

# Agenda

## Glen Cove Board of Education

Wednesday, October 21, 2026 at 7:30 PM

Glen Cove High School

Via Livestream: [www.glencoveschools.org](http://www.glencoveschools.org)

Page

### 1. Opening Ceremony - 6:00PM

- A. Anticipated Executive Session
- B. Return to Public Session - 7:30PM
- C. Salute to the Flag
- D. Roll Call

### 2. Approval of Minutes of the Board of Education Meeting

- A. Minutes of September 16, 2026 Presented by District Clerk 5  
[Glen Cove Board of Education- Regular Meeting - Sep 16 2026 - Minutes - Html](#) 
- B. Minutes of October 7, 2026 Presented by District Clerk 16  
[Glen Cove Board of Education- Regular Meeting - Oct 07 2026 - Minutes - Html](#) 

### 3. Board Recognition

- A.
  - 1. Faculty Recognition
  - 2. All-State NYSSMA Recognitions

### 4. Committee Reports

- A. Audit
  - 1. Anne Markoulis
  - 2. Brett Miller
  - 3. Maria Venuto
- B. Policy
  - 1. Lia Leone
  - 2. Brett Miller
  - 3. Robert Nosek
- C. Education
  - 1. Maureen Jimenez
  - 2. Lia Leone
  - 3. Anne Markoulis
- D. Facilities
  - 1. Brett Miller
  - 2. Robert Nosek
  - 3. Maria Venuto

### 5. Public Comment on Agenda Items

**6. Student Board Member Report****7. Superintendent Report**

- A. Updates
1. Audit Report
  2. Graduation Requirements
  3. Special Recognition

**8. Instructional Report**

- A. Committee on Special Education - [BOE INSTRUCTIONAL REPORT CSE.pdf](#) 18
- B. Committee on Preschool Education - [BOE INSTRUCTIONAL REPORT - CPSE.pdf](#) 46
- C. New Course Proposals 2027-2028 - [\(C\)BOE INSTRUCTIONAL REPORT - New Course Proposals 27-28.pdf](#) 54

**9. Business Affairs**

- A. Finance - 63
1. Treasurer's Report - Months of July and August 2026 [July 2026 Treasurer's Report.pdf](#) [August 2026 Treasurer's Report.pdf](#)
  2. Financial Reports
    - a. Bank Reconciliations - Months of July and August 2026 [July 2026 Bank Reconciliations.pdf](#) [August 2026 Bank Reconciliations.pdf](#)
    - b. Revenue Budget Status Report - Months of July and August 2026 [July 2026 Revenue Status Report.pdf](#) [August 2026 Revenue Status Report.pdf](#)
    - c. Appropriation Budget Status Report - Months of July and August 2026 [July 2026 Appropriation Status Report.pdf](#) [August 2026 Appropriation Status Report.pdf](#)
    - d. Register of Bills - Months of July and August 2026 [July 2026 Register of Bills.pdf](#) [August 2026 Register of Bills.pdf](#)
    - e. Check Registers - Months of July and August 2026 [July 2026 Check Registers.pdf](#) [August 2026 Check Registers.pdf](#)
- B. Operations - 316
1. Donation - Golf Carts- Homecoming Festivities [\(1\)BOE BUSINESS AFFAIRS - OPERATIONS - Donation -The Glen Cove Education Foundation.pdf](#)
  2. Donation - Cybex Weight Station and Pool Table [\(2\)BOE BUSINESS AFFAIRS - OPERATIONS - Donation Cubex Weight Station and Pool Table.pdf](#)
  3. Contract - Consultant Services RCP Consultants, Inc. [\(3\)BOE BUSINESS AFFAIRS - OPERATIONS - Contract - Consultant.pdf](#)
  4. Excessing Obsolete Books [\(4\)BOE BUSINESS AFFAIRS - OPERATIONS - Excessing of Books.pdf](#)
  5. Field Trip - NYSTECA Callicoon, NY - (Pending Bus Insurance Rider) [\(5\)BOE BUSINESS AFFAIRS - OPERATIONS - Field Trip - NYSTECA.pdf](#)
  6. Field Trip - Music in the Parks (Pending Bus Insurance Rider) - [\(6\)BOE](#)

