile or offensive work environment, even if the complaining individual is not the intended target of the sexual harassment;

However, under New York State Human Rights Law, sexual harassment need not be severe or pervasive to be unlawful, and can be any harassing conduct that consists of more than petty slights or trivial inconveniences. Rather, sexual harassment is unlawful when it subjects an individual to inferior terms, conditions, or privileges of employment.

Sexual harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, or verbal, nonverbal or physical aggression, intimidation or hostility that is based on actual or perceived gender and sexual stereotypes. Examples of sexual harassment can be found in the accompanying regulation.

Title IX

[The District shall appoint one or more Title IX Coordinators each year and provide the Title IX Coordinator's contact information in the regulation that accompanies this policy \(3422-R\).](#)

Title IX applies to situations in which the district exercises substantial control over both the respondent (i.e. the person accused of sexual harassment) and the context (e.g. the school setting,

a school field trip or an off-campus school event in the United States) in which the sexual harassment occurred.

Pursuant to Title IX Sexual Harassment is defined as:

- An employee of a district conditioning the provision of an aid, benefit or service on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct which a reasonable person would determine to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's educational program or activity; or
- Sexual assault, dating violence, domestic violence, and stalking as defined under the Clery Act and the Violence Against Women Act.

[The District does not discriminate on the basis of sex in the educational programs or activities that it operates. In addition, pursuant to Title IX the District is required to not discriminate on the basis of sex.](#)

#### **Sexual Harassment Prohibited**

The Board is committed to providing a working environment that promotes respect, dignity and equality and that is free from all forms of sexual harassment. To this end, the Board condemns and strictly prohibits all forms of sexual harassment on school grounds, school buses and at all school-sponsored activities, programs and events, including those that take place at locations outside the district, or outside the work setting if the harassment impacts the individual's employment in a way that violates their legal rights, including when employees and non-employees travel on district business, or when harassment is done by electronic means (including on social media). For employees, sexual harassment is considered a form of employee misconduct. Corrective action will be enforced against all those who engage in sexual harassment or retaliation, and against supervisory and managerial personnel who knowingly allow such behavior to continue.

Sexual harassment may subject the district to liability for harm done to targets. Harassers may also be individually subject to civil liability if sued in a court of law or criminal liability if prosecuted.

Under various state and federal laws, students, employees and non-employees have legal protections against sexual harassment in the school environment as described above. Those laws are listed in the references section. Additionally, local laws (e.g., county, city, town, village) may apply to the district. The district's Code of Conduct also addresses appropriate behavior in the school environment. Sexual harassment can occur between persons of all ages and genders.

In order for the Board to effectively enforce this policy and to take prompt corrective measures, it is essential that all targets of sexual harassment and persons with knowledge of sexual harassment report the harassment immediately. The district will promptly investigate all complaints of sexual harassment, either formal or informal, verbal or written. To the extent possible, all complaints will be treated in a confidential manner. Limited disclosure may be necessary to complete a thorough investigation. If the complainant reports that they feel unsafe at work due to the nature of the complaint, the district will determine if accommodations need to be made until the issue is resolved.

If, after appropriate investigation, the district finds that a person has violated this policy, prompt corrective action will be taken in accordance with the applicable collective bargaining agreement, contract, district policy and laws. Individual nondisclosure agreements may only be used as permitted by law, described in the accompanying regulation.

All complainants and those who participate in sexual harassment complaints or the investigation of a complaint of sexual harassment have the right to be free from retaliation of any kind, when they do so with a good faith belief that sexual harassment has occurred. Such prohibited retaliation can include, but is not limited to, discipline, discrimination, demotion, denial of privileges, or any action that would keep a person from coming forward to make or support a sexual harassment claim. Such actions need not be job-related, or occur in the workplace, to constitute unlawful retaliation.

The Superintendent of Schools is directed to develop and implement regulations for reporting, investigating and remedying allegations of sexual harassment. These regulations are to be attached to this policy. In addition, the Board directs that training programs be established for students, and annually for employees, to raise awareness of the issues surrounding sexual harassment and to implement preventative measures to help reduce incidents of sexual harassment. 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.



This policy, or a simplified version, will be posted in a prominent place in each district facility, on the district's website, and shall also be published in employee handbooks, and other appropriate school publications.

Ref: Education Amendments of 1972, Title IX, 20 U.S.C. §1681 *et seq.*; 34 CFR 106 *et seq.* Title VII of Civil Rights Act (1964), 42 U.S.C. §2000-e; 34 CFR §100 *et seq.*; Executive Law §296-d (prohibition of sexual harassment of employees and non-employees) Labor Law §201-g (required workplace sexual harassment policy and training) ;Civil Practice Law and Rules §§5003-b (nondisclosure agreements optional); 7515 (mandatory arbitration prohibited); General Obligations Law §5-336 (nondisclosure agreements optional) *Faragher v. City of Boca Raton*, 524 U.S. 775 (1998); *Burlington Industries v. Ellerth*, 524 U.S. 742 (1998); *Oncale v. Sundowner Offshore Services, Inc.*, 523 U.S. 75 (1998); *Meritor Savings Bank, FSB v. Vinson*, 477 U.S. 57 (1986)

### 11.05 Second Reading and Adoption of Policy 6120 Non-Discrimination and Equal Opportunity

*Recommended Action:* The Board of Education hereby adopts Policy 6120 as written

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee Osmond

Edits are from our attorney ~~2021~~2022 6120 Personnel NON-DISCRIMINATION AND EQUAL OPPORTUNITY

The Board of Education, its officers and employees, will not discriminate in its programs and activities on the basis of legally protected classes, such as, but not limited to: race (including traits historically associated with race, such as hair texture and protective hairstyles like braids, locks, and twists), color, national origin, creed, religion (including religious practices), marital status, sex (including pregnancy, childbirth, or related medical condition), gender identity and expression (i.e., actual or perceived gender-related identity, appearance, behavior, expression, or other gender-related characteristic regardless of the sex assigned to that person at birth, including but not limited to the status of being transgender), age, sexual orientation, disability (physical or mental), predisposing genetic characteristic, military work or status, domestic violence victim status, or use of a guide dog, hearing dog, or service dog, as applicable. The district will provide notice of this policy in accordance with federal and state law and regulation.

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

Specific protections for students under the Dignity for All Students Act are addressed in policy 7380, Dignity for All Students Act and Policy 3421 Sexual Harassment of Students

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

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

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

Nothing in this policy will be construed to prohibit a denial of admission into, or exclusion from, a course of instruction or activity based on a person's gender that would be

permissible under the law, or to prohibit, as discrimination based on disability, actions that would be permissible under the law.

#### Annual Notification

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

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

The Superintendent has been designated to handle inquiries regarding the district's non-discrimination policies. Contact information for the Superintendent is available on the district's website. Complaints of sexual harassment or discrimination are covered by policies 3421 and 3422.

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

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

Cross-ref: 3421 Sexual Harassment of Students; 3422 Sexual Harassment of Employees;  
7380 Dignity for All Students Act; 7550 Complaints and Grievances by Students  
3410 Code of Conduct; 6122 Complaints and Grievances by Employees

Ref: Age Discrimination in Employment Act of 1967 29 U.S.C. §§621 *et seq.*  
Americans with Disabilities Act, 42 U.S.C. §§12101 *et seq.*  
Title VI, Civil Rights Act of 1964, 42 U.S.C. §§2000d *et seq.* (nondiscrimination based on race, color, and national origin in federally assisted programs)  
Title VII, Civil Rights Act of 1964, 42 U.S.C. §§2000e *et seq.* (nondiscrimination based on race, color, and national origin in employment)  
Title IX, Education Amendments of 1972, 20 U.S.C. §§1681 *et seq.* (nondiscrimination based on sex)  
§504, Rehabilitation Act of 1973, 29 U.S.C. §794  
Individuals with Disabilities Education Law, 20 U.S.C. §§1400 *et seq.*  
Genetic Information Nondiscrimination Act of 2008 P.L.  
110-233 34 C.F.R. §§ 100.6; 104.8; 106.9; 110.25  
Executive Law §§290 *et seq.* (New York State Human Rights Law) Education Law §§10-18 (The Dignity for All Students Act) Education Law §§313(3); 3201; 3201-a  
ADA Best Practices Tool Kit for State and Local Governments, Website Accessibility Under Title II of the ADA (see Chapter 5 and Chapter 5 Addendum checklist),  
[www.ada.gov/pcatoolkit/toolkitmain.htm](http://www.ada.gov/pcatoolkit/toolkitmain.htm)

#### 11.06 Second Reading and Adoption of Policy 6122 Complaints and Grievances by Employees

*Recommended Action:* The Board of Education hereby adopts Policy 6122 as written

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee Osmond

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~~ ~~recommend and the Board shall appoint a~~ specific District employees to serve as the Title IX/~~Title VI~~/~~Title VII~~ and /Section 504/ADA Coordinator; s 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

- 11.07 Second Reading and Adoption of Policy 7310 School Conduct and Discipline  
*Recommended Action:* The Board of Education hereby adopts Policy 7310 as written  
Motioned: Trustee DeJesus  
Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Osmond

Edits are from our attorney ~~2002-2022~~ 7310 Students SCHOOL CONDUCT AND DISCIPLINE

The Board of Education acknowledges its responsibility to protect the educational climate of the District and to promote responsible student behavior. Accordingly, the Board delegates to the Superintendent the responsibility for assuring the implementation of a *Code of Conduct for the Maintenance of Order on School Property*, including school functions, which shall govern the conduct of students as well as teachers, other school personnel, and visitors. The Board shall further provide for the enforcement of such Code of Conduct. The District Code of Conduct shall be developed in collaboration with student, teacher, administrator, and parent organizations, school safety personnel and other personnel and shall incorporate, at a minimum, those components addressed in law and enumerated in Policy #3410 -- *Code of Conduct on School Property*. Specific components may vary as appropriate to student age, building levels, and educational needs.

In accordance with the *Code of Conduct on School Property*, areas addressing student conduct and behavior will further utilize the following strategies in promoting acceptable student behavior:

- a. A bill of rights and responsibilities of students that focuses upon positive student behavior, and is publicized and explained to all students on an annual basis;
- b. A Code of Conduct for student behavior setting forth prohibited student conduct and the range of penalties that may be imposed for violation of such Code, that is publicized and disseminated to all students and parents/guardians on an annual basis pursuant to law;
- c. Strategies and procedures for the maintenance and enforcement of public order on school property that shall govern the conduct of all persons on school premises, in accordance with Section 2801 of the Education Law and accepted principles of due process of law;
- d. Procedures within each building to involve student service personnel, administrators, teachers, parents/guardians and students in the early identification and resolution of discipline problems. For students identified as having disabilities, procedures are included for determining when a student's conduct shall constitute a reason for referral to the Committee on Special Education for review and modification, if appropriate, of the student's individualized education program;
- e. Alternative educational programs appropriate to individual student needs;
- f. Disciplinary measures for violation of the school policies developed in accordance with subparagraphs b) and c) of this paragraph. Such measures shall be appropriate to the seriousness of the offense and, where applicable, to the previous disciplinary record of the student. Any suspension from attendance upon instruction may be imposed only in accordance with Education Law Section 3214 ; and
- g. Guidelines and programs for in-service education for all District staff to ensure effective implementation of school policy on school conduct and discipline.

Education Law Sections 2801 and 3214 8 New York Code of Rules and Regulations (NYCRR) Section 100.2(l)(2) NOTE: Refer also to Policy #3410 -- Code of Conduct on School Property

#### 11.08 Second Reading and Adoption of Policy 7380 Dignity for All Students Act

*Recommended Action:* The Board of Education hereby adopts Policy 7380 as written

Motioned: Trustee DeJesus

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee Osmond

Edits are from our attorney ~~2014-2022~~ 7380 Students DIGNITY FOR ALL STUDENTS ACT (DASA)

The Board of Education recognizes that learning environments that are safe and supportive can increase student attendance and improve academic achievement. A student's ability to learn

and achieve high academic standards, and a school's ability to educate students, is compromised by incidents of discrimination or harassment, including but not limited to bullying, taunting and intimidation. Therefore, in accordance with the Dignity for All Students Act the District will strive to create an environment free of bullying, discrimination and/or harassment and will foster civility in the schools to prevent and prohibit conduct which is inconsistent with the District's educational mission.

