



**BOARD OF EDUCATION MEETING
TUESDAY, OCTOBER 6, 2015
JR./SR. HIGH SCHOOL LIBRARY – 6:30 P.M.**

1. Meeting Call to Order

- 1.1 Pledge to the Flag
- 1.2 Acceptance of Agenda
- 1.3 2014-15 Audit Report by Moore & Hart – Dave Upcraft (action needed 5.8)
- 1.4 Building Condition Survey – Chad Snowburg

2. Communications

- 2.1 From the Floor
- 2.2 President's Messages
 - a. Board Meeting Technology
 - b. Board Training Plans
 - c. Committee Report(s)
 1. Audit Committee – T. Welch
 2. Facilities Health & Safety Committee - D. Ross
 3. Policy Committee – J. Wroblecki
 4. Survey Committee – T. Welch
 5. Transportation Committee – R. Surprenant
 - d. Board Calendar
 - e. BOCES Representative Report – Dr. G. Porcelli

3. Consent Agenda

- 3.1 Board of Education Minutes for September 1, 2015
- 3.2 Business Office Reports for
 - a. Month ending June 2015
 - b. Month ending July 2015
 - c. Month ending August 2015
- 3.3 CSE Reports
 - a. Meeting held 8/20/15
 - b. Meeting held 9/9/15
 - c. Meetings held 9/11/15
 - d. Meeting held 9/15/15
 - e. Meeting held 9/16/15

4. Old Business – N/A

- 4.1 2nd reading of Policy #4600, Use of District Credit Card; Regulation #4600.1, Request for Use of Credit Card; #4600.2, Expense Report for Credit Card - Action

5. New Business

- 5.1 Personnel Report – Action
- 5.2 Shared Transportation Service Agreement - Action
- 5.3 Non-Resident/Non-Tuition Students - Action
- 5.4 Building Use Request from Dancenter of Utica, December 20, 2015 – Action
- 5.5 Transportation Request - Action
- 5.6 NYSSBA Voting Delegate - Action
- 5.7 Resolution to Approve Student Council Trip to Niagara Falls – Action
- 5.8 Audit Resolution - Action
- 5.9 Memorandum of Agreement with Clinton Central School Varsity Girls Ice Hockey Team
- 5.10 1st Reading of Policy #0015, Equal Opportunity and Nondiscrimination; Regulation #0015.1, Report of Possible Harassment, Bullying or Discrimination; Policy #5402, School bus Idling; #6204, Appointment of Athletic Coaches; #7100, Concussion Policy; and #7300, Reporting Possible Child Abuse or Maltreatment
- 5.11 Excess list for bid, sale, or disposal of – Action

6. Building Reports

- 6.1 Elementary Building Report
 - a. Elementary Report Cards
 - b. Fire Safety Assembly
- 6.2 Secondary Building Report
 - a. High School Parent Night
 - b. Homecoming

7. Superintendent's Report

- 7.1 Annual Professional Performance Review Plan Status
- 7.2 Local Assessment Refusal Response
- 7.3 District Technology Plan
- 7.4 SMART Schools Bond Act Planning Process

8. Board Discussion

9. Visitors Comments

10. Executive Session

11. Adjournment



New York Mills Union Free School District

2015 Building Condition Survey

Key Site Recommendations

- Replacement of Asphalt
- Replacement of Bleachers and Press Box
- Provide Concrete Sidewalks At All Athletic Fields To Improve Access
- Replace/Repair Perimeter Property Fencing
- Improve/Upgrade Site Lighting To LED
- Replace Running Track Surface (In Current Project)
- Improve Surface Storage of Storm Water
- Repair/Replace Sidewalks Throughout Site
- Improve Site Signage



Key Recommendations



MAIN K-12
EDUCATIONAL FACILITY

Key Architectural Recommendations

- Update Toilet Rooms To ADA Compliant
- Renovate Outdated Gymnasium Locker Rooms & Weight Room
- Classroom Casework Replacement
- Gymnasium Renovations
- Renovate Cafeteria & Kitchen (In Current Project)
- Renovate Auditorium Finishes & Seating
- Replace Worn Floor Tile and Carpet
- Ceiling Tile Replacements
- Replacement Of Windows



Key Mechanical & Electrical Recommendations

Mechanical:

- Replace Steam Boilers With Efficient Hot Water Boilers
- Replace Domestic Hot Water Heaters
- Replace Aged Mechanical Equipment
- Provide Carbon Monoxide Monitoring Devices In Areas With Gas Fired Mechanical Equipment



Electrical:

- Replace Fluorescent Lights with Efficient LED Fixtures
- Arch Flash Labeling On Electrical System
- Upgrade/Additional Fire Alarm System To Be Compliant
- Exterior Lighting Improvements and Upgrade To LED Fixtures

Key Technology Recommendations

- Upgrade Phone Systems To Voice Over IP
- Upgrade & Provide Additional Wireless Access Coverage
- Upgrade Current Intrusion Detection System
- Upgrade & Provide Additional Security Camera Coverage
- Improve instructional technology



Floor Plans



Key Recommendations



Beekman Gymnasium



Bus Garage

Key Beekman Gymnasium Recommendations

Architectural:

- Upgrade Toilet Rooms To Be ADA Compliant & Provide Elevator
- Replace Bleacher Systems To Be Code Compliant
- Replace Roof System (Recoating in Current Project)



Mechanical:

- Replace Heating System
- Replace Hot Water Tank
- Provide Carbon Monoxide Monitoring



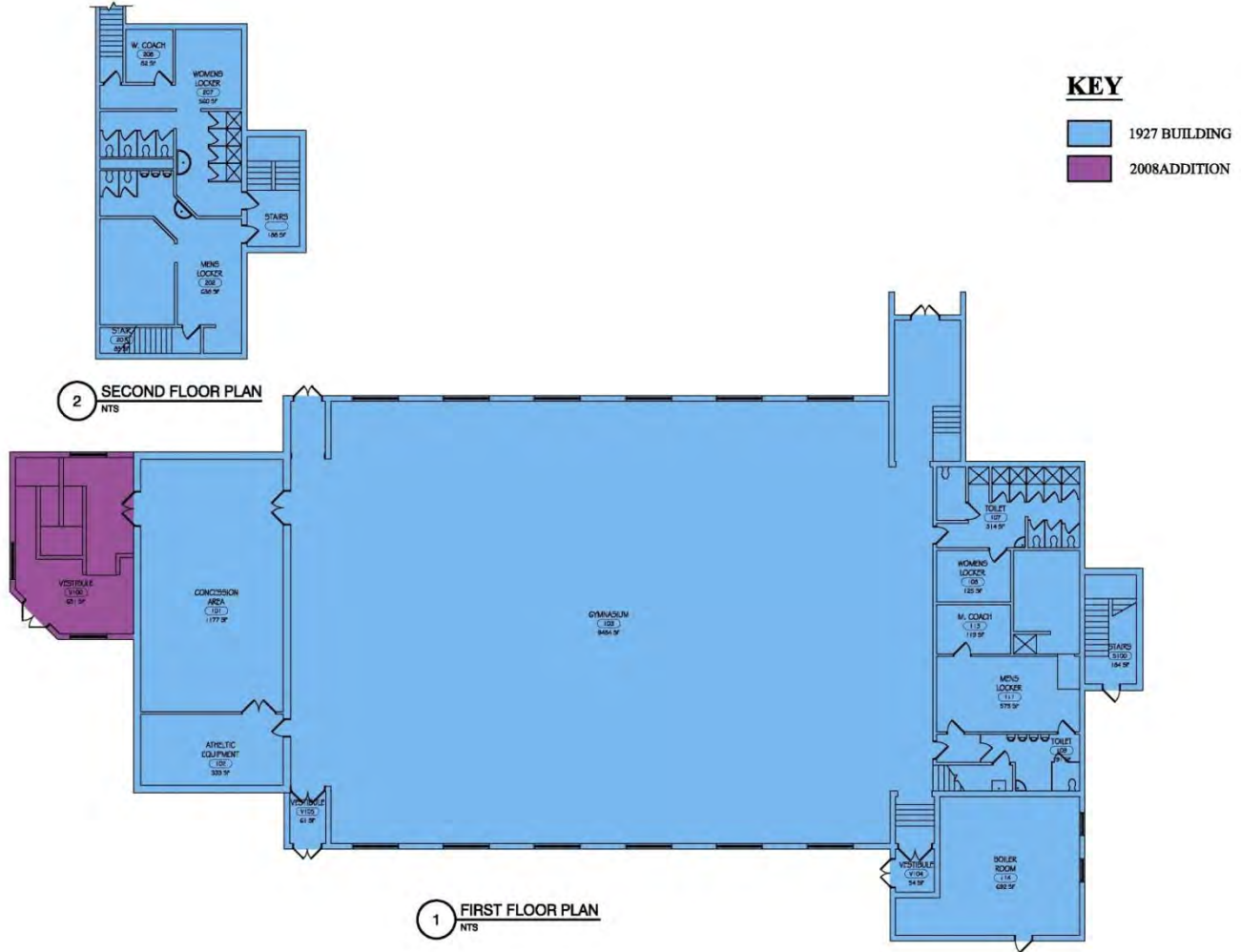
Electrical:

- Provide Emergency Lights At Exterior Egress Exits
- Upgrade Light Fixtures To LED Fixtures
- Replace Electrical Power Distribution Panel

Technology:

- Provide Wireless Access System
- Provide Additional Security Coverage
- Upgrade Phone System to Voice Over IP

Beekman Gymnasium Floor Plans



Key Bus Garage Recommendations

Architectural:

- Renovate Office Area
- Upgrade Toilet Room To Be ADA Compliant
- Replace Overhead Door & Window Systems
- Repoint Exterior Concrete Masonry Units



Mechanical:

- Replace Heating System
- Provide Carbon Monoxide Monitoring

Electrical:

- Provide Emergency Lights At Exterior Egress Exits
- Upgrade Light Fixtures To LED Fixtures
- Provide Additional Electrical Power Distribution Panels

Technology:

- Provide Wireless Access System
- Provide Additional Security Coverage
- Upgrade Phone System to Voice Over IP

Bus Garage Floor Plan



Project Summary by Building
New York Mills Union Free School
12-34-56-78-9-001-000

	FACILITY NAME	PRIORITY 1	PRIORITY 2	PRIORITY 3	YR 1 TOTAL	10% design contingency	5% inflation per Year	10% constr contingency	CONST COST	22% incid cost	YEAR 1 PROJ COST
Year 1											
12-34-56-78-9	Main K-12 Educational Facility	\$8,634,718	\$0	\$0	\$8,634,718	\$863,472	\$474,909	\$997,310	\$10,970,409	\$2,194,082	\$13,164,490
12-34-56-78-9	Bus Garage	\$211,010	\$0	\$0	\$211,010	\$21,101	\$11,606	\$24,372	\$268,088	\$53,618	\$321,706
12-34-56-78-9	Beekman Gymnasium	\$1,413,356	\$0	\$0	\$1,413,356	\$141,336	\$77,735	\$163,243	\$1,795,668	\$359,134	\$2,154,802
	TOTAL	\$10,259,083	\$0	\$0	\$10,259,083	\$1,025,908	\$564,250	\$1,184,924	\$13,034,165	\$2,606,833	\$15,640,998

DISTRICT WIDE TOTAL	\$10,259,083	\$0	\$0	\$10,259,083
10% design contingency	\$1,025,908	\$0	\$0	\$1,025,908
5% inflation / Year	\$564,250	\$0	\$0	\$564,250
10% construction contingency	\$1,184,924	\$0	\$0	\$1,184,924
CONSTRUCTION COST	\$13,034,165	\$0	\$0	\$13,034,165

22% incidental cost	\$2,606,833	\$0	\$0	\$2,606,833
YEAR 1 PROJECT COST	\$15,640,998	\$0	\$0	\$15,640,998

Questions

**New York Mills U.F.S.D.
2015-2016**

- All Board members are expected to attend.
- * All Board members are encouraged to attend.
- Designated Board member(s) or alternate will attend.
- R Register in advance.

October 2015

S	M	Tu	W	Th	F	S
				1	2	3
4	5	■6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

*Oct. 12 – Columbus Day - Student and Staff Holiday
Oct. 31 – Halloween*

- Oct. 5 MAD Boosters Meeting, H.S. Library, 6:30 p.m.
- Oct. 6 ■ NYM Board of Education Meeting, H.S. Library 6:30 p.m.
- Oct. 7 Regular meeting of the Cooperative Board,
The Learning Center, Career and Technical Education Building,
4:30 p.m.
- Oct. 15 R Oneida-Madison-Herkimer School Boards Institute Workshop –
Part I - “Fiscal Oversight Fundamentals Training (FOT)”, 5:30
p.m. “check in” and dinner; Program 6:00 – 9:00 p.m., The
Learning Center, Oneida Room

School District Foundation Meeting, H.S. Library, 6:30 p.m.
- Oct. 18 - 20 R NYSSBA Convention & Education Expo, Sheraton New York
Times Square Hotel, New York City
- Oct. 28 PTSO Meeting, H.S. Library, 6:30 p.m.
- Oct. 29 R Oneida-Madison-Herkimer School Boards Institute Workshop –
Part II - “Fiscal Oversight Fundamentals Training (FOT)”, 5:30
p.m. “check in” and dinner; Program 6:00 – 9:00 p.m., The
Learning Center, Oneida Room
- Oct. 31 MAD Boosters Trunk or Treat, 4:00 p.m.

November 2015

S	M	Tu	W	Th	F	S
1	2	■3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Nov. 3 – Election Day

Nov. 11 – Veterans’ Day – Student and Staff Holiday

Nov. 25-27 – Thanksgiving Recess for Students

Nov. 26-27 – Thanksgiving Holiday for Staff

- Nov. 3 ■ NYM Board of Education Meeting, H.S. Library 6:30 p.m.
- Nov. 4 Regular meeting of the Cooperative Board,
The Learning Center, Career and Technical Education Building,
4:30 p.m.
- Nov. 9. MAD Boosters Meeting, H.S. Library, 6:30 p.m.
- Nov. 12 R Oneida-Madison-Herkimer School Boards Institute General
Membership Meeting – “Regional Curricular Initiatives” Regent
Bottar and SED Representatives, registration and
light dinner 6:00 p.m., program starts at 6:30 p.m., Oneida
BOCES
- Nov. 19 R Genesis – “Honor Education Celebration,” 6:00 p.m. at Harts Hill
Inn

School District Foundation Meeting, H.S. Library, 6:30 p.m.
- Nov. 20 Elementary Musical, Auditorium, 7 p.m.
- Nov. 21 Annual Turkey Trot, registration 9:30 a.m.
- Nov. 24 PTSO Meeting, H.S. Library, 6:30 p.m.

