

NEW PALTZ CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION BUSINESS MEETING

August 19, 2020

5:00 PM - Executive Session Subject to Board Approval

6:00 PM – Remote Meeting via Zoom

1. CALL MEETING TO ORDER/LAND ACKNOWLEDGEMENT/ROLL CALL
2. PLEDGE TO THE FLAG
3. AGENDA CHANGES
4. PUBLIC COMMENTS

Public comments will be collected via an electronic form, accessible here: <https://forms.gle/e9KuZKUzPkyHY6W87>  
You may submit comments in advance or during the meeting (submissions will be monitored in real-time). Thank you for your patience and understanding.

5. PUBLIC HEARINGS
  - Safety Plan: Maureen Ryan, Safety Committee Co-Chair & Mike Robinson, Safety Committee Co-Chair

6. SUPERINTENDENT’S REPORTS
  - School Reopening Update

7. BOARD COMMUNICATIONS
  - BOE Appointment – Glenn LaPolt, Board President

**NYSSBA Advocacy Representative**  
Bianca Tanis

- BOE Discussion – Virtual BOE Meetings

- 7A. BOARD COMMITTEE REPORTS
  - Racial Equity Initiative Advisory Committee: Sophia Skiles, BOE Representative and Melissa Yang Rock, Committee Member

8. MINUTES OF MEETING

Recommendation - that the New Paltz Central Schools Board of Education accept the minutes of the Business Meeting of August 7, 2020.

9. PERSONNEL (CONSENT AGENDA)

**9.1 Approval of Non-Instructional Leave of Absence – Extension Recommendation**

Upon the recommendation of Angela Urbina-Medina, Superintendent of Schools, the Board of Education does hereby recommend and extended unpaid leave of absence for the following non-instructional employee:

<b>Name</b>	<b>Title</b>	<b>Original Effective Date</b>	<b>Effective Date</b>
Suzette Marks	School Bus Driver	December 20, 2018	9/1/20 thru 12/31/20 (unpaid)

**9.2 Non-Instructional Substitutes Appointments**

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Angela Urbina-Medina, Superintendent of Schools, does hereby appoint the following substitutes:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Salary/Rate</b>	<b>Other</b>
Karan Borello	Substitute School Bus Driver	8/7/2020	\$25.00/hr.	as needed
Paul Fischer	Substitute School Bus Driver	8/10/2020	\$25.00/hr.	as needed
Stephen Wilson	Substitute School Bus Driver	8/10/2020	\$25.00/hr.	as needed

**9.3 Non –Instructional Substitute Appointments**

Recommendation that the New Paltz Central School District Board of Education, upon the recommendation of Angela Urbina-Medina, Superintendent of Schools, does hereby appoint the following non-instructional substitutes with remuneration as per rates established at the July 8, 2020 Organizational Meeting, effective 9/01/2020-6/30/2021:

<b>Name</b>	<b>Position</b>
Tiffany Briggs	Substitute Teacher Aide
Eamon Burdick	Substitute School Monitor
Frank Ciofalo	Substitute Teacher Aide
Katelyn Dietz	Substitute School Bus Attendant

**9.4 Non –Instructional Substitute Appointments (continued)**

Recommendation that the New Paltz Central School District Board of Education, upon the recommendation of Angela Urbina-Medina, Superintendent of Schools, does hereby appoint the following non-instructional substitutes with remuneration as per rates established at the July 8, 2020 Organizational Meeting, effective 9/01/2020-6/30/2021:

<b>Name</b>	<b>Position</b>
Lois Dippel	Substitute Food Service Helper
Gina Dortono	Substitute Custodial Worker
Carmen Dubaldi	Substitute Custodial Worker
Bruce Dubois	Substitute School Bus Driver
Deborah Ellis	Substitute School Bus Attendant
Kathleen Frizzell	Substitute School Bus Driver
Richard Gallina	Substitute Custodial Worker
Brandon Gibbons	Substitute School Bus Attendant
Lynette Gros	Substitute School Bus Driver
Kyle Gulliksen	Substitute School Bus Driver
Ashley Hausmann	Substitute School Monitor
Frank Hilton	Substitute Custodial Worker
Sarah Indeliicato	Substitute Food Service Helper
Nancy Kasznay	Substitute Clerical
Arthur Lee	Substitute School Bus Driver
Sandra Lowe-Marx	Substitute School Monitor
Sandra Lowe-Marx	Substitute Clerical
Sandra Lowe-Marx	Substitute Teacher Aide
Gerard McGowan	Substitute Custodial Worker
Nicole McGurn	Substitute School Monitor
Mary Alice Meyer	Substitute School Nurse
Meena Patel	Substitute School Bus Attendant
Olivia Profaci	Substitute Teacher Aide
Robert Relyea	Substitute Custodial Worker
Louise Rizzuto	Substitute School Bus Attendant
Kathy Santiamagro	Substitute Custodial Worker
Matthew Smith	Substitute Registered Nurse
Joseph Stamatakis	Substitute School Bus Driver