For purposes of this policy, the term "bullying" among children is defined, in general, as: "a variety of negative acts carried out repeatedly over time. It involves a real or perceived imbalance of power, with a more powerful child or group attacking those who are less powerful." Bullying can take three forms:

- a. Physical (including, but not limited to, hitting, kicking, spitting, pushing, taking personal belongings);
- b. Verbal (including, but not limited to, taunting, malicious teasing, name calling, making threats); and
- c. Psychological (including, but not limited to, spreading rumors; manipulating social relationships; or engaging in social exclusion, extortion, or intimidation).

### **Cyberbullying Behavior**

As with other forms of bullying, cyberbullying is an attempt to display power and control over someone perceived as weaker. Cyberbullying involving District students may occur both on campus and off school grounds and may involve student use of the District Internet system or student use of personal digital devices while at school, such as cell phones, digital cameras, and personal computers to engage in bullying. Since cyberbullying is a form of bullying, the term "bullying" as used in this policy will implicitly include cyberbullying even if it is not explicitly stated.

The District prohibits all forms of bullying, discrimination and/or harassment of students based on actual or perceived characteristic. This includes, but is not limited to race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex by school employees or students on school property and at school-sponsored activities and events that take place at locations off school property. In addition, any act of bullying, discrimination and/or harassment, outside of school sponsored events, which can reasonably be expected to materially and substantially disrupt the education process may be subject to discipline.

### **Dignity Act Coordinator**

At least one (1) employee at every school shall be designated as the Dignity Act Coordinator(s). The Dignity Act Coordinators will be thoroughly trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (identity or expression) and sex. The Board of Education shall appoint Dignity Act Coordinators who are employed by the District and are licensed and/or certified as a classroom teacher, school counselor, psychologist, nurse, social worker, administrator/ supervisor or Superintendent of Schools. The District will share the name(s) and contact information of the Dignity Act Coordinators with all school personnel, students, and parents/persons in parental relation, which shall include, but is not limited to, providing the name, designated school and contact information by:

- a. Listing such information in the Code of Conduct and updates posted on the Internet website, if available;
- b. Posting such information in highly visible areas of school buildings;
- c. Making such information available at the district and school-level administrative offices; and
- d. Either: including such information in the plain language summary of the Code of Conduct in the student handbook provided to all persons in parental relation to students before the beginning of each school year; or
- e. Providing such information to parents and persons of parental relation in at least one district or school mailing or other method of distribution including, but not limited to, sending such information home with each student and, if such information changes, in at least one subsequent district or school mailing or other such method of distribution as soon as practicable thereafter.

If a Dignity Act Coordinator vacates their position, another school employee shall immediately be designated for an interim appointment as Coordinator, pending approval from the Board of Education, within thirty (30) days of the date the position was vacated. In the event a Coordinator is unable to perform the duties of the position for an extended period of time, another school employee shall immediately be designated for an interim appointment as Coordinator, pending return of the previous Coordinator to the position. The District must provide the change in information to parents or persons in parental relation as soon as practicable. The change in name and/or contact information of the Dignity Act Coordinator will not constitute a revision to the *Code of Conduct* so as to require a public hearing.

**Training and Awareness**

The District shall establish guidelines for training which shall be approved by the Board of Education. Training will be provided each school year for all District employees in conjunction with existing professional development training to raise staff awareness and sensitivity of bullying, discrimination and/or harassment directed at students that are committed by students or school employees on school property, at a school function, or off school property when the actions create or would foreseeably create a risk of substantial disruption within the school environment or where it is foreseeable that the conduct might reach school property.

Training will include ways to promote a supportive school environment that is free from bullying, discrimination and/or harassment. Training shall:

- a. Raise awareness and sensitivity;
- b. Address social patterns and the effects on students;
- c. Inform employees on the identification and mitigation of such acts;
- d. Provide strategies for effectively addressing problems of exclusion, bias and aggression;
- e. Include safe and supportive school climate concepts in curriculum and classroom management; and
- f. Ensure the effective implementation of school policy on conduct and discipline.

Instruction in grades Kindergarten through 12 shall include a component on civility, citizenship and character education. Such component shall instruct students on the principles of honesty, tolerance, personal responsibility, respect for others, observance of laws and rules, courtesy, dignity and other traits which will enhance the quality of their experiences in, and contributions to, the community. For the purposes of this policy, "tolerance," "respect for others" and "dignity" shall include awareness and sensitivity to bullying, discrimination and/or harassment and civility in the relations of people of different races, weights, national origins, ethnic groups, religions, religious practices, mental or physical abilities, sexual orientations, genders and sexes. Such component must also include instruction on the safe and responsible use of the Internet and electronic communications.

Rules against bullying, discrimination and/or harassment will be included in the *Code of Conduct*, publicized District-wide and disseminated to all staff and parents. Any amendments to the Code will be disseminated as soon as practicable following their adoption. New teachers shall be provided a complete copy of the current Code upon their employment. An age appropriate summary shall be distributed to all students at a school assembly at the beginning of each school year.

**Reports and Investigations of Bullying, Discrimination and/or Harassment**

The District will investigate all complaints of bullying, discrimination and/or harassment, either formal or informal, and take prompt corrective measures, as necessary. School employees who witness or receive a report (oral or written) of harassment, bullying and/or discrimination must orally notify the Superintendent, Principal, or their designee *no later than one (1) school day* after witnessing or receiving a report of such incident. The employee must then file a written report *within two (2) school days* after making the oral report. If, after an appropriate investigation, the District finds that this policy has been violated, corrective action will be taken in accordance with District policies and regulations, the *Code of Conduct*, and all appropriate federal or state laws. The Superintendent, Principal or their designee shall notify the appropriate local law enforcement agency when it is believed that any harassment, bullying and/or discrimination constitute criminal conduct.

The District will annually report material incidents of bullying, discrimination and/or harassment which occurred during the school year to the State Education Department. Such report shall be submitted in a manner prescribed by the Commissioner, on or before the basic educational data system (BEDS) reporting deadline or such other date as determined by the Commissioner. SED has developed a form for gathering data titled, "Reports of Incidents Concerning School Safety and the Educational Climate" which can be found on the NYSED website.

The Principal of each primary and secondary school shall provide a regular report (at least once during each school year) on data and trends related to harassment, bullying and/or discrimination to the Superintendent and in a manner prescribed by, as applicable, the district, BOCES or charter school. There is no need for schools or districts to submit this report to the State Education Department.

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

Any person who has reasonable cause to suspect that a student has been subjected to bullying, discrimination and/or harassment by an employee or student, on school grounds or at a school function, who acts reasonably and in good faith and reports such information to school

officials or law enforcement authorities, shall have immunity from any civil liability that may arise from making such report. The Board prohibits any retaliatory behavior directed at complainants, victims, witnesses and/or any other individuals who participated in the investigation of a complaint of bullying, discrimination and/or harassment.  
 Education Law Sections 10-18, 801-a, 2801 and 3214; 8 NYCRR Section 100.2

**11.09 Second Reading and Adoption of Policy 7550 Complaints and Grievances by Students**

*Recommended Action:* The Board of Education hereby adopts Policy 7550 as written  
 Motioned: Trustee Bishop  
 Seconded: Trustee Storey  
 Result: Unanimous  
 Yea: Trustee Salem, Trustee Sherry, Trustee Bishop, Trustee Storey, Trustee DeJesus  
 Not Present: Trustee Osmond

Edits are from our attorney **2014-2022** 7550 Students **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.; 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.; 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.

Executive Law Section 290 et seq.

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

**12. Consent Agenda**

12.01 Approve Consent Agenda (proposed 7:25)

*Recommended Action:* The Board hereby approves item numbers 12.02-12.09

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Osmond

12.02 Personnel Agenda

**EXTRA DUTY STIPENDS:**

NAME	POSITION	EFFECTIVE DATE	AMOUNT
Keenan, Bryan	Regents Prep (Chemistry)	04/19/22	\$2,054.00

The following named NON-INSTRUCTIONAL personnel have served a probationary status and are recommended to a PERMANENT STATUS consistent with the applicable laws and regulations of the State of New York:

NAME	POSITION	PROBATIONARY DATE	PERMANENT DATE
Hilty, Anna Lisa	Bus Attendant	05/03/21	05/03/22

**RESIGNATION: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Taylor, Kristy	Substitute Nurse	04/05/22	Personal

**LEAVE OF ABSENCES: INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE	REASON
1872*	04/19/22 – 06/30/22	Sick Paid-Leave
4027*	09/08/22 – 09/16/22	FMLA-paid
4027*	09/19/22 – 01/02/23	FMLA-unpaid

\*pending medical documentation\*

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Gladding, Robert	Teacher (certified)	\$125.00/day

12.03 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, #4/22, Confidential, as reviewed by Trustee Storey

12.04 Approve Cooperative Bidding with BOCES

*Recommended Action:* WHEREAS it is the desire of the participating school districts of the Board of Cooperative Educational Services, Ulster County, adopting this resolution to jointly request bids for certain commodities to be determined by the Superintendent of this school district from time to time for the 2022-23 school year, NOW, therefore, be it RESOLVED that the Onteora School District hereby agrees to participate with other school districts of the Board of Cooperative Educational Services, Ulster County, New York, in the joint bidding of commodities to be requested by the school district Purchasing Agent and approved by the Superintendent; and be it further RESOLVED that the specifications as prepared by a Committee of participating



school districts and presented to this Board of Education will be used and that this Board, if it desires to purchase these commodities agrees to purchase said commodities at the lowest bid price recommended by the Committee of the joint school districts; provided, however, that each participating Board of Education in exercising its legal responsibilities, has the right to reject and/or modify the recommendation of the Committee in the awarding of the bid; and be it further RESOLVED that the invitation to bid will be advertised by BOCES in the Kingston Daily Freeman, the Middletown Times Herald Record and the Poughkeepsie Journal in accordance with the provisions of Section 103 of the General Municipal Law.

#### 12.05 Surplus Books

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District declare the attached list of textbooks, teacher manuals, and library books at the Phoenicia Elementary School as surplus and authorizes the sale or disposal of the books.

#### 12.06 Budget transfer for NYS Unemployment Insurance Billing

*Recommended Action:* The Superintendent recommends the transfer of funds from the Unemployment Reserve to the Unemployment Insurance budget code to pay for NYS Unemployment Insurance billing. This expense is not budgeted in the general fund due to the existence of the reserve funds designated for this purpose.  
Transfer Amount From Reserve Description To Budget Code Description  
\$3,313.03 A815 Unemployment Reserve A9050.800-10 Unemployment Insurance

#### 12.07 Approve Revised Health & Wellness Contract for Rondout School District

*Recommended Action:* \*REVISED\* BE IT RESOLVED, that the Board of Education of the Rondout Valley Central School District establishes the corrected rate of \$1,554.06 per pupil for the school year 2021-2022 for Health Services provided for Onteora resident pupils attending nonpublic schools in the Rondout Valley Central School District.

BE IT FURTHER RESOLVED, that the Board President and Clerk of the Board of Education be authorized to sign contracts for health services for the 2021-2022 school year.

#### 12.08 Approve Contract with Ulster County Board of Elections

*Recommended Action:* The Board of Education hereby approves the Polling Agreement with Ulster County Board of Elections for the 2022 Vote & Election.

#### 12.09 Revised Resolution for Bennett HVAC Project

*Recommended Action:* The Board of Education of the Onteora Central School District approves the scope of the Bennett HVAC, which may include HVAC work in the building, replacing an in-ground fuel tank, and preparing a pad for a future generator. The Board further authorizes the use of American Rescue Plan *and the Coronavirus Response and Relief Supplemental Act* allocations to fund this project. [italics is the revision]

### 13. Committee Reports

#### 13.01 Facilities Committee: Trustee Storey to Report

- Last required walk through at Phoenicia School building discussed “what they wanted to do” was hoping for this summer but will now be 2023

13.02 Communications Committee - Trustee Salem to report

- Trustee Bishop and Trustee Salem will begin creating surveys to survey people on their communication habits- looking to improve as a whole

**14. Old Business**

14.01 The Board will discuss Old Business  
No Old Business was discussed

**15. New Business**

15.01 The Board will discuss New Business

- Trustee Storey discussed wanting to go to a conference- interested in going to the Rural School Conference- requested that that be voting on the next agenda
- Trustee Sherry asked a question about Spirit Day- concerned with transportation with spirit day being on Saturday
  - Would like to brain storm finding transportation on that day for students that are unable to have parents transport.
- Dr. Bill will contact all stakeholders to contribute to a list of priorities for the transition of superintendent- more to come

**16. Request For Information**

16.01 Board members will request information of the Superintendent

- Recess Policy to be discussed when Trustee Osmond is present at the future board meeting

**17. Adjournment**

17.01 Adjourn Meeting (proposed 7:40) Next meeting is May 3, 2022 at the Woodstock School for the Budget Hearing

*Recommended Action:*

Motion to adjourn at 6:50

Motioned: Trustee Storey

Seconded: Trustee DeJesus

Result: Unanimous

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

Not Present: Trustee Osmond

Minutes Recorded by Amanda Gates,  
Clerk Pro Tem

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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:00 p.m.