Representative's Report to New York Mills

Re: BOCES mtgs 9/9/15 & 10/2/15

9/9 – The Cooperative Board recognized two students from the Regional Program for Excellence (RPE): Jenna Pugliese – McNamara from Waterville interned at the Mohawk Valley Systems Surgical Department. Jenna spoke to the Board regarding her interest in forensic pathology and explained how this internship gave her greater insight into that field of study.

Andrew Albert of **New York Mills** was recognized for his internship work at the Slocum-Dickson medical group where Andrew worked with Dr. Goldliner. This followed along with Andrew's interest in the field of neurology. Andrew had previously completed a similar internship under the School and Business Alliance (SABA) program at BOCES.

Both students received a Certificate of Recognition for their excellent work.

[Mr. Russell Stewart represented Waterville / Dr. Porcelli represented NYM along with Superintendent Kathy Houghton and High School Principal, Mr. Michael Spost]

Following the student presentation, Mr. Tom Dorr, Assistant Superintendent for Finance and Mr. Joe Muller, Safety Coordinator, reviewed the different CoSers within the Safety Program and went into greater depth regarding the areas of the Safety Coordinator's role, as well as the issues of Asbestos, Fire Inspections, In-District Safety Programs, Dignity Act / Bullying Prevention and the function of the Initial Response (IRT) Teams. Mr. Muller spoke about the staff within the Safety Department and shared an overview of the department's credentials. He also spoke on the Dignity for All Students Act (DASA) and the DASA services provided by his department to the participating districts.

Some of the 2014-15 highlights were that the Safety Office had provided a Dignity Act Certification course to more than 500 candidates. They also worked actively with the State Police in the development of the new Building Level Emergency Response Team and they coordinated a Request for Proposals for the NYSED mandated Building Condition Survey, resulting in competitive cost / service for component districts.

Mr. Muller also spoke about a 2015-16 initiative to include four newsletters to be distributed to participating districts.

10/2-3 BOCES Retreat

Board members met with Mr. Mettleman, District Superintendent, and senior staff on Friday evening at the Radisson. Members of the senior staff provided an overview of the various BOCES CoSers (Cooperative Service Agreements), where they originate, how they fit into the BOCES operation, as well as revenue, enrollment, and service projections.

The Board met again on Saturday (10/3) at the BOCES and continued in its review of the CoSers before a further discussion regarding each department's activities and how those activities mesh with the Cooperative Board's goals and accomplishments. This was followed by a general discussion concerning the role of the BOCES as a community asset.

Finally, the Board took time to review the Board Members' Handbook. Members and also discussed at length the Board's Self –Assessment results.

The Cooperative Board next will meet on Wednesday October 9, 2015 at 4:30pm at BOCES.

Respectfully submitted,

Gary W. Porcelli

New York Mills Representative to the Cooperative Board.

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Jacqueline Edwards
President

Richard Ross
Vice President



3.1

Fiore
King
nant

Traci Welch
L;Janet Wroblecki

**BOARD OF EDUCATION MEETING
TUESDAY, SEPTEMBER 1, 2015
JR./SR. HIGH SCHOOL AUDITORIUM – 5:30 P.M.**

PRESENT: Ms. Jacqueline Edwards, Mr. Richard Ross, Mr. Jonathan Fiore, Mr. Steve King, Mr. Rick Surprenant (arrived at 5:35 p.m.), and Mrs. Traci Welch

ABSENT: Mrs. Janet Wroblecki

ALSO PRESENT: Ms. Kathy Houghton, Mr. Michael Spost, Mrs. Lisa Stamboly, Mr. William Lachut, Mrs. Paula Ann May and 10 visitors and guests

1. Meeting Call to Order

Ms. Edwards called the meeting to order at 5:30 p.m.

1.1 Pledge to the Flag

Mr. Ross led the Pledge of Allegiance.

1.2 Acceptance of Agenda

Mr. King made the motion to accept the Agenda seconded by Mrs. Welch.

Yes 5 No 0
Motion carried.

1.3 Executive Session – to discuss the employment of a particular person(s)

Mr. Ross made the motion to go into Executive Session at 5:32 p.m. to discuss the employment of a particular person seconded by Mr. Fiore.

Ms. Edwards called the meeting back into regular session 6:32 p.m.

1.4 Student Council's 2015-2016 Plans – Ms. Viel with students: Shawn Essafi, Madison Cudhea, Jordyn Keeck-Beach, Brianna Fuccillo, Cassidy Albright

Students: Shawn Essafi, Jordyn Keeck-Beach and Cassidy Albright presented the Student Council Plans for the 2015-16 school year. The Student Council update included:

- Creating a school flag
- Purchasing a spirit trophy to indicate year after year which class wins Spirit Week
- Dissolving hallway decorating in lieu of floats and spirit boards

- Homecoming Parade – Friday evening, October 16th, 6:30 start culminating with a bonfire and ending at 9:00 p.m.
- Homecoming Mascot Run during Halftime intermission
- Homecoming Semi-Formal for grades 7-12 with a color/song-themed decoration scheme
- Powder Puff Game on Sunday afternoon – junior girls vs. senior girls
 - a. Charging admission
 - b. Creating clearer game rules
- Fall community Clean-up: Saturday, October 24th, pending supervision
- Blood Drive Friday, October 30th
- Emmaus House Collections for Thanksgiving
- NYS CLSA Leadership Conference in Niagara Falls, New York November 22nd – 24th
- NAWD (National Association for Workshop directors) in Niagara Falls, New York December 4th – 6th for Ms. Viel
- Annual Breakfast with Santa

1.4 Capital Project Update – Hunt EAS - Jeffery Robbins, Lead Architect and Chad Snowburg

Jeffery Robbins and Chad Snowburg shared the following PowerPoint Update on the Capital Project:



HUNT

**New York Mills UFSD
Project Update 9/2/15**

Hunt Engineers, Architects & Land Surveyors, PC

Current Project Status

Submitted to SED	6/11/15
Submitted to SHPO	6/11/15
Received Arch Comments From SED	7/14/15
Response to Comments	8/26/15
Anticipated Mech Comments From SED	3/1/16
Response to Comments	3/15/16
Anticipated Bid Period	4/1/16 – 5/1/16
Expected Construction Schedule	6/1/16

Current BCS Status

BCS Field Work - Complete	8/6/15
Rough Draft	9/15/15
Owner Review Meeting	9/22/15
Board Presentation	10/6/15

HUNT

Beekman Gymnasium

- Recoat Roof
- Replace Exterior Doors and add security features
- Repair deteriorating foundation wall
- Upgrade sinks in gang toilet rooms

Site Improvements

- Refurbish track surfacing
- Repair Marquee
- Provide new Elementary parent drop off loop
- Widen sidewalk from Burrstone Road

HUNT

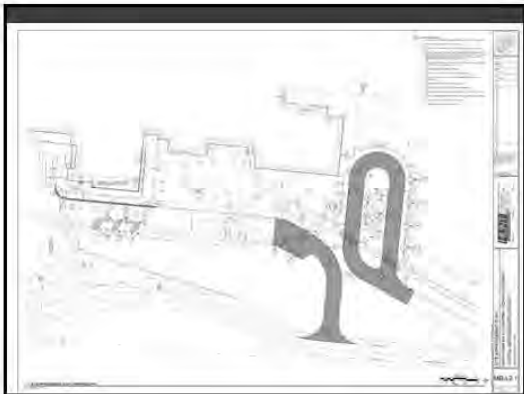
K-12 Building

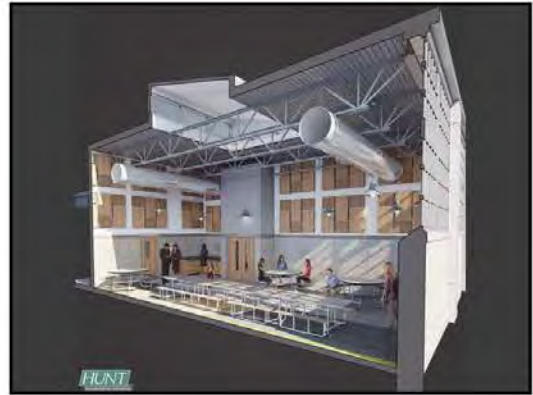
- Add intruder locksets on classroom doors and assembly spaces
- Security film at main entrance
- Replace Boiler Room exterior door
- Replace exterior doors by music rooms
- Upgrade house and stage lighting in auditorium
- Redundant A/C in server rooms
- New ceilings and lighting in classrooms second floor classrooms
- New ceilings and lighting in district office and high school office
- New kitchen and cafeteria
- Combine spaces 167A and 167B to create a larger CSE/Instructional space

Technology Upgrades

- Data Closet Improvements
- Access control on exterior doors
- Fiber Optic Connection to Beekman Gym and the Bus Garage
- Add SMART Boards in classrooms
- Wireless network upgrades throughout the main building

HUNT





Mr. King questioned the signage.

2. Communications

2.1 From the Floor

Brenda Mitchell parent wanted to discuss an issue with a school employee.

Ms. Edwards explained that she could not use names of employees in open session.

Mrs. Mitchell said he wanted to speak about an employee using their cell phone. There was an incident with her child. The employee was on the cell and does not witness injuries or fights. She has hear common complaints from other parents. She wanted to bring it to the Board's attention. Why is this employee is able to use their cell phone? The school policy needs to be addressed.

Ms. Edwards referred this to the High School Principal, Mr. Spost. Follow up with Ms. Houghton if you don't get the answer you need.

2.2 President's Messages

Ms. Edwards presented Certificates of Participation to Jonathan Fiore and Steve King for attending "New School Board Member Academy".

Ms. Edwards read aloud letter about participating in the 9-11 Memorial and reminded all Board Members about the SBI General Membership Meeting on September 17th with Regent Bottar.

a. Committee Report(s)

1. Facilities Health & Safety Committee – D. Ross

Nothing to report.

2. Policy Committee – J. Wroblicki

Mr. Fiore reported that the District Credit Card Policy was revised to be a little more adept. The committee trimmed it down and attached forms to be filled out any time the credit card is used.

3. Transportation Committee – R. Surprenant

Mr. Surprenant reported that the Committee met on August 11th to discuss pupil bus ratios and seating capacity. They are scheduled to meet again on September 22nd to see how the routes are. Mrs. Price made clear arrangement to clear one of the bays to keep buses clean from salt and minerals in order to help the buses last longer.

4. Survey Committee – T. Welch

Ms. Edwards said in light of the work we've been doing and looking at financials she is formalizing an Audit Sub-committee chaired by Mrs. Welch with Mr. Fiore and Mr. Ross as members. Ms. Edwards

asked Mrs. Stamboly to work closely with them on it on as needed basis to get the ball rolling so things make a little more sense. They will be meeting in September.

b. Board Calendar – N/A

c. BOCES Representative Report – Dr. Porcelli, BOCES Board President

Ms. Edwards shared the minutes below from Dr. Porcelli with all Board Member to review at their leisure:

The July 8, 2015 Cooperative Board meeting was called to order by the Board Clerk at 4:32P.M.

The Board met in re-organizational session. Members to the Cooperative Board elected by their respective component schools were recognized and given the Oath of Office by Mrs. Deb Kimball, the Board Clerk. Included in this group were:

Ms. Margaret Buckley representing Utica City School District

Mrs. Doreen Corbin representing Brookfield School District

Mrs. Elaine Falvo representing New Hartford Central School District

Mrs. Charlene Hartman representing Westmoreland Central School District

The Officer Nominating Committee chaired by Mr. Michael Moore of Clinton reported out the committee's recommendations regarding the Offices of Board President and Board Vice President. With no nominations being voiced from the floor, the Nominating Committee's recommendations were accepted unanimously as follows and the Oath of Office was administered by the Board Clerk to:

Dr. Gary W. Porcelli representing New York Mills UFSD will serve as Cooperative Board President

Mrs. Elaine Falvo representing New Hartford CSD will serve as Cooperative Board Vice President.

Following the election of officers, the Cooperative Board proceeded to appoint the various support personnel, make the necessary authorizations, and establish the committee assignments for the 2015-2016 school year.

Moving next into the regular business of the Cooperative Board, the Board approved the minutes of the June 10, 2015 meeting, accepted the Treasurer's reports for May 2015, approved several contracts and lease agreements and dealt with several personnel issues (hiring, resignations, summer school appointments, etc.)

The Cooperative Board also:

1) approved its membership in the Rural Schools Association

2) appointed new members to the CTE Consultant Committee

3) passed a resolution supporting William Miller as Area 5 Director to NYSSBA

Lastly, the Board received the Report of the Mr. Mettleman, the District Superintendent, as well as an update on Legislative Issues. This was followed by information regarding the Board Retreat scheduled for October 2 (Radisson) and October 3 (OHM BOCES).

The Cooperative Board meeting adjourned at 7:55 p.m.

Respectfully submitted to the NYMills Board of Education

3. Consent Agenda

Mrs. Welch made the motion to approve the Consent Agenda seconded by Mr. Surprenant which includes the following:

- 3.1 Board of Education Minutes for July 7, 2015
- 3.2 Business Office Reports for Month ending June 2015 – Withdrawn by Mrs. Stamboly
- 3.3 CSE Reports
 - a. Minutes of Meeting held 5/28/15
 - b. Minutes of Meetings held 6/22/15
 - c. Minutes of Meeting held 7/1/15
 - d. Minutes of Meeting held 7/15/15
 - e. Minutes of Meeting held 7/23/15
 - f. Minutes of Meetings held 8/1/15
 - g. Minutes of Meeting held 8/13/15
 - h. Minutes of Meeting held 8/15/15
 - i. Minutes of Meetings held 8/20/15
 - j. Minutes of Meetings held 8/21/15

Yes 6 No 0
 Motion carried.