Nicole Terpening	Substitute Teacher Aide
Kirk Thomas	Substitute School Bus Driver
Ian Turner	Substitute Custodial Worker
Frank Vilardi	Substitute School Bus Driver
Cassandra Woinoski	Substitute School Bus Attendant
David Young	Substitute Custodial Worker

**9.5 Non-Instructional Appointment**

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Angela Urbina-Medina, Superintendent of Schools, does hereby appoint the following:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Salary</b>
Janine D’Antuono	Typist, Middle School Student Support/Guidance	8/17/2020	\$35,700.00 annual

**9.6 Instructional Appointment-Substitutes**

Recommendation that the New Paltz Central School District Board of Education, upon the recommendation of Angela Urbina-Medina, Superintendent of Schools, does hereby appoint the following substitute teachers with remuneration as per rates established at the July 8, 2020 Organizational Meeting, effective 9/01/2020-6/30/2021:

<b>Name</b>	<b>Name</b>	<b>Name</b>
Jessica Abrams	Christine Giordano	Leslie Rubin
Teresa Abramshe	Joyce Gori-Paccione	John Sarubbi
Renee Alexander	Deborah Guerra	Sara Sorrentino
Catherine Baldwin	Michael Gulitti	Barbara Stratton
Charles Barbaro	Krystal Hernandez	Emily Takacs
Sharon Battershall	Dawn Hillberg	Brendan Tanner
Kaitlyn Bentivegna	Elani Huie	Elizaveta Temidis
Susan Berliner	Samuel Jalbert	Gerald Teters
Ronald Bonagura	David Kent	Rita Toohey
Joel Carpenter	Katrina Knight	Katie Tressler
Maryanne Ceriello	Douglas Koop	Richard VanDenHeuvel
Frank Cilberto	Kayli Kovacs	Melissa Velazquez-Mercado
Aaron Copenhaver	Felice Kren	Andrew Vlad
Marsha Cotton	Sara Kushner	Rebecca Williams
Katrina Czajkowski	Mary Lattin	Taelor Wood
Alyssa Defini	Maureen Mahoney	David Zwirn
James Dolan	Luci Miller	Sandra Heimbender
Carol Dysard	Anne Monahan	Cheyenne Heinen
Amy Fall	Corrine Moran	Catherine Pine
Sarah Faoro	Marisa Nadareski	Doris Umbers
Caroline Fenner	Mark Pekar	
Dyani Fitzpatrick	Casey Powell	
Allison Frascati	Michele Riddell	

**9.7 Non-Instructional Appointment**

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Angela Urbina-Medina, Superintendent of Schools, does hereby appoint the following:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Salary</b>
April Tansosch	Typist, Middle School Attendance Office	9/8/2020	\$34,500.00 annual

10. OLD BUSINESS

**10.1 Second Reading of Policy 3420 - Non-Discrimination and Anti-Harassment in the District**

**Policy 3420**

**SUBJECT: NON-DISCRIMINATION AND ANTI-HARASSMENT IN THE DISTRICT**

The Board is committed to providing an environment free from discrimination and harassment. Accordingly, the Board prohibits discrimination and harassment on the basis of race, color, weight, body type, national origin, ethnic group,

religion, religious practice, disability, sex, sexual orientation, gender, gender presentation, or other legally protected category. These actions and occurrences are prohibited regardless of whether they take place on District premises or at school sponsored events, programs, or activities held at other locations.

### **Prohibited Conduct**

Determinations as to whether conduct or occurrences constitute discrimination or harassment for the purposes of this policy and its administrative regulations or procedures will be made consistent with applicable law. These determinations may depend upon a number of factors, including but not limited to: the particular conduct or occurrence at issue, the ages of the parties involved, the context in which the conduct or occurrence takes place, the relationship of the parties to one another, the category or characteristic that is alleged to have been the basis for the action or occurrence, and other considerations as are necessary and consistent with law. The characterizations and examples below are intended to serve as a general guide for individuals in determining whether to file a complaint of discrimination or harassment, and should not be construed to add or limit the rights individuals and entities possess as a matter of law.

