

Minutes – Business Meeting – Board of Education – New Paltz Central High School – November 6, 2013 – 7:00 PM

CALL MEETING TO ORDER

CALL TO ORDER

Meeting was called to order at 6:29 PM by Stephen Bagley, Board President. Maria C. Rice was appointed District Clerk Pro-Tempore for the Executive Session portion of the meeting.

BOARD MEMBERS PRESENT: Stephen Bagley
Brian Cournoyer
Dominick Profaci
Ruth Quinn
Patrick Rausch
Timoth Rogers
Julie Tresco

QUORUM CHECK

ALSO PRESENT: Maria Rice, Superintendent of Schools

ROLL CALL The roll was called as reflected above.

ROLL CALL

EXECUTIVE SESSION

EXECUTIVE SESSION

MOTION made by Brian Cournoyer and seconded by Dominick Profaci that the Board of Education move into Executive Session at 6:30 PM for the purpose of discussing the employment history of a particular person or corporation and to discuss the proposed acquisition, sale, or lease of real property.

MOTION carried 7 - 0 with 7 members voting.

Out of Executive Session

MOTION made by Brian Cournoyer and seconded by Stephen Bagley that the Board return to Public Session at 6:58 PM.

MOTION carried 7 - 0 with 7 members voting.

CALL TO ORDER

CALL TO ORDER

The Public Meeting was called to order at 7:05 PM by Stephen Bagley, Board President.

DISTRICT CLERK PRO TEMPORE

Beverly J. Sickler was appointed as District Clerk Pro Tempore by President Bagley.

BOARD MEMBERS PRESENT: Stephen Bagley
Brian Cournoyer
Dominick Profaci
Ruth Quinn
Patrick Rausch
Timothy Rogers
Julie Tresco

QUORUM CHECK

ALSO PRESENT: Maria Rice, Superintendent of Schools
Michelle Martoni, Assistant Superintendent for Educational Programs
Richard Linden, Assistant Superintendent for Business
Barbara Clinton, Principal, New Paltz Central High School
Debra Hogencamp, Principal, Duzine Elementary School
Tal Schwartz, Student Representative
Members of the Public and Press

ROLL CALL The roll was called as reflected above.

ROLL CALL

PLEDGE TO THE FLAG

PLEDGE

AGENDA CHANGES

AGENDA CHANGES

President Bagley presented the following addendum to the agenda. In addition, members were asked to approve moving the first Public Comment session to after Board Communications and before Committee Reports.

ADDENDUM

SUPERINTENDENT’S REPORTS

ADD under Superintendent’s Reports the following:

LOCAL ASSISTANCE PLAN (LAP) PRESENTATION – M. Martoni and D. Hogencamp

7.1 Request for Approval of the Local Assistance Plan

BE IT RESOLVED, that the Board of Education of the New Paltz Central School District approve the Local Assistance Plan as presented.

BOARD COMMUNICATIONS

ADD under Board Communications the following:

RACE TO THE TOP DISCUSSION

8.1 NEW PALTZ CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION RESOLUTION TO PROTECT STUDENT PRIVACY AND WITHDRAW STUDENT DATA FROM inBLOOM DATA DASHBOARD

WHEREAS New York State as part of the Race to the Top initiative has offered schools various data dashboard options as part of the EngageNY portal that will share confidential student and teacher data with a Gates-funded corporation called inBloom Inc. in order to create a statewide dataset;

WHEREAS school districts are being asked to upload confidential data that may include over 400 data points including children’s personally identifiable information, including name, address, grades, test scores, disciplinary records, attendance, race, ethnicity, economic status, disabilities, health conditions and other highly sensitive information;

WHEREAS this information is to be placed on a data cloud managed by Amazon.com that IBM executives call unreliable and not up to government standards, and in a recent survey of cloud technology, 86% of technology professionals said they did not trust clouds to hold their organization’s more sensitive data and; **WHEREAS** inBloom Inc. has already stated that it *“cannot guarantee the security of the information stored...or that the information will not be intercepted when it is being transmitted;”*

WHEREAS the New Paltz Central School district is already sharing student data with New York State that is primarily demographic in nature, it does not wish to populate a cloud database that has additional fields of data that are more sensitive and private;

WHEREAS the New Paltz Central School District believes in protecting confidential student data, and does not wish to rush to increase data sharing before weighing the risks of granting companies access to student data;

BE IT RESOLVED that New Paltz Central School District shall abstain from participating in the Shared Learning Infrastructure Data Privacy and Security Plan (SLI) which is the data stored in inBloom.

BE IT FURTHER RESOLVED that the New Paltz Central School District asks that inBloom and NYSED delete any data already entered into the (SLI) data dashboard.