4. Old Business – N/A

5. New Business

5.1 Personnel Report – Action

Mr. King made the motion to approve the following personnel report seconded by Mr. Ross:

NAME	TENURE AREA/CIVIL SERVICE TITLE	ASSIGNMENT	CERTIFICATION	SALARY/RATE OF PAY	EMPLOYEE REPLACING	EFFECTIVE DATE	ANTICIPATED TENURE DATE
I. Summer Bus Run Revisions							
Furmanski, Tom	Bus Driver	1.5 hrs. AM run, 1.75 hrs. PM run Total 16.25 hrs./week			Kurgan, John	7/17/2015	
Kurgan, John	Bus Driver	7.0 hrs. Friday/Sunday Total 14 hours/week			Furmanski, Tom	7/17/2015	

II. Resignation

Jarosz, Melissa	Teacher Assistant	Y				7/27/2015
Pastorella, Amy	Teacher Assistant	Y				8/31/2015
Woods, Kurtis	Head Modified Football Coach	TCL				7/6/2015
Griffith, Mark	Assistant Modified Football Coach	TCL				7/7/2015
Szkotak, Samantha	JV Girls Basketball Coach	TCL				8/18/2015

III. Coaching Appointments

Curtis, Bruce	Head Varsity Football Coach	TCL	\$5,827	Anthony Ricco	2015-16 School Year
Fowler, Daniel	Assistant Varsity Football Coach	TCL	\$4,066	James Futscher	2015-16 School Year
Griffith, Mark	Head Modified Football Coach	TCL	\$3,067	Kurtis Woods	2015-16 School Year
Reif, Robert	Assistant Modified Football Coach	TCL	\$1,813	Mark Griffith	2015-16 School Year
Allen, Joel	Modified Cross County	C	\$1,748	New Position	2015-16 School Year
Dziekan, Andrea	Modified Field Hockey	CPE	\$1,530	Shelby Reardon	2015-16 School Year
Fowler, Daniel	Varsity Volleyball	TCL	\$3,786	Aileen Viel	2015-16 School Year

IV. Instructional Appointments

Bara, Mandy	Teacher Assistant	Elementary AIS/Title I Reading Teaching Assistant (8:20 a.m. - 3:20 p.m.)	C	\$21,313.00	Amy Pastorella	9/1/2015	9/1/2019
Ciaccia, Laura	Teacher Assistant	Elementary AIS/Title I Math Teaching Assistant (8:20 a.m. - 3:20 p.m.)	C	\$21,313.00	Melissa Jarosz	9/1/2015	9/1/2019
Powers, Jessica	Teacher Assistant	Jr. - Sr. High School Special Education Teaching Assistant (7:40 a.m. - 2:40 p.m.)	CTA/III	\$18,532.00	Brittney Millis	9/1/2015	9/1/2019
Smith, Jennifer	Teacher Assistant	Elementary/Primary Special Education 12:1:1 Teaching Assistant (8:20 a.m. - 3:20 p.m.)	CTA/I	\$17,310.09	New Position	9/1/2015	9/1/2019
Greico, Nicolle	Teacher Assistant	Elementary/Intermedi ate Special Education 12:1:1 Teaching Assistant (8:20 a.m. - 3:20 p.m.)	CTA/I	\$16,809.00	New Position	9/1/2015	9/1/2019

V. Non-Instructional Appointments

Diskin, Ellen	School Monitor	Elementary Special Education 1:1 6.75 hours Monday-Friday	Civil Service	\$12.68/hour	Anna Grossi	9/1/2015
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VI. Daily Substitute Appointments

Darling, Linda	School Nurse RN	Civil Service School Nurse RN	\$16/hour	9/2/2015
Pietruch, James	Cleaner	Civil Service	\$8.75/hour	9/2/2015
Mackos, Linda	Office Specialist I/School Monitor	Civil Service	\$8.75/hour	9/2/2015
Eikeseth, Dayna	Substitute Teacher	Masters in Special Education applying for Certification	\$60/day	9/2/2015
Czarnocki, Lisa	Social Studies 7-12	Social Studies 7- 12 Initial Certificate	\$80/day	9/2/2015
Barry, Dana	Teaching Assistant, Level 1	CTA/I	\$60/day	9/2/2015
Barry, Dana	School Monitor	Civil Service	\$8.75/hour	9/2/2015
Cole, Laurie	Teaching Assistant, Level 1	CTA/I	\$60/day	9/2/2015
St. James, Cynthia	School Monitor	Civil Service	\$8.75/hour	9/2/2015

VII. Administrative Internship

Kelley, Kristin	Elementary/High School	Administrative Intern	Unpaid	1/26/16 - 4/13/2016
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IX. Authorization of Family Medical Leave Act

Borek, Steve	Building Maintenance Worker	Civil Service	6/8/15 - 8/28/15
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X. Unpaid Medical Leave

Borek, Steve	Building Maintenance Worker	Civil Service	8/31/15 - 9/4/15
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XI. 2015-16 School Monitor Hours

Ferrara, Sharron	School Monitor	6.75 hours per day Monday-Friday	Civil Service	2015-16 School Year
Fitzgerald, Eliesa	School Monitor	1.5 hours per day Monday - Friday	Civil Service	2015-16 School Year

Hill, Laura	School Monitor	7 hours per day Monday - Friday	Civil Service			2015-16 School Year
Houle, Debra	School Monitor	7 hours per day Monday - Friday	Civil Service			2015-16 School Year
Janicki, Betsy	School Monitor	6.5 hours per day Monday - Friday	Civil Service			2015-16 School Year
Joswick, Marie	School Monitor	6.75 hours per day Monday-Friday	Civil Service			2015-16 School Year
Lachut, LouAnn	School Monitor	7.25 hours per day Monday - Friday	Civil Service			2015-16 School Year
Maciol, Tammy	School Monitor	6.5 hours per day Monday - Friday	Civil Service			2015-16 School Year
Schmelcher, Melinda	School Monitor	6.75 hours per day Monday-Friday	Civil Service			2015-16 School Year
Soja, Lisa	School Monitor	6.25 hours per day Monday - Friday	Civil Service			2015-16 School Year
West, Kelly	School Monitor	7 hours per day Monday - Friday	Civil Service			2015-16 School Year

XII. Long-term Substitute

Fattata, Neil	Cleaner	8 hours per day Monday - Friday	Civil Service	\$12.68/hour	Steve Borek	9/1/2015 - 10/6/15
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XIII. Temporary Non-Instructional Positions

St. James, Cynthia	Temporary School Monitor	Elementary Special Education 1:1 6 hours per day Monday-Friday As determined by the Administration	Civil Service	\$12.68/hour	Temporary	9/2/15 - 10/6/15
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Sroka, Mary	Temporary School Monitor	Elementary Special Education 1:1 6 hours per day Monday-Friday As determined by Administration	Civil Service	\$12.68/hour	Temporary	9/2/15 - 10/6/15
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Edwards, Bernice	Temporary School Monitor	3.5 hours Elementary Special Education 1:1 and 1.5 hours Jr. - Sr. High School 5 hours per day Monday-Friday As determined by Administration	Civil Service	\$12.68/hour	Temporary	9/2/15 - 10/6/15
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XIV. Resignation for the Purpose of Retirement

Pearsall, Sandra	Elementary Teacher	Grade 1 Teacher	Nursery, Kindergarten and 1-6	\$600 Floating Step F		7/1/2016
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Mr. King stated that he has a problem voting for 'TBD' positions. All Board Members were in agreement. TBDs were removed from the personnel report and will be removed from all future personnel reports.

Yes 6 No 0
Motion carried.

5.2 Resolution to Set Tax Levy – Action

Mr. King made the motion to approve the following resolution to Set the Tax Levy seconded by Mr. Surprenant:

BE IT RESOLVED that the New York Mills Board of Education authorizes the School Business Official to collect taxes in the amount of \$3,835,899.31 from the town of New Hartford and \$3,645,275.69 from the town of Whitestown totaling \$7,481,175.00

THEREFORE, the tax rate for the 2015-16 school year will be \$27.36 per one thousand dollar of assessed value for the Town of New Hartford and \$32.44 per one thousand dollar of assessed value for the Town of Whitestown.

Yes 6 No 0
Motion carried.

5.3 Resolution to Approve Substitute Rates – Action

Mr. Fiore made the motion to approve the resolution for the following Substitute Rates seconded Mr. Surprenant:

Be It Resolved that the New York Mills Union Free School District Board of Education approve the following substitute rates:

Teachers: Certified \$80.00/day
 Uncertified \$60.00/day
Curriculum: \$22.00/hour
Tutor: \$25.00/hour
Teaching Assistant: \$60.00/day
Nurse: \$16.00/hour
Bus Drivers: \$13.00/hour
Clerical: \$10.50/hour
School Monitors: \$8.75/hour
Maintenance: \$8.75/hour

Mr. Surprenant asked why a substitute maintenance individual makes \$8.75 and a temporary employee makes \$12.68.

Ms. Houghton explained that a temporary employee works each day for a specified amount of time while a substitute is called in on a day to day basis.

Mr. King asked if these rates have to be negotiated.

Ms. Edwards said we may want to have a conversation about certified and non-certified substitute teacher rates.

Yes 6 No 0
Motion carried.

5.4 Resolution to Approve Overnight Field Trip – Action

Mr. Surprenant made the motion to approve the following resolution seconded by Mr. Fiore:

BE IT RESOLVED upon the recommendation of the Superintendent of Schools, the New York Mills School District approves an Overnight Field Trip for the Boys & Girls Varsity Basketball Teams to attend and play in the Coaches vs Cancer in Glens Falls/Lake George, New York on December 4-5, 2015.

Mr. King said that it is an inconvenient date because it is the date of the PTSO Craft Fair. We should lobby for a better date. It is just a comment.

Yes 6 No 0
Motion carried.

5.5 Building Use Request from PTSO for Craft Fair December 5 – 6, 2015 – Action

Mr. King made the motion to approve the Building Use Request from the PTSO for the December 5 – 6, 2015 Craft Fair seconded by Mr. Surprenant.

Mr. Ross asked if we provide the maintenance staff.

Ms. Houghton answered “yes, as they are school-affiliated group and the Craft Fair earnings are used to fund school activities, events, and materials.”

Yes 6 No 0
Motion carried.

5.6 Resolution to Repeal June 2, 2015 Bus Acquisition and Purchase Bus – Action

Mrs. Welch made the motion to approve the following resolution seconded by Mr. Ross:

The expenditure of \$116,680.57 from General Fund for the purchase of bus is hereby authorized, and the previously approved Board authorization for such purpose, adopted by bond
NYM Board of Education Minutes
September 1, 2015
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resolution, dated June 2, 2015 is hereby rescinded and repealed and is supplanted by this authorization.

Yes 6 No 0
Motion carried.

5.7 Non-Resident/Non-Tuition Students

Withdrawn

5.8 1st reading of Policy #4600, Use of District Credit Card; Regulation #4600.1, Request for Use of Credit Card; #4600.2, Expense Report for Credit Card

5.9 Resolution for Civil Service to Create 3 Temporary School Monitor Positions – Action

Mr. King made the motion to approve the following Resolution for Civil Service to create three Temporary School Monitor Positions seconded by Mr. Ross:

Be it resolved that the New York Mills U.F.S.D. Board of Education create three (3) temporary School Monitor positions not to exceed 7 hours per day from September 1, 2015 through October 7, 2016 for Oneida County Department of Civil Service.

Yes 6 No 0
Motion carried.

5.10 Transportation request to transport student to Notre Dame Jr. – Sr. High School – Action

Mr. King made the motion to approve the Parochial Transportation Request to transport a student to Notre Dame Jr. – Sr. High School seconded by Mr. Surprenant.

Yes 6 No 0
Motion carried.

5.11 Accept \$1,400 donation from the NY Mills/Whitestown Lions Club

Mr. Ross made the motion to accept the \$1,400 donation from the NY Mills/Whitestown Lion Club to purchase eye exams and glasses for students who can't otherwise afford them seconded by Mrs. Welch.

Mr. King asked if we could consider another venue because the Lions Club is suggesting Walmart.

Ms. Houghton said that our school nurses will work with eligible families to find the best possible eye care/eyewear prices.

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September 1, 2015
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Yes 6 No 0
Motion carried.

6. Building Reports

- 6.1 Elementary Building Report
 - a. Report Card Guide
 - b. Opening of School

Dr. Wilson could not be present because of a death in her family but will report on these at the next meeting.

- 6.2 Secondary Building Report
 - a. Opening Days

Mr. Spost said along with the entire district wide training and presentations that Ms. Houghton will discuss our High School building agenda will be quite full. We will have an extensive faculty meeting to go over numerous policies, guidelines, and procedures. Along with the general meeting, our Departments got together to go over curriculum, best practices, syllabuses, etc. Every teacher is scheduled with me to review their student learning outcome (SLO) during the first two conference days. We set mutually agreed upon targets of growth and achievement for students at this time that will later determine how many points teachers will earn for up to forty percent of their evaluation. On the afternoon of the second Superintendent's Conference day we will have our 7th grade orientation beginning at 12:30 p.m. Many seventh graders are already familiar with the high school layout and as you know as 6th graders they joined us for lunch 5th period as part of a transitional model. However, few of them have a good understanding of exactly where they can find specific rooms, what teachers look like, who to go to if help is needed, etc. Because so much will be new we hold this brief orientation. It will give students an idea of where to go on the first day of school. A major new thing is a locker assignment with a lock and this will allow them time to practice before the first day. They are also were welcomed to come in during the last two weeks of summer if they were concerned or anxious about it. We do provide transportation for this program and students who ride the bus will be picked up at the regular stops on the main routes.

b. Parent Night

Ms. Spost said Parent Night for the Jr. Sr. HS will be on Monday, September 14th. We will again have a 7th grade parent orientation beginning at 6:30 p.m. and then get right into having parents precede through their child's schedule shortly after 7 p.m. The expectation is that they learn a little about what is being taught in the class, how their child's grade will be determined, as well as policies and procedures governing the class. Most importantly, it will hopefully establish a connection in which communication is encouraged and sets us up to work together as team to support students. Our goal is to make each and every student the best of whatever they are.