- [BUSINESS AFFAIRS - OPERATIONS - Music in the Parks.pdf](#) 
7. Field Trip - 8th Grade - Boston (Pending Bus Insurance Rider) - [\(7\)BOE BUSINESS AFFAIRS - OPERATIONS - Field Trip -8th Grade -Boston.pdf](#) 
  8. Contract - Consultant PreK Program -[\(8\)BOE BUSINESS AFFAIRS - OPERATIONS - Contract - Consultant.pdf](#) 
  9. Tax Certiorari - [\(9\)BOE BUSINESS AFFAIRS - OPERATIONS -Tax Certiorari..pdf](#) 
  10. Contracts - District of Location - [\(10\)BOE BUSINESS AFFAIRS - OPERATIONS - Contract District of Location.pdf](#) 
  11. Contract - Student Services -[\(11\)BOE BUSINESS AFFAIRS - OPERATIONS -Tuition-RS Student Services.pdf](#) 
  12. Budget Transfers - [\(12\)BOE -BUSINESS AFFAIRS - OPERATIONS Budget Transfer 26-27.pdf](#) 
  13. Approval of the 2027-2028 Budget Calendar - [\(13\)BOE BUSINESS AFFAIRS - OPERATIONS - Budget Calendar -2027-2028.pdf](#) 
  14. Donation - FAME Glen Cove Tree of Inspiration [\(14\)BOE BUSINESS AFFAIRS - OPERATIONS - Donation FAME GC Tree Of Inspiration.pdf](#) 
  15. Contract - Bus Transportation Consultant - [\(15\) BOE - BUSINESS AFFAIRS- OPERATIONS -Transportation Consultant 102126.pdf](#) 
  16. Social Media Addiction Litigation Agreement -[\(16\) BOE - BUSINESS AFFAIRS- OPERATIONS - Social Media Addiction Litigation.pdf](#) 

## 10. Personnel

- A. Certified - [10-21-26 BOE CERTIFIED PERSONNEL AGENDA.pdf](#)  406
1. Memorandum of Agreement (Glen Cove Teachers' Association)
  2. Appointment of Probationary Teacher
  3. Requests for Leave of Absence
  4. Appointment of Interim Administrator
  5. Appointment of Regular Substitute Teachers
  6. Change in Status
  7. Appointment of Teacher Mentors
  8. Appointment of Team Leader
  9. Appointment of McKinney-Vento Liaison
  10. Appointment of 6th Period Class Teachers
  11. Appointment of Credit Recovery Teacher
  12. Resignation
- B. Classified - [10-21-26 BOE CLASSIFIED PERSONNEL AGENDA.pdf](#)  417
1. Memorandum of Agreement (UPSEC, Security Guard Unit)
  2. Appointment of Cleaners
  3. Appointment of Security Guard
  4. Appointment of School Monitors
  5. Rescission of Resignation
  6. Resignations
  7. Appointment of Cafeteria Personnel
  8. Appointment of Part-Time Food Service Helpers
  9. Appointment of Per Diem Substitute Clerical

10. Appointment fo Adult Education Teachers (Fall Semester)
11. Change in Status
12. Request for Leave of Absence
13. Retirements

- C. Other - [10-21-26 BOE OTHER PERSONNEL AGENDA.pdf](#)  427
1. Approval of an Affiliation Agreement with Molloy University for 2026-2027

**11. Unfinished Business**

**12. New Business** 437

1. **Policy 9520.6 - First Reading - Expression of Breast Milk in the Workplace (Revision)** [Policy 9520.6 Expression of Breast Milk in the Workplace Glen Cove - \[REVISION\].pdf](#) 
2. **Policy 5205-R - First Reading- Eligibility for Cocurricular Activities Regulation** [5205-R Eligibility for Cocurricular and Extracurricular Activities Regulation..pdf](#) 

**13. Public Comment**

**14. Board Comments**

**15. Adjournment**

**16. Executive Session (if neccessary)**

## **8. Instructional Report**

### **A. Committee on Special Education**

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves the recommendations of the Committee on Special Education for Initial Placement Programs/Services for cases listed as per the attached from meetings and approves the authorization of funds to implement the special education programs and services.

**8. Instructional Report**

**B. Committee on Preschool Special Education**

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves the recommendations of the Committee on Preschool Special Education for Initial Placement Programs/Services for cases listed as per the attached from meetings.