Discrimination is, generally, the practice of conferring or denying privileges on the basis of membership in a legally protected class. Discriminatory actions may include, but are not limited to: refusing to promote or hire an individual on the basis of his or her membership in a protected class, denying an individual access to facilities or educational benefits on the basis of his or her membership in a protected class, or impermissibly instituting policies or practices that disproportionately and adversely impact members of a protected class.

Harassment generally consists of subjecting an individual, on the basis of his or her membership in a protected class, to conduct or communications that are sufficiently severe, pervasive, or persistent so as to have the purpose or effect of: creating an intimidating, hostile, or offensive environment; substantially or unreasonably interfering with an individual's work or a student's educational performance, opportunities, benefits, or well-being; or otherwise adversely affecting an individual's employment or educational opportunities.

Harassment includes unwelcome verbal, written, or physical conduct which offends, denigrates, oppresses, or belittles an individual because of his or her membership in a protected class. This conduct includes, but is not limited to: derogatory remarks, jokes, demeaning comments or behavior, slurs, mimicking, name calling, graffiti, innuendo, gestures, physical contact, stalking, threatening, bullying, extorting, or the display or circulation of written materials or pictures.

### **Civil Rights Compliance Officer**

The District will designate one or more individuals to serve as Civil Rights Compliance Officer (CRCO). The CRCO will be responsible for coordinating the District's efforts to comply with and carry out its responsibilities regarding non-discrimination and anti-harassment, including investigations of complaints alleging discrimination, harassment, or the failure of the District to comply with its obligations under relevant non-discrimination and anti-harassment laws and regulations (e.g., the Americans with Disabilities Act, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973).

Prior to the beginning of each school year, the District will issue an appropriate public announcement or publication which advises students, parents or guardians, employees, and other relevant individuals of the District's established grievance procedures for resolving complaints of discrimination and harassment. Included in this announcement or publication will be the name, address, telephone number, and email address of the CRCO. The District's website will reflect current and complete contact information for the CRCO.

The CRCO for the District is the – Director of Student Support Services.

### **Investigation of Complaints and Grievances**

The District will act to promptly, thoroughly, and equitably investigate all complaints, whether verbal or written, of discrimination and/or harassment based on any of the characteristics described above, and will promptly take appropriate action to protect individuals from further discrimination or harassment. In the event that an anonymous complaint is filed, the District will respond to the extent possible.

It is essential that any individual who is aware of a possible occurrence of discrimination or harassment immediately report the occurrence. All reports will be directed or forwarded to the District's designated CRCO. These complaints are recommended to be in writing, although verbal complaints of discrimination or harassment will also be promptly

investigated in accordance with applicable law and District policy and procedure. In the event the CRCO is the alleged offender, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity, or to the Superintendent.

To the extent possible, all complaints will be treated as confidential. Disclosure may, however, be necessary to complete a thorough investigation of the charges or to notify law enforcement officials. If an investigation reveals that discrimination or harassment has occurred, the District will take immediate corrective action. This action will be taken in accordance with applicable laws and regulations, as well as relevant codes of conduct, District policies and administrative regulations, collective bargaining agreements, and third-party contracts.

### **Knowingly Makes False Accusations**

Any employee or student who knowingly makes false accusations against another individual as to allegations of discrimination or harassment will face appropriate disciplinary action.

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

The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participated in the investigation of a complaint of discrimination or harassment. Complaints of retaliation may be directed to the CRCO. In the event the CRCO is the alleged offender, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity, or to the Superintendent.

Where appropriate, follow-up inquiries will be made to ensure that discrimination or harassment has not resumed and that those involved in the investigation have not suffered retaliation.

### **Additional Provisions**

Procedures or regulations will be developed for reporting, investigating, and remedying allegations of discrimination and/or harassment.

In order to promote familiarity with issues pertaining to discrimination and harassment in the schools, and to help reduce incidents of prohibited conduct, the District will provide appropriate information and training to staff and students. As may be necessary, special training will be provided for individuals involved in the investigation of discrimination or harassment complaints.

A copy of this policy and its accompanying procedures or regulations will be available upon request and will be posted and published in appropriate locations or school publications.