**TUESDAY, MAY 3, 2022**

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 Storey, Trustee Bishop

Not Present: Trustee Osmond, Trustee DeJesus

### 2. Acceptance of Minutes

2.01 Acceptance of Minutes

Recommended Action: The Board of Education hereby accepts minutes of the April 19, 2022, April 20, 2022, April 26, 2022, April 27, 2022

Motioned: Trustee Sherry

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee DeJesus

Now Present:

Trustee Osmond arrived at 6:05

### 3. Budget Hearing

3.01 The Board President will open the Hearing on the Budget

Trustee Salem opened the Budget Hearing at 6:06

3.02 Interim Assistant Superintendent for Business, Dr. Don Gottlieb will present the Budget Hearing (proposed 6:05 duration 20 min)

Meeting

- See the attached Budget Presentation for detailed descriptions
- Proposed Budget increase of 2.05% for the 2022-2023 school year
  - Proposed Budget \$59,991,639
- Additional Proposition for Capital Project
  - To expend up to \$675,000 from the Capital Reserve to fund repairs at Phoenicia and Woodstock Elementary Schools. (replace exterior doors, side walk ramps, entrance steps)
- Proposed Levy increase of 1.19% for the 2022-2023 school year
  - Proposed Levy \$46,101,388
- Potential additional Capital Projects included in Budget
- Contingency Budget if 2022-2023 Budget did not pass
- What is on the Ballot:
  - Proposition #1 - \$59,991,639 Expenditure Budget
  - Proposition #2 – allow the District to expend up to \$675,000 from the Capital Funds to replace deteriorating asbestos floor tiles throughout the

District Voting for 3 Open Board Seats- 5 people vying for 3 open seats, 2 seats for 3- year terms starting July 1, 2022 and 1 seat for 1 year and 6 weeks starting May 17, 2022

- Voting will take place on May 17, 2022 from 2pm-9pm- voting will take place at elementary schools, Bennett, Phoenicia and Woodstock-
  - Registered voters can vote at any location
- Public asked for a detailed equipment breakdown if Budget doesn't pass (what would be taken away) Dr. Gottlieb answered what kind of equipment the school needs and general maintenance of equipment, and how not having funds would affect the students
- Dr. Gottlieb also discussed the Tax Levy in detail and the Equalization Rate

3.03 The Board president will close the hearing on the Budget  
Trustee Salem closed the Budget Hearing at 6:25

#### 4. Welcome

4.01 Woodstock School Principal, Scott Richards will welcome the Board

- Students have upcoming fields trips
- After school programs- Recreation Program
- PTA yard sale May 14, 2022
- 3<sup>rd</sup> graders will be going to Bennett. School for orientation this month
- Instructional Updates
  - Professional Development is ongoing with Teachers
  - Morningside training almost finished- 2 more sessions
- Poetry "Slam" 2022
  - Every teacher and every student were able to read a poem, 98% of children read- Mr. Richards shared a 60 sec video of some of the students work

Discussion:

Trustee Salem will forward Bennet Ratcliff's information to Mr. Richards and Woodstock PTA President regarding Tree Law in the town of Woodstock

#### 5. Student Representative Report

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

- Upcoming events that are happening in the High School are on the website
- Also working on Outdoor Initiative Education for students

#### 6. Superintendent News

6.01 The Superintendent will report on District News

- May 10, 2022, 6:00pm -Bennett School. will hold Elementary Parent Workshop on SEL
  - April 21, 2022 was SEL Workshop in the Middle School/High School
- COVID update: no new positive cases today
- Free home COVID tests are available
- Math assessments grades 3-8, Districtwide 74% participation rate, highest at Elementary Grades
- PE/Athletics- changed Spirit Day to May 9th-13th Spirit Week, details posted on Onteora website. 2 of the days will have after school activities

- 13 of our High School students –have received their Biliteracy Seal (high level of proficiency in English and at least one other World Language)
- 9<sup>th</sup> Grade had RYANS presentations (Raising Youth Awareness About Narcotics)
- Discussed year end events
  - May 6, 2022 Senior Prom
  - May 6, 2022 Middle School Dance
  - May 18, 2022 Spring Concert
  - May 23, 2022 High School Spring Concert
  - This week is Teacher Appreciate Week (May 2, 2022 – May 6, 2022)

## 7. Board District News

7.01 The Board will report District News (proposed 6:30)

- Trustee Osmond reported she will be resigning after 14 years, effective May 18, 2022 due to changes in professional/personal life

## 8. Acknowledge Public Be Heard Comments

8.01 The Board will acknowledge the public be heard comments from the last meeting  
Lindsay Shands

## 9. Public and Student Comment

9.01 Public and Students may comment on any agenda or non-agenda item (proposed 6:35)

- Lindsay Shands spoke- PTA co-hosting Meet the Candidates Night on May 11, 2022 between 6:00pm-7:30pm in the High School, get to know candidates running for the School Board chairs.

## 10. Discussion and Possible Action

10.01 Approve 2022-2023 School Calendar

Recommended Action: The Board of Education hereby approves the School Calendar for the 2022-2023 School Year, as attached

Motioned: Trustee Osmond

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

10.02 Approve the "Sell-out" of Vacation Days for an Employee

Recommended Action: The Board of Education hereby approved that Deb D'Aprile be allowed to "sell-out" up 16 vacation days prior to June 30, 2022

Motioned: Trustee Bishop

Seconded: Trustee Salem

Result: Unanimous

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

Not Present: Trustee DeJesus

10.03 Approve the Board of Registration

Recommended Action: The Board of Education hereby approves the Board of Registration for the 2022-2023 Budget Vote and Trustee Election on May 17, 2022 and agrees to pay the Chief Registrars \$10 more than approved at the Reorganizational Meeting.

Motioned: Trustee Storey

- Qualified Chief Registrars are needed to help with questions etc. during the vote and election as the District is so large

Seconded: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee DeJesus

#### 10.04 Approve Corrective Action Plan

Recommended Action: The Board of Education hereby approves the Corrective Action Plan as attached

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

#### 10.05 Approve Overnight Trip

Recommended Action: The Board of Education hereby approves the Science of Survival Club to attend an overnight field trip at the Ashokan Center on May 6 - 8, 2022

Motioned: Trustee Osmond

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

#### 10.06 Approve the "Sell-out" of Vacation Days for the Superintendent

Recommended Action: Be it hereby resolved to revise the contract for Marystephanie Corsones, Interim Superintendent of Schools to buy out 9 "days off with pay" at her daily rate.

Motioned: Trustee Bishop

Seconded: Trustee Storey

- Trustee Storey asked a question why the Recommended Action didn't say "up to" – Trustee Salem clarified Marystephanie Corsones is unable to take more than 9 days. It was also mentioned that in her position she is unable to use all of her days prior to departing from the District due her presence being needed

Result: Unanimous

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

Not Present: Trustee DeJesus

**11. Consent Agenda**

11.01 Approve Consent Agenda (proposed 7:00)

Recommended Action: The Board hereby approves item numbers 11.02-11.05

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

11.02 Personnel Agenda

**EXTRA DUTY STIPENDS:**

NAME	POSITION	EFFECTIVE DATE	AMOUNT
Bucher, Donald	Regents Prep (Earth Science)	04/26/22	\$2,054.00

**TEMPORARY APPOINTMENT: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	RATE	REMARKS
Brown, Jillian	Psychologist	07/01/22 – 08/31/22	\$45/hr	Extended School Year: Special Ed.
Silver, Lauren	Summer School Teaching Assistant	07/11/22 – 08/05/22	On step	Summer Academy

**RESIGNATION: INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Chartrand, Louis	Technology Teacher/Middle	06/30/22	Retirement
Corsones, Marystephanie	Superintendent of Schools	Close of business day 06/05/22	Resignation
Quick, Tracy	Teaching Assistant/Phoenicia	06/30/22	Retirement

**RESIGNATION: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Amster, Fern	Secretary to the Superintendent /District Clerk	06/04/22	Retirement

**LEAVE OF ABSENCES: INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE	REASON
4132	approximate dates* 09/28/22 – 11/18/22*	FMLA-paid
4132	11/21/22 – 01/02/23*	FMLA-unpaid

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Guerin, Tracy	Teacher (uncertified)	\$90.00/day

11.03 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, #5/22, Confidential, as reviewed by Trustee DeJesus

- Trustee Salem reported that he heard from Trustee DeJesus and the Schedule U is in order.

#### 11.04 Warrants

Recommended Action: The Board of Education has reviewed and hereby accepts Warrants Schedule 10

#### 11.05 Revise Resolution

Recommended Action: The Board of Education of the Onteora Central School District approves the scope of the Jr/Sr High School classroom renovations project. The Board further authorizes the use of American Rescue Plan and the Coronavirus Response and Relief Supplemental Act allocations to fund this project.

[Added Coronavirus Response and Relief Supplemental Act]

## 12. Committee Reports

#### 12.01 Communications Committee - Trustee Salem to report

- Trustee Bishop and Trustee Salem began crafting the communication survey
  - Trustee Salem will send a link to the draft of it to all trustees to review the survey
  - Survey to be put on next agenda to discuss (May 17, 2022)
  - Future check in's with community

#### 12.02 Facilities Committee – Trustee Storey to report

- Facilities Committee met today, May 3, 2022 at the High School – discussed projects
  - Bennett HVAC Gym Project will be delayed and cannot be completed this summer
  - Middle/High School bathroom, cafeteria projects, no SED approval yet – to be sent out to BID this month
  - BBL noted huge increase in materials, inflation in products potentially through 2024
  - Project delays by SED- Onteora submitted intent letter for projects in December 2021
  - All projects need to be done during summer due to asbestos abatement and noise

#### Discussion:

- Trustee Salem reports Woodstock trails/bridge to be put on Facilities Committee radar to discuss repairs/updates
  - Trustee Sherry also added as a reminder to discuss adding an awning on MS/HS loading dock building
- Superintendent Corsones thanked Kyle Harjes, Director of Facilities for laying stones by picnic tables for drainage to eliminant walking in the mud
- Trustee Salem asked for an update with the safety of the bleachers



**13. Old Business**

## 13.01 The Board will discuss Old Business

- Trustee Storey asked for a follow up with the Rural Schools Conference- District Clerk announced the Reorganization Meeting ok's any board member to go to a conference without prior discussion- District Clerk to confirm that this was passed at the July 2021 Reorganization Meeting

**14. New Business**

## 14.01 The Board will discuss New Business

- Trustee Bishop recently attended a Superintendent 's Evaluation Training through NYSBAA, discussed information with Board Colleagues and potential candidate Trustees running for the Board.
  - Suggested having someone from NYSBAA or some organization to come and work with the Board over the summer
  - Trustee Bishop believes Superintendent Evaluations start right away in September
  - District Clerk mentioned Supereval Workshop would come work with District- this is a requirement to evaluate the Superintendent
- Trustee Sherry asked if Superintendent Corsones can discuss The Code of Conduct this at the next board meeting

**15. Request for Information**

## 15.01 Board members will request information of the Superintendent

- Trustee Bishop asked for a report on how the Special Education Programing Initiate is going in the Middle School for the school improvement plan and how the students are doing. Also, would like to know how the teachers are feeling about it and the progression for next year.

**16. Enter Executive Session and Adjournment**

## 16.01 Enter Executive Session (proposed 7:20)

Recommended Action: Motion to enter into executive session to the Employment history of a particular employee

Motioned: Trustee Storey

Seconded: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee DeJesus

## 16.02 Exit executive session and Adjourn

Recommended Action: Motion to exit executive session and adjourn at 8:00

Motioned: Trustee Storey

Seconded: Trustee Salem

Result: Unanimous

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

Not Present: Trustee DeJesus

Minutes Recorded by Fern Amster,  
District Clerk

A handwritten signature in cursive script that reads "Fern Amster".

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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

6:30 p.m.