## **8. Instructional Report**

### **C. New Course Proposals**

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves the addition of the following courses to the high school course manual for the 2027 – 2028 school year:

1. ENL Impact Lab 1: Foundational Leadership & Civic Action (1 HS CR–Full Year Course)
2. ENL Impact Lab 2: Professional Discourse & Civic Leadership (1 HS CR–Full Year Course)
3. Podcast Cove 2 (.5 HS CR–Half-Year Course)
4. Renaming and Restructuring of Theater Courses:
  - a. Acting & Directing → Theater 1: Acting & Directions
  - b. Playwriting & Advanced Musical Theater Performance → Theater 2: Playwriting & Musical Theater
  - c. College Acting & Directing → College 3: Studio Company
  - d. College Playwriting & Advanced Musical Theater Performance → College Theater 4: Studio Company



**-Regular Meeting – Board of Education – October 21, 2026**

9. **Business Affairs**

B. Operations

1. Donation – The Glen Cove Education Foundation- Golf Carts

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education accepts, with gratitude, a donation from The Glen Cove Education Foundation for services (golf carts) for the Homecoming Festivities as outlined on the attached.





**-Regular Meeting – Board of Education – October 21, 2026**

9. **Business Affairs**

B. Operations

2. Donation –Cybex Weight Station and Pool Table

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education accepts, with gratitude, a donation from. Michael Mazzei of a Cybex Cane Weight Station and Pool Table as outlined on the attached.



**Regular Meeting – Board of Education – October 21, 2026****9. Business Affairs****B. Operations****3. Contract – Consultant**

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves the attached contract with RCP Consultants Inc., for the Glen Cove School City District as outlined in the attached agreement. The proposal will be paid from Title II Grant funds

| <b>Provider</b>       | <b>Address</b>                             | <b>Service</b>                                                                                                                       | <b>Rate</b>                                                                          |
|-----------------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| RCP Consultants, Inc. | 2309 Concord Street<br>Oceanside, NY 11572 | Professional development for administrators to focus on ESSA requirements aligned with instructional practices and compliance issues | 4 sessions @ \$625.00 per session totaling \$2,500.00. Contract ends August 31, 2027 |

**Regular Meeting – Board of Education – October 21, 2026**

9. **Business Affairs**

B. Operations

4. Excessing of Books

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves the excessing of obsolete books as outlined on the attached list.



**Regular Meeting – Board of Education – October 21, 2026**

9. **Business Affairs**

B. Operations

5. Field Trip- NYSTEА

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves the NYSTEА -New York State Theatre Education Association field trip to Callicoon, New York on January 8 through January 10, 2027, as outlined on the attached paperwork.





**Regular Meeting – Board of Education – October 21, 2026**

9. **Business Affairs**

B. Operations

6. Field Trip – Music in the Parks

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves the participation of the Glen Cove High School in the Music in the Parks -Hershey Park on May 21- May 22, 2027 as outlined on the attached.





**Regular Meeting – Board of Education – October 21, 2026**

9. **Business Affairs**

B. Operations

7. Field Trip- 8<sup>th</sup> Grade Trip

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves the 8<sup>th</sup> grade field trip to Boston, Massachusetts on April 15 through April 16, 2027, as outlined on the attached paperwork.



**Regular Meeting – Board of Education – October 21, 2026****9. Business Affairs****B. Operations****8. Contract – Consultant**

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves the contract/proposal with Child Care Council of Nassau, Inc. The proposal will be paid from Universal Pre-K grant funds.

| <b>Provider</b>                    | <b>Address</b>                                                | <b>Service</b>                                                                                                                     | <b>Rate</b>                                                                                                                                                                                                         |
|------------------------------------|---------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Child Care Council of Nassau, Inc. | 99 Quentin Roosevelt Blvd. Suite 201<br>Garden City, NY 11530 | Professional learning, individual coaching, technical assistance and classroom-environment planning services for our pre-k program | Classroom-environment planning 7.5hrs @\$225/hr=\$1687.50, Individualized coaching & technical assistance 67.5hrs @\$225/hr=\$15,187.50, Professional Development 4hrs @\$225/hr=\$900. Contract ends June 30, 2027 |

**Regular Meeting – Board of Education – October 21, 2026****9. Business Affairs****B. Operations****9. Tax Certiorari**

Whereas certiorari proceedings have been brought on behalf of the following and:

Whereas it is deemed to be in the best interest of the City School District of Glen Cove to resolve such proceedings:

Now, therefore be it resolved that the City School District of Glen Cove agrees to pay to the attorney of the following in full settlement. This resolution is made under the express understanding that the City of Glen Cove has agreed to pay any and all interest associated with the following hearing officer decisions, Supreme Court stipulations of settlements and certiorari claims:

| <b>By Forchelli, Deegan, Terrana, LLP</b>                                                                 |                                                                                                   |
|-----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| CYP REALTY CORP<br>SEC21/BLK A/LOT652<br>Tax years 2020/21-2025/26<br>Payment 1 of 2<br>\$5,894.00        | AGD REALTY INC<br>SEC21/BLK258/LOT54<br>Tax years 2020/21-2024/25<br>Payment 1 of 1<br>\$1,015.00 |
| ANGELO & SILVANA PIRONI<br>SEC23/BLK71/LOT10<br>Tax years 2020/21-2025/26<br>Payment 1 of 1<br>\$2,245.00 | ANGELO DATTOLO<br>SEC23/BLK42/LOT67<br>Tax years 2019/20-2025/26<br>Payment 1 of 1<br>\$678.00    |
| OLIVIA WIERZBICKI<br>SEC22/BLK3/LOT13-14<br>Tax years 2020/21-2025/26<br>Payment 1 of 2<br>\$3,655.00     | RN110 GCR, LLC<br>SEC21/BLK199/LOT442<br>Tax years 2020/21-2025/26<br>Payment 1 of 1<br>\$957.00  |
| ANGELO & SILVANA PIRONI<br>SEC23/BLK71/LOT9<br>Tax years 2020/21-2025/26<br>Payment 1 of 1<br>\$677.00    |                                                                                                   |
| <b>Breakdown of Total Due 10/31/26</b>                                                                    |                                                                                                   |
| <b>First Half Payments – Due 10/31/2026</b>                                                               | <b>\$9,549.00</b>                                                                                 |
| <b>Full Payments – Due 10/31/2026</b>                                                                     | <b>\$5,572.00</b>                                                                                 |
| <b>Total Certioraris Due- 10/31/2026</b>                                                                  | <b>\$15,121.00</b>                                                                                |



**Regular Meeting – Board of Education – October 21, 2026****9. Business Affairs****B. Operations****10. Contracts – District of Location**

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves the special education services contract for the 2026-2027 school year as summarized below in which Glen Cove is the district of location and authorizes the President of the Board of Education to sign such contract upon approval:

| <b>District of Location</b> | <b>Address</b>                               | <b># of Students</b> | <b>Services</b>                         |
|-----------------------------|----------------------------------------------|----------------------|-----------------------------------------|
| Cold Spring Harbor          | 75 Goose Hill Road<br>Cold Spring Harbor, NY | 1 Student            | Special Ed services as outlined in IESP |
| East Williston              | 11 Bacon Road<br>Old Westbury, NY            | 2 Student            | Special Ed services as outlined in IESP |
| Farmingdale                 | 50 Van Cott Avenue<br>Farmingdale, NY        | 1 Student            | Special Ed services as outlined in IESP |
| Harborfields                | 2 Oldfield Rd.<br>Greenlawn, NY              | 1 Student            | Special Ed services as outlined in IESP |
| Herricks                    | 999-b Herricks Rd.<br>New Hyde Park, NY      | 1 Student            | Special Ed services as outlined in IESP |
| Jericho                     | 99 Cedar Swamp Rd.<br>Jericho, NY            | 2 Students           | Special Ed services as outlined in IESP |
| Malverne                    | 301 Wicks Lane<br>Malverne, NY               | 1 Students           | Special Ed services as outlined in IESP |
| NYC Dept. of Education      | 65 Court Street<br>Brooklyn, NY 11201        | 2 Student            | Special Ed services as outlined in IESP |
| North Shore                 | 112 Franklin Ave.<br>Sea Cliff, NY           | 3 Students           | Special Ed services as outlined in IESP |
| Oyster Bay-E. Norwich       | McCouns Lane<br>Oyster Bay, NY 11771         | 1 Student            | Special Ed services as outlined in IESP |
| Port Washington             | 100 Campus Drive<br>Port Washington, NY      | 4 Students           | Special Ed services as outlined in IESP |
| Syosset                     | 99 Pell Lane<br>Syosset, NY                  | 1 Student            | Special Ed services as outlined in IESP |