This policy does not abrogate other District policies, procedures, regulations, or the District Code of Conduct prohibiting other forms of unlawful discrimination, harassment, or inappropriate behavior within this District. It is the intention of the District that all of these policies, procedures, regulations, and Code be read consistently to provide protection from unlawful discrimination and harassment. However, different treatment of any individual which has a legitimate, legal, and non-discriminatory reason is not a violation of District policy.

Age Discrimination in Employment Act, 29 USC § 621  
Americans with Disabilities Act, 42 USC § 12101 et seq.  
Section 504 of the Rehabilitation Act of 1973, 29 USC § 794 et seq.  
Title VI of the Civil Rights Act of 1964, 42 USC § 2000d et seq.  
Title VII of the Civil Rights Act of 1964, 42 USC § 2000e et seq.  
Title IX of the Education Amendments of 1972, 20 USC § 1681 et seq.  
Education Law § 2801(1)  
Executive Law § 290 et seq.  
October 26, 2010 OCR Dear Colleague Letter (Harassment and Bullying)  
April 4, 2011 OCR Dear Colleague Letter (Sexual Violence)  
April 24, 2015 OCR Dear Colleague Letter (Title IX Guidance)  
NOTE: Refer also to Policies #6120 -- Equal Employment Opportunity  
#6121 -- Sexual Harassment of District Personnel  
#7370 -- Dignity for All Students  
#7550 -- Sexual Harassment of Students

Adopted: XX/XX/2020

**10.2 Second Reading of Policy 4210 - Administrative Organization and Operation**

~~2008~~ 2020 4210  
Administration

**Policy 4210**

**SUBJECT: ADMINISTRATIVE ORGANIZATION AND OPERATION**

The basic principles of Administrative Organization and Operation are:

- a) The working relationships shall involve two (2) types of officers: line and staff. Line organization involves a direct flow of authority upward and downward from Superintendent ~~chief school officer~~ to building principal. A line officer has power and authority over subordinates. Staff officers do not stand in the direct line of authority; they serve as coordinators or consultants.
- b) The Board of Education shall formulate and legislate educational policy.
- c) Administrative regulations shall be developed by the Superintendent ~~chief school officer~~ in cooperation with affected or interested staff members or lay persons.
- d) The Central Office staff shall provide overall leadership and assistance in planning and research.
- e) Areas of responsibility for each individual will be clearly defined.
- f) There will be freedom of communication between all levels within the school staff.

**Line Responsibility**

All employees of the District will be under the general direction of the Superintendent. Teachers will be immediately responsible to the principal of the building in which they work. Other employees will be immediately responsible to the administrative personnel under who they work directly.

Adopted: 7/16/08

Revised: XX/XX/2020

**10.3 Second Reading of Policy 5684 - Use of Surveillance Cameras in the School District and on School Buses**

**POLICY 5684**

**SUBJECT: USE OF SURVEILLANCE CAMERAS IN THE SCHOOL DISTRICT AND ON SCHOOL BUSES**

It is the Board of Education's responsibility to ensure the safety of the District's students, staff, facilities, and property. While the Board of Education recognizes the importance of privacy, it has authorized the use of surveillance cameras on District property including in District buildings, facilities, grounds, vehicles, buses, and other areas deemed necessary. These surveillance cameras will help to assist the Board in maintaining the overall safety and welfare of the District's students, staff, property, and visitors, as well as to deter theft, violence, and other criminal activities.

Surveillance cameras will only be placed in public or common areas, such as stairwells, hallways, cafeterias, parking lots, District vehicles, and playgrounds, and not in private areas such as locker rooms, bathrooms, or other areas in which individuals have a reasonable expectation of privacy. Audio recordings will not be utilized by the District officials, however, this prohibition may not preclude the use of audio recordings by law enforcement officials in accordance with their official duties or as otherwise authorized by law.

**Appropriate Use**

Surveillance footage will only be reviewed in response to a legitimate need, such as an aid to an investigation or in response to a credible threat against the District. Personnel found to be reviewing surveillance footage for reasons not deemed to be a legitimate need may be subject to disciplinary action.

### **Disciplinary Proceedings**

Video recordings or footage from District surveillance cameras may be used in student or employee (as permitted by any applicable collective bargaining agreement) disciplinary proceedings, as appropriate. Any footage used as evidence to support a disciplinary action will be made available to the subject of the discipline as well as their legal guardians and/or legal counsel, if applicable.