**MONDAY, MAY 16, 2022**

TELECONFERENCING

## MINUTES

### 1. Opening Items

1.01 Call to Order 6:30

1.02 Tobacco Policy Statement- no smoking within 100' of any school building

*Recommended Action:* In the absence of the District Clerk, the Board of Education hereby appoints Trustee Storey as Clerk Pro Tem

Motioned: Trustee Bishop

Second: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee DeJesus

1.04 Roll Call

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

Not Present: Trustee DeJesus

### 2. Action Items

2.01 Enter executive session

*Recommended Action:* Motion to enter into executive session discuss ONTEA negotiations

Motioned: Trustee Bishop

Second: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

Now Present: Trustee DeJesus arrived at 6:45pm

2.02 Exit Executive Session and Adjourn

*Recommended Action:* Motion to exit executive session and adjourn at 7:45

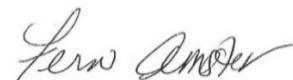
Motioned: Trustee Storey

Second: Trustee Osmond

Result: Unanimous

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

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

7:00 p.m.

**Tuesday, MAY 17, 2022**

Middle/High School

## MINUTES

### 1. Opening Items

- 1.01 Call to Order 7:00 pm
- 1.02 Tobacco Policy Statement
- 1.03 Pledge of Allegiance
- 1.04 Roll Call

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

Not Present: Trustee Osmond, Trustee DeJesus

### 2. Acceptance of Minutes

#### 2.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby approves the minutes of the May 3, 2022 Board of Education meeting

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee Osmond, Trustee DeJesus

Now Present:

Trustee Osmond arrived at 7:09pm

### 3. Presentations

3.01 John Reimer, Director of Technology, will present on Cyber Security and the Smart Schools Bond (proposed 7:05 duration 30 min)

- Cyber Security
- What is Cyber Security –the application of technologies, processes and controls to protect systems, networks, programs, devices and data from cyber attacks
- Types Cyber threats
  - Malware
  - Backdoors
  - Formjacking
  - Email phishing
  - DDoS (distributed denial-of-service) attacks
  - DNS (domain name system) poisoning attacks
- Cybersecurity in Education
  - Schools are MOST Lucrative Targets for Ransomware
- Second firewall put in place to protect, reports ran each day
  - John Reimer took away admin account rights
  - Next year – monitoring service through Mid-Hudson Regional Information Center- constant view on our Network as protection

- Business Office Personnel Multi- Factor authentication being implemented by Sept 2022
- Emailing filtering completed daily
- Confidential data stored internally and remotely
  - Vulnerability-The user
- Smart Schools Bonds
  - Proposed phase I- Physical Security
    - \$428,780
    - Video Surveillance – completed
    - Access Controls and Safety Devices
  - Proposed Phase II – Classroom Technology
    - \$441,777
    - Teacher Devices
    - Interactive Displays
    - Classroom Sound
- New High-Quality Cameras
- Blue colored strobes by all external entrances to indicate lockdowns
- Card Readers at all external doors for employee access
- Remote lockdown capabilities from mobile devices
- Administrators have access to building maps within System Galaxy to check door status (Open/Closed)
- No live feed to be watched and no audio being recorded at any point
- Doors are checked by Administrators only when there is an issue, otherwise door checks are completed by hall monitors
- Officer Sharon could have access to lock building down in an Emergency with Superintendents approval
- Local first responders can get in the building using their keys- will override lock down
- Director of Facilities working on getting signs to inform public/staff of what the blue colored strobe lights mean during a lockdown
- Video data holds for at least 2 weeks, not backed up anywhere else
- Superintendent is the individual who requests for video access for a specific incident, date and time- Request then given to John Reimer
- External cameras record constantly, interior cameras recording during motion

3.02 Ryan Naccarato, Director of Athletics, PE, and Health, will present an Overview of Athletics (proposed 7:35 duration 20 min)

- Onteora Athletics: Who We Are
  - Provide students with opportunities to participate in educational-based athletics
  - Teach Skills, promote student development, enrich student lives through positive experiences
- Where We're Going
  - Continue to provide opportunities that enrich and support the needs and goals of our students
  - Lead by example

- Create a sense of community and belonging within the Athletic Department and the district
- Potential Challenges
  - Increasing participation numbers
- Possible Solutions
  - Continue to promote sports and increase excitement and engagement
  - Communication
- Student-Athlete Development
  - Support student-athletes physical, mental and social well-being
  - Teaching life skills
- Growth for Coaches
- Discussion: potential survey to pinpoint why students are hesitant to join sports

3.03 Stephanie Laffin, Assistant Superintendent for Curriculum and Instruction, will present the Technology Plan (proposed 7:55 duration 20 min)

- Technology Plan- submit to SED for approval 2022-2025-year range
- Timeline
  - Oct. Ulster BOCES County-Wide workgroup for clarification and planning
  - Dec-Jan. Collect data and write partial draft
  - Feb-April Tech Plan Committee meeting to provide feedback on partial draft, create stakeholder survey, review survey, identify goals, and review final draft
  - May Presentation to BOE
  - June Submission to NYSED
- Team Process
  - Reflected upon and evaluated the goals from the 2018-2021 plan
  - Technology Survey – 464 responses
    - 58.6% students
    - 29.3% parents/family members
    - 12.1% faculty/staff
  - Data Review and develop new goals for the 2022-2025 plan
  - Identify funding sources
  - Finalize plan
- District goals required to be aligned with NYSED Technology Goals
  - Goal 1 – Provide technology enhanced, culturally-and linguistically responsive learning environments to support improved teaching and learning
  - Goal 2- Increase equitable access to high-quality digital resources and standards-based, technology-rich learning experiences
  - Goal 3 – Provide access to relevant and rigorous professional development to ensure educators and leaders are proficient in the integration of learning technologies

- Next Steps
  - Think systematically about integration of District goals and plans
  - Regular meetings of Technology Committee

#### 4. Discussion & Possible Action

##### 4.01 Scholarship Donations

*Recommended Action:* The Superintendent recommends acceptance of donations totaling \$8,212.50 CASH, from various donors as scholarship awards for the graduating class.

The Superintendent recommends approval of the following donations:

\$400.00 West Hurley Fire Department  
\$300.00 Deborah & Richard Heppner  
\$100.00 Construction Materials Marketing, Inc.  
\$50.00 Sharon McKnight  
\$250.00 Wadler Bros Inc.  
\$200.00 Ward & Jane Todd  
\$3,000.00 Fidelity Charitable Quandra Family  
\$31.25 Gabriel Buono  
\$31.25 Liz Fallo  
\$31.25 Amanda Allison  
\$31.25 Carol Grima  
\$31.25 Dieter Schimmelpfennig  
\$31.25 Kyle Harjes  
\$31.25 Christine Downs  
\$31.25 Jennifer O'Connor  
\$31.25 Linda Sella  
\$31.25 Stephanie Laffin  
\$31.25 Ryan Naccarato  
\$31.25 Lance Edelman  
\$31.25 John Reimer  
\$31.25 Marystephanie Corsones  
\$200.00 Olive Senior Citizens  
\$500.00 Robin & Audrey Hunter  
\$100.00 Amanda Vanburen  
\$100.00 Bridget Allison  
\$600.00 C.A.R.E. for OCS  
\$1,000.00 Imagine Onteora  
\$425.00 Margaret Haug  
\$300.00 DECA  
\$50.00 Marianne Adler  
\$200.00 Scott Via

Motioned: Trustee Sherry

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

4.02 Change Substitute Food Service Worker Rate

*Recommended Action:* The Board of Education hereby approves the increase for Substitute Food Service Workers from the Reorganizational meeting from \$14.00/hour to \$15.00/hour

A. Substitute Support Staff rates	-Teaching Assistant- CERTIFIED- \$95.80/day
	-Teaching Assistant- UNCERTIFIED- \$85.80/day
	-Monitor- \$85.80/day
	-Custodial- \$15.00/hour
	-Clerical- \$15.00/hour
	-Food Service- <del>\$14.00/hour</del> \$15.00/hour
	-Bus Driver- \$15.00/hour

Motioned: Trustee Storey

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

4.03 Review the Code of Conduct (proposed 8:35)

- The Board reviewed the Code of Conduct and will have further discussion

4.04 Review NYSSBA Resolution Kit (proposed 8:50 duration 10 min)

- The Board reviewed the NYSSBA Resolution Kit and will have further discussion

5. Independent Contractor Retainer

5.01 Approve all ICRs (proposed 9:00)

*Recommended Action:* The Board of Education hereby approves items 5.02 - 5.04

Motioned: Trustee Bishop

Seconded: Trustee Osmond

Result: Unanimous

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

Not Present: Trustee DeJesus

5.02 ICR-Savatgy

*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 Matthew Savatgy retained as Bennett Earth Day Coordinator effective 5/18/22 to 6/10/22 at a maximum fee of \$1,000.00 and authorizes the Superintendent to sign such an agreement.

5.03 ICR- Zuffante



*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 Paula Zuffante, PhD retained as Neuropsychological Evaluator effective 5/18/22 to 6/30/22 at a rate of \$220.00 per hour to a maximum of \$3,450.00 per evaluation and authorizes the Superintendent to sign such an agreement.

5.04 ICR- Zuffante

*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 Paula Zuffante, PhD retained as Neuropsychological Evaluator effective 7/01/22 to 6/30/23 at a rate of \$220.00 per hour to a maximum of \$3,450.00 per evaluation and authorizes the Superintendent to sign such an agreement.

**6. Consent Agenda**

6.01 Approve Consent Agenda (proposed 9:05)

*Recommended Action:* The Board of Education hereby approves Consent Agenda item numbers 6.02-6.09

Motioned: Trustee Sherry

Seconded: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

6.02 Personnel Agenda

The following named NON-INSTRUCTIONAL personnel have served a probationary status and are recommended to a PERMANENT STATUS consistent with the applicable laws and regulations of the State of New York:

NAME	POSITION	PROBATIONARY END DATE	PERMANENT DATE
Ashmore, Brianna	Floating Nurse/District	06/05/22	06/06/22
Berryann, Alan	Custodian/B & G depart.	05/30/22	05/31/22
VanLeuvan, Dillon	Custodian/B & G depart.	05/30/22	05/31/22

**APPOINTMENT: NON-INSTRUCTIONAL PROBATIONARY APPOINTMENT**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY	REMARKS
Maragoudakis, Chris*	Automotive Mechanic/Transportation	05/23/22 – 11/23/22	Step 5	Replace Termination

\*pending pre-employment processing\*

**APPOINTMENT: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY	REMARKS
Szajko, Raymond*	Senior Inventory Control Assistant	05/18/22	Step 5	Replace Retirement Provisional

\*pending pre-employment processing\*

**TEMPORARY APPOINTMENT: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	RATE	REMARKS
Schoonmaker, George	School Bus Driver	07/01/22 – 08/31/22	On step	Summer Transportation
Weber, Anthony	School Bus Driver	07/01/22 – 08/31/22	On step	Summer Transportation
Benjamin, Scott	School Bus Driver	07/01/22 – 08/31/22	On step	Summer Transportation
Schoonmaker, Carissa	School Bus Driver	07/01/22 – 08/31/22	On step	Summer Transportation
Fauble, Wendy	School Bus Driver	07/01/22 – 08/31/22	On step	Summer Transportation
Galloway, Malik	School Bus Driver	07/01/22 – 08/31/22	On step	Summer Transportation
Weir, Alexandria	School Bus Driver	07/01/22 – 08/31/22	On step	Summer Transportation
Rogers, Connie	School Bus Attendant	07/01/22 – 08/31/22	On step	Summer Transportation
Craft, Danielle	School Bus Attendant	07/01/22 – 08/31/22	On step	Summer Transportation
Verdon, Johnathan	School Bus Attendant	07/01/22 – 08/31/22	On step	Summer Transportation
Riley-Weir, Madeline	School Bus Attendant	07/01/22 – 08/31/22	On step	Summer Transportation
Jansen, Tina	Summer Custodial Worker	06/27/22 – 09/02/22	\$15/hr	REVISED dates

**RESIGNATION: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Elmendorf, Suellen	School Nurse	06/30/22	Retirement

**LEAVE OF ABSENCES: INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE	REASON
3187	04/28/22 – 05/28/22	FMLA-paid
3604**	05/12/22 – 06/23/22*	FMLA-paid

\*anticipated dates\*

\*\*pending medical documentation\*\*

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Jule, Gillian	Teacher (uncertified)	\$90.00/day

6.03 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, #5/22, Confidential, as reviewed by Trustee Storey

#### 6.04 Construction Projects

*Recommended Action:* The Board of Education of the Onteora Central School approves the scope of the following projects and the Board of Education further authorizes the use of the stated sources of allocations as follows:

62-12-01-06-0-001-032: MS/HS Ropes Course: ARP Funds & 22/23 Gen Fund Transfer;

62-12-01-06-0-001-033: MS/HS Generator: ARP Grant Funds;

62-12-01-06-0-002-019: Bennett Generator: ARP Grant Funds;

62-12-01-06-0-009-016: Woodstock Exterior Doors: 21/22 Gen Fund Transfer;

62-12-01-06-0-009-020: Woodstock Unit Ventilators; ARP Grant Funds;

62-12-01-06-0-011-017: Phoenicia Exterior Doors & Sidewalks; 21/22 Gen Fund Transfer;

62-12-01-06-0-011-021: Phoenicia Unit Ventilators: ARP Grant Funds

#### 6.05 Financial Report

*Recommended Action:* The Board of Education has reviewed and hereby accepts the Financial Report from February 2022

#### 6.06 Approve revised Board of Registration

*Recommended Action:* The Board of Education hereby approves the revised Board of Registration for the 2022 Budget Vote & Election

#### 6.07 Change Reorganizational meeting for District Clerk

*Recommended Action:* The Board of Education hereby approves the appointment of Amanda Gates to District Clerk as of 6/4/22

District Clerk:	<del>Fern Amster</del> Amanda Gates	\$16,000-effective 6/4/22
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#### 6.08 Approve Access Agreement from ORDA

*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 Access Agreement between the Onteora Central School District and Olympic Regional Development Authority to host the Senior Summit, part of the Consumer Smarts Program to promote financial literacy in the Overlook Lodge on June 3, 2022 for a processing fee of \$100.00 and authorizes the Superintendent to sign such an agreement.