7. Superintendent's Report

7.1 September 2 & 3, 2015 Superintendent Conference Days

Ms. Houghton shared with the Board a copy of the Welcome Back letter sent to all faculty and staff, as well as the schedules for the conference days on September 2nd and 3rd. She reported that both days were successful and included a variety of activities to complete our plans for a successful 2015-16 school year

All faculty and staff attended on September 2nd. There were several trainings presented by BOCES staff: Aesop, our new substitute calling service; Dignity for All Students Act, Right to Know hazardous materials, and building emergency plan procedures. Our School Resource Officer provided an update regarding building safety, our Bus Dispatcher provided Blood Borne Pathogens training to drivers, cleaners, and paraprofessionals; and our Committee on Special Education Chairperson conducted two Special Education meetings that included training on specific student needs.

The scheduled sessions on September 3rd were for teaching staff only; including a district update regarding required changes to our Annual Professional Performance Review Plan, faculty meetings, grade level and department meetings, a K-2 Professional Learning Community meeting, individual teacher Student Learning Objectives meetings, and 7th grade orientation.

7.2 K-12 Enrollment

Ms. Houghton shared our current K-12 enrollment, which shows 572 students; down from 587 last fall. She cautioned the Board that this number may change in the next month as the school year gets underway. She will keep the Board posted.

7.3 2013-14 School Report Card

The Board of Education was provided with a complete copy of the 2013-14 School Report Card; the most current report card available when she and Mrs. Wroblecki attended New School Board Member training at BOCES on August 12th. Ms. Houghton offered to provide a full presentation at a future meeting, including principals' school level reports if the Board would like to take time to delve into each section. She also suggested that a Board workshop may be helpful if more time is needed for this topic.

7.4 2015 Test Refusal Media Attention

Ms. Houghton shared with the Board that New York Mills UFSD had a great deal of media attention during the spring and summer regarding our New York State grades 3-8 test refusal rates. The attention began with the Board's passage of a Resolution to Support the Opposition to High Stakes Testing on April 7 2015; causing a flurry of attention from the NYS Allies for Public Education, Opt-out CNY, WKTV on April 9th and the Utica Observer-Dispatch on April 20th. This summer after the test scores and test refusal rates were officially released by the NYS Education Department, the

district was contacted by WSYR-TV on 8/13, WUTR and The New York Times on 8/14, and Syracuse.com and the Syracuse Herald/Post-Standard on 8/15. On 8/20 & 21 New York Mills parent Kate Despina was quoted in a story on Syracuse.com, then re-quoted in the blog "Faultlines" and a NYM Board of Education Minutes

September 1, 2015

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national "Voxatatis blog. I was then contacted by the NYS education blog, Politico on 8/25 and quoted in a story in NYSSBA's On Board on 8/31. With a 74% test refusal rate, one of the higher rates in the state and the highest in Oneida County, it is not a surprise that there was a keen public interest in our story. I will keep the Board updated regarding any loss of state and/or federal funding, as well as any other sanctions the district may receive as a result of the decision to respect and support parents' right to refuse these assessments on behalf of their children.

8. Board Discussion

Ms. Edwards said that she was happy and pleased with such great participation at the recent School Board training event. Would we like to continue in this venue? We should be looking at goal setting. Do we have a new vision for the district? There is always room for change. Maybe sometime during the fall we can do a training module or dinner someplace in order to work on these things.

Mr. King said that Dr. Porcelli is the new BOCES Board President. It is a great achievement, something positive about our district.

9. Visitors Comments

Mrs. Marley read a letter written by the Superintendent of Schools of the Patchogue Medford School District. She said that the School Board and Administration believe these sentiments. Teachers appreciate the support to serve students to the best of our ability thanked the School Board for their hard work.

Mr. Lachut wanted to make a comment that the side door to the stage is a vital part of plays and pageants. He feels that the door should not be removed. We need it.

Mr. Ross said he doesn't think the present door meets codes.

Mr. Lachut said we used the door for 57 years. He would hate to see it go.

Ms. Houghton said that we can discuss this topic with the architect at our next meeting.

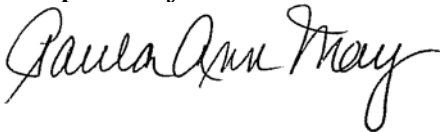
10. Executive Session

Mr. King made the motion to go into Executive Session to discuss a particular person at 8:10 p.m. seconded by Mrs. Welch. Ms. Edwards asked for a five-minute break before entering Executive Session.

Yes 6 No 0
Motion carried.

Ms. Edwards appointed Ms. Houghton the Clerk Pro-tem.

Respectfully submitted,



Paula Ann May
District Clerk

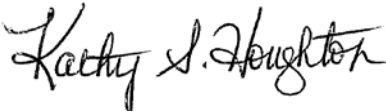
Ms. Edwards called the meeting back into regular session at 8:40 p.m.

11. Adjournment

Mr. Fiore made the motion to adjourn at 8:41 p.m. seconded by Mrs. Welch.

Yes 6 No 0
Meeting adjourned.

Respectfully submitted,

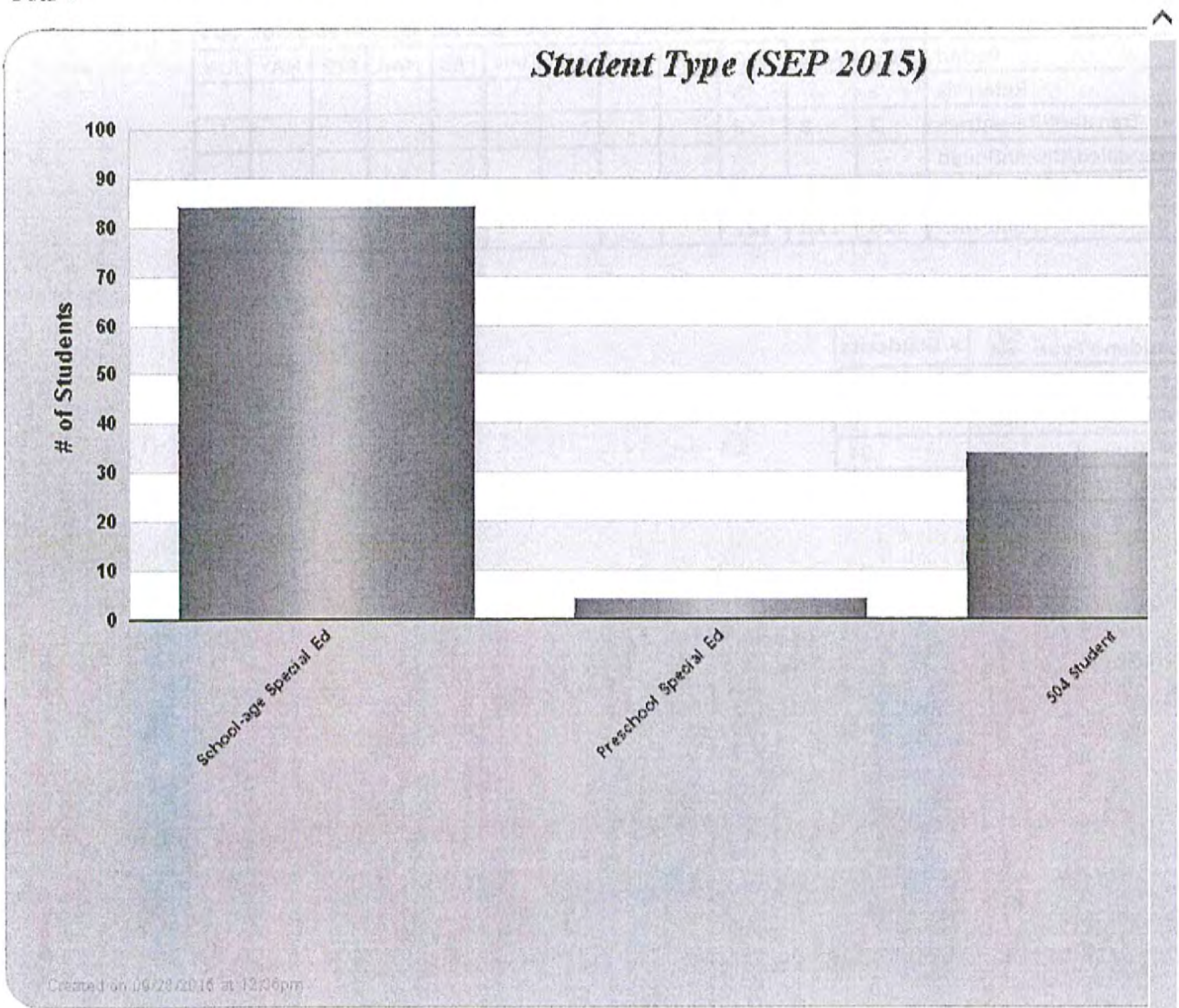


Kathy Houghton
Clerk Pro-tem

Statistics												
School Year	2015 - 2016											
Query	All Students with Student Type(s) of School-Age, Preschool, 504											
Period	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Referrals	2		3									
Transfers/Re-entries	2	2	3									
Declassified/Discontinued												
Exited	2	7	2									
Ended with	123	118	122									

Statistics	
Student Type	# Students
School-age Special Ed	84
Preschool Special Ed	4
504 Student	34
Total	122

Data ▶



4.1

Regulation

Draft 09/16/2015
4600.1

FISCAL MANAGEMENT

REQUEST FORM TO USE CREDIT CARD

Name: _____

Title: _____

Date(s): _____

Purpose: _____

Estimated expenses:

Expense	Amount
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Total Estimated Expenses: _____

Budget Code: _____

Signature

Date

Reason Credit Card is Needed for this purchase:

Approved: _____

Disapproved: _____

Superintendent Signature

Date

New York Mills Union Free School District
Adopted:

Regulations

Draft 09/30/2015
4600.2

FISCAL MANAGEMENT

EXPENSE REPORT FOR CREDIT CARD

Name: _____

Title: _____

Address: _____

Budget Code: _____

EXPENSES (Itemized receipts must be attached)

Date	Description/Reason/Location(Be specific)	Total \$

Grand Total _____

I certify that the above claim is accurate and that these charges were incurred in the performance of New York Mills Union Free School District responsibilities. I further certify that any claims submitted herein are in conformance with the criteria established by policy #4600.

Date: _____

Signature _____

Approved: _____

Disapproved: _____

Superintendent Signature (or Verifying Signature
of Board Officer if Expense Report is Submitted
by Superintendent)

Date

New York Mills Union Free School District
Adopted: _____



Resolution to Create School Monitor Positions

Be It Resolved that the New York Mills Union Free School District Board of Education creates three School Monitor Positions.

Motion _____

Second _____

Vote _____

AGREEMENT REGARDING SHARED TRANSPORTATION SERVICES

The parties to this Agreement are the New York Mills Union Free School District, a municipal corporation with its principal place of business at 1 Marauder Boulevard, New York Mills, New York 13417 ("NY Mills") and the Holland Patent Central School District, a municipal corporation with its principal place of business at 9601 Main Street, Holland Patent, New York 13354 ("Holland Patent"). The parties have entered into this Agreement to set forth the terms of their Agreement for sharing the cost of transporting one student enrolled in each district between the students' homes and the New York State School for the Blind in Batavia, New York (the "State School") during the 2015-16 school year. The parties enter into this Agreement pursuant to § 1709 (25) (h) of the New York State Education Law and intend this Agreement to operate as an intermunicipal agreement pursuant to Article 5-G of the New York State General Municipal Law, so that each district may realize the benefit of reduced total costs and greater operational efficiency through sharing transportation services.

1. Fiscal Arrangements

- 1.1 The parties have agreed that \$23,775.84 is an appropriate calculation of the cost of transporting the Holland Patent student and the NY Mills student between the NY Mills and the State School. Each district will bear 50% of this cost.
- 1.2 NY Mills will meet its fiscal obligation by providing transportation as set forth in Section 2, Transportation Arrangements.
- 1.3 Holland Patent will meet its fiscal obligation by paying to NY Mills the sum of \$12,887.92. This sum will be paid in two equal installments of \$6,443.96. One installment will be paid on or before January 15, 2016 and the remaining installment will be made on or before June 15, 2016.
- 1.4 These figures are based on the parties' understanding that Holland Patent will provide transportation for its student between the designated transfer point in NY Mills and the student's home in Holland Patent, and that Holland Patent will bear the entire cost of this part of the transportation.

2. Transportation Arrangements

- 2.1 NY Mills shall be responsible for transporting the Holland Patent student from the designated transfer point within the NY Mills to the State School on the afternoon preceding the start of the student's classes in a particular week, and for transporting the student from the State School to the designated transfer point after the conclusion of the student's classes for a particular week. NY Mills accepts this responsibility regardless of whether the NY Mills student is traveling at that time.
- 2.2 NY Mills agrees that it will provide transportation with a school bus that complies with all New York State and federal requirements for the inspection, equipping, and operation of school buses.
- 2.3 NY Mills agrees that it will assign operation of the school bus used to provide transportation under this Agreement to an individual employed by the NY Mills who meets all qualifications for a school bus driver under New York State and federal law.
- 2.4 NY Mills agrees that it will assign a bus monitor to travel on each trip made pursuant to this Agreement who is employed by the NY Mills and who has been properly trained in all safety requirements for management of students on school buses.
- 2.5 NY Mills shall report to Holland Patent any incident that occurs while NY Mills is transporting the Holland Patent student that affects the health or safety of the Holland Patent student.
- 2.6 NY Mills shall report to Holland Patent any conduct by the Holland Patent student that may constitute a violation of the Holland Patent Code of Conduct. Holland Patent shall be responsible for determining whether the Holland Patent student has violated the Holland Patent Code of Conduct and, if so, what the appropriate consequences for that conduct may be. NY Mills shall be similarly responsible for the conduct of the NY Mills student.
- 2.7 Holland Patent shall be responsible for transporting the Holland Patent student to the designated transfer point in the NY Mills on the afternoon preceding the start of the student's classes in a particular week in time for NY Mills to dispatch its bus in time to reach Batavia as

planned. Holland Patent shall also be responsible for picking up the Holland Patent student at the designated transfer point within 30 minutes of the scheduled return time of the NY Mills bus.