**Regular Meeting – Board of Education – October 21, 2026**

9. **Business Affairs**

B. Operations

11. Contracts

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves the student service contracts as summarized below and authorizes the President of the Board to sign such contract upon approval:

Provider: Tiegerman School  
Address: 100 Glen Cove Avenue  
Glen Cove, NY 11542  
Service: Related Services  
Rate: Per Attached Rate Schedule



**Regular Meeting – Board of Education – October 21, 2026****9. Business Affairs****B. Operations****12. Budget Transfers**

RESOLVED, on the recommendation of the Superintendent of Schools, the Board of Education approves the attached 2026-2027 budget transfer.

| <b>BUDGET TRANSFER(S)</b>                                      |                     |                     |                     |
|----------------------------------------------------------------|---------------------|---------------------|---------------------|
| <b>Account Code</b>                                            | <b>Account Name</b> | <b>Transfer In</b>  | <b>Transfer Out</b> |
| A 1240 490                                                     | BOCES Services      | \$ 11,400.00        |                     |
| A 1920 401                                                     | School Assoc Dues   |                     | \$ 11,400.00        |
| <b>Total</b>                                                   |                     | <b>\$ 11,400.00</b> | <b>\$ 11,400.00</b> |
|                                                                |                     |                     |                     |
| <b>To transfer funds to cover costs for the strategic plan</b> |                     |                     |                     |

| <b>BUDGET TRANSFER(S)</b>                                                        |                           |                     |                     |
|----------------------------------------------------------------------------------|---------------------------|---------------------|---------------------|
| <b>Account Code</b>                                                              | <b>Account Name</b>       | <b>Transfer In</b>  | <b>Transfer Out</b> |
| A 5510 450                                                                       | Transportation Consultant | \$ 60,000.00        |                     |
| A 5540 400 52                                                                    | Transportation Spec Ed    |                     | \$ 60,000.00        |
| <b>Total</b>                                                                     |                           | <b>\$ 60,000.00</b> | <b>\$ 60,000.00</b> |
|                                                                                  |                           |                     |                     |
| <b>To transfer funds to cover transportation consultant and efficiency study</b> |                           |                     |                     |

**Regular Meeting – Board of Education – October 21, 2026**

9. **Business Affairs**

B. Operations

13. 2027-2028 Budget Calendar

**BE IT RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves the attached 2027-2028 Budget Calendar.



**Regular Meeting – Board of Education – October 21, 2026**

9. **Business Affairs**

B. Operations

14. Donation –FAME

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education accepts, with gratitude, a donation from FAME Friends of Arts & Music Enrichment in the amount of \$500 for the Glen Cove TV program in honor of Mr. Christopher Barry and his induction on the FAME Glen Cove Tree of Inspiration located on the wall at the high school. Donation made to the Glen Cove City School district as outlined on the attachment.



**Regular Meeting – Board of Education – October 21, 2026**

**9. Business Affairs**

B. Operations

15. School Transportation Consultant Agreement

**RESOLVED**, on the recommendation of the Superintendent of Schools, the Board of Education approves an agreement between the District and SchoolSource Technologies, LLC for school transportation consultant services and efficiency study as outlined in the attached proposal.

**Regular Meeting – Board of Education – October 21, 2026**

**9. Business Affairs**

B. Operations

16. Social Media Addiction Litigation

**RESOLVED** the Board of Education hereby authorizes the law firms of Frantz Law Group, APLC and Ingerman Smith, LLP to commence legal action against the parties identified on Confidential Schedule “A” with respect to the litigation discussed in executive session.

**BE IT FURTHER RESOLVED**, the Board President is authorized to sign the attached retainer agreement with Frantz Law Group, APLC and Ingerman Smith, LLP and take all steps necessary to effectuate the litigation.

Book. Policy Manual  
Section 9000 Personnel  
Title EXPRESSION OF BREAST MILK IN THE WORK PLACE  
Code 9520.6  
Status Active  
Adopted April 16, 2024

Employees of the School District have the right to express breast milk in the workplace.