#### 6.09 Budget Transfer

*Recommended Action:* The Superintendent recommends the transfer of funds between the payroll codes.

Transfer Amount from Budget Code Description to Budget Code Description

\$126,170.40 A2110.120-03 Salaries K-6 to A2110.120-04 Salaries K-6

\$55,420.00 A21100130-01 Salaries 9-12 to A2270.150-03-PPS Salaries - Instructional BN

#### 7. Break

7.01 The Board will take a break until the votes are in

#### 8. Canvass Votes

**8.01 Declaration of Votes Cast Proposition 1 (proposed 9:10)**

Recommended Action: The Board of Education hereby certifies the votes cast for Proposition 1: 2022-2023 Budget: \$59,991,639 Yes 592 No 170

Motioned: Trustee Sherry

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

**8.02 Declaration of Votes Cast Proposition 2**

*Recommended Action:* The Board of Education hereby certifies the votes cast for Proposition 2: Capital Reserve Yes 646 No 112

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

**8.03 Board Seats - Declaration of Votes Cast**

*Recommended Action:* The Board hereby certifies the votes cast for the 3 Board Seats Three Vacancies:2-3-year terms - Effective July 1, 2022 to June 30, 2025  
1- 1 year, 6-week term for the unexpired seat of Bennet Ratcliff

Declaration of Votes Cast:

Leon Savage: 349

Kristy Taylor: 345

Sarah Hemingway Lynch: 583

Meghann Reimondo: 527

Motioned: Trustee Bishop

Seconded: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

**9. Adjournment****9.01 Adjourn Meeting. Next meeting Tuesday June 7, 2022 at Bennett**

Recommended Action: The meeting is adjourned at 9:28pm

Motioned: Trustee Osmond


Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

Minutes Recorded by Fern Amster,  
District Clerk

A handwritten signature in cursive script that reads "Fern Amster".

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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

5:00 p.m.

**THURSDAY, MAY 19, 2022**

TELECONFERENCING

## MINUTES

### 1. Opening Items

1.01 Call to Order 5:00

1.02 Tobacco Policy Statement- no smoking within 100' of any school building

*Recommended Action:* In the absence of the District Clerk, the Board of Education hereby appoints Trustee Bishop as Clerk Pro Tem

Motioned: Trustee Bishop

Second: Trustee Salem

Result: Unanimous

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

1.04 Roll Call

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

### 2. Action Items

2.01 Enter executive session

*Recommended Action:* Motion to enter into executive session discuss ONTEA negotiations

Motioned: Trustee Bishop

Second: Trustee Salem

Result: Unanimous

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

2.02 Exit Executive Session and Adjourn

*Recommended Action:* Motion to exit executive session and adjourn at 6:06

Motioned: Trustee Storey

Second: Trustee Sherry

Result: Unanimous

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

Minutes Recorded by Fern Amster,  
District Clerk



Board of Education: Kevin Salem, Emily Sherry, Valerie Storey, Dafne DeJesus, Trustee Bishop

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

8:00 a.m.

**FRIDAY, May 27, 2022**  
TELECONFERENCING

MINUTES

## 1. Opening Items

- 1.01 Call to Order 8:00 am
- 1.02 Tobacco Policy Statement
- 1.03 Roll Call

Present: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop,  
Not Present: Trustee DeJesus

## 2. Discussion & Possible Action

- 2.01 Request Recount of Ballots

*Recommended Action:* BE IT RESOLVED that the Board of Education hereby authorizes an action to be filed with the Commissioner of Education requesting a recount of the ballots in the May 17, 2022 Annual Budget Vote and Election

Motioned: Trustee Storey

Second: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

## 3. Adjournment

- 3.01 Adjourn Meeting. Next meeting Tuesday June 7, 2022 at Bennett

*Recommended Action:* The meeting is adjourned at 8:15am

Motioned: Trustee Bishop

Second: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

Minutes Recorded by Fern Amster,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

6:30 p.m.

**THURSDAY, JUNE 2, 2022**

TELECONFERENCING

MINUTES

## 1. Opening Items

1.01 Call to Order 6:30 pm

1.02 Tobacco Policy Statement

1.03 Roll Call

1.04 Appoint Clerk Pro Tem Appoint Clerk Pro Tem

*Recommended Action:* The Board of Education hereby appoint Valerie Storey as Clerk Pro Tem in the absence of the District Clerk

Motioned: Trustee Bishop

Second: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

## 2. Executive Session

2.01 Enter Executive Session

*Recommended Action:* Motion to enter into executive session to discuss ONTEA negotiations and matters related to potential litigation

Motioned: Trustee Sherry

Second: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

2.02 Exit Executive Session

*Recommended Action:* Motion to exit executive session and return to public session

Motioned: Trustee Sherry

Second: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

## 3. Discussion & Possible Action

3.01 Memorandum of Agreement to extend ONTEA contract with changes

*Recommended Action:* The Board of Education approves the MOA between the Onteora Non-Teachers Employee Association and the Onteora Central School District regarding extending the contract for a period of 3 years (July 1, 2022 - June 30, 2025) and shall remain unchanged except for the accompanying changes



Motion to Table Memorandum of Agreement  
Moted: Trustee Bishop  
Second: Trustee Sherry  
Result: Unanimous  
Present: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop  
Not Present: Trustee DeJesus

**4. Adjournment**

4.01 Adjourn Meeting. Next meeting Tuesday June 7, 2022 at Bennett

*Recommended Action:* The meeting is adjourned at 7:29pm

Moted: Trustee Storey  
Second: Trustee Sherry  
Result: Unanimous  
Present: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop  
Not Present: Trustee DeJesus

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

Minutes Recorded by Amanda Gates,  
District Clerk



# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

REGULAR MEETING

6:30 p.m.

**TUESDAY, JUNE 7, 2022**

**BENNETT SCHOOL**

## MINUTES

### 1. Opening Items

1.01 Call to Order 6:30 pm

1.02 Enter Executive Session

*Recommended Action:* Motion to enter into executive session to discuss the tenure of a specific employee and to discuss the employment of a particular person

Motioned: Trustee Bishop

Second: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

1.03 Exit Executive Session

*Recommended Action:* Motion to exit executive session and return to public session

Motioned: Trustee Storey

Second: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

1.04 Tobacco Policy Statement

1.05 Pledge of Allegiance

1.06 Roll Call: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop

Not Present: Trustee DeJesus

### 2. Welcome

2.01 Bennett Elementary School Principal, Gabriel Buono will welcome the Board

- The Bennett Student Council introduced themselves

### 3. Acceptance of Minutes

3.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby approves the minutes of the May 16, 2022, May 17, 2022, May 19, 2022, and May 27, 2022 Board of Education meetings

Motioned: Trustee Bishop

Second: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

#### 4. Presentations

4.01 Karen Hadley will discuss her role as a TOSA (Teacher on Special Assignment) working to support integration of Social Studies, Literacy, and other district initiatives. this will include highlights from the past year in Woodstock and Phoenicia

- The Elementary Social Studies Instructional Coach will provide ongoing, consistent support for the implementation of the District's Social Studies program
- This position is non-threatening and supportive- not evaluative
- Assist building Principals in supporting the implantation of Social Studies instruction, including, but not limited to the New York State K-12 Social Studies Framework and student leaning objectives
- Model, share and disseminate best practices involving instructional strategies Facilitate discussion on curriculum revisions and the instructional program.
- Participate in the planning and facilitation of building grade level professional learning communities
- Communicate districtwide the value of Social Studies knowledge, skills and practices to students, staff and the school community
- Started building Social Studies/DEI Teacher Resource Libraries in Phoenicia and Woodstock Elementary buildings
- Next year, plan is to expand this resource into Bennett Elementary

#### 5. Hearing for the Safety Plan

5.01 The Board President will open the Hearing on the 2022-2023 District Safety Plan

- Revisions of Plan
  - Responsible Social Media
  - Anonymous Reporting System
  - Page 9- section adding- District filtering application, student used devices
- To be added
  - School Surveillance – additional cameras added throughout the District
  - Remote Instruction
- The Public asked a series of questions that were clarified by the Board of Education as far as why specific plans were not listed in the Safety Plan
- State Education Departments determines which members are part of the District Wide Safety Team
- The District would like to see more student involvement
- 30-day comment period starting now (6-7-22) before Plan is adopted

5.02 The Board President will close the hearing on the District Safety Plan

#### 6. Superintendent News

6.01 The Superintendent will report on District News

- Bennett Elementary courtyard is a beautiful and treasured space
- Kindergarten Registration this week
  - 65 incoming Kindergarteners for the 2022-2023 school year
- End of year celebrations in person this year
- No new COVID cases today
- At the 6/21/22 Board meeting;
  - awarding tenure to staff members and celebrating retirees

## 7. Board District News

### 7.01 The Board will report District News

- Colonial Trade Fair was held 6/3/22
- 4<sup>th</sup> grade concert was held in the High School this year.
- Ulster School Board Association- Friends of Education Celebration
  - honored former board member Trustee Kurnit
- Board of Elections update
  - All necessary paperwork has gone to council and waiting for authorize to recount the votes from the Commissioner of Education
  - Approximately 5-6 week wait time
- Received 3 letters of Interest for trustee Osmond's Seat
  - Selected candidate will be appointed after interviews are completed

## 8. Student Representative Report

### 8.01 The Student Representative on the Board, Noelle Crandell, will give a report

- Student government has begun elections for the 2022-2023 school year
- Senior Summit- huge success
- National Honor Society Induction Ceremony is 6/8/22
- Varsity Athletic Awards Ceremony is 6/9/22
- Yearbooks will be distributed soon
- Students taking advantage of regent's preparation

## 9. Acknowledge Public Be Heard Comments

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

- No public be heard comments from last meeting

## 10. Public and Student Comments

### 10.01 Public and Students may comment on any agenda or non-agenda item

- Rick Wolff
  - Concerned with the series of events surrounding the election

## 11. Discussion & Possible Action

### 11.01 Memorandum of Agreement to extend ONTEA contract with changes

*Recommended Action:* The Board of Education approves the MOA between the Onteora Non-Teachers Employee Association and the Onteora Central School District regarding extending the contract for a period of 3 years (July 1, 2022 - June 30, 2025) and shall remain unchanged except for the accompanying changes

Motioned: Trustee Bishop

Second: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

### 11.02 Review Communications Survey

- Goal- How to be better at Communication and how to expand Social Media presents to share necessary information

- After revision, distribute survey to upcoming board members and PTA executives to ask for their input

11.03 Approved Revised Corrective Action Plan

*Recommended Action:* The Board of Education hereby approves the Revised Corrective Action Plan as attached

Motioned: Trustee Storey

Second: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

11.04 Approve members of District Safety Team

*Recommended Action:* The Board of Education approves the following members of the District Safety Team: Victoria McLaren

~~Marystephanie Corsones~~ Victoria McLaren - effective 6/6/22

Motioned: Trustee Storey

Second: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

11.05 Approve Intermunicipal Agreement for Girls' Swimming at Kingston

*Recommended Action:* The Board of Education approves the Intermunicipal Agreement with Kingston City School District for Girls' Swimming and authorizes the Superintendent to sign such agreement.

