

NEW PALTZ CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION WORKSHOP MEETING

April 10, 2019

6:00 PM – Executive Session Subject to Board Approval

7:00 PM – High School

**2018-2019 Board of Education Focus Areas**

- Mental Health – Continuum of Well-Being
- Racial Equity
- Communications

1. CALL MEETING TO ORDER/ROLL CALL
2. PLEDGE TO THE FLAG
3. AGENDA CHANGES
4. SPOTLIGHT ON PROGRAM: Lenape Elementary School
  - Country Research Project, Melissa Manning's Third Grade students

5. PUBLIC COMMENTS

Speakers are asked to please limit their comments to two minutes in order to ensure everyone has a chance to speak. Public comments are not meant to be a dialogue, rather a time for the board to hear comments from the public.

6. SUPERINTENDENT'S REPORTS & DISCUSSION ITEMS

➤ SUPERINTENDENT'S COMMENTS

➤ SUPERINTENDENT'S REPORTS

- Guidance Review Report: Matthew Korobkin, PCG
- Health Advisory Committee (HAC) Sub-committee Reports
  - Code of Conduct: Michelle Martoni
  - Safety: Maureen Ryan, Co-Chair and Mike Robinson, Co-Chair
  - Wellness: Connie Hayes, Chair
- 2019-2020 Budget

**6.1 Adoption of 2019-2020 School Budget**

BE IT RESOLVED that the Board of Education of the New Paltz Central School District hereby adopts a budget of \_\_\_\_\_ dollars (\$\_\_\_\_\_) for school district purposes for the school year July 1, 2019 through June 30, 2020 to be presented to the voters at the Annual Meeting on May 21, 2019.

7. COMMITTEE REPORTS

- Racial Equity Initiative Advisory Committee: Sophia Skiles, BOE Representative
- Facilities Committee: Teresa Thompson, Chair
- Policy Committee: Kathy Preston, Chair

8. MINUTES OF MEETING

Recommendation - that the New Paltz Central Schools Board of Education accept the minutes of the Regular Workshop Meeting of March 13, 2019, the Special Meeting of March 21, 2019, and the Community Budget Forum of March 27, 2019.

9. PERSONNEL (CONSENT AGENDA)

**9.1 Instructional Resignation for the Purpose of Retirement**

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby accept the resignation, of the following instructional employee for the purpose of retirement:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Years in District</b>
Elizabeth Burdick	Elementary Teacher	07/01/2019	31

**9.2 Instructional Appointment-Substitutes**

Recommendation that the New Paltz Central School District Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby appoint the following substitute teachers with remuneration as per rates established at the July 11, 2018 Organizational Meeting:

<b>Name</b>	<b>Effective Dates</b>
Joel Carpenter	4/11/2019 – 06/30/2019
Kayli Kovacs	4/11/2019 – 06/30/2019
John Sarubbi	4/11/2019 – 06/30/2019
Sean Triolo	4/11/2019 – 06/30/2019
James Dolan	4/11/2019 – 06/30/2019

**9.3 Instructional Leave of Absence - Extension**

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby approve an extended unpaid leave of absence for the following instructional employee:

<b>Name</b>	<b>Title</b>	<b>Original Effective Dates</b>	<b>Extension</b>
Donna Gallo	Science Teacher	09/01/2018-04/30/2019	05/01/2019-08/31/2019 (unpaid)

**9.4 Instructional Leave of Absence**

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby approve an unpaid leave of absence for the following instructional employee:

<b>Name</b>	<b>Title</b>	<b>Effective Dates</b>
Fiona McKenna	English Teacher	05/02/2019-05/29/2019

**9.5 Resignation of Community Volunteer Facilities Committee**

BE IT RESOLVED that the New Paltz Central School District Board of Education, upon the recommendation of Facilities Committee Chair Teresa Thompson, does hereby accept the resignation of Community Volunteer, Vincenzo Tiberia from the Facilities Committee effective March 18<sup>th</sup>, 2019.