ADD Under PERSONNEL New Agenda Item 12.12 Correcting Resolution to Board Appointments

12.12 Correcting Resolution to Board Appointments

Recommendation – that the New Paltz Schools Board of Education, upon the recommendation of Maria C. Rice Superintendent of Schools, does hereby approve a correcting resolution changing the appointment for the Lenape Elementary School Dignity for All Coordinator from the Lenape Social Worker to the Lenape Principal, and also to change appointment of the Duzine Elementary School Dignity for All Coordinator from the Duzine Social Worker to the Duzine Principal. A resolution appointing the elementary social workers as coordinators was passed at the July 3, 2013 Organizational Meeting and should be changed to appoint the elementary principals to this role instead.

MOTION made by Timothy Rogers and seconded by Stephen Bagley to accept the agenda as amended by the addendum.

MOTION carried 7 – 0 with 7 members voting.

SPOTLIGHT ON PROGRAM

SPOTLIGHT

Project Based Learning and Project Lead the Way – High School Teachers Alexis Mallory and Joseph Haas were on hand along with a group of high school students to demonstrate a number of project based learning opportunities in which they have been engaged since the beginning of the school year. Ms. Mallory’s students displayed actual models of *Architectural Styles Projects* and *Design Charrett Projects* which they created in the classroom. The group is currently working on

implementing the knowledge gained through these projects to create a house design for Habitat for Humanity. To reinforce classroom learning, they will visit a local worksite before the end of the current school year.

Computer Science Teacher Joseph Haas proceeded to explain a new computer program called SNAP which he has incorporated into the curriculum. Several students demonstrated “catching games” which they created using this system of computer programming. These game based programs were the basis for students to exercise their creativity by creating unique games using pop culture objects and personalities of their choosing. Principal Barbara Clinton commented that the changing world of computer science is being taught to challenge students as well as bring them into 21st century technology.

STUDENT REPRESENTATIVE REPORT

STUDENT REP

Student Representative Tal Schwartz briefly reported on activities and events taking place at the high school.

Superintendent Rice thanked Tal for his service to the Board, announcing that a new student representative will be appointed for the next series of meetings. The shorter terms will allow more students to participate throughout the year.

SUPERINTENDENT'S REPORTS & DISCUSSION ITEMS

SUPT REPORT

SUPERINTENDENT’S COMMENTS – Superintendent Rice reported that the Annual Professional Performance Review Committee has worked to make the APPR better reflect what New Paltz Central School District is trying to accomplish in educating students. She noted that the teachers have agreed to the changes being presented this evening. The Board of Education will need to approve the changes prior to submission of the final version to the State Education Department. Ms. Rice introduced Assistant Superintendent Michelle Martoni who provided the board with a PowerPoint presentation outlining areas of clarification and the various components of the APPR. The major purpose of the revisions to the APPR is to develop a plan that is better aligned with the district’s educational standards. A major priority is to decrease the amount of testing and return the focus to learning using the best instructional practices. Moving forward, the plan is designed to transition the district over two years from an “achievement model” to a “full growth model.” Throughout the presentation, members engaged in discussion and asked questions.

MOTION made by Patrick Rausch and seconded by Dominick Profaci to approve the Annual Professional Performance Review (APPR) as presented.

MOTION carried 6 YES – 1 NO (Ruth Quinn) with 7 members voting.

2013-2014 CALENDAR CHANGE (TABLED until November 20, 2013) Superintendent’s Conference Day change to May 8, 2013 to May 7, 2013.

Superintendent Rice requested that the Board TABLE any discussion and action regarding the above calendar change until the next meeting due to a scheduling conflict involving student testing. More definite information will be available in the near future.

MOTION made by Patrick Rausch and seconded by Dominick Profaci to table the Calendar Change discussion and action until the November 20, 2013 meeting of the Board of Education.

MOTION carried 7 – 0 with 7 members voting.

BOARD COMMUNICATIONS

BOARD COMMUNICATION

COMPREHENSIVE LONG-TERM FACILITIES PLAN – Superintendent Rice provided a PowerPoint presentation which outlined the “must haves” for each of the four school buildings. The report also itemized “should haves” and “like to have” items that would improve the buildings. Further discussion will take place at the November 20, 2013 meeting at 6:30 in the Audion.

LOCAL ASSISTANCE PLAN (LAP) PRESENTATION – Assistant Superintendent Michelle Martoni and Duzine Principal Debra Hogencamp presented a proposal to provide intervention at the building level for Duzine students who are struggling. Action plans are being recommended using resources that are available. Actual student work will be reviewed using data inquiry teams to determine appropriate action to assist students in need. Instructional practices will be looked at to consider how achievement for students can be improved. Timelines for this process were discussed. Superintendent Rice asked that once the metric being used by the State to determine success is known, that the Board be informed. It was noted that use of the growth model previously discussed under the APPR will eliminate the need for the LAP. Members agreed to

vote on the LAP at the November 20, 2013 meeting to comply with the two meeting rule and to clarify some of the remaining questions about the plan.