### **Making a Request to Express Breast Milk at Work**

If an employee wants to express breast milk at work, they need to give employers reasonable advance notice, generally before returning to the workplace if the employee is on leave. This advance notice is to allow the School District time to find an appropriate location and adjust schedules if needed. Employees wishing to request a room or other location to express breast milk in the workplace should do so by submitting a written request to their direct supervisor or individual designated by the School District for processing such requests ~~with reasonable advance notice.~~ The School District will respond to this request for a room or other location to express breast milk in writing within five (5) days of its receipt of the request. In addition, the Superintendent of Schools or designee will ~~notify the~~ meet with an employee who needs to express breast milk during the workday ~~of the~~ to establish a plan for providing the employee with breaks for this purpose.

### **Using Break Time for Breast Milk Expression**

Employees will be permitted to use their paid break time or meal time to express breast milk. The School District will ~~also~~ provide employees with ~~unpaid a thirty (30) minute paid~~ break for the purpose of expressing breast milk each time the employee has a reasonable need to express breast milk. In the event the employee requires additional time at least every three (3) hours for employees to express breast milk, at the request of the employee will be permitted to utilize then-existing paid breaks or meal time for said purpose. Unpaid breaks provided for the expression of breast milk will be at least twenty (20) minutes. Employees will be allowed to take a longer unpaid break if needed. Employees may opt to take shorter ~~unpaid~~ breaks. The aforementioned paid break time will be provided for up to three years following childbirth.

Employees who work remotely have the same rights to unpaid time off for the purpose of expressing breast milk, as all other employees who perform their work in-person.

An employee will be permitted to work before or after their normal shift to make up any time used as unpaid break time to express breast milk, as long as this time falls within the normal work hours of the School District. Employees will not be required to make up their unpaid break time. In addition, an employee may voluntarily choose to continue to work while expressing breast milk in the lactation room. Time working while expressing breast milk must be compensated.

~~Time working while expressing breast milk must be compensated. The time requested by an employee for the purpose of expressing breast milk will be provided for up to three years following childbirth.~~

### Lactation Room Requirements

In addition to providing the necessary time during the workday, the School District will provide employees with a private room or alternative location for the purpose of breast milk expression. Space provided for breast milk expression will be close to the work area of the employee(s) using the space and will be in walking distance, and the distance to the location should not significantly extend an employee's needed break time. ~~However, if the designated lactation room where such break will be taken is not close to an employee's work station, the provided break will be at least thirty (30) minutes.~~

If a separate room or space is not available for lactation, the School District may use a vacant office or other available room on a temporary basis. This room must not be accessible to the public or other employees while an employee is using it for breast milk expression. The space provided for breast milk expression cannot be a restroom or toilet stall.

A separate space may not be available for every nursing employee. The School District may dedicate a single room or other location for breast milk expression. Should more than one employee at a time require access to a lactation room, the School District may dedicate a centralized location to be used by all employees.

As a last resort, an available cubicle may be used for breast milk expression. A cubicle can only be used if it is fully enclosed with a partition and is not otherwise accessible to the public or other employees while being used for breast milk expression. The cubicle walls must be at least seven feet tall to ~~e~~nsure the employee's privacy.

In the event the School District would suffer undue hardship in providing a space in accordance with the above requirements, the School District will still provide a room or other location (other than a restroom or toilet stall) that is in close proximity to the work area where an employee can express breast milk in privacy and that meets as many of the requirements as possible. Undue hardship is defined as "causing significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of the employer's business." Notwithstanding the foregoing, the School District will not deny an employee the right to express breast milk in the workplace due to difficulty in finding a location.

To ensure privacy, if the lactation room has a window, it must be covered with a curtain, blind or other covering. In addition, the lactation space should have a door equipped with a functional lock. If this is not possible (such as in the case of a fully enclosed cubicle), as a last resort, an employer must utilize a sign advising the space is in use and not accessible to other employees or the public.

The room or other location must:

- Be close to an employee's work area
- Provide good natural or artificial light
- Be private – both shielded from view and free from intrusion
- Have accessible, clean running water nearby

- Have an electrical outlet (if the workplace is supplied with electricity)
- Include a chair
- Provide a desk, small table, desk, counter or other flat surface

The space designated for expressing breast milk must be maintained and clean at all times.