**9.6 Non-Instructional Resignation**

BE IT RESOLVED that the New Paltz Central School District Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby accept the resignation of the following non-instructional employee:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>
Stephen Lopez	School Monitor	03/21/2019
Paola Galvan	School Monitor	03/21/2019

**9.7 Non-Instructional Appointment - Substitutes**

The New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby appoint the following employees:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Salary</b>
Kathryn Silver	Substitute Teacher Aide	03/05/2019	\$13.50/hr
Daniel Albach	Substitute School Monitor	03/13/2019	\$11.10/hr
Carol Dysard	Substitute Teacher Aide	01/16/2019	\$13.50/hr

**9.8 Non-Instructional Appointments**

The New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby appoint the following employees:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Salary</b>
Davenide Belois	School Monitor	04/11/2019	\$11.10/hr
Cara Kubert	School Monitor	04/11/2019	\$11.10/hr

**9.9 Home Tutor**

Recommendation – that the New Paltz Central School District Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby appoint the following employee for the 2018-2019 school year.

**Name**

George M. Boyle

**9.10 Request for Approval to Create New Position – Non-Instructional**

BE IT RESOLVED, that the New Paltz Central School District Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby create the following position:

Title	Effective Date
1.0 FTE Teacher Aide	04/11/2019

10. OLD BUSINESS

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. 15033, 14537, 13887, 14710, 14553, 14797, 14847, 14955, 14817, 13971, 14341, 14552, 13185, 15038, 14829, 14607, 15012, 14979, 14852, 14885, 14572, 14095, 12943, 14158, 12808, 14375, 13177, 14395, 12864, 14332, 14394, 14376, 14345, 14569, 14812, 14411, 14295, 14318, 14640, 14713, 13819, 13031, 13478, 14387, 14613, 14132, 15003, 14178, 14664, 14061, 15041, 13429, 11482, 14828, 15055, 14459, 12470, 12210, 12213, 11496, 11494, 14324, 12782, 11464, 13424, 12171, 10644, 14790, 10932, 14941, 11111, 12252, 11470, 10519, 12252, 10883, 11003, 12106, 10880, 11258, 13392, 15007, 14987, 14048.

**11.2 Request for Acceptance of Awards from NPCSD Foundation for Student Enhancement**

Recommendation – that the following resolution be approved: BE IT RESOLVED, that the Board of Education of the New Paltz Central School District, upon the recommendation of Superintendent Maria C. Rice, does hereby accept funds from the New Paltz Central School District Foundation for Student Enhancement (the “Foundation”) in the amount of \$2,060.00 representing a grant awarded by the Foundation to New Paltz High School for use by the New Paltz Central School District for the Courtyard Gardens project. The Board of Education further directs the District Clerk to send a letter of appreciation to the Foundation for their donation.

**11.3** WHEREAS, it would be in the joint interest of the NEW PALTZ CENTRAL SCHOOL DISTRICT to participate in cooperative bids with other school districts for the years 2019-2020, as provided by General Municipal Law, Section 119-0, for the purchase of:

DIESEL FUEL

WHEREAS each BOARD retains the legal authority to contract with the successful vendor(s) and shall not be bound by purchase contracts or other agreements made by the other BOARD(s) THEREFORE:

BE IT FURTHER RESOLVED that it is agreed that the specifications as presented will be used, and that this BOARD agrees to bid its required amount of said product jointly with the other school districts. The recommendation of the Purchasing Steering Committee will be considered when this BOARD acts on the purchase of said product.

BE IT FURTHER RESOLVED, that the BOARD OF EDUCATION of the New Paltz Central School District hereby agrees to participate in such cooperative bids.

**11.4 Request for Approval of Polling Services Agreement with Ulster County Board of Elections**

BE IT RESOLVED, that the New Paltz Central School District Board of Education does hereby accept the agreement dated April 3, 2019 between the New Paltz Central School District, County of Ulster, and Ulster County Board of Elections for polling services for the 2019 Annual Meeting/Budget Vote/Board Elections.

**11.5 Request for Approval of Health and Welfare Contract – Pine Bush Central School District 2018-2019**

Recommendation – that the following resolution be approved: BE IT RESOLVED that the Board of Education approve the Health and Welfare Contract, forwarded under separate cover, for Pine Bush Central School District for a total amount of \$2,665.29 for health and welfare services for the 2018-2019 school year for three (3) children who are residents in the New Paltz Central School District attending non-public schools in the Pine Bush Central School District.