RACE TO THE TOP DISCUSSION

The Addendum to the Agenda provided members with the following draft resolution for consideration during the Race to the Top discussion. Vice President Ruth Quinn began the discussion by expressing the need to protect student privacy when considering the districts participation in “inBloom.” Simply stated, the State collects student data and uploads the information on a cloud. Much controversy surrounds this action hence the draft resolution. Discussion followed about the nature of the data, what constitutes “level two data”, where does such data originate and over what data does the district have control? The district must submit their choice of a “data dashboard” no later than November 15. Members discussed the following resolution editing it as noted, however, it was felt that the decision to adopt this resolution requires more information and input from district’s attorney. After much discussion it was decided to vote on the amended resolution as follows:

NEW PALTZ CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION RESOLUTION TO PROTECT STUDENT PRIVACY AND WITHDRAW STUDENT DATA FROM inBLOOM DATA DASHBOARD

WHEREAS New York State as part of the Race to the Top initiative has offered schools various data dashboard options as part of the EngageNY portal that will share confidential student and teacher data with a Gates-funded corporation called inBloom Inc. in order to create a statewide dataset;

WHEREAS school districts are being asked to upload confidential data **that may include over 400 data points** including children’s personally identifiable information, including name, address, grades, test scores, disciplinary records, attendance, race, ethnicity, economic status, disabilities, health conditions and other highly sensitive information;

~~**WHEREAS** this information is to be placed on a data cloud managed by Amazon.com that IBM executives call unreliable and not up to government standards, and in a recent survey of cloud technology, 86% of technology professionals said they did not trust clouds to hold their organization’s more sensitive data and;~~

~~**WHEREAS** inBloom Inc. has already stated that it “cannot guarantee the security of the information stored...or that the information will not be intercepted when it is being transmitted;”~~

WHEREAS the New Paltz Central School district is already sharing student data with New York State that is primarily demographic in nature, it does not wish to populate a cloud database that has additional fields of data that are more sensitive and private;

WHEREAS the New Paltz Central School District believes in protecting confidential student data, and does not wish to rush to increase data sharing before weighing the risks of granting companies access to student data;

BE IT RESOLVED that New Paltz Central School District **will select a data dashboard but will not populate it beyond the level two data. shall abstain from participating in the Shared Learning Infrastructure Data Privacy and Security Plan (SLI) which is the data stored in inBloom.**

~~**BE IT FURTHER RESOLVED** that the New Paltz Central School District asks that inBloom and NYSED delete any data already entered into the (SLI) data dashboard.~~

MOTION made by Timothy Rogers and seconded by Ruth Quinn to approve the above resolution as amended.

MOTION PASSED 4 YES (Ruth Quinn, Timothy Rogers, Julie Tresco, Brian Cournoyer) to 3 NO (Stephen Bagley, Dominick Profaci, Patrick Rausch)

PUBLIC COMMENTS

PUBLIC COMMENT

Bianca Tanis, New Paltz –Student Privacy& inBloom
Mike Lillis, New Paltz – Student Privacy & inBloom

COMMITTEE REPORTS

CMTE REPORTS

- **POLICY COMMITTEE** – Chair Brian Cournoyer reported that after a second reading this evening, the Board will be voting to approve changes to the Dignity for All Students Policy 3422. He indicated that the policy number will be changed from 3422 to 7370 in order to place it in the *Students* section of the Policy Manual. He also noted an additional change under the section titled “Reporting and Investigation” third paragraph first sentence. “The Building Principal” should be changed to “DASA Building Coordinator or Principal’s designee.” (Members took action on this policy as amended later in the meeting as recorded under Old Business.)

MINUTES OF MEETING

MINUTES

MOTION made by Dominick Profaci and seconded by Ruth Quinn that the Board of Education approve the following resolution:

BE IT RESOLVED that the New Paltz Central Schools Board of Education accept the minutes of the Regular Business Meeting of October 16, 2013 and the Special Meeting of October 29, 2013.

MOTION carried 7 - 0 with 7 members voting.

FINANCIAL REPORTS

FINANCIAL REPORTS

MOTION made by Brian Cournoyer and seconded by Dominick Profaci that the Treasurer’s Report for September 2013 and the following Budget Transfer Request be approved.

Budget Transfer Request

To:	A2250.161	Teacher Aides	\$150,000
From	A2110.120.11	Salaries, Duzine Teachers	\$ 70,000
	A2110.120.12	Salaries, Lenape Teachers	\$ 80,000

MOTION carried 7 – 0 with 7 members voting.