- 2.8 NY Mills may change the designated transfer point for reasonable operational purposes, provided that at least 48 hours' notice is provided to the designated Holland Patent contact. No change will be made in the parties' fiscal responsibilities as the result of a change in the designated transfer point, as long as the designated transfer point remains within the NY Mills.
- 2.9 NY Mills agrees to carry, pay for, and keep in force, with a company or companies licensed to do business in New York State, comprehensive general liability and comprehensive automobile liability insurance. The requirements for such insurance are as follows:
- Commercial General Liability Insurance-\$1,000,000 per occurrence/\$2,000,000 aggregate
 - Automobile Liability Insurance-\$5,000,000 combined single limit for owned, hired and borrowed and non-owned vehicles
 - Workers' Compensation-Statutory Workers' Compensation and Employers' Liability Insurance for all Employees

NY Mills further agrees to effectuate the naming of Holland Patent as an unrestricted additional insured on NY Mills' insurance policies. NY Mills agrees to present and maintain current certificates of insurance throughout the term of this Agreement, giving evidence of such coverage.

- 2.10 To the extent that an officer, employee, or agent of NY Mills requires access to certain personally identifiable information ("PII") relating to the Holland Patent student being transported in order to fulfill its obligations under this Agreement, Holland Patent designates that NY Mills officer, employee, or agent as a school official with a legitimate educational interest in those records. NY Mills agrees that it will comply with the Family Education Rights and Privacy Act (FERPA) with respect to those education records, including the requirements that such records not be re-disclosed without prior consent, that the records and the information in the records be used only for the purpose of providing service under this Agreement, and the requirement that any records or information remaining in the possession of NY Mills when this

Agreement terminates will be destroyed unless otherwise needed for the purpose of complying with law.

3.0 Miscellaneous Terms

3.1 Within 48 hours of the approval of this Agreement by the Boards of Education of both districts, each district shall notify the other in writing of the name, job title, telephone number, and e-mail address of the person who will be that district's official contact point for communications concerning the effective implementation of this Agreement.

3.2 (a) NY Mills agrees to indemnify, hold harmless, and defend Holland Patent, its Board of Education, and all other officers or employees, against all suits, legal actions, claims and demands, and against all damages, loss, costs, expenses and attorney's fees, caused by, arising from, incidental to, or growing out of an act taken by an officer, employee, or other agent of NY Mills (including a failure to act) in the course of NY Mills' performance of its obligations under this Agreement.

(b) Holland Patent agrees to indemnify, hold harmless, and defend NY Mills, its Board of Education, and all other officers or employees, against all suits, legal actions, claims and demands, and against all damages, loss, costs, expenses and attorney's fees, caused by, arising from, incidental to, or growing out of an act taken by an officer, employee, or other agent of Holland Patent (including a failure to act) in the course of Holland Patent's performance of its obligations under this Agreement.

3.3 It is understood that the personnel assigned by NY Mills to operate its bus shall be deemed employees of NY Mills only, and that Holland Patent shall exercise no control over those personnel in the performance of their duties, and that Holland Patent therefore shall not be deemed a joint employer of those personnel.

3.4 The effective date of this Agreement shall be the date upon which the Boards of Education of both parties shall have approved this Agreement. The Agreement, if approved by both Boards of Education, shall be in effect until June 30, 2016, and shall have no effect after that date. During the term of this Agreement, either party may terminate it sooner than June 30, 2016 by giving at least twenty-one (21) days written notice to the other party. In the event of an early termination of the Agreement, Holland

Patent's fiscal responsibility under Section 1 shall be prorated by calculating the number of weeks of the school year that have elapsed at the effective date of the termination.

- 3.5 This document represents the complete and entire agreement between the parties regarding the transportation of students to and from the State School during the 2015-16 school year, and it may not be amended or modified except by a written agreement signed by both parties.

For the New York Mills UFSD

For the Holland Patent CSD

Kathy Houghton
Superintendent

Dated: October ,2015

Dr. Kathleen M. Davis Superintendent
Superintendent

Dated: October , 2015

**NEW YORK MILLS SCHOOL DISTRICT
2015-16
NON-RESIDENT/NON-TUITION STUDENTS**

NAME	GRADE	PARENT
Robert Maciol	9	Tammy Maciol
Sydney Maciol	7	Tammy Maciol

Language in both contracts allows the privilege for employees' children to attend our school district tuition free when they are non-residents.

5.4

NEW YORK MILLS UNION FREE SCHOOL DISTRICT
BUILDING USE APPLICATION FORM

By Community Groups

Organization Dancercenter of Utica Date Desired Dec. 20, 2015

Room(s) of building desired (including dressing rooms, etc.) & Theater.

Which building NY Mills School Expected Attendance 400

Duration of use from 9 A.M. ~~P.M.~~ to 8 P.M. APPROX
(If time is needed in getting ready for activity, include that in above)

Are Lights To Be Used YES

Purpose of Use nutcracker Jazzed up

Please check the following you will need supplied:

Microphone Footlights Spotlight

Other - List: Lights of stage & music system

The undersigned agrees to accept responsibility to repair or replace any damage to equipment.

[Signature]
Signature of Responsible Person

9/4/15
Date

2007 Genesee St.
Address Utica 13501

315-736-6424
Telephone Number

Admission Charge Yes No

Insurance Liability Form Provided Yes No

NOTE: FILLING OUT THIS APPLICATION DOES NOT MEAN THAT YOU ARE ENTITLED TO THE USE OF THE BUILDING. DO NOT ADVERTISE OR PLAN DEFINITELY ON USING THE BUILDING UNTIL THIS APPLICATION HAS BEEN APPROVED AND RETURNED TO YOU.

(OVER)



RESOLUTION TO APPROVE OVERNIGHT TRIP

BE IT RESOLVED upon the recommendation of the Superintendent of Schools, the New York Mills School District approves an Overnight Trip for to the NYS CLSA 28th Annual State Conference, Niagara Falls, New York on November 22 – 24, 2015.

Motion
Second
Vote



AUDIT RESOLUTION

Whereas: the New York Mills Board of Education has received the audit of fiscal year 2014-2015 from Moore and Hart, Certified Public Accounts and

Whereas: the New York Mills Board of Education has had the opportunity to review said audit:

Therefore: the New York Mills Board of Education accepts the audit from Moore & Hart as presented.



Girls Ice Hockey Team Program Proposal

5.9

August 13, 2015
Revised August 19, 2015

Goals

1. The Clinton Central School District will provide a Girls Ice Hockey Team opportunity for athletes from Clinton and interested surrounding school districts.
2. Partner with Girls Ice Hockey booster organization to provide this opportunity at no cost to the participating districts.

Background Information:

- Spring 2015 - Clinton residents and parents approached the Clinton school district with the desire to create a regional interscholastic ice hockey opportunity for athletes in the Utica area.
- Utica CSD offers a regional opportunity for boys and sponsors the team with full financial support from a boosters club.
- Clinton desires to serve as the host school district for this proposed Girls Ice Hockey team.
- On August 13, 2015 a team of representatives from Clinton, New Hartford, Whitesboro, Utica, and Section III met to clarify understandings, offer initial approval to move forward, and plan the next phase of approval.

Present Situation:

- Section X facilitates a Girls Ice Hockey league that involves teams from the following schools: Ithaca, Oswego, Skaneateles, Alex Bay/Thousand Islands, Beekmantown, Plattsburgh, Lake Placid, Saranac Lake, Albany Academy, Canton, Massena, Potsdam, Salmon River, and St. Lawrence Central.
- Section X has accepted our participation pending official approval, and has incorporated Clinton into the 2015-1016 schedule including approximately 10 games.

Proposal Information

- The following information is to be used as probable guidelines for the purposes of general understanding. More specific guidelines will be formally approved and implemented by the Clinton Superintendent before the start of the season.
- Clinton will be the host for a regional Girls Ice Hockey team and the team name is: Clinton Warriors.
- Area schools will be invited to participate and school boards will adopt resolutions to combine/merge with Clinton for Girls Ice Hockey.
- The team is affiliated with and through Section X for Girls Ice Hockey (not Section III)

Boosters

- The Girls Ice Hockey Boosters is an organization that is separate from the Clinton School District and operates independent of, but in cooperation with, the Clinton School District.
- Title IX regulations and laws related to equity in sports among the sexes will be followed including equity in facilities and program (locker rooms, transportation, uniforms, coach staffing and qualifications, opportunity for competition at same levels, etc.)
- The boosters program will provide funding and will not be involved in or responsible for the administration or operation of the team.

Budget/Financing

- The estimated total budget for the team is approximately \$25,000.
- The Clinton Girls Ice Hockey boosters will provide all funds necessary for the operation of the team.
- All funds used for the team will be donated to the Clinton Central School District and the District will administer the budget and finances for the operation team as it would any other interscholastic sports team.
- Funds equal to the anticipated budget will be donated to the District before the start of the 2015-16 season on November 9, 2015.

Coaching/Staffing

The team will have a head and assistant coach hired and appointed by the Clinton CSD.

Code of Conduct

Players will need to adhere to the conditions set forth in both their home school and the Clinton CSD.

Schedule of Practices and Games

The tentative weekly schedule of practices and games is as follows:

Monday: Practice in Clinton 9:00 PM - 10:15 PM

Tuesday: Practice in Clinton 8:00 PM - 9:15 PM

Wednesday: Practice in Clinton 8:00 PM - 9:15 PM

Thursday: Dry-land Practice in Clinton Fitness Center or other location, time TBD

Friday: Games

Saturday: Practice in Clinton 6:00 AM, if not following a game night.

Sunday - Off

Sustainability

The program will be evaluated annually to determine the sustainability with respect to the number of players involved and the ability of the boosters to raise the needed funds.

Transportation

- Transportation to practices is the responsibility of the players.
- Transportation to away games is the responsibility of the Clinton CSD.
- Players will be required to ride the team bus to and from away games.
- Funds for transportation will be included in the budget for team as financed by the Boosters.
- Weather Related School Cancellations
 - o When Clinton is closed, practices and games will be cancelled.
 - o If a home school is closed or activities at the home school are cancelled and Clinton is open, the player from that home school is not allowed to participate in practices or games scheduled for that day.

- o The Clinton Superintendent will make the determination of whether or not travel is safe enough to travel to away games. There is a possibility that weather conditions are locally favorable but are hazardous along the travel route or at the away game site.

Uniforms and Equipment

- Uniforms will be provided by Clinton as funded by the Boosters.
- All other equipment will be provided by the player.
- Supplementary supplies and equipment such as player bags, warm ups, or other items may be purchased or supplied directly by the boosters, or through supplemental donation, with the approval Athletic Director in advance.

Sample invitation to participate:

Dear Superintendent and/or Athletic Director:

I am writing to inform you that the Clinton Central School District is starting a Girls Ice Hockey team for participation in the 2015-2016 school year. By way of this letter, I am hereby formally inviting you to participate to combine with us in order to allow athletes from your school to participate on the team.

Attached you will find the program proposal and presented to and approved by the Clinton School Board on August 18, 2015. This document should give you enough information to make your decision; however, please contact me if you have any questions.

If you are interested in combining with us to be a part of this exciting opportunity, please have the attached combining Memorandum of Agreement approved by your Board of Education preferably by October 1, 2015. Also, please respond to me as soon as you decide that you are interested via email or phone so we can plan appropriately.

Sincerely,

Stephen L. Grimm, Ed.D.
Superintendent

Timeline and Action Needed

- August 2015 - Clinton Board of Education approval of resolution to create a Girls Ice Hockey Team.
- August 2015 - Job postings for Head and Assistant Girls Ice Hockey Coaches
- August 2015 – Invitations to participate in Clinton Girls Ice Hockey are sent to all area schools.
- September 2015 – Clinton and interested schools approve combining/merger with Clinton for Girls Ice Hockey.
- September 2015 - Appoint coaches pending booster ability to raise funds by November 9
- August – November 2015 – Girls Ice Hockey boosters raise funds needed.

COMBINING AGREEMENT

VARSIY GIRLS ICE HOCKEY

MEMORANDUM OF AGREEMENT BETWEEN THE CLINTON CENTRAL SCHOOL DISTRICT AND THE NEW YORK MILLS UNION FREE SCHOOL DISTRICT

WHEREAS, during the 2015-2016 school year, the Clinton Central School District (CCSD) is hosting a regional Interscholastic Varsity Girls Ice Hockey Team (Team); and,

WHEREAS, the CCSD has been accepted to compete as a regional team within the New York State Public High School Athletic Association's Section X; and,

WHEREAS, the cost of operating the Team will be borne by the Clinton Sports Boosters organization, and will be raised and donated to the CCSD before the season is anticipated to start on November 9, 2015: and,

WHEREAS, the operation of the Team will be conducted under the authority of the CCSD; and

WHEREAS, the CCSD invites the New York Mills Union Free School District to participate as a combined team during the 2015-2016 school year; and, therefore,

BE IT RESOLVED THAT, this agreement confirms the combining of the CCSD and the above stated school district for the 2015-2016 school year.

IN WITNESS WHEREOF, the parties have signed this **MEMORANDUM OF AGREEMENT** as of the date indicated below.



Stephen L. Grimm, Ed. D.
Superintendent of Schools
Clinton Central School District

Date: September 22, 2015

Kathy Houghton
Superintendent of Schools
New York Mills Union Free School District

Date:

5.10

Policy

Draft 09/25/2015
0015

GENERAL COMMITMENTS

EQUAL OPPORTUNITY AND NONDISCRIMINATION

I. Statement of Policy:

- A. The New York Mills Union Free School District:
 - 1. Provides educational programs and services;
 - 2. Does business with vendors and the public; and
 - 3. Makes decisions regarding employment without consideration of an individual's race, color, creed, religion, national origin (regardless of English language skills), age, sex, sexual orientation, marital status, military or veteran status, disability, genetic information or predisposing genetic characteristics, arrest record, prior criminal convictions, or domestic violence victim status; ~~and when an individual's religion or disability warrants reasonable accommodation~~ except when sex or age are a bona fide occupational qualification, and when a prior criminal conviction is related to job duties.
- B. Our commitment to provide educational programs and services without discrimination includes participation in nonacademic and extracurricular services such as transportation, counseling services, student clubs, and physical education and athletics.
- C. Our commitment to provide employment without discrimination includes recruiting, employment decisions, promotion opportunities, compensation, fringe benefits, workplace conditions, workplace discipline, and termination decisions.
- D. No student shall be subjected to harassment or bullying (as defined below) by employees or students on school property or at a school function. No student shall be subjected to discrimination based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex by another student or a school employee on school property or at a school function. This Policy does not prohibit a denial of admission into, or an exclusion from, a course of instruction that is permissible under the New York State Education Law and Federal Title IX of the Education Amendments of 1972; nor does it prohibit actions that are permissible under Section 504 of the Rehabilitation Act of 1973.
- E. This goal of this Policy is to create a school environment that is free from and harassment, bullying, and discrimination.