Motioned: Trustee Bishop

Second: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

11.06 Donation from Matt and Jenny Jared

*Recommended Action:* The Superintendent recommends acceptance of two donations totaling \$4,000.00 CASH, from Matt and Jenny Jared. \$2,000.00 to support the creation of a positive outdoor learning space in the courtyard at the Bennett Elementary School, \$2,000.00 to support the Book Boogie at the Bennett Elementary School and recommends increasing budget line A2110.431-03 Supplemental by \$4,000.00

Motioned: Trustee Bishop

Second: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

11.07 Scholarship Donations

*Recommended Action:* The Superintendent recommends acceptance of donations totaling \$2,793.75 CASH, from various donors as scholarship awards for the graduating class.

The Superintendent recommends approval of the following donations:

Donation Amount and Donee's Name

\$150.00 Jean Douglas

\$1,000.00 Kathleen & Joshua Morton Strauss

\$500.00 Bonnie Simon

\$100.00 Justin Dernison

\$150.00 Phyllis & Thomas Rosato

\$31.25 Scott Richards

\$31.25 Don Gottlieb

\$500.00 Boiceville Supermarket

\$300.00 Martin Krakower, MD

\$31.25 Nicole Sommer

Motioned: Trustee Storey

Second: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

11.08 Approve Overnight Trip

*Recommended Action:* The Board of Education hereby approves the overnight trip for Jasmine Rider to attend the NYSPHSAA Track & Field Championships in Syracuse, New York on June 10-11, and pay all necessary fees.

Motioned: Trustee Sherry

Second: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

11.09 Abolish and Create

*Recommended Action:* The Board of Education hereby abolishes 1.0 FTE HS Mathematics Teacher and creates a 0.60 FTE HS Mathematics Teacher

Motioned: Trustee Bishop

Second: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

11.10 Create Positions

*Recommended Action:* The Board of Education hereby create the following positions: 1.0 FTE Special Education Teacher (K-6)

1.0 FTE Temporary Middle School Principal (until the current MS Principal retires)

Motioned: Trustee Bishop

Second: Trustee Storey  
Result: Unanimous  
Present: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop  
Not Present: Trustee DeJesus

## 12. Independent Contractor Retainer

### 12.01 Approve all ICRs

Recommended Action: The Board of Education hereby approves item 12.02  
Motioned: Trustee Bishop  
Second: Trustee Sherry  
Result: Unanimous  
Present: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop  
Not Present: Trustee DeJesus

### 12.02 ICR-Marcellino

*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 Thomas Marcellino PT retained as Physical Therapist effective July 1, 2022 to June 30, 2023 at a rate of \$185.00 per hour to a maximum of \$27,000.00 and authorizes the Superintendent to sign such an agreement.

## 13. Consent Agenda

### 13.01 Approve Consent Agenda

*Recommended Action:* The Board of Education hereby approves Consent Agenda item numbers 13.02-13.06  
Motioned: Trustee Bishop  
Second: Trustee Storey  
Result: Unanimous  
Present: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop  
Not Present: Trustee DeJesus

### 13.02 Personnel Agenda

The following named NON-INSTRUCTIONAL personnel have served a probationary status and are recommended to a PERMANENT STATUS consistent with the applicable laws and regulations of the State of New York:

NAME	POSITION	PROBATIONARY END DATE	PERMANENT DATE
Hill, Courtney	School Monitor	06/09/22	06/10/22
Spencer, Patrick	Custodial Worker/Groundskeeper I	05/14/22	05/15/22
VanLeuvan, Nadine	Custodial Worker	04/26/22	04/27/22
Verdon, Johnathan	Bus Attendant	06/07/22	06/08/22

**APPOINTMENT: NON-INSTRUCTIONAL  
PROBATIONARY APPOINTMENT**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	SALARY	REMARKS
Ashmore, Brianna	School Nurse/Bennett	09/01/22 - 03/01/23	Step 5	Replace Retirement
Cservak, Joel	Building Maintenance Worker II	06/13/22 -12/13/22	Step 3	Replace Termination

**TEMPORARY APPOINTMENT:  
NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	RATE	REMARKS
Perfit, Colette	School Bus Attendant	07/01/22 – 08/31/22	On step	Summer Transportation
Calderale, Zachary*	Summer Custodial Worker	06/27/22 – 09/02/22	\$15/hr	Summer B & G
Ostrander, Adam	Summer Custodial Worker	06/27/22 – 09/02/22	\$15/hr	Summer B & G
Brower, Alison	Summer Nursing/PH	07/01/22 – 08/31/22	On step	Up to 40 hours
Blakely, Sabrina	Summer Nursing/HS	07/01/22-08/31/22	On step	Up to 120 hours
Hansen, Karen	Summer Nursing/MS	07/01/22-08/31/22	On step	Up to 80 hours
Ashmore, Brianna	Summer Nursing/BN	07/01/22-08/31/22	On step	Up to 40 hours
Ashmore, Brianna	Summer Academy Nurse	07/11/22-08/05/22	On step	Substitute as needed for Summer Academy
Kight, Heather	Summer Nursing/WD	07/01/22-08/31/22	On step	Up to 40 hours

Pending pre-employment processing\*

**EXTRA DUTY STIPENDS**

NAME	POSITION	AMOUNT
Brueckner, Jennifer	Modified Softball Advisor Coverage	\$500.00
Matteson, Lori	Modified Softball Advisor Coverage	\$500.00

**LEAVE OF ABSENCES:****INSTRUCTIONAL**

EMPLOYEE NUMBER	EFFECTIVE DATE	REASON
3604*	05/12/22 – 07/12/22*	FMLA-paid (revised dates)

\*anticipated dates\*

**SUBSTITUTE**

NAME	POSITION	AMOUNT
Mancuso, Linda	Teacher Assistant (uncertified)	\$85.80/day
Mancuso, Linda	School Monitor	\$85.80/day
Mancuso, Linda	Clerical	\$15.00/hour
Vankleeck, Annie*	Teaching Assistant (certified)	\$95.80/day
Vankleeck, Annie*	School Monitor	\$85.80/day

\*pending pre-employment processing\*

**TERMINATION: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	REMARKS
Maragoudakis, Chris	Auto. Mechanic/Transportation	05/31/22	Termination



**13.03 Financial Report**

*Recommended Action:* The Board of Education has reviewed and hereby accepts the Financial Report from March 2022

**13.04 Warrants**

*Recommended Action:* The Board of Education has reviewed and hereby accepts the Warrants Schedule 11

**13.05 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, #6/22 Confidential, as reviewed by Trustee Sherry

**13.06 Surplus of Old Salad Bar**

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Onteora Central School District declare the attached list of out dated kitchen equipment from the Food Service Department as surplus and authorizes the sale or disposal of the equipment

**14. Old Business****14.01 The Board will discuss Old Business**

- The District is following the law and requirements in regarding to the election
- 3 ways to fill a vacant board seat outside of an election
  - Appoint
  - Hold a Special Election
  - Leave vacant

**15. New Business****15.01 The Board will discuss New Business**

- Potential implementation-Board Member Retreat Session prior to every or every other board meeting for board member training, important information and team building
- To be scheduled
  - Dr. Bill Christensen to train incoming trustees on board member do's and don'ts

**16. Request for Information****16.01 Board members will request information of the Superintendent**

- Update on Anonymous Reporting App.
- Summer Lunch Program

**1.02 Enter Executive Session**

*Recommended Action:* Motion to enter into executive session to discuss the employment of a particular person

Motioned: Trustee Storey

Second: Trustee Bishop  
Result: Unanimous  
Present: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop  
Not Present: Trustee DeJesus

1.03 Exit Executive Session

*Recommended Action:* Motion to exit executive session and return to public session

Motioned: Trustee Storey

Second: Trustee Sherry

Result: Unanimous

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

Not Present: Trustee DeJesus

**17. Adjournment**

17.01 Adjourn Meeting. Next meeting Tuesday June 21, 2022 at Phoenicia

*Recommended Action:* The meeting is adjourned at 9:42 pm

Motioned: Trustee Storey

Second: Trustee Bishop

Result: Unanimous

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

Not Present: Trustee DeJesus

Minutes Recorded by Amanda Gates,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

SPECIAL MEETING

6:30 p.m.

**WEDNESDAY, JUNE 8, 2022**

TELECONFERENCING

MINUTES

## 1. Opening Items

1.01 Call to Order 6:30 pm

1.02 Tobacco Policy Statement

1.03 Roll Call: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee Bishop

Not Present: Trustee DeJesus

## 2. Executive Session

2.01 Enter Executive Session

*Recommended Action:* Motion to enter into executive session to interview potential candidates for the vacant seat on the Board of Education

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

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

Not Present: Trustee DeJesus

2.02 Exit Executive Session

*Recommended Action:* Motion to exit executive session and return to public session

Motioned: Trustee Storey

Seconded: Trustee Salem

Result: Unanimous

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

Not Present: Trustee DeJesus

## 3. Adjournment

3.01 Adjourn Meeting. Next meeting Tuesday June 21, 2022 at Phoenicia

*Recommended Action:* The meeting is adjourned at 8:36 pm

Motioned: Trustee Storey

Seconded: Trustee Salem

Result: Unanimous

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

Not Present: Trustee DeJesus

Minutes Recorded by Amanda Gates,  
District Clerk



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

# ONTEORA CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION  
BOICEVILLE, NEW YORK 12412

WORKSHOP MEETING

6:00 p.m.

**TUESDAY, JUNE 21, 2022**

PHOENICIA SCHOOL

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 Storey, Trustee DeJesus, Trustee Bishop

## 2. Oath of Office

### 2.01 Appoint Board Trustee

*Recommended Action:* RESOLVED, that the Board of Education of the Onteora Central School District appoints David Wallis, as trustee, to fill a vacancy.

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

Result: Unanimous

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

### 2.02 District Clerk will administer the Oath of Office to the Board Trustee whose term starts June 21, 2022

District Clerk will administer the Oath of Office to the Board Trustee as follows:  
David Wallis (6/21/22 - 6/30/23)

## 3. Award Tenure

### 3.01 The Board of Education will Award Tenure

*Recommended Action:* The following named INSTRUCTIONAL PERSONNEL, having served a period of probationary status consistent with the Education Law of the State of New York and provisions of the Commissioner's Regulations, and having received continuing satisfactory evaluations of performance, are hereby recommended by the Superintendent of Schools for APPROVAL for TENURE STATUS.

With a probationary period of 9/1/2018 to 8/31/2022, certified as a Music Teacher, Brittany Carroll hereby receives tenure on 9/1/2022

With a probationary period of 8/15/2019 to 8/14/2022 certified as a Special Education Teacher, Samantha Mundy hereby receives tenure on 8/15/2022

With a probationary period of 8/1/2018 to 7/31/2022 certified as a Special Education Teacher, Terri Versace hereby receives tenure on 8/1/2022

With a probationary period of 9/1/2019 to 8/31/2022 certified as an Elementary Teacher, Elizabeth Furman hereby receives tenure on 9/1/2022

With a probationary period of 9/12/2018 to 9/11/2022 certified as a Teaching Assistant, Dylan Hill hereby receives tenure on 9/12/2022

With a probationary period of 9/1/2019 to 8/31/2022 certified as a Science Teacher, Brianna Funck hereby receives tenure on 9/1/2022

With a probationary period of 10/1/2018 to 9/30/2022 certified as a Social Worker, Laura Forte hereby receives tenure on 10/1/2022

Motioned: Trustee Sherry  
Seconded: Trustee Storey  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop, Trustee Wallis

**4. Celebrate Retirees and Student Representative**

4.01 The Board of Education will recognize the retirees

NAME	POSITION
Donald Clark	Stores Clerk
Wendy Cohen	Math Teacher
Louis Chartrand	Technology Teacher
Tracy Quick	Teaching Assistant
Joanne Stropoli	Teaching Assistant
Fern Amster	Secretary to the Superintendent/District Clerk
Barbara Kraus	Teaching Assistant
Diane Cane	Secretary
Linda Sella	Principal
Louise VanLeuvan	Custodial Worker
Paul Schubert	Music Teacher
Suellen Elmendorf	School Nurse

4.02 The Board of Education will thank Student Representative, Noelle Crandell for her service

4.03 Break for Celebration

**5. Discuss of the School Resource Officer program**

5.01 Officer Sharon and Sheriff Figueroa will discuss School Resource Officer collaboration between the District and Ulster County

- Importance of building relationships and having the community and students feel a sense of calm with Officer Sharon’s presence
- Sheriff Figueroa agreed to help the District advocate for broadband and cellular coverage in the surrounding areas that do not have coverage for safety issues in the community.