PERSONNEL (CONSENT AGENDA)

PERSONNEL

MOTION made by Ruth Quinn and seconded by Brian Cournoyer that the Board of Education approve the following personnel (Consent Agenda) resolutions 12.1 through 12.4 and 12.6 through 12.12:

12.1 Request for Approval to Create New Positions

Recommendation – that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent, does hereby create the following positions:

Teacher Aide (1.0 FTE)

Varsity Basketball Assistant to the Coach

12.2 Instructional Resignation - Mentor

Recommendation - that the New Paltz Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby accept the following instructional employee resignation as a Mentor in the New Paltz Central School District for the 2013/2014 school year.

Name

Jennifer Cone

12.3 Instructional Appointment - Mentors

Recommendation - that the New Paltz Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby appoint the following instructional employees as mentors for the 2013/2014 school year with remuneration, as per NPUT contract:

Name

Candice Cramer

Barbara Weiner

12.4 Instructional Appointment - Substitutes

Recommendation that the New Paltz Central Schools Board of Education upon the recommendation of Maria C. Rice, Superintendent, does hereby appoint the following substitute teachers with remuneration as per rates established at the July 3, 2013 Organizational Meeting:

Name	Effective Dates	Name	Effective Dates
Clayton Bouton	11/07/13 - 6/30/14	Dawn Chiarelli	11/07/13 - 6/30/14
Holly Langan	11/07/13 - 6/30/14	Carl Ferraro	11/07/13 - 6/30/14
Katelynn M. Saunders	11/07/13 - 6/30/14	Jessica Bartalsky	11/07/13 - 6/30/14
MaryAnn Spence	10/17/13 - 6/30/14	Laura Versace	11/07/13 - 6/30/14
Daniel O’Brien	11/07/13 - 6/30/14	Brooke Frey	11/07/13 - 6/30/14
Samantha Post	11/07/13 - 6/30/14		

12.5 Non-Instructional Resignation For Purposes of Retirement – This item was approved separately following the Personnel Consent Agenda.

12.6 Non-Instructional Appointments

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

Name	Title	Effective Date	Salary	Hours
Marta Ramirez	Substitute Teacher Aide	10/10/2013	\$10.50/hr.	as needed
Jennifer Markwerth	Teacher Aide	11/07/2013	\$13.31/hr.	full-time
Laura Every	Sub. School Monitor	10/18/2013	\$9.00/hr.	as needed
Laura Every	Sub. Teacher Aide	10/21/2013	\$10.50/hr.	as needed
Laura Every	School Monitor	11/07/2013	\$10.50/hr.	2.5 hours per day
Stacey Schaffer	Sub. School Monitor	10/15/2013	\$9.00/hr.	as needed
Stacey Schaffer	Sub. Teacher Aide	10/15/2013	\$10.50/hr.	as needed
Marcia Dixon	School Monitor	11/07/2013	\$10.50/hr.	2.75 hours per day
Marcia Dixon	Sub. School Monitor	10/31/2013	\$9.00/hr.	as needed
Marcia Dixon	Sub Teacher Aide	11/07/2013	\$10.50/hr.	as needed
Paul Scarpati	Occupational Therapist	11/07/2013	\$71,560	0.2 FTE (prorated)

12.7 Non-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 non-instructional employees:

Name	Title	Effective Dates
Ruth Lefever	Account Clerk/Typist	11/01/2013 to 12/31/2013

12.8 Coaching Appointments

Recommendation - that the New Paltz Central Schools Board of Education, upon the recommendation of Maria Rice, Superintendent of Schools, does hereby appoint the following employees:

Name	Title	Salary
Brooke Frey	Girls JV Basketball	\$3,280.00
David Kelso	Modified Wrestling Coach	\$2,340.00

12.9 Correcting Resolution to Appointment of District-Wide Dignity for All Students Act (DASA) Coordinator

Recommendation - that the New Paltz Central Schools Board of Education, upon the recommendation of Maria Rice, Superintendent of Schools, does hereby approve a correcting resolution changing the effective date of Michelle Martoni's appointment to District-Wide DASA Coordinator to October 17, 2013. A resolution passed on October 16, 2013 gave an incorrect effective date of November 1, 2013.