Students

**SUBJECT: DIGNITY FOR ALL STUDENTS**

The District seeks to create an environment free of harassment, bullying, and discrimination; to foster civility in its schools; and to prevent conduct that is inconsistent with its educational mission. The District, therefore, prohibits all forms of harassment and bullying of students by employees or other students on school property and at school functions. The District further prohibits discrimination against students, including, but not limited to, discriminatory acts based on a person's ~~actual or perceived~~ race, color, weight, national origin, ethnic group, religion, religious practice, disability, ~~sex~~, sexual orientation, gender, or ~~sex~~ **gender presentation** by school employees or other students on school property and at school functions that take place at locations off school property. In addition, other acts of harassment, bullying, or discrimination that can reasonably be expected to materially and substantially disrupt the education process may be subject to discipline or other corrective action.

**Dignity Act Coordinators**

In each of its schools, the District will designate at least one employee holding licenses or certifications as required by the Commissioner of Education to serve as the Dignity Act Coordinator (DAC). Each DAC will be thoroughly trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, ~~sex~~, gender, or ~~(including gender identity or expression)~~ **gender presentation**. Training will also be provided for DACs which addresses: the social patterns of harassment, bullying, and discrimination, including, but not limited that to, those acts based on a person's ~~actual or perceived~~ race, color, weight, national origin, ethnic group, religion, religious practice, disability, ~~sex~~, sexual orientation, gender, ~~and sex~~ or **gender presentation**; the identification and mitigation of harassment, bullying, and discrimination; and strategies for effectively addressing problems of exclusion, bias, and aggression in educational settings. All DAC appointments will be approved by the Board.

The District will widely disseminate the name, designated school, and contact information of each DAC to all school personnel, students, and parents or persons in parental relation by:

- a) Listing it in the *Code of Conduct*, with updates posted on the District's website; and
- b) Including it in the *Code of Conduct's* plain language summary provided to all parents or persons in parental relation to students before the beginning of each school year; and
- c) Providing it to parents or persons in parental relation in at least one District or school mailing or other method of distribution, including, but not limited to, electronic communication and/or sending information home with each student. If the information changes, parents and persons in parental relation will be notified in at least one subsequent District or school mailing, or other method of distribution as soon as practicable thereafter; and
- d) Posting it in highly visible areas of school buildings; and
- e) Making it available at the District and school-level administrative offices.

If a DAC vacates ~~his or her~~ **their** position, the District will immediately designate an interim DAC, pending approval from the Board within **thirty (30)** days. In the event a DAC is unable to perform ~~his or her~~ **their** duties for an extended period of time, the District will immediately designate an interim DAC, pending the return of the previous individual to the position.

~~Do you also have a Districtwide DAC? If so, I would include that as well.~~

**Training and Awareness**

Each year, all employees will be provided with training to promote a supportive school environment that is free from harassment, bullying, and ~~or~~ discrimination, and to discourage and respond to incidents of harassment, bullying, and ~~or~~

discrimination. This training may be provided in conjunction with existing professional development, will be conducted consistent with guidelines approved by the Board, and will:

- a) Raise awareness and sensitivity to potential acts of harassment, bullying, and/or discrimination;
- b) Address social patterns of harassment, bullying, and discrimination and the effects on students;
- c) Inform employees on the identification and mitigation of harassment, bullying, and discrimination;
- d) Enable employees to prevent and respond to incidents of harassment, bullying, and/or discrimination;
- e) Make school employees aware of the effects of harassment, bullying, cyberbullying, and/or discrimination on students;
- f) Provide strategies for effectively addressing problems of exclusion, bias, and aggression;
- g) Include safe and supportive school climate concepts in curriculum and classroom management; and
- h) Ensure the effective implementation of school policy on conduct and discipline.

Rules against harassment, bullying, and discrimination will be included in the *Code of Conduct*, publicized District-wide, and disseminated to all staff and parents or persons in parental relation. Any amendments to the *Code of Conduct* will be disseminated as soon as practicable following their adoption. The District will provide new employees with a complete copy of the current *Code of Conduct* upon beginning their employment, and distribute an age-appropriate summary to all students at a school assembly at the beginning of each school year.