If a refrigerator is available in the building in which the employee is assigned, the employee will be permitted to use the refrigerator to store breast milk. However, the School District is not responsible for and cannot ensure the safekeeping of expressed milk stored in any refrigerator in the workplace. Employees are required to store all expressed milk in closed containers and bring milk home each evening.

### **Complaints**

The School District will not discriminate against an employee who chooses to express breast milk in the workplace.

If an employee believes that they are experiencing retaliation for expressing breast milk in the workplace, or that their employer is in violation of this policy, the employee may contact the New York State Department of Labor's Division of Labor Standards at 1-888-52-LABOR, via email at [LSAsk@labor.ny.gov](mailto:LSAsk@labor.ny.gov), or by personally filing a complaint at the nearest Labor Standards office. A list of offices is available at [dol.ny.gov/location/contact-division-labor-standards](http://dol.ny.gov/location/contact-division-labor-standards). Complaints are confidential.

In addition to such other rights the employee may have, the employee may exercise their rights under the federal PUMP Act by filing a complaint with the U.S. Department of Labor. Information concerning an employee's rights under the PUMP Act can be found at [dol.gov/agencies/whd/pump-at-work](http://dol.gov/agencies/whd/pump-at-work).

The School District will notify all employees in writing through email or printed memo when a room or other location has been designated for breast milk expression. The School District will provide this policy in writing to all employees when they are hired and on an annual basis at the start of the school year. Employers are also required to provide the policy to employees as soon as they return to work following the birth of a child.

Cross Ref: 0100 Equal Opportunity

Ref: 29 USC §218d (Breastfeeding Accommodations in the Workplace)  
Labor Law §206-c

Adoption date:

Revised:

|         |                                                                        |
|---------|------------------------------------------------------------------------|
| Book    | Policy Manual                                                          |
| Section | 5000 Students                                                          |
| Title   | ELIGIBILITY FOR COCURRICULAR AND EXTRACURRICULAR ACTIVITIES REGULATION |
| Code    | 5205-R                                                                 |
| Status  | Active                                                                 |
| Adopted | July 6, 2022                                                           |

In order to improve learning and promote increased academic success, the following Extracurricular and Interscholastic Eligibility regulation will be implemented.

1. If a student fails three (3) or more classes for the quarter, the student will be ineligible to participate for the next quarter in extracurricular activities for the duration of that entire quarter. The ineligibility will carryover from the fourth quarter to the first quarter of the following school year *unless* the student passes the classes that ~~had been~~ were failed by the end of the school year or successfully passes the classes during summer school.
2. If a student fails two (2) classes, they will be placed on probation for one (1) quarter. If a student fails two (2) classes during the fourth quarter they will remain on probation for the duration of the first (1st) quarter of the new school year. ~~Should the student pass the course that they had failed in summer school; t~~The student will be removed from probation if they pass the classes by the end of the school year or successfully pass the classes they had failed during summer school. To remain eligible, it is the student's responsibility to attend required extra help sessions and make up all missed assignments, tests, class work, etc. A bi-weekly progress report which is designed to monitor student's attendance at extra help sessions will be mandatory. Failure to do so will result in a student's suspension or removal from the activity for one week.
3. If a student fails to show continued incremental academic improvement and effort, according to the teacher, then he/she will be deemed ineligible. The Academic Eligibility Committee will be responsible for the determination.
4. All entering 9th graders will have their final 8th grade report cards evaluated by the High School Eligibility Committee. Their eligibility will be based upon the same eligibility requirements that all other high school students must meet (see (1a) and (2b) above). However, if the entering 9th grade student is deemed ineligible during the first (1st) quarter, they should be placed on probation.
5. A student, who has an unexcused absence, or is out for reasons of illness, cannot participate in any extracurricular activity during that school day, including but not limited to, after-school activities.
6. A student cannot participate in any extracurricular activities for that school day if he/she arrives after 9 a.m. without a legal excuse.
7. An appeals committee consisting of the principal or his designee, athletic director, coach of the sport/advisor of the activity, guidance counselor and one content area teacher will meet on a regular basis to review student status and academic eligibility.
8. A student who has been suspended from school, in-school or out-of-school, cannot participate in any extracurricular activity during the period of suspension. The suspension period is inclusive of weekends, school holidays and any activities scheduled outside the school day for the duration of the suspension.

Adoption date: July 6, 2022

Last Modified by Jessica Goldstein on September 1, 2022