12.10 Advisor Appointments

Recommendation - that the New Paltz Central Schools Board of Education, upon the recommendation of Maria Rice, Superintendent of Schools, does hereby appoint the following employees as advisors to the respective clubs for the 2013-14 school year:

Title	Name	Salary
HS Poetry Club	Lisa St. John	\$920.00
HS Play/Drama Club	Nancy Owen	\$3170.00
HS All-County Band	Ralph Schroer	\$2050.00
HS All-County Chorus	Nicole Foti	\$920.00

12.11 Home Tutor

Recommendation - that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby appoint the following instructional employee, on an as-needed basis with remuneration as per NPUT contract effective for the 2013-2014 school year:

Name
Paul Ibsen

12.12 Correcting Resolution to Board Appointments

Recommendation – that the New Paltz Schools Board of Education, upon the recommendation of Maria C. Rice Superintendent of Schools, does hereby approve a correcting resolution changing the appointment for the Lenape Elementary School Dignity for All Coordinator from the Lenape Social Worker to the Lenape Principal, and also to change appointment of the Duzine Elementary School Dignity for All Coordinator from the Duzine Social Worker to the Duzine Principal. A resolution appointing the elementary social workers as coordinators was passed at the July 3, 2013 Organizational Meeting and should be changed to appoint the elementary principals to this role instead.

MOTION carried to approve Personnel Consent Agenda (Items 12.1 through 12.4 and 12.6 through 12.12) 7-0 with 7 members voting.

MOTION made by Patrick Rausch and seconded by Brian Cournoyer to approve the following resolution with regrets and best wishes:

12.5 Non-Instructional Resignation for Purposes of Retirement

BE IT RESOLVED that the New Paltz Central Schools Board of Education, upon the recommendation of Maria Rice, Superintendent of Schools, does hereby accept the resignation of the following non-instructional employee with regrets and best wishes:

Name	Title	Effective Date
Marshall Rolph	Auto Mechanic	12/31/2013 (for purpose of retirement)

MOTION carried 7 – 0 with 7 members voting.

OLD BUSINESS

OLD BUSINESS

Motion made by Ruth Quinn and seconded by Stephen Bagley to approve Policy 7370 (formerly 3422) as presented for a second reading:

13.1 Second Reading and Approval of Policy ~~3422~~ 7370 Dignity for All Students: Prohibiting Discrimination and Harassment of Students

The Board of Education (“Board”) is committed to providing a safe and productive learning environment within its schools. In accordance with New York State’s “Dignity for All Students Act” (“DASA”) the Board is committed to promptly addressing incidents of harassment and/or discrimination of students that impede students’ ability to learn. This includes bullying, taunting or intimidation in all their myriad forms.

To this end, the Board condemns and strictly prohibits all forms of discrimination, such as harassment, hazing and bullying on school grounds, school buses and at all school-sponsored activities, programs and events. No student shall be subjected to harassment by employees or students on school property or at a school function. Nor shall any student be subjected to discrimination based on the student’s actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex, by school employees or students on school property or at a school function. The Board also prohibits discrimination, harassment, hazing or bullying that takes place at locations outside of school grounds, including cyberbullying, which creates or would foreseeably create a risk of substantial disruption within the school environment where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property.

Consequences for a student who commits an act of bullying shall be unique to the individual incident and will vary in method and severity according to the nature of the behavior, the developmental age of the student, and the student’s history of problem behaviors, and must be consistent with the district’s Code of Conduct.

In addition, the District reserves the right to discipline students who engage in harassment of students off school property under circumstances where such off-campus conduct would be violative of the student code of conduct.

Policy Definitions:

- *School Property* means in or within any building, structure, athletic playing field, playground, parking lot, or land contained within the real property boundary line of a public elementary or secondary school; or in or on a school bus (Education Law §11[1]).
- *School Bus* means every motor vehicle owned by a public or governmental agency or private school and operated for the transportation of pupils, children of pupils, teachers and other persons acting in a supervisory capacity, to or from school or school activities, or, privately owned and operated for compensation for the transportation of pupils, children of pupils, teachers and other persons acting in a supervisory capacity to or from school or school activities (Education Law §11[1] and Vehicle and Traffic Law §142).
- *School Function* means a school sponsored extracurricular event or activity (Education §11[2]).

- *Disability* means (a) a physical, mental or medical impairment resulting from anatomical, physiological, genetic or neurological conditions which prevents the exercise of a normal bodily function or is demonstrable by medically accepted clinical or laboratory diagnostic techniques or (b) a record of such an impairment or (c) a condition regarded by others as such an impairment, provided, however, that in all provisions of this article dealing with employment, the term must be limited to disabilities which, upon the provision of reasonable accommodations, do not prevent the complainant from performing in a reasonable manner the activities involved in the job or occupation sought or held (Education Law §11[4] and Executive Law §292[21]).
- *Employee* means any person receiving compensation from a school district or employee of a contracted service provider or worker placed within the school under a public assistance employment program, pursuant to title nine(B) of article five of the Social Services Law, and consistent with the provisions of such title for the provision of services to such district, its students or employees, directly or through contract, whereby such services performed by such person involve direct student contact (Education Law §§11[4] and 1125[3]).
- *Sexual Orientation* means actual or perceived heterosexuality, homosexuality, or bisexuality (Education Law §11[5]).
- *Gender* means actual or perceived sex and includes a person's gender identity or expression (Education Law §11[6]).