GENERAL COMMITMENTS

EQUAL OPPORTUNITY AND NONDISCRIMINATION**II. Opportunities for Individuals with Disabilities:**

- A. Education Programs, Services, and Activities: A student with a disabling condition who qualifies for services under the Individuals with Disabilities Education Act (IDEA) and Part 200 of the Regulations of the Commissioner of Education shall receive services in accordance with Policy 8052, Special Education Programs and Services. A student with a condition that is considered a disability for purposes of Section 504 of the Rehabilitation Act of 1973, but does not qualify for services under Policy 8052, shall be provided educational programs, services, and activities in accordance with Section 504.
- B. Employment: An employee with a condition that is defined as a disability, or with a history of such a condition, and who is otherwise qualified to perform the essential functions of the position, shall not be denied any employment opportunity or benefit. When a reasonable accommodation will permit an applicant or employee to perform the essential functions of the position, the District will provide a reasonable accommodation that does not impose an undue burden upon the District.
- C. Public Accommodation: District facilities shall be designed, constructed, and maintained so that, when each part of the District's program is viewed in its entirety, that part of the program is readily accessible to persons with disabilities.

III. Harassment, Bullying, and Discrimination Prohibited:A. General Standard of Conduct

No one who is receiving an education from the District, or who is employed by the District, or who is present on school property or at a school event, should experience harassment, bullying, or discrimination. The District's Code of Conduct (Policy 1030) prohibits harassment, bullying and discrimination, and it applies to conduct by District employees, District students, and anyone else on school property or at a school event.

When determining whether particular conduct or statements are to be classified as prohibited harassment, the District will consider the intent of the person engaging in the conduct or making the statement; however, the determining factor will be whether the person at whom the conduct or statement was directed reasonably experienced the conduct or statement as unwelcome harassment.

B. Conduct Directed at a Student

GENERAL COMMITMENTS

EQUAL OPPORTUNITY AND NONDISCRIMINATION

1. Conduct (including verbal conduct) directed at a student will be classified as harassment or bullying if it creates a hostile environment that either:
 - a. has the effect, or would have the effect of substantially and unreasonably interfering with the student's educational performance, opportunities, or benefits; or
 - b. causes, or would be expected to cause, the student to reasonably fear for their physical safety; or
 - c. causes, or would reasonably be expected to cause, harm to the student's emotional well-being through the creation of a hostile school environment that is so severe, or so pervasive, that it substantially and unreasonably interferes with the student's education.
2. Conduct that occurs off school property will be classified as a violation of this Policy if it creates, or foreseeably would create, a risk of substantial disruption within the school environment.
3. Conduct that occurs through electronic communication will be classified as a violation of this Policy if it otherwise fits the definition set forth in this section.

C. Conduct Directed at Someone Other than a Student

Conduct (including verbal conduct) directed at someone other than a student will be classified as harassment if it is motivated by that person's race, color, creed, religion, national origin, age, sex, sexual orientation, marital status, military or veteran status, disability, predisposing genetic characteristics, arrest record, or prior criminal convictions, and

1. it has the purpose or the effect of substantially interfering with the person's work performance; or
2. the person is explicitly or implicitly told that they must submit to that treatment in order to receive or continue to receive employment opportunities; or
3. a decision by the District about that person's employment is influenced by whether that person has submitted to the treatment or objected to it.

GENERAL COMMITMENTS

EQUAL OPPORTUNITY AND NONDISCRIMINATION

- D. Also prohibited, sexual harassment, is the making of unwanted sexual advances, the making of any requests for sexual favors, and subjecting another person to any touching, teasing or other verbal or written (such as notes, letters, or electronic messages) communication of a sexual nature.
- E. Anyone who feels that they have experienced prohibited harassment should bring this to the District's attention by using the Complaint Procedure described below.

IV. Strategy to Prevent Harassment, Bullying, and Discrimination

With the objective of preventing acts of harassment, bullying, or discrimination from interfering with any student's educational opportunities or sense of safety in school, the District will implement the procedures described in this Policy to:

- A. Expand student and employee awareness of the problem;
- B. Train staff and instruct students about appropriate, non-discriminatory behavior;
- C. Respond to reports of conduct that may violate this Policy; and
- D. Implement corrective and restorative measures as appropriate, when unacceptable conduct occurs.

V. Compliance Coordinator(s):

- A. The Compliance Coordinator for purposes of implementing this Policy shall be:

The Superintendent or his/her Designee
 New York Mills Union Free School District
1 Marauder Boulevard
 New York Mills, New York 13417
 Telephone: (315)768-8127

- B. The Compliance Coordinator is responsible for receiving and investigating complaints made under this Policy, making sure that this Policy has been publicized as required by law, making recommendations for reasonable accommodation of student and employee disabilities, keeping records of all reports of possible discrimination and related investigations and determinations, and making recommendations for the updating of this Policy, as necessary. The Compliance Coordinator serves as the Superintendent's designee for purposes of Article 2-A of the Education Law.

GENERAL COMMITMENTS

EQUAL OPPORTUNITY AND NONDISCRIMINATION

- C. This Policy shall be interpreted and implemented so that the District complies with its obligations under Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1975, the Americans With Disabilities Act, the Age Discrimination in Employment Act, Section 504 of the Rehabilitation Act of 1973, the New York State Human Rights Law, and the New York State Education Law, as interpreted and enforced by applicable regulations.
- D. When a report complains of possible discrimination by the Compliance Coordinator, the Superintendent shall designate another school official to conduct the necessary fact-finding inquiry and make recommendations. If the Superintendent is the Compliance Coordinator and the complaint made is against the Superintendent, the complainant shall report the alleged discrimination to the Board of Education President or any Board Member.

VI. Complaint and Fact-finding Procedure:

- A. Report of Possible Harassment, Bullying or Discrimination: Attached to this Policy is the District's form for making a Report of Possible Discrimination. The Compliance Coordinator shall make sure that this form is available in each school building, and its availability is known to those who may need to use it. The use of this form is encouraged, but not required; the Compliance Coordinator shall conduct a fact-finding inquiry anytime a written or oral report is received that contains enough information to reasonably investigate.
1. An employee may report possible discrimination or harassment directed at them or another employee to the employee's supervisor or directly to the Compliance Coordinator. If the report is about conduct by the Compliance Coordinator, the report may be made to the employee's supervisor or Board of Education President. If an employee makes a verbal report, they shall be asked to make a written report and told of the availability of the Report form. The person to whom the report is made is also responsible for reporting in writing their conversation and other available information to the Compliance Coordinator or Board of Education President.
 2. A student may report possible harassment, bullying, or discrimination directed at them or another student to any teacher, counselor, or school administrator. If a student makes a verbal report, they shall be asked to make a written report and told of the availability of the Report form. The person to whom the report is made is also responsible for reporting in writing their conversation and other available information to the Compliance Coordinator. School staff shall be trained on how to receive and refer student complaints.

GENERAL COMMITMENTS

EQUAL OPPORTUNITY AND NONDISCRIMINATION

3. A parent, school volunteer, or other member of the public who wishes to report possible harassment, bullying, or discrimination against a student shall make the report to the Superintendent, the Compliance Coordinator, or any building principal, teacher, or staff member. If a verbal report is made, a written report shall be requested. The person to whom the report is made is also responsible for reporting in writing their conversation and other available information to the Compliance Coordinator.
 4. District employees who either witness conduct directed at a student that may be harassment, bullying, or discrimination, or receive an oral or written report of such conduct, must report that to the Compliance Coordinator. The employee must make an oral report to the Compliance Coordinator within one school day, followed by a written report to the Compliance Coordinator no more than two school days after their oral report.
- B. Fact-finding Inquiry: Upon receiving a written report of possible harassment, bullying, or discrimination, the Compliance Coordinator shall log the report, acknowledge in writing its receipt, and conduct a fact-finding inquiry designed to determine with a reasonable degree of probability what actually transpired.
1. The fact-finding inquiry should begin promptly after receiving the complaint, and be pursued with sufficient diligence to reach a conclusion as possible after receipt of a written report.
 2. The inquiry should determine with as much detail as possible the sequence in which events occurred, the identity of each person involved and their respective roles, and the exact words spoken by each participant. To the extent practicable, all interviews should be conducted by one person.
 3. The inquiry shall include an opportunity for any person who has been identified as possibly violating this Policy to respond to each assertion made against them.
 3. Interviews shall be scheduled and conducted in compliance with applicable provisions of New York law and collective bargaining agreements.
 4. Each person interviewed shall be reminded that they are protected by the non-retaliation provision of this Policy, and that they are bound by that provision.

EQUAL OPPORTUNITY AND NONDISCRIMINATION

- C. Resolution: The Compliance Coordinator shall prepare a written fact-finding report describing what investigation was done, what conclusions have been drawn about what happened, a conclusion as to whether the conduct violated the District's Policy, and, if it did, a recommendation regarding what corrective action should be taken. If the Compliance Coordinator is not the Superintendent, the This report shall be submitted to the Superintendent for further action.
1. If the determination is that Policy has not been violated, the person who made the report, and each person whose conduct was challenged, shall be told of that determination verbally and in writing. The person who made the report shall be told of the option to have the determination reviewed.
 2. If the determination is that Policy has been violated, the person who made the report of possible discrimination shall be told of that determination verbally and in writing and, consistent with the confidentiality accorded to student and personnel records, told that appropriate corrective action has been taken to deter any repetition of the offending conduct. The person whose conduct violated the Policy shall have that explained to them, shall be told of the corrective action being taken by the District, and shall be told of the option to have the determination reviewed.
 3. When the Compliance Coordinator verifies the occurrence of harassment, bullying, or discrimination directed at a student, the school shall take prompt action that are consistent with the District's Code of Conduct and are reasonably calculated to end the harassment, bullying, or discrimination to eliminate any hostile environment; to create a more positive school culture and climate; to prevent a recurrence of the behavior; and to ensure the safety of the student(s) at whom the conduct was directed.
 - a. Responsive actions shall be measured, balanced, and age-appropriate.
 - b. Responsive actions shall follow a progressive model and make appropriate use of intervention, education, and discipline.
 - c. Responsive actions shall vary according to the nature of the offending behavior, the developmental age of the person engaging in the behavior, and the prior history of problem behaviors by the person engaging in the conduct.

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- D. Report to Law Enforcement Agency: When the Compliance Coordinator believes that conduct has occurred that constitutes criminal conduct, the Coordinator shall promptly notify the Superintendent, and the Superintendent shall promptly notify the appropriate law enforcement agency. If the complaint was made against the Superintendent, the Compliance Coordinator shall promptly notify the Board of Education President or any Board Member.
- E. Confidentiality: It shall be explained to anyone making a report or providing information about a report that the District does not reveal information about reports or the fact-finding process except to the extent necessary to fulfill its legal obligations to make as complete an inquiry as possible and to take appropriate corrective action when discrimination has occurred. Every witness interviewed during the fact-finding inquiry shall be instructed not to discuss the complaint or the investigation with anyone else, except as may be privileged by law.
- F. Special Fact-finder: The Superintendent is authorized to appoint a special fact-finder to carry out the responsibilities of the Compliance Coordinator when the Superintendent concludes that the circumstances of a particular report warrant that action.
- G. Interim Protective Action: The Superintendent has discretion to implement interim protective action, pending the completion of a fact-finding inquiry, to protect an individual when the Superintendent concludes that the circumstances of a particular report warrant that action.
- H. Review of Administrative Responses: If a person who initiated a report of possible discrimination, or a person whose conduct was challenged by a report of possible discrimination, is not satisfied with the action taken by the Superintendent, they may request that the determination be reviewed by the Board of Education.
1. A request for Board review must be made in writing, filed with the Board Clerk within 10 business days of receiving the written notice of the determination.
 2. The person requesting review shall provide a written explanation of their objection(s) to the determination, including the corrective action taken, if any. That statement shall be filed with the Board Clerk at least five (5) business days before the Board meeting at which the review will be conducted. The Board shall also be provided with a copy of the Compliance Coordinator's report and recommendation, and documentation of the Superintendent's subsequent action(s).

GENERAL COMMITMENTS

EQUAL OPPORTUNITY AND NONDISCRIMINATION

3. Board discussion of the determination and the objection(s) made shall take place in executive session. Board action to adopt or change the determination shall take place in public session.
- I. No Retaliation: No employee or student shall take a retaliatory action, or request or cause anyone else to take a retaliatory action, against any person who, in good faith, reports information about a possible violation of this Policy to a District employee or to the Commissioner of Education or to a law enforcement agency, or who initiates a report or testifies or assists or participates in the investigation of a report.

VII. Remedial Measures When This Policy is Violated:

- A. An employee found to have engaged in prohibited discrimination against another person (whether a District employee, District student, or member of the public) in the course of their employment will be subject to discipline, up to and including termination. Such decisions will be made and implemented in accordance with other District policies (e.g. the Code of Conduct) and applicable statutes and collective bargaining agreements.
- B. A student found to have engaged in prohibited discrimination against another person (whether a District employee, District student, or member of the public) while participating in a school activity or on school property will be subject to discipline. Such decisions will be made and implemented in accordance with other District policies (e.g. the Code of Conduct), the New York State Education Law, and any other applicable statutes.
- C. Any other person found to have engaged in prohibited discrimination against another person (whether a District employee, District student, or member of the public) while participating in a school activity or on school property may have their future access to school activities limited, as deemed appropriate under the circumstances.