**6. Acceptance of Minutes**

6.01 Acceptance of Minutes

*Recommended Action:* The Board of Education hereby accepts the minutes of the June 2, 2022, June 7, 2022 and June 8, 2022 Board meetings

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop, Trustee Wallis

## 7. Superintendent News

### 7.01 The Superintendent will report on District News

- The school calendar for the 2022-2023 school year will need to be revised to account for the observance of New Year's Day on 1/2/23
  - Proposed revision to be placed on the 7/5/22 agenda
- Bennett Graduation tomorrow, 6/22/22 in the MS/HS auditorium
- Middle School Moving Up Ceremony and Senior Scholarship was last week approx. \$300,000 in scholarship awards
- Athletic Awards Ceremony was 6/7/22
- Communication Survey- 85 responses already, a reminder will be going out this week and again next week
- High School Graduation, 6/24/22

## 8. Board District News

### 8.01 The Board will report District News

- Ulster County Comptroller has distributed maps that enable residents to identify areas that lack broadband and cellular coverage.
  - The Ulster County map is available on the Comptroller website, the Olive Community page, Town of Shandaken, Town of Olive and Helping Hands websites
  - The Comptroller is gathering information in order to support a request for funding to provide greater access. These maps are also available here:  
[https://ulstercounty.maps.arcgis.com/apps/mapviewer/index.html?webmap=414ba384438f419fa3ec0c5e894308b9&fbclid=IwAR1MTsP9W4AyG6mX1YGs0bmg7Jm7nY5Fsz\\_H8gQuMTkzeeEVwS1OobfizwA](https://ulstercounty.maps.arcgis.com/apps/mapviewer/index.html?webmap=414ba384438f419fa3ec0c5e894308b9&fbclid=IwAR1MTsP9W4AyG6mX1YGs0bmg7Jm7nY5Fsz_H8gQuMTkzeeEVwS1OobfizwA)
- Many Onteora families received food aid cards from New York State in the past year that were pre-loaded with benefits to support the purchase of groceries for their children.
  - Some recipients, however, may have discarded, lost, or damaged their cards. If your family is in need of a replacement card, you can visit [New York State Pandemic Electronic Benefit Transfer \(P-EBT\) Food Benefits Frequently Asked Questions | SNAP COVID-19 Information | SNAP | OTDA](#) for more information or call 1-888-328-6399.

**9. Student Representative Report**

9.01 The Student Representative on the Board, Noelle Crandell, will give a report

- Noelle reported that she will be the student board representative again next year

**10. Acknowledge Public Be Heard Comments**

10.01 The Board will acknowledge the public be heard comments from the last meeting  
Rick Wolff

**11. Public and Student Comment**

11.01 Public and Students may comment on any agenda or non-agenda item

- No comments

**12. Discussion & Possible Action**

12.01 Abolish and Create Position

*Recommended Action:* The Board of Education hereby abolishes the 1.0 FTE Automotive Mechanic position to create the 1.0 FTE Automotive Mechanic Helper position

Motioned: Trustee Bishop

Seconded: Trustee Wallis

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop, Trustee Wallis

12.02 Scholarship Donations

*Recommended Action:* The Superintendent recommends acceptance of donations totaling \$7,481.00 CASH, from various donors as scholarship awards for the graduating class.

The Superintendent recommends approval of the following donations:

Donation Amount and Donee's Name

\$200.00 Linda & Ralph Bonavist

\$500.00 Spotted Dog Ventures LLC

\$1,400.00 Karen & Paul Weresynski

\$250.00 Southside Rod & Gun

\$250.00 Peekamoose Trading LTD

\$100.00 Merele Susan Milim

\$200.00 Joe & Kim DiGiovanni

\$31.00 Sarah Turck

\$200.00 Valerie Stewart

\$100.00 Rebecca Joslin

\$1,100.00 Patrick & Jeannine Burkhardt

\$1,000.00 Pasquale & Regina Porpora

\$50.00 Lisa Casey

\$100.00 Anne Gallin

\$150.00 Ladies Auxillary Olive Fire Department

\$50.00 Lance Edelman

\$50.00 Jennifer O'Connor



\$150.00 Darlene, Julie and Kyle Beesmer  
\$200.00 Woodstock Volunteers Day Committee  
\$200.00 OCSD High School Staff Members  
\$250.00 ECA Spanish Club  
\$100.00 ECA French Club  
\$250.00 ECA HS Yearbook Club  
\$300.00 Sarah Turck  
\$300.00 Woodstock Community Closet

Motioned: Trustee DeJesus  
Seconded: Trustee Storey  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop, Trustee Wallis

12.03 Approve Revised Intermunicipal Agreement for Girls' Swimming at Kingston to correct the date

*Recommended Action:* The Board of education approves the Revised Intermunicipal Agreement with Kingston City School District for Girls' Swimming and authorizes the Superintendent to sign such agreement

Motioned: Trustee DeJesus  
Seconded: Trustee Bishop  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop, Trustee Wallis

12.04 Approve the Reserve Plan

*Recommended Action:* BE IT HEREBY RESOLVED on recommendation by the Superintendent of Schools that the Board of Education of the Ontario Central School District authorizes and directs the funding, if available, of District reserves as presented in the June 2022 Reserve Plan as of June 30, 2022

Motioned: Trustee Bishop  
Seconded: Trustee Storey  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop, Trustee Wallis

12.05 Approve Contract Extension for the Interim Assistant Superintendent for Business, Dr. Donald Gottlieb

*Recommended Action:* The Board of Education hereby approves the contract extension for Dr. Donald Gottlieb

Motioned: Trustee Bishop  
Seconded: Trustee Storey  
Result: Unanimous  
Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop, Trustee Wallis

12.06 Approve Contract for Assistant Superintendent for Business

*Recommended Action:* The Board of Education hereby approves the contract for Monica LaClair to be the Assistant Superintendent for Business

Motioned: Trustee Bishop

Seconded: Trustee DeJesus

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop, Trustee Wallis

12.07 Discuss the Creation of a Board Newsletter

- Last year Superintendent McLaren sent out a District email with a summary of the previous board meeting to inform staff; the Board of Education was happy with that information and looking to expand that into the community
- Superintendent McLaren likes the thought of collaborating with one or more of the Board members to share this information
- Possible Board News addition to the current quarterly printed District Newsletter along with electronic information after each board meeting

13. Consent Agenda

13.01 Approve Consent Agenda

*Recommended Action:* The Board hereby approves item numbers 13.02 - 13.19

Motioned: Trustee Bishop

Seconded: Trustee Storey

Result: 5 yea, 0 nay, 1 abstain

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

Abstain: Trustee Wallis

13.02 Personnel Agenda

**TENURE APPOINTMENT(S):**

**ADMINISTRATIVE**

The following named ADMINISTRATIVE PERSONNEL, having served a period of probationary status consistent with the Education Law of the State of New York and provisions of the Commissioner's Regulations, and having received continuing satisfactory evaluations of performance, are hereby recommended by the Superintendent of Schools for APPROVAL for TENURE STATUS.

NAME	CERTIFICATION	TENURE AREA	PROBATIONARY DATES	TENURE DATE
LaClair, Monica	School District Business Leader	Assistant Superintendent for Business	08/14/17 – 06/10/21	07/18/22

**EXTRA DUTY STIPENDS:**

NAME	POSITION	Effective Date	AMOUNT
Parisian, Erika	Computer Advisor- Woodstock	09/01/22 – 06/30/23	\$5,441.00
Parisian, Erika	Elementary Resource-Woodstock	09/01/22 – 06/30/23	\$2,192.00
Roosa, Esther	Elementary Rec- Woodstock	10/06/22 – 05/25/23	\$3,659.00

Ryan, Matthew	Elementary Rec – Bennett	09/16/22 – 06/16/23	\$4,365.00
Liverani, Michael	Football-Varsity-Head Coach	08/22/22 – 11/09/22	\$6,051.00
Matteson, Eric	Football-Varsity-Assistant Coach	08/22/22 – 11/09/22	\$4,502.00
Pezzello, Eric	Football-Varsity-Assistant Coach	08/22/22 – 11/09/22	\$4,502.00
Warren, Leo*	Football-Modified-Head Coach	09/08/22-11/09/22	\$3,494.00
Matteson, Lori	Football-Modified-Assistant Coach	09/08/22-11/09/22	\$2,545.00
Motzkin, Lauren	Volleyball-Varsity-Head Coach	08/22/22-11/09/22	\$4,032.00
Young, Jason	Swimming Coach-Girls	08/22/22-11/09/22	\$3,262.00
Katz, Emma	Field Hockey-Varsity-Head Coach	08/22/22-11/09/22	\$4,967.00
Thomas, Doris	Field Hockey-JV-Assistant Coach	08/22/22-11/09/22	\$3,727.00
Brueckner, Jennifer	Field Hockey-Modified-Assistant Coach	09/08/22-11/09/22	\$2,064.00
Burkhardt, Patrick	Track-Cross Country-Head Coach	08/22/22-11/09/22	\$4,191.00
Funck, Brianna	Track-Cross Country-Assistant Coach	08/22/22-11/09/22	\$2,545.00
Gallin, Anne	Track-Cross Country-Modified Coach	09/08/22-11/09/22	\$2,064.00
King, Tom	Soccer-Varsity-Head Coach-Boys	08/22/22-11/09/22	\$4,967.00
Warnes, Carsten	Soccer-Modified-Head Coach-Boys	09/08/22-11/09/22	\$2,064.00
Harkin, Brandon	Soccer-Varsity-Head Coach- Girls	08/22/22-11/09/22	\$4,967.00
Rushford, Michael	Soccer-Modified-Head Coach-Girls	09/08/22 – 11/09/22	\$2,064.00
King, Halle***	Soccer-Varsity-Volunteer Coach-Girls	08/22/22-11/09/22	-0-

Pending pre-employment processing\*

Pending Certifications\*\*

**TEMPORARY APPOINTMENT:  
INSTRUCTIONAL \*REVISED DATES\***

NAME	POSITION/SCHOOL	EFFECTIVE DATE	RATE	REMARKS
Moorhus, Jolie*	Summer School Teacher	04/06/22 – 07/10/22	\$45/hr	Summer Academy Planning
Furman, Elizabeth*	Summer School Teacher	04/06/22 – 07/10/22	\$45/hr	Summer Academy Planning
Mayone-Allison, Joan*	Summer School Teacher	04/06/22 – 07/10/22	\$45/hr	Summer Academy Planning
Erlwein, Doreen*	Summer School Teacher	04/06/22 – 07/10/22	\$45/hr	Summer Academy Planning
Millman, Michelle*	Summer School Teacher	04/06/22 – 07/10/22	\$45/hr	Summer Academy Planning
Millman, Jacob*	Summer School Teacher	04/06/22 – 07/10/22	\$45/hr	Summer Academy Planning
Mitchell, Allison*	Summer School Teacher	04/06/22 – 07/10/22	\$45/hr	Summer Academy Planning
Davis, Kimberly*	Summer School Teacher	04/06/22 – 07/10/22	\$45/hr	Summer Academy Planning
Fields, Dominique*	Summer School Teacher	04/06/22 – 07/10/22	\$45/hr	Summer Academy Planning
Warren, Kristen*	Summer School Teacher	04/06/22 – 07/10/22	\$45/hr	Summer Academy Planning
Amodeo, Bernadette*	Summer School Teacher	04/06/22 – 07/10/22	\$45/hr	Summer Academy Planning
Gustafson, Amy	Special Education Teacher	07/01/22 – 08/31/22	\$45/hr	Extended School Year: Spec. Ed.
McGrath, Ariel	Speech Therapist/Evaluator	07/01/22 – 08/31/22	\$45/hr	Extended School Year: Spec Ed.