### **Signage/Notification**

The District will place signage at entrances to the school campus or at major entrances to school buildings notifying students, staff, and visitors of the District's use of surveillance cameras. Students and staff will also receive additional notification, as deemed appropriate by the Superintendent, regarding the use of its surveillance cameras through means such as publication in the District calendar, employee handbook, and/or the student handbook.

### **Maintenance of Video Recordings**

Any video surveillance recording in the schools, on school buses, or on school property, on tape, CD, or digitally, will be the sole property of the District and stored in its original form and in a secure location to avoid tampering and also to ensure its confidentiality in accordance with relevant laws and regulations.

In addition, to the extent that any video images create student or personnel records, the District will comply with all applicable state and federal laws related to record retention, record maintenance, and record disclosure, including the Family Educational Rights and Privacy Act ("FERPA").

Adopted: XX/XX/2020

## 11. NEW BUSINESS

### **11.1 Request for Approval of Committee on Special Education Recommendations and Student Placements**

Recommendation - that the following resolution be approved: BE IT RESOLVED, that the Board of Education of the New Paltz Central School District approve the Committee on Special Education (CSE) and Committee on Pre-School Special Education (CPSE) recommendations and student placements. 14232, 11482, 12496, 13832.

### **11.2 Establishment of the Tax Levy, Acknowledgement of the Tax Rates and Issuance of the Tax Warrant.**

BE IT RESOLVED that the Board of Education establish the 2020-21 school property tax levy at \$45,544,370, and the Gardiner Library property tax levy at \$8,000.00, acknowledge the related tax rates, and sign the attached tax warrant to be delivered to the tax collector, with an effective date of September 1, 2020.

### **11.3 Request for Approval of ESSA 2020-2021 Participation Rate Improvement Plan (PRIP) for New Paltz Middle School**

BE IT RESOLVED that the New Paltz Central School District Board of Education, upon the recommendation of Angela Urbina-Medina, Superintendent of Schools, does hereby approve the ESSA 2020-2021 Participation Rate Improvement Plan (PRIP) for New Paltz Middle School.

### **11.4 Request for Approval of ESSA 2020-2021 Participation Rate Improvement Plan (PRIP) for Lenape Elementary School**

BE IT RESOLVED that the New Paltz Central School District Board of Education, upon the recommendation of Angela Urbina-Medina, Superintendent of Schools, does hereby approve the ESSA 2020-2021 Participation Rate Improvement Plan (PRIP) for Lenape Elementary School.

## 11.5 First Reading of Policy 7511 – Immunization of Students

2019  
Students

7511

### SUBJECT: IMMUNIZATION OF STUDENTS

#### Immunizations

In order to safeguard the school community from the spread of certain communicable diseases and in recognition that prevention is a means of combating the spread of disease, the Board requires all students to be immunized against certain diseases in accordance with State statutes and rules of the New York State Department of Health.

Upon registration, all new students are required to present a record of required immunizations from a licensed physician, as set forth in Section 2164 of the Public Health Law.

Parents and guardians of all children who do not have their required immunizations are encouraged to have them receive the first dose as soon as possible. The deadline for obtaining first dose vaccinations for children attending school in the fall is fourteen (14) days from the first day of school. Within thirty (30) days of the first day of school, parents and guardians of such children must show that they have make appointments for all required follow-up doses.

The District shall provide the Ulster County Health Department with the name and address of any child denied admission or attendance due to lack of immunization.

Notwithstanding the above, students may be admitted to school or continue attendance without proof of the required immunizations if:

- a) A physician will certify in writing that administering a vaccine or vaccines to a specific student will be detrimental to that student's health; **(a NY State medical waiver needs to be completed and approved by our medical director)**
- b) A physician certifies in writing that the student has had measles or mumps; **(only serologic test that shows immunity is acceptable.)**
- c) A physician provides written results of a rubella, varicella & hepatitis B, measles or mumps antibody test which shows immunity;
- d) The student is designated as a homeless student, a refugee student, or a student in foster care.

Education Law Sections 310, 912, and 914 Public Health Law Section 2164 8, New York Code of Rules and Regulations (NYCRR), Part 136 and Sections 135.4 and 136 10, New York Code of Rules and Regulations (NYCRR) Subpart 66-1 <http://www.p12.nysed.gov/sss/documents/2019-2020%20IMMUNIZATION%20GUIDE%20FINAL.pdf>

NOTE: Refer also to Policy #7131 -- Education of Homeless Children and Youth

Adopted: 7/16/08

Revised: 1/27/11

Revised: 7/10/19

12. PUBLIC COMMENTS

13. ADJOURN