### **Reports and Investigations of Harassment, Bullying, and/or Discrimination**

The District encourages and expects students who have been subjected to harassment, bullying, or discrimination; parents or persons in parental relation whose children have been subjected to this behavior; other students who observe or are told of this behavior; and all District staff who become aware of this behavior to timely report it to the principal, Superintendent, DAC, or designee.

The principal, Superintendent, DAC, or designee will lead or supervise a timely and thorough investigation of all reports of harassment, bullying, and discrimination. The DAC or other individual conducting the investigation, may seek the assistance of the District's Civil Rights Compliance Officer in investigating, responding to, and remedying complaints. ~~The findings of the initial investigation may be appealed to the Superintendent of Schools (unless the Superintendent conducted the initial investigation), in writing, by either the target or the accused within ten (10) days of receipt of the findings. If the Superintendent conducted the initial investigation, the findings may be appealed to the Board of Education. The Superintendent's findings may be appealed to the Board of Education by either the target or the accused within ten (10) days of receipt of the Superintendent's findings. The Board's findings may be appealed to the Commissioner of Education by either the target or the accused within thirty (30) days of receipt of the Board's findings.~~

In the event any investigation verifies that harassment, bullying, and/or discrimination occurred, the District will take prompt action reasonably calculated to end it, to eliminate any hostile environment, to create a more positive school culture and climate, to prevent recurrence of the behavior, and to ensure the safety of the student or students against whom the harassment, bullying, or discrimination was directed.

The Superintendent, Principal, DAC, or designee will notify the appropriate local law enforcement agency when there is a reasonable belief that an incident of harassment, bullying, or discrimination constitutes criminal conduct.

The District will timely collect information related to incidents involving harassment, bullying, and discrimination; provide required internal reports; and complete and submit any required report to the State Education Department in the manner and within the timeframe specified by the Commissioner.

## Prohibition of Retaliatory Behavior (Whistle-Blower Protection)

Any person who has reasonable cause to suspect that a student has been subjected to harassment, bullying, or discrimination by an employee or student on school grounds or at a school function, and who acts reasonably and in good faith in reporting it to school officials, the Commissioner of Education, or law enforcement authorities, or who otherwise initiates, testifies, participates, or assists in any formal or informal proceedings, will have immunity from any civil liability that may arise from making that report, or from initiating, testifying, participating, or assisting in those proceedings. The District also prohibits any retaliatory behavior directed against any complainant, victim, witness, or any other individual who participated in the reporting or investigation of an incident of alleged harassment, bullying, or discrimination.

## Publication of District Policy

At least once during each school year, all ~~school~~ District employees, students, and parents or persons in parental relation will be provided with a written or electronic copy of this policy, or a plain-language summary of it. The policy or summary will include information relating to how students, parents or persons in parental relation, and ~~school~~ District employees may report harassment, bullying, or discrimination. Additionally, the District will ~~strive to~~ maintain a current version of this policy on its website at all times.

## Application

Nothing in this policy or its implementing regulations should be interpreted to preclude or limit any right or cause of action provided under any local, state, or federal ordinance, law or regulation including, but not limited to, any remedies or rights available under the Individuals with Disabilities Education Act, Title VII of the Civil Rights Law of 1964, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act of 1990.

Education Law §§ 10-18, 801-a, 2801 and 3214  
8 NYCRR § 100.2

NOTE: Refer also to Policies #1330 -- Appointments and Designations by the Board  
#3410 -- Code of Conduct  
#3420 -- Non-Discrimination and Anti-Harassment in the District  
#5670 -- Records Management  
#6411 -- Use of Email in the District  
#7550 -- Sexual Harassment of Students  
#7552 -- Student Gender Identity  
#7553 -- Hazing of Students  
#8242 -- Civility, Citizenship and Character Education/Interpersonal  
Violence Prevention Education

Adopted: 7/11/12  
Revised: 12/19/12  
Revised: 11/06/13  
Revised: XX/XX/2019

13. OTHER DISCUSSION
14. PUBLIC COMMENTS
15. EXECUTIVE SESSION – SUBJECT TO BOARD APPROVAL
16. ADJOURN