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- *Harassment* means the creation of a hostile environment by conduct or by threats, intimidation or abuse, whether verbal or non-verbal, including cyberbullying, that (a) has or would have the effect of unreasonably and substantially interfering with a student's educational performance, opportunities or benefits, or mental, emotional or physical well-being; (b) reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety; (c) reasonably causes or would reasonably be expected to cause physical injury or emotional harm to a student; or (d) occurs off school property and creates or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property.

Discrimination or harassment within the meaning of this policy shall include a single severe incident or multiple incidents that are pervasive in nature that creates a hostile environment or reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety.

The discriminating behavior or harassing behavior may be based on any characteristic, including but not limited to a person's actual or perceived:

- race
- color
- weight
- national origin
- ethnic group
- religion
- religious practice
- disability
- sex
- sexual orientation; or
- gender (including gender identity and expression).

In order to streamline the wording of this policy and regulation the terms bullying and harassment will be used interchangeably and will also be used throughout to encompass intimidation, cyberbullying and hazing behaviors.

- *Hazing* is an induction, initiation or membership process involving harassment which produces public humiliation, physical or emotional discomfort, bodily injury or public ridicule or creates a situation where public humiliation, physical or emotional discomfort, bodily injury or public ridicule is likely to occur.
- *Bullying* has the same meaning as harassment under the amended Dignity for All Students Act (see above).
- *Cyberbullying* is defined as harassment or bullying through any form of electronic communication. In order to be actionable under this Policy, cyberbullying that occurs off campus must create or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property.

Reporting and Investigation:

student who believes that s/he is being subjected to harassment, as well as any other person who has knowledge of or witnesses any possible occurrence of harassment, shall report the harassment to any staff member or to the Building Principal. Staff who observe or learn of incident(s) of bullying are required, in accordance with State law, to make an oral report to the building principal within one school day and to fill out the district reporting form within two school days. A

district employee may be deemed to have permitted unlawful discrimination or harassment if he/she fails to report an observed incident, whether or not the target complains.

The Building Principal to whom the report is made must immediately notify the same to the Superintendent of Schools in writing of such report and unless otherwise stated in the policy shall promptly investigate the complaint and take appropriate action to include, as necessary, referral to the next level of supervisory authority and/or other official designated by the District to investigate allegations of harassment.

The ~~Building Principal~~ **DASA Building Coordinator or Principal's designee** shall maintain a log of bullying incidents as a record for the purpose of tracking repeat offenders, as well as identifying trends. The Building Principal shall report their findings periodically, but no less than quarterly, to the Superintendent of Schools or designee, who shall report to the Board annually regarding bullying incidents on a building-wide and district-wide basis. All reported incidents of bullying must be documented in the file of a student being accused of the conduct, unless said student was found to be innocent of the bullying allegation. Written records should also capture what action, if any, was taken, or why no action was taken. These reports shall remain in the student's file and will travel with the student from elementary school to high school. If a staff person is unsure of the reporting procedure, he/she is expected to inquire about how to proceed by speaking with their supervisor. Incidents will be included in the Violent and Disruptive Incident Reporting (VADIR) system when applicable.

The results of the investigation shall be reported back to both the target and the accused in accordance with the accompanying regulation. If either of the parties disagrees with the results of the investigation, they can appeal the findings in accordance with the regulations.

The Superintendent shall designate one or more staff members in each school building to be thoroughly trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender and sex. Where there are separate policies covering forms of discrimination as referred above, the investigating of alleged harassment of such nature shall be conducted solely pursuant to those policies (i.e.: Title VI, Title IX, Disability Discrimination).

In furtherance of this Policy, the Superintendent is authorized and directed to prepare guidelines that shall be approved by the Board:

1. To be used in school training programs to discourage the development of discrimination or harassment, and that are designed to:
 - a. raise the awareness and sensitivity of school employees to potential discrimination or harassment, and
 - b. enable employees to prevent and respond to discrimination or harassment.
2. Relating to the development of nondiscriminatory instructional and counseling methods.

A district employee may be deemed to have permitted unlawful discrimination or harassment if he/she

Verified bullying incidents that meet the criteria established by the state will be included in the statewide reporting system when applicable, in accordance with law and regulation.

The Board will receive the annual VADIR report, as well as any other state-required report relevant to bullying and/or school climate, for each building and for the district as whole.

Prevention

In order to implement this program the Board will designate at its annual organizational meeting a Dignity for All Students Act (DASA) Coordinator for each school in the district. **In addition, the Board shall appoint a district-wide DASA coordinator.** The role of each DASA coordinator is to oversee and enforce this policy.