VIII. Dignity Act Coordinator

- A. The Board appoints at least one staff member at each school to serve as the Dignity Act Coordinator for that school, upon the recommendation of the Superintendent. Each person designated for this role shall be instructed in the provisions of Article 2-A of the Education Law and thoroughly trained in methods to respond to human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, and sex.

GENERAL COMMITMENTS

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- B. The name and contact information for each Dignity Act Coordinator shall be publicized as follows:
- listing such information in the Code of Conduct posted on the District's website;
 - including such information in the plain language summary of the Code of Conduct provided to all persons in parental relation to students before the beginning of each school year;
 - including such information in at least one mailing per school year to parents and persons in parental relation, and in additional mailings if the information changes;
 - posting such information in a highly visible location in each school building; and
 - making such information available at the District office and each school building office.

The publication of this information shall also inform students and persons in parental relation to students that the Dignity Act Coordinator is available to speak with them if they have witnessed possible discrimination or harassment, or if they have experienced treatment that may be prohibited discrimination or harassment.

- C. In the event a designated Dignity Act Coordinator vacates that position, the Superintendent shall immediately designate an interim Coordinator pending appointment by the Board. In the event that a Coordinator is unable to perform the duties of the position for an extended period of time, another staff member shall be immediately designated by the Superintendent as an interim Coordinator pending return of the previous Coordinator to the position. Contact information for the new Coordinator shall be described as provided above.

IX. Training and Publication of Policy:

- A. All District employees will be notified at the beginning of each school year, or at the time of initial employment, of this Policy, the conduct expectations established by it, and how they may request an accommodation of a disability or initiate a complaint. Periodically, employees shall be provided training about the Policy and its enforcement in small group sessions.
- B. All students and their families will be notified at the beginning of the school year, or at the time of enrollment, of this Policy, the conduct expectations established

GENERAL COMMITMENTS

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by it, and how they may request accommodation of a disability or initiate a complaint, or report possible discrimination, harassment or bullying.

- C. A summary of this Policy shall be posted as part of the District's website, and shall be distributed periodically with District publications.
- D. The Superintendent shall insure that each year all District employees receive training designed to meet the following objectives:
 - 1. Discourage the development of harassment, bullying, and discrimination;
 - 2. Make employees aware of the effects on students of harassment, bullying, cyberbullying, and discrimination;
 - 3. Raise the awareness and sensitivity of employees to potential harassment, bullying, and discrimination;
 - 4. Enable employees to prevent harassment, bullying, and discrimination;
 - 5. Enable employees to respond to harassment, bullying, and discrimination;
 - 6. Inform employees about social patterns of harassment, bullying, and discrimination, including that based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex; and
 - 7. Strategies for effectively addressing the problems of exclusion, bias, and aggression in an educational setting.
- E. The Superintendent shall develop and implement guidelines:
 - 1. For the development of nondiscriminatory instructional and counseling methods to be used by District staff;
 - 2. For the development of measured, balanced and age-appropriate responses to instances of harassment, bullying and discrimination by students, with remedies and procedures following a progressive mode that make appropriate use of intervention, discipline and education, vary in method according to the nature of the behavior, the developmental age of the student and the student's history or problem behaviors, and are consistent with the Code of Conduct; and

GENERAL COMMITMENTS

EQUAL OPPORTUNITY AND NONDISCRIMINATION

3. Include safe and supportive school climate concepts in curriculum and classroom management.
- F. The District shall develop and implement a program of instruction in grades Kindergarten through Grade 12 to include a component on civility, citizenship and character education in accordance with Education Law.
1. This 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.
 2. Instruction on the principle of respect for others shall discourage acts of harassment, bullying, and discrimination.
 3. Instruction on the principle of tolerance, respect for others, and dignity shall seek to instill an awareness and sensitivity to harassment, bullying, discrimination, and civility in the relations of people of different races, weights, national origins, ethnic groups, religious, religious practices, mental or physical disabilities, sexual orientation, genders, and sexes.
 4. This shall include instruction about safe and responsible use of the internet and electronic communications.

New York Mills Union Free School District

Legal Ref: Title IX, Education Amendments of 1972 (20 U.S.C. Section 1681, 45 C.F.R. Part 86); Section 504, Rehabilitation Act of 1973 (29 U.S.C. Section 794, 45 C.F.R. Part 84); NYS Human Rights Law, (Article 15, NYS Executive Law); 8 N.Y.C.R.R. 100.4, 135.4, 141.1 and 200; Civil Rights Act of 1964, Title VI and VII (42 U.S.C. Sections 2000d and 2000e); New York State Education Law, Article 2-A and Sections 3201 and 3201-a; Americans with Disabilities Act of 1990 (42 U.S.C. Sections 12101-12213, 29 C.F.R. Part 1630); Age Discrimination in Employment Act (29 U.S.C. Sections 621-634); EEOC guidelines (29 CFR Part 1609.1 and 1609.2)

Cross Ref: 1030, Code of Conduct

Adopted: 11/02/93, 01/19/99

Revised: 02/05/02, 11/04/03, 03/02/10, 08/14/12, 07/11/13, _____

New York Mills Union Free School District

SUPERINTENDENT'S REGULATION Draft 09/25/2015

GENERAL COMMITMENTS

0015.1

REPORT OF POSSIBLE HARASSMENT, BULLYING OR DISCRIMINATION

Date: _____

Your Name: _____

Home Address: _____

Home Telephone: () _____

Work Address: _____
(if applicable)

Work Telephone: () _____
(if applicable)

Date of Alleged Incident(s): _____

Name of person(s) you believe discriminated against you: _____

List any witnesses that were present: _____

Where did the incident(s) occur? _____

Describe the incident(s) as clearly as possible, including such details as: what force, if any, was used; any verbal statements (i.e. threats, requests, demands, etc.); what, if any, physical contact was involved; what did you do to avoid the situation, etc. (Attach additional pages if necessary.)

New York Mills Union Free School District

SUPERINTENDENT'S REGULATION Draft 09/25/2015

GENERAL COMMITMENTS

0015.1

REPORT OF POSSIBLE HARASSMENT, BULLYING OR DISCRIMINATION

What would you like done to correct this situation?

I hereby certify that the information I have provided in this Complaint is true, correct and complete to the best of my knowledge and belief.

Your Signature

Date

Received by: _____

Date

Approved by the Superintendent: 06/02/15, ____

SCHOOL BUS IDLING

- I. New York Mills Union Free School District is committed to providing a safe, healthy and productive environment for all persons in or around the school grounds. The District will, to the extent practicable, eliminate all unnecessary harmful emissions found in bus and vehicle exhaust, in particular diesel exhaust, by idling district buses, whether owned, leased or contracted for by the district while such vehicle is parked or standing on school grounds or in front of any school.
- II. Drivers Responsibilities:
 - A. turn off the engine (no idling) while waiting for passengers to load and unload on school grounds, or when the vehicle is parked or standing on school grounds, or in front of or adjacent to any school;
 - B. instruct pupils on the necessity to board the school bus promptly in the afternoon in order to reduce loading time;
 - C. whenever possible, park the school bus diagonally in school loading areas to minimize the exhaust from adjacent buses that may enter the school bus and school buildings; and
 - D. turn off the bus engine during sporting or other events.
- III. Idling may be permitted under the following conditions:
 - A. to maintain an appropriate temperature for passenger comfort;
 - B. for mechanical work;
 - C. in emergency evacuations where necessary to operate wheelchair lifts.
- IV. Notice

The district shall provide notice of these policy requirements to all school personnel, no later than five school days after the beginning of every school year.
- V. Private Vendor Transportation Contracts

Vendor transportation contracts for pupil transportation services between the district and a private vendor that are entered into on or after July 1, 2008, shall include a provision requiring such vendor's compliance with school bus idling.

New York Mills Union Free School District

Legal Ref: Education Law §3637; 8 NYCRR 156.3(h); Vehicle & Traffic Law §142

Adopted: _____

PERSONNEL

APPOINTMENT OF ATHLETIC COACHES

I. Statement of Policy

- A. It is the Policy of the District to appoint interschool athletic coaches in conformance with Sections 135.4 and 135.5 of the Commissioner's Regulations. This includes all head coaches and assistants for varsity, junior varsity, freshman and junior high (modified) teams.
- B. Interschool athletic coaches shall be appointed by the Board, upon recommendation of the Superintendent.
- C. This Policy governs the appointment of all interschool athletic coaches, whether serving in a paid or unpaid (volunteer) capacity.

II. Minimum Qualifications To Be Appointed An Interschool Athletic Coach

- A. To be considered for appointment by the Board as an athletic coach, an individual must:
 - 1. Be a certified physical education teacher with valid first aid and CPR certification, as described in Section 135.5 of the Commissioner's Regulations, or
 - 2. Be a teacher certified in an area other than physical education who
 - a. possesses coaching qualifications and experience, and
 - b. has a valid first aid and CPR certification, as described in Section 135.5 of the Commissioner's Regulations, and
 - c. has completed the education program for coaches described in Section 135.4(c)(7)(i)(c)(2), or has demonstrated a plan and intention to complete such a program within the time frame described there, and
 - d. on a biennial basis, completes a course of instruction relating to mild traumatic brain injuries; or
 - 3. Hold a professional coaching certificate issued by the Commissioner and, if that certificate was issued before August 7, 2014, complete two-hours of coursework or training in child abuse and maltreatment in compliance with Section 3036 of the Education Law, or

PERSONNEL

APPOINTMENT OF ATHLETIC COACHES

4. If no one holding the qualifications described in subsections 1 through 3 above is a candidate, hold a temporary coaching license issued by the Commissioner and, if that license was issued before August 7, 2014, complete two-hours of coursework or training in child abuse and maltreatment in compliance with Section 3036 of the Education Law, or
 5. Have been employed as a coach in New York State schools on or before September 1, 1974.
- B. When the District is unable to obtain the services of a teacher with coaching qualifications and experience, and a person with coaching qualifications and experience satisfactory to the Superintendent is available, the Superintendent is authorized to support that person's application for a temporary coaching license by submitting to the Commissioner the statement described in Section 135.4(c)(7)(i)(c)(3)(i) of the Commissioner's Regulations.
- C. No one shall serve as an athletic coach in the District who has not undergone fingerprinting and received clearance from the State Education Department.

III. Evaluation of Coaches Holding A Professional Coaching Certificate

- A. Each person who serves in the District as a coach pursuant to a professional coaching certificate shall be evaluated in writing each year. The evaluation shall be performed by the athletic director or principal who has been responsible for the supervision of the coach that year.
- B. Each evaluation of a person holding a professional coaching certificate shall include an assessment of the following components:
1. communication and interpersonal skills, including interactions with colleagues, students, parents, and the general public,
 2. supervisory capabilities,
 3. organizational capabilities,
 4. leadership capabilities,
 5. knowledge and proficiency in first aid, CPR, sexual abuse guidelines, and athlete injury-related protocols and procedures,

PERSONNEL

APPOINTMENT OF ATHLETIC COACHES

6. compliance with District requirements and guidelines for purchasing equipment, uniforms, and related supplies, and for storing and maintaining sports equipment.

IV. Compliance and Recordkeeping

- A. The Superintendent and/or his/her designee shall establish procedures to insure that all appointed coaches complete any necessary courses and maintain current first aid skill and knowledge.
- B. Permanent records of persons who serve in the District as athletic coaches shall be maintained.

New York Mills Union Free School District

Legal Ref.: 8 NYCRR 80-1.4, 135.4 and 135.5; Ed Law 3036

Adopted: _____

CONCUSSION POLICY

I. Policy

The Board of Education of the New York Mills Union Free School District recognizes that concussions and head injuries are commonly reported injuries in children and adolescents who participate in sports and recreational activity and can have serious consequences if not managed carefully. Therefore, the District adopts the following policy to support the proper evaluation and management of head injuries.

II. Definition

NYS Education Law Section 305, 42 defines concussion as a mild traumatic brain injury. Concussions occurs when normal brain functioning is disrupted by a blow or jolt to the head. Recovery from concussion will vary. Avoiding re-injury and over-exertion until fully recovered are the cornerstones of proper concussion management.

III. Staff Qualification

Each school coach, physical education teacher, nurse, and athletic trainer, who works with and/or provides instruction to pupils engaged in school sponsored athletic activities, shall complete, on a biennial basis, a course of instruction relating to recognizing the symptoms of mild traumatic brain injuries and monitoring and seeking proper medical treatment for pupils who suffer mild traumatic brain injuries. This course must be approved by the State Education Department. Coaches may also meet the mandatory training every two (2) years by taking the approved course Concussion in Sports-V2.0 from the National Federation of State High School Associations.

IV. Awareness and Acknowledgement

- A. While district staff will exercise reasonable care to protect students, head injuries may still occur. Any student exhibiting those signs, symptoms or behaviors while participating in a school sponsored class, extracurricular activity, or interscholastic athletic activity shall be removed from the game or activity and be evaluated as soon as possible by an appropriate health care professional. The Coach, Advisor, School Nurse, and/or School Doctor will notify the student's parents or guardians and recommend appropriate monitoring to parents or guardians.
- B. If a student sustains a concussion at a time other than when engaged in a school-sponsored activity, the district expects the parent/legal guardian to report the condition to the School Nurse so that the district can support the appropriate management of the condition.

CONCUSSION POLICY

VI. Removal from Activities

- A. The student shall not return to school or activity until authorized to do so by an appropriate health care professional. The school's chief medical officer will make the final decision on return to activity including physical education class and after-school sports. Any student who continues to have signs or symptoms upon return to activity must be removed from play and reevaluated by their health care provider.
- B. The Superintendent, in consultation with appropriate district staff, including the chief school medical officer, will develop regulations and protocols to guide the return to activity.