**TEMPORARY APPOINTMENT: NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	RATE	REMARKS
Knight, Patricia	Cook Manager	6/27/22 – 9/1/22	On step	Up to 55 hours
Kaiser, Laura	School Bus Driver	07/01/22-08/31/22	On step	Summer Transportation

**SUBSTITUTE**

NAME	POSITION	AMOUNT	REMARKS
Davis, Roselle*	Monitor	\$85.80/day	Summer Work
Grant, Helene	Home Instruction Teacher	\$50.00/hr	

Pending pre-employment processing\*

**APPOINTMENT:  
NON-INSTRUCTIONAL**

NAME	POSITION/SCHOOL	EFFECTIVE DATE	RATE	REMARKS
Wood, Sharon	Secretary to the Superintendent	06/22/22	\$15,000	\$15,000 (hours not to exceed the equivalent of \$15,000 in overtime for the 7/1/22–6/30/23 school year)

**13.03 Payment for Confidential Staff and Treasurer**

*Recommended Action:* The Board of Education hereby approves a payment equivalent to (2) two vacation days to be paid to each Confidential Staff member and the Treasurer at their current daily rate during the 2021-2022 school year.

**13.04 Raise for Assistant Superintendent for Curriculum and Instruction**

*Recommended Action:* The Board of Education hereby approves a salary of \$150,000 for Stephanie Laffin, Assistant Superintendent for Curriculum and Instruction for the 2022-2023 school year.

**13.05 Raise for Confidential Staff and Treasurer**

*Recommended Action:* The Board of Education hereby approves a \$5,000.00 raise for each member of the Confidential Staff and the Treasurer for the 2022-2023 school year. The Board of Education hereby approves the 2022-2023 terms and conditions for the Confidential Staff and the 2022-2023 contract for the Treasurer

**13.06 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, #6/22, Confidential, as reviewed by Trustee Sherry

**13.07 Approve Warrants**

*Recommended Action:* The Board of Education has reviewed and hereby accepts Warrants Schedule 12

**13.08 Financial Report**

*Recommended Action:* The Board of Education has reviewed and hereby accepts the Financial Report from April 2022

**13.09 Approve General Construction BID**

*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 award of the General Construction BID for the MS/HS Classroom Renovation Project-Phase 2 based on the bid documents of June 9, 2022 to the lowest responsible bidder, Transitional Builders, Inc., for the BID amount of \$824,720.00 and authorizes the Superintendent to sign the agreement.

**13.10 Approve Mechanical Construction BID**

*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 award of the Mechanical Construction BID for the MS/HS Classroom Renovation Project-Phase 2 based on the bid documents of June 9, 2022 to the lowest responsible bidder, DJ Heating and Air Conditioning, Inc. for the BID amount of \$197,700.00 and authorizes the Superintendent to sign the agreement.

**13.11 Approve Plumbing Construction BID**

*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 award of the Plumbing Construction BID for the MS/HS Classroom Renovation Project-Phase 2 based on the BID documents of June 9, 2022 to the lowest responsible bidder, Tri-Valley Plumbing and Heating, Inc. for the BID amount of \$46,250.00 and authorizes the Superintendent to sign the agreement.

**13.12 Approve Electrical Construction BID**

*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 award of the Electrical Construction BID for the MS/HS Classroom Renovation Project-Phase 2 based on the bid documents of June 9, 2022 to the lowest responsible bidder, Kasselmann Electric Co., Inc. for the BID amount of \$167,495.00 and authorizes the Superintendent to sign the agreement.

**13.13 Approve Electric Vehicle Charging Infrastructure Study**

*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 Electric Vehicle Charging Infrastructure Study between the Onteora Central School District and Girardin Energy for the amount of \$5,000.00 and authorizes the Superintendent to sign such agreement

**13.14 SEQRA-Exterior Doors and Sidewalk**

*Recommended Action:* WHEREAS, the Board of Education of the Onteora Central School District (“District” or “Board”) proposes a capital improvement project consisting of construction and reconstruction of improvements to Woodstock Elementary School and Phoenicia Elementary School, including, but not limited to the repair and replacement of exterior doors and other exterior site improvements, including storm drainage and sidewalks, together with furnishings, machinery, apparatus, appurtenances, and incidental improvements and expenses in connection therewith (“Project”); and WHEREAS, said improvements are subject to classification under the State Environmental Quality Review Act (“SEQRA”); and WHEREAS, the proposed Project constitutes a replacement, rehabilitation or reconstruction of existing facilities that qualifies as a Type II action set forth in 6 NYCRR Part 617.5, State Environmental Quality Review Act; and WHEREAS, the Board has considered the information and documentation, which describes the design and intent of the proposed Project; and NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Onteora Central School District, based upon the record before it, including the general, specific and detailed knowledge of the Board of the proposed Project and under the applicable standards of SEQRA and 6 NYCRR Part 617.5, hereby determines that:

- a. The proposed Project is classified as a Type II Action; and
- b. In accordance with Article 8 of the New York State Environmental Conservation Law, the Board is not obligated to conduct any further environmental review of the Project.

### 13.15 SEQRA-Generators

*Recommended Action:* WHEREAS, the Board of Education of the Onteora Central School District (“District” or “Board”) proposes a capital improvement project consisting of construction and reconstruction of improvements at Phoenicia Elementary School and Woodstock Elementary School, including but not limited to, repair and replacement of generator units together with furnishings, apparatus, appurtenances, incidental improvements, and expenses in connection therewith (“Project”); and WHEREAS, said improvements are subject to classification under the State Environmental Quality Review Act (“SEQRA”); and WHEREAS, the proposed Project constitutes a replacement, rehabilitation or reconstruction of existing facilities that qualifies as a Type II action set forth in 6 NYCRR Part 617.5, State Environmental Quality Review Act; and WHEREAS, the Board has considered the information and documentation, which describes the design and intent of the proposed Project; NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Onteora Central School District based upon the record before it, including general, specific, and detailed knowledge of the Board of the proposed Project and under the applicable standards of SEQRA and 6 NYCRR Part 617.5, hereby determines that:

- a. The proposed Project is classified as a Type II Action; and
- b. In accordance with Article 8 of the New York State Environmental Conservation Law, the Board is not obligated to conduct any further

environmental review of the Project; and  
BE IT ALSO RESOLVED, that the Board hereby:  
a. Approves the District to pay for said Project using funds from its Capital Reserve Fund, subject to voter approval.

#### 13.16 SEQRA-Unit Ventilators and Generators

*Recommended Action:* WHEREAS, the Board of Education of the Onteora Central School District (“District” or “Board”) proposes a capital improvement project consisting of construction and reconstruction of improvements to Phoenicia Elementary School, Woodstock Elementary School, Bennett Elementary School, and Onteora Middle School and High School, including not limited to, repair and replacement of heating ventilation and air conditioning systems and generator units, together with furnishings, machinery, apparatus, appurtenances, and incidental improvements and expenses in connection therewith (“Project”); and  
WHEREAS, said improvements are subject to classification under the State Environmental Quality Review Act (“SEQRA”); and  
WHEREAS, the proposed Project constitutes a replacement, rehabilitation or reconstruction of existing facilities that qualifies as a Type II action set forth in 6 NYCRR Part 617.5, State Environmental Quality Review Act; and  
WHEREAS, the Board has considered the information and documentation, which describes the design and intent of the proposed Project; and  
WHEREAS, the Board is authorized pursuant to Section 1718(2) of the New York Education Law to appropriate by resolution grants in aid from the federal government for specific objects and purposes; and  
WHEREAS, the American Rescue Plan Act (“ARPA”) provides funds for school district capital improvement projects designed to ensure in-person instruction during the COVID-19 pandemic;  
NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Onteora Central School District, based upon the record before it, including the general, specific and detailed knowledge of the Board of the proposed Project and under the applicable standards of SEQRA and 6 NYCRR Part 617.5, hereby determines that:  
a. The proposed Project is classified as a Type II Action; and  
b. In accordance with Article 8 of the New York State Environmental Conservation Law, the Board is not obligated to conduct any further environmental review of the Project.  
BE IT ALSO RESOLVED, that the Board hereby:  
a. Approves the use of ARPA funds received by the District to pay for said Project.

#### 13.17 SEQRA - High Ropes Adventure and Bridge

*Recommended Action:* WHEREAS, the Board of Education of the Onteora Central School District (“District” or “Board”) proposes a capital improvement project consisting of construction and reconstruction of improvements to Onteora Middle School and Onteora High School, including but not limited to repair and replacement of high ropes adventure and bridging systems and exterior site improvements, together with furnishings, machinery, apparatus, appurtenances,

and incidental improvements and expenses in connection therewith ("Project");  
and  
WHEREAS, said improvements are subject to classification under the State Environmental Quality Review Act ("SEQRA"); and  
WHEREAS, the proposed Project constitutes a replacement, rehabilitation or reconstruction of existing facilities that qualifies as a Type II action set forth in 6 NYCRR Part 617.5, State Environmental Quality Review Act; and  
WHEREAS, the Board has considered the information and documentation, which describes the design and intent of the proposed Project; and  
WHEREAS, the Board is authorized pursuant to Section 1718(2) of the New York Education Law to appropriate by resolution grants in aid from the federal government for specific objects and purposes; and  
WHEREAS, the Coronavirus Response and Relief Supplemental Appropriations ("CRRSA") provides funds for school district capital improvement projects designed to ensure in-person instruction during the COVID-19 pandemic;  
NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Onteora Central School District, based upon the record before it, including the general, specific and detailed knowledge of the Board of the proposed Project and under the applicable standards of SEQRA and 6 NYCRR Part 617.5, hereby determines that:

- a. The proposed Project is classified as a Type II Action; and
- b. In accordance with Article 8 of the New York State Environmental Conservation Law, the Board is not obligated to conduct any further environmental review of the Project.

BE IT ALSO RESOLVED, that the Board hereby:

- a. Approves the use of CRRSA funds received by the District to pay for said Project along with transfers from the General Fund.

13.18 Approve Services Agreement with Omni as a Third-Party Administrator for the District's 403(b)

*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 Services Agreement Reinstatement for the 2022-2023 school year between the Onteora Central School District and U.S OMNI to serve as the District's 403(b) Third Party Administrator for the amount of \$5,439.00

13.19 Surplus Digital Sign

*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 donation of the 2009 Stewart LED outdoor digital sign from the Middle/High School, which was declared as surplus on March 22, 2022, to the Olive First Aid Squad as per their request.

**14. Independent Contract Retainer**

14.01 Approval all Independent Contract Retainers

*Recommended Action:* The Board of Education hereby approves item 14.02



Motioned: Trustee Bishop  
Seconded: Trustee Storey  
Result: 5 yea, 0 nay, 1 abstain  
Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop  
Abstain – Trustee Wallis

#### 14.02 ICR-Bode

*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 Anne Bode retained as Stern Math Presenter/Trainer effective 07/01/22-06/30/23 at a rate of \$300.00 per hour to a maximum of \$10,000.00 and authorizes the Superintendent to sign such an agreement.

### 15. Old Business

#### 15.01 The Board will discuss Old Business

- Trustee Storey suggested that an additional email for internal board members only be created- excluding District Clerk and Superintendent

### 16. New Business

#### 16.01 The Board will discuss New Business

- Trustee Salem suggested that the Board of Education Legislative Action Committee craft a statement that can be shared with the Town Boards stressing the scarcity of affordable housing in the District and asking for Town Boards to consider solutions
- Trustee Sherry requested that the Administration review the process in place when new substitutes are hired, and how they are trained on emergency drills and procedures along with having access to the Wi-Fi password for the buildings
- Trustee Bishop suggested that the Board consider scheduling only one board meeting in November and December
- Trustee Sherry also reiterated how important it is that when District events are scheduled, dates with Board meetings are avoided in all cases.
  - No parent or Board member should need to choose between attending an event or attending a Board meeting

### 17. Request For Information

#### 17.01 Board members will request information of the Superintendent

- No requests

### 18. Adjournment

#### 18.01 Adjourn Meeting. Next meeting is July 5, 2022 at the Middle/High School. Have a great summer!

*Recommended Action:* Motion to adjourn the meeting at 7:57pm

Motioned: Trustee DeJesus

Seconded: Trustee Storey

Result: Unanimous

Yea: Trustee Salem, Trustee Sherry, Trustee Storey, Trustee DeJesus, Trustee Bishop, Trustee Wallis

Minutes Recorded by Amanda Gates,  
District Clerk

A handwritten signature in black ink that reads "Amanda Gates". The signature is written in a cursive, flowing style.

Board of Education: Kevin Salem, Emily Sherry, Valerie Storey, Dafne DeJesus, Cindy Trustee Bishop, Trustee Wallis