The school setting provides an opportunity to teach children, and emphasize among staff, that cooperation with and respect for others is a key district value. A program geared to prevention is designed to not only decrease incidents of bullying, but to help students build more supportive relationships with one another by integrating the bullying prevention program into classroom instruction. Staff members and students will be sensitized, through district-wide professional development and instruction, to the warning signs of bullying, as well as to their responsibility to become actively involved in the prevention of bullying before overt acts occur. The components of such an effort involve the following:

- Learning about and identifying the early warning signs and precursor behaviors that may lead to bullying.
- Gathering information about bullying at school directly from students.
- Establishing clear school wide and classroom rules about bullying.
- Training adults in the school to respond sensitively and consistently to bullying.
- Providing adequate adult supervision, particularly in less structured areas such as in the hallways, cafeteria and playground.
- Raising parental awareness and involvement in addressing problems.
- Providing instruction in civility, citizenship and character education that emphasizes tolerance and respect for others.

Retaliation

The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participate in the investigation of allegations of harassment. Follow-up inquiries and/or appropriate monitoring of the alleged harasser and victim shall be made to ensure that harassment has not resumed and that those involved in the investigation of allegations of harassment have not suffered retaliation.

Furthermore, any person having reasonable cause to suspect that a student has been subjected to discrimination or harassment by an employee or another student, on school grounds or at a school function who reasonably and in good faith reports such information to school officials, to the Commissioner of Education, to law enforcement officials, shall be free from retaliation of any kind.

Dissemination, Monitoring, Review, and Reporting

This policy, or a plain language summary, shall be published in the District Code of Conduct, and other information sent to students, parents and employees, as well as posted on the district’s website. A bullying complaint form will be available on the district’s website. The district will ensure that the process of reporting bullying is clearly explained.

Each year, as part of the annual review of the Code of Conduct, this policy will be reviewed to assess its effectiveness and compliance with state and federal law and changes will be made, as needed.

The annual VADIR report will be available online for each building and for the district as whole, with particular attention to the trends in the incidence of bullying. In addition, the Board will receive on an annual basis a more detailed report of the number of bullying incidents that occur, disaggregated by school, student demographic information and type of incident. Based on the review of the data, the Board may consider further action, including but not limited to modification of this policy and additional training.

The district will ensure that reporting of information to the public will be in a manner that complies with student privacy rights under the Family Educational Rights and Privacy Act (FERPA).

- Cross-ref:
- 3421 - Sexual Harassment
 - 7222 - Credential Options for Students with Disabilities
 - 7310 - Code of Conduct
 - 3430 - Uniform Violent and Disruptive Incident Reporting System
 - 6160 - Professional Growth/Staff Development

- Ref:
- Dignity for All Students Act, Education Law, §§10 – 18
 - Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*
 - Title VI, Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq.*
 - Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.*; 34 CFR §100 *et seq.*
 - Title IX, Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*
 - §504, Rehabilitation Act of 1973, 29 U.S.C. §794
 - Individuals with Disabilities Education Law, 20 U.S.C §§1400 *et seq.*
 - Executive Law §290 *et seq.* (New York State Human Rights Law)
 - Education Law §§313(3), 3201, 3201-a
 - Tinker v. Des Moines Independent Community School Dist.*, 393 US 503, (1969)
 - Doninger v. Niehoff*, 527 F.3d 41 (2d. Cir. 2008)
 - Pollnow v. Glennon*, 594 F.Sup. 220, 224 *aff’d* 757 F.2d. 496
 - Davis v. Monroe County Board of Education*, 526 U.S. 629 (1999)
 - Gebser v. Lago Vista Independent School District*, 524 U.S. 274 (1998)
 - Faragher v. City of Boca Raton*, 524 U.S. 775 (1998)
 - Burlington Industries v. Ellerth*, 524 U.S. 742 (1998)
 - Oncala v. Sundowner Offshore Services, Inc.*, 523 U.S. 75 (1998)
 - Franklin v. Gwinnett County Public Schools*, 503 U.S. 60 (1992)
 - Meritor Savings Bank, FSB v. Vinson*, 477 U.S. 57 (1986)
 - Appeal of K.S. 43 Ed. Dept. Rep. 492*
 - Appeal of Ravick 40 Ed. Dept. Rep. 262*
 - Appeal of Orman 39 Ed. Dept. Rep. 811*

- Adopted: 7/11/12
- Revised: 12/19/12
- 11/06/13

MOTION carried to approve policy as amended 7-0 with 7 members voting.