New York Mills Union Free School District

Legal Ref: 8 NYCRR 136.5; NYS Education Law Sections 207, 305(42), 2854

Adopted: 04/03/12

Revised: 11/05/13, _____

STUDENTS

REPORTING POSSIBLE CHILD ABUSE OR MALTREATMENT

I. STATEMENT OF POLICY

- A. The District maintains an orientation program for all current and new school officials and provides them with copies of this Policy to inform them of their obligations regarding reporting suspected child abuse or maltreatment, and the District's procedures for reporting possible child abuse or maltreatment.
- B. The District:
1. Recognizes that every school official holding a license or certificate has a legal duty to make a report when they have reasonable cause to suspect that a child coming before them in their professional or official capacity is an abused or maltreated child, and to then immediately notify the designated District administrator that a report has been made; and ~~References to "school officials" in this Policy refer to that group of District personnel.~~
 2. Encourages other employees that have reasonable cause to suspect that a child coming before them is an abused or maltreated child, to notify an administrator and/or ~~The District also recognizes that any person may make such a report.~~
- C. The District does not take adverse employment action against any District employee who makes a report of suspected child abuse or maltreatment in the belief that he or she has reasonable cause to make such a report.
- D. For purposes of this Policy, the term "school official" includes the District's medical director, school nurses, school social workers, teachers, guidance counselors, school psychologists, school administrators, and any other personnel required to hold a teaching or administrative license or certificate and all compensated District employees who are required to hold a temporary coaching license or permanent coaching certificate, whether full-time or part-time.

II. SCOPE OF POLICY

- A. This Policy, with its procedures, applies when the suspected child abuse or maltreatment has resulted from the action (or inaction) of the child's parent, or of another person who is legally responsible for the child (e.g. guardian or custodian). When the issue arises from action (or inaction) by a District employee or volunteer, the obligation to report, and the procedures for reporting, are those described in Policy 7301, Child Abuse in an Educational Setting.

STUDENTS

REPORTING POSSIBLE CHILD ABUSE OR MALTREATMENT

B. For purposes of this Policy, and its procedures, a child is considered “abused” or “maltreated” according to the definition of those terms in Section 412 of the New York State Social Services Law. The definitions are accessible on the New York State Office of Children and Family Services website <http://www.ocfs.state.ny.us>.

1. ~~The Superintendent shall insure that the District’s orientation program for school officials regarding their duty to report suspected child abuse or maltreatment accurately informs them of the applicable definitions.~~

III. PROCEDURES (STUDENT UNDER 18 YEARS OF AGE)

A. When a school official has reasonable cause to suspect child abuse or maltreatment, that person is required to take the following steps:

1. Make an oral report to the Statewide Central Register of Child Abuse or Maltreatment (“hotline”). The District’s orientation program shall provide all school officials with current information regarding how to contact the Central Register. The Statewide Central Register of Child Abuse or Maltreatment is accessible at <http://ocfs.ny.gov/main/cps/>.

2. Immediately after making the report to the central child abuse registry, notify the Building Principal or immediate supervisor that a report has been made, providing the Building Principal or supervisor with the name of each District employee who is believed to have direct knowledge of the allegations in the initial oral report.

B. Upon being notified that an initial report of suspected child abuse or maltreatment has been made to the Central Registry, the Building Principal or supervisor shall:

1. Notify the Superintendent,

2. If the situation involves possible physical injury,

(a) arrange for the child to be examined by the school nurse, and a record of the examination made, and

(b) take, or cause to be taken, color photographs of the affected area, and, if medically indicated, make arrangements to have a radiological examination (x-ray) of the child performed, and

3. File a written report with the County Department of Social Services, within 48 hours of the initial report, using Form LDSS 2221A or such other form as may be required by the Department of Social Services. A copy of Form LDSS 2221A is accessible on the New York State Office of

STUDENTS

REPORTING POSSIBLE CHILD ABUSE OR MALTREATMENT

Children and Family Services website <http://www.ocfs.state.ny.us>, attached to this Policy as Regulation 7300.1. The Superintendent shall update the attachment as required, without further Board action.

- (a) The District's copy of this form shall be maintained separately from the child's other educational records.
 - C. If the investigation by the Child Protective Service includes interviewing the child, or other students, at school, the interview shall be attended by the Building Principal or other designated administrator.
 - D. The District's investigation of the suspected child abuse or maltreatment shall be conducted so as to minimize the number of times the child is asked to provide information.
- IV. REPORTING PROCEDURES (STUDENT OVER 18 YEARS OF AGE)

For reports of abuse and/or maltreatment of students over the age of eighteen, the respective Principal shall make an oral report to the appropriate Adult Protective Services Department.

V. CONSEQUENCES OF FAILURE TO REPORT

- A. By law, a school official who fails to report suspected child abuse or maltreatment may be subject to criminal action, as well as civil liability for any further harm that comes to the child.
- B. A failure to report to the Central Register and follow the procedures described in this Policy, when a school official has reasonable cause to suspect that a child coming before him/her in his/her professional or official capacity is an abused or maltreated child, will be considered unsatisfactory performance of the school official's duties, subject to possible discipline.

New York Mills Union Free School District

Legal Ref: Social Services Law Section 412, 413; Education Law Sections 3003, 3036; 8 NYCRR 80-1.4

Adopted: 06/90

Revised: 11/05/02, 05/07/13, _____

Excessed list for bid, sale, or disposal of:

- 13 Boxes (85 per box) 4' cross tees for drop ceilings
- 24 24" x 24" 40 watt ceiling lights
- 20 old 48" x 30" science tables
- 59 miscellaneous chairs
- 1 upright piano
- 1 Bus #34



7.2

1 Marauder Boulevard
New York Mills, NY 13417

Kathy S. Houghton
Superintendent of Schools

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Fax: (315) 768-3521
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September 29, 2015

Dear Parent/ Guardian:

It has come to our attention that some parents have already decided that their child will refuse to participate in the New York State assessments to be given in April 2016. These assessments are used to measure the performance of each child against the New York State curriculum standards for each grade level. If a student is not meeting the New York State curriculum standards as determined by these test results, or is at risk of not meeting the New York State curriculum standards, the assessment results provide the District with valuable guidance as to the specific areas that we need to work on with the child to assist the child in meeting the standards. Although we recognize that parents may refuse to allow their children to participate in the New York State assessments, it should be kept in mind that, by doing so, we lose the benefit of this important student learning information.

In addition, we have learned that some parents have decided that their child(ren) will refuse to participate in all other assessments given by the District, including but not limited to pre-assessments and benchmark tests to determine student levels prior to specific instruction and standardized assessments connected to "Student Learning Objectives", such as the Fountas & Pinnell Guided Reading Assessment, STAR Early Literacy, STAR Reading, and STAR Math. These assessments and other District created exams are not optional assessments and, therefore, students may not refuse to participate in these locally determined tests. They are integral to the District's evidence-based curriculum and assist in determining each student's individual level of instruction. Assessments are an important component of the instructional process at all educational levels. Our students, their parents, and their teachers have the right to know if the students have learned and can apply the concepts and skills that have been taught in our K-12 classrooms.

If you have any question about the specific curriculum at your child's grade level and/or the assessments used to determine progress within that curriculum, please contact your child's principal or his or her classrooms teacher(s).

Sincerely,

A handwritten signature in blue ink that reads "Kathy S. Houghton".

Kathy S. Houghton
Superintendent of Schools

Questions from NYSED Instructional Technology Plan Survey

Please provide the executive summary of the instructional technology plan, including vision and goals.

500 word maximum, draft at 482

Vision

The New York Mills Union Free School (NYM UFSD) recognizes that access to information technology in school gives students greater opportunities to learn, engage, communicate, and develop skills, and encourages the use of such technology to assist students and staff with achieving academic success, college and career readiness, and lifelong learning. To that end, the NYM UFSD collaborates with education stakeholders to develop, implement, maintain, and evaluate an educational technology infrastructure that provides teachers, administrators, parents, students, and other members of the education community with the technology resources and tools necessary to support student achievement.

The NYMUFSD Technology Committee makes the following recommendations, which will continue to improve the education of our students through the use of information technology resources. These recommendations are to be implemented over the three-year period from July 1, 2015 to June 30, 2018. The Technology Committee acknowledges that the nature of these projects and their associated funding requires flexibility. To ensure success, it is critical that projects proceed at a realistic pace in order to meet the needs of teachers and students. Improved information technology resources and tools must be introduced to the learning environment at a pace that remains in concert with associated demands on our network infrastructure, technology staffing, professional development needs, budget, and changes to applicable District policies.

Goals

- Information Technology Resources
 - Add additional information technology devices and upgrade existing devices in instructional spaces.
 - Maintain an appropriate refresh cycle for information technology resources.
 - Ensure that all software versions keep pace with the business and higher education world, to ensure that students are college and career ready.
 - Provide appropriate information technology resources and tools to all students with special needs to enhance their learning and success.
 - Test and implement enhanced classroom audio solutions, for improved intelligibility, attention, understanding, and student achievement.
 - Upgrade and maintain established “smart” classrooms.
- Infrastructure
 - Expansion of the District wide managed wireless network to increase bandwidth available to mobile devices.
 - Network infrastructure upgrades, including copper and fiber optic cabling.
 - Maintain and upgrade virtual and physical servers necessary to support the District.
- Instruction
 - Evaluate the keyboarding program in all grade levels in preparation for computer based assessments.
 - Expand the implementation of Learning Management Systems (LMS) which can deliver online curriculum and instruction to enhance classroom learning and expose students to a new learning modality.

- Professional Development
 - Continue professional development plans so all teachers can confidently support technology integration at their grade level or in their curriculum area as required by new Common Core standards.
- Communication
 - Continue District efforts to utilize the District website and other tools to effectively communicate with parents, students, faculty, staff, and the community.
- Support
 - Maintain appropriate Information Technology Department staffing levels to meet the evolving needs of the District and the expectations of teachers as the use of information technology resources continues to increase.

Please provide the source(s) of any gap between the current level of technology and the district's stated vision and goals.

- Access Points
- Cabling
- Connectivity
- Device Gap
- Network
- Professional Development
- Staffing
- Other
- No Gap Present

What are the top three challenges that are causing the gap?

100 word maximum, draft at 92

- Presently the district has a wireless network but does not have the number of wireless access points necessary to support a widespread implementation of new technology such as Chromebooks and tablet devices. Critical supporting wired network infrastructure is near capacity, limiting the addition of new technology. Infrastructure must be improved to accommodate the addition of more technology.
- Additional devices must be added to provide more access to students.
- Limits in State funding pose significant issues in the procurement, maintenance, support, and replacement of information technology resources and in the associated professional development.

From your technology needs assessment, please describe any additional assistance or resources that, if provided, would enhance the district's ability to provide improved access to technologies, including assistive technologies, for students with disabilities?

250 words maximum, draft at 226

Ensuring students with disabilities have access to high quality instructional materials is essential to their mastery of Common Core standards. The need for increased access to devices and high speed Internet access cannot be understated. Without such access, the nearly endless instructional resources available online become unavailable to a population of students who likely stand to gain the most benefit, those for whom traditional classroom instruction has proven ineffective.

Individual assistive technology devices are becoming more essential for day-to-day use by students with disabilities. Empowering students to communicate their wants, needs, opinions and questions is paramount to their success. This success is not limited only to academic standards. Oftentimes, behaviors can be modified or eliminated once students are able to communicate with staff and peers. These devices give students a means to communicate that can make the difference between success and failure.

Not all student needs can be met with the same technology, and not all needs require additional investment in equipment. Providing appropriate staff development will help to maximize the use of existing technology, including the powerful accessibility features already present in modern operating systems (voice recognition, text-to-speech, etc.). The addition of enhanced classroom audio systems with support for personal assistive listening devices would greatly improve learning experience for students with hearing impairments, with the added benefit of improving the learning experience for all students.

Please provide a summary of professional development offered to teachers and staff, for the time period covered by this plan, to support technology to enhance teaching and learning. Please include topics, audience, and method of delivery within your summary.

500 word maximum, draft at 249

The NYM UFSD provides and supports professional development in instructional technology. The primary focus of professional development offerings is the integration of technology into curricula and instruction.

Professional development opportunities are provided for training in specific skills, applications, and curricular integration both generally and by specific discipline. These take the form of conference days, after-school, summer workshops, web-based courseware, as well as daytime training sessions. The majority of training is elective. Trainings are offered cyclically throughout the year, and as needs are identified. Surveys of staff indicate a wide range of technology expertise.

Courses are provided to all district employees to ensure proper implementation of technology. These courses cover a variety of software and hardware, and target different levels of ability. Ongoing professional development is provided by Oneida-Herkimer-Madison BOCES, the Mohawk Regional Information Center, District teachers, and members of the District Information Technology team. Faculty members use the My Learning Plan system to enroll in and track professional development workshops.

In-person training offerings:

- Buzz (Learning Management System)
- Flipped Classrooms
- Google Apps For Education – Advanced
- Google Apps For Education – Basic
- Google Apps for Education – Cloudy with a Chance of Learning
- Google Classroom
- Interactive White Board Training
- iPad Training
- Microsoft Office Training
- Schoolwires Web Design & Development - Advanced
- Schoolwires Web Design & Development - Getting Started
- Schoolwires Web Design & Development - Skills Refresh
- SMART Notebook Training
- Student Information System (*provided as needed with system updates*)
- Windows Training

On-Line Courses:

- Google Apps for Education - Basic
- Microsoft Word and Excel

Please list the top five planned instructional technology investments in priority order over the next three years. Infrastructure is considered an instructional technology investment.

	Anticipated Item or Service Drop Down menu	Estimated Cost	Is Cost one-time or Annual?	Potential Funding Source: (May list more than one source per item.)
1	Wi-Fi	\$90,000	<input checked="" type="checkbox"/> One time <input type="checkbox"/> Annual	Technology Budget; Capital Improvement Project; Smart Bond
2	Network Cabling	\$300,000	<input checked="" type="checkbox"/> One time <input type="checkbox"/> Annual	Capital Improvement Project; Smart Bond
3	Other	\$100,000	<input checked="" type="checkbox"/> One time <input type="checkbox"/> Annual	Capital Improvement Project; Smart Bond
4	Interactive Whiteboards	\$200,000	<input checked="" type="checkbox"/> One time <input type="checkbox"/> Annual	Technology Budget; Capital Improvement Project; Smart Bond
5	Laptops	\$16,000	<input type="checkbox"/> One time <input checked="" type="checkbox"/> Annual	Technology Budget; Aid

If "Other" was selected in question one, please specify.

250 word maximum, draft at 32.

Addition, relocation, and/or reconfiguration of network equipment rooms, associated power and cooling concerns, network switches, network monitoring, network management. "Interactive Whiteboards" includes interactive boards and/or interactive projectors, audio components, cabling, and installation.