NEW BUSINESS (Consent Agenda)

NEW BUSINESS

MOTION made by Patrick Rausch and seconded by Brian Cournoyer that the Board of Education approve the following New Business Consent Agenda resolutions 4.1 through 14.4:

14.1 Request for Approval of Committee on Special Education Recommendations and Student Placements

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: 10644, 8270, 10012, 0776, 12442, 12304, 13001, 12706, 12437, 11540, 9854, 9602, 13516, 13230, 12469, 13476, 13567, 13396, 9634, 10013, 9101, 13398, 12943, 12389, 9524, 12456, 12931.

14.2 Ulster BOCES Board Candidate Vote

BE IT RESOLVED that the Board of Education exercise their voting rights regarding the nominated candidate for the Board of Cooperative Educational Services of the Sole Supervisory District of Ulster County. The Nominated Candidate is as follows:

Seat #1 – Saugerties (unexpired term through 6/30/14)

Florence Hyatt
525 Rivka Road
Saugerties, NY 12477

14.3 Request for Approval to Participate in 2013-2014 Cooperative Bidding with Ulster County BOCES

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

WHEREAS it is the desire of the participating school districts of the Board of Cooperative Educational Services, Ulster County, adopting this resolution to jointly request bids for certain commodities to be determined by the Superintendent of this school district from time to time for the 2013-14 school year,

NOW, therefore, BE IT RESOLVED that the New Paltz Central School District hereby agrees to participate with other school districts of the Board of Cooperative Educational Services, Ulster County, New York, in the joint bidding of commodities to be requested by the school district Purchasing Agent and approved by the Superintendent; and be it further RESOLVED that the specifications as prepared by the Steering Committee of participating school districts and presented to this Board of Education will be used and that this Board, if it desires to purchase these commodities agrees to purchase said commodities at the lowest bid price recommended by the Steering Committee of the joint school districts; provided, however, that each participating Board of Education in exercising its legal responsibilities, has the right to reject and/or modify the recommendation of the Steering Committee in the awarding of the bid; and be it further RESOLVED that the invitation to bid will be advertised by BOCES in the Kingston Daily Freeman, the Middletown Record and the Poughkeepsie Journal in accordance with the provisions of Section 103 of the General Municipal Law.

14.4 Request for Approval to Sell/Dispose of Surplus Equipment

BE IT RESOLVED that the Board of Education declares the following buses as excess, unneeded property and authorize the sale/disposition of the buses.

<u>Bus #</u>	<u>Year</u>	<u>Make</u>	<u>Passenger:</u>	<u>VIN:</u>
76	1998	International	65 Passenger	1HVBBAAN2WH639021
77	1999	International	65 Passenger	1HVBBAAN9XH227731
79	1999	Ford	20 Passenger	1FDSE37F7XHA43375
99	2001	Ford	20 Passenger	1FDSE35F71HA16025

MOTION carried to approve New Business Consent Agenda (Items 4.1 through 4.4) 7-0 with 7 members voting.

MOTION made by Patrick Rausch and seconded by Ruth Quinn to approve the following resolution:

14.5 Request for Approval to Award Bid

BE IT RESOLVED that the Board of Education award the High School Burner Modification Bid to Miller Proctor Nickolas, Inc. at a total price of \$99,095.92.

Discussion followed and ended with Patrick Rausch Calling the Question.

MOTION carried 5 YES to 1 NO (Timothy Rogers) and 1 ABSTAIN (Ruth Quinn).

No changes were made to the following First Reading of New Policy 6215.

14.6 First Reading and Review of New Policy 6215 - Parental Rights to Annual Professional Performance Review Composite Scores and Quality Ratings Under Education Law Section 3012-C

In accordance with the provisions of Section 3012-c (10)(b) of the Education Law, the Board of Education shall facilitate the disclosure of the Annual Professional Performance Review final quality ratings and numerical composite effectiveness scores of the classroom teachers and building principals to the parents/legal guardians of students under their supervision for the current school year.

In the interest of protecting the privacy rights of the professional educators while facilitating parental access, the District shall require reasonable verification of identity prior to releasing information to parents/legal guardians.

The Superintendent of Schools shall develop a parental notice and information access form that shall be exhibits to this policy and an integral part hereof. The parental notice shall be posted in conspicuous locations within the District and the notice and form shall be made available on the District website.

References: Education Law Section 3012-c(10)
State Education Department Guidance Document, Section “P”

OTHER DISCUSSION

None

OTHER DISCUSSION

PUBLIC COMMENTS

None

PUBLIC COMMENT

ADJOURN

MOTION made by Ruth Quinn and seconded by Dominick Profaci that the Board adjourn at 10:55 PM.

ADJOURN

MOTION carried 7 - 0 with 7 members voting.

Respectfully submitted,

Beverly J. Sickler
District Clerk Pro Tempore