

LONG BEACH PUBLIC SCHOOLS
Long Beach, NY

October 14, 2014

Ladies and Gentlemen:

The Long Beach Board of Education is the authorized state agency responsible for setting educational policy in the district. It consists of five trustees, each serving a three-year term. Board members pay school taxes at the regular rate and receive no salary or other financial compensation.

All meetings, except executive sessions, are held before the public. Members of the public may address the Board of Education on any specific agenda item during special time reserved for that purpose prior to Board discuss and action. The public may also address the Board of Education on any matter of concern at a second public session after the Board of Education completes agenda action items. Visitors should not address the board in public relative to questions or comments regarding specific staff members or specific students. Such concerns should be brought to the attention of appropriate staff or to board members by telephone, in writing, or by scheduling a personal meeting, as appropriate to the circumstances.

Visitors' comments will be limited to three (3) minutes for each agenda item upon which comment is made. Visitors are precluded from speaking on any agenda item more than once during each meeting.

Sincerely,

Your Board of Education

**BOARD OF EDUCATION
LONG BEACH PUBLIC SCHOOLS
REGULAR BOARD MEETING
WEST SCHOOL CAFETERIA
Tuesday, October 14, 2014 – 7:30 P.M.**

AGENDA

REGULAR BOARD MEETING

7:30 PM

- I. Pledge of Allegiance/Call to Order/Opening Remarks – Board President
- II. Report of Superintendent of Schools
 - **Presentation – Grade 3- 8 Assessments – Dr. Kenneth Graham**
- III. Board of Education Comments
- IV. Questions and Comments from the Public – Items on Tonight's Agenda Only
- V. Student Organization Announcements
- VI. Presentation of Treasurer's Report for August 2014
- VII. Approval of Minutes of the Board of Education of Executive Session and Regular Meeting of September 23, 2014
- VIII. Presentations of the Superintendent

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4. Adoption of Revised Policies: #3410, #3420, #7550, #7552, #8430...	6 & 10-25
5. First Reading of Revised Policy #3500: School Emergency Management Plan.....	6 & 26
6. Adoption of Revised Policy #3500: School Emergency Management Plan.....	6 & 26
7. First Reading of Revised Policy #7211: Student Progress Reports to Parents.....	6 & 27
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10. Approval of Agreement.....	7 & 28-35
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- IX. Board of Education – Additional New/Old Business, if any
- X. Questions and Comments from the Public
- XI. Announcements:
 - 1. Long Beach Classroom Teachers' Association
 - 2. Administrative, Supervisory and PPS Group
 - 3. Long Beach Schools Employees Association
 - 4. Parent/Teacher Association
- XII. Adjournment

RESOLUTIONS

BE IT RESOLVED THAT, upon the recommendation of the Superintendent of Schools, the Board of Education approves the following personnel actions.

I. CERTIFICATED PERSONNEL

(a) Resignations

1. Name: Thomas Burke
Assign./Loc: Physical Education Teacher/LBHS/Lido School
Effective Date: October 24, 2014 close of day
2. Name: Amy Bochner
Assign./Loc: Part Time Teacher Assistant/Lindell School
Effective Date: September 26, 2014 close of day
3. Name: Ginna-Lee Tamburello
Assign./Loc: Part Time Teacher Assistant/LBMS
Effective Date: September 29, 2014 close of day
4. Name: Melissa Marcus
Assign./Loc: Part Time Teacher Assistant/LBHS
Effective Date: October 6, 2014 close of day

(b) Rescissions: Appointment: Interscholastic Winter Coaches/2014-2015

Coach	Position	Stipend
1. Thomas Burke	Varsity Boys Basketball	9,455
2. Thomas Burke	Varsity Girls Golf	6,065
3. Casey Fee	JV Girls Basketball	8,903
4. Lori DeVivio	8 th Grade Boys Basketball	5,578

(c) Amended Leave of Absence

Name: Deborah Bernardino
Assign./Loc: School Social Worker/Lindell School
Effective Dates: December 20, 2014-June 30, 2015
Original Dates: September 26, 2014-December 19, 2014
Reason: Maternity

I. CERTIFICATED PERSONNEL

(d) Appointment: Part Time Social Studies Teacher (.1)

Name: Carmine Verde
 Assign./Loc: Part Time Social Studies Teacher (.1)/LBHS
 Certification: Permanent Social Studies 7-12
 Effective Dates: September 22, 2014-June 30, 2015 (or earlier at the district's discretion)
 Salary Classification: 0.1 of MA/Step 19 (\$11,076.20* per annum)
 Reason: To meet a district need
 Comment: In addition to full time position
 *Subject to negotiations

(e) Appointment: Probationary Teacher Assistant

Name: Aileen Monahan
 Assign./Loc: Probationary Teacher Assistant/West School
 Certification: Continuing TA License
 Effective Date: October 15, 2014
 End Date: October 14, 2018
 Tenure Date: October 15, 2018
 Tenure Area: Teaching Assistant
 Salary Classification: Grade IV/Step 13 (\$37,259* per annum) prorated
 Reason: To replace Adrian Zeigler
 *Subject to negotiations

(f) Appointment Part Time Teacher Assistant 17.5 hours per week-Rate according to contract. *Subject to negotiations

Name	Location	Certification	Grade II/Step	Hourly Rate*	Start Date
1. Jacqueline Haaland	Lindell	Level I TA	II/Step 1	16.90	10/15/14
2. Jaymie Karounos	East	Level I TA	II/Step 1	16.90	10/15/14

(g) Appointment Part Time Temporary Teacher Assistants 17.5 hours per week-effective start date through June 24, 2015 (or earlier at the district's discretion) According to CSE recommendation or 504 plan. Rate according to contract. *Subject to negotiations

Name	Location	Certification	Grade II/Step	Hourly Rate*	Start Date
1. Elizabeth Gomez	East	Level I TA	II/Step 1	16.90	10/15/14
2. Dawn Bossmann	East	Level I TA	II/Step 1	16.90	10/15/14
3. Ciara Morse	Lido	Level I TA	II/Step 1	16.90	10/15/14
4. Ilkem Sevine	LBHS	Level I TA	II/Step 1	16.90	10/15/14
5. Regina Zaccoli	LBHS	School Psych	II/Step 1	16.90	10/15/14
6. Julie Braddish	East	Perm Special Ed	II/Step 1	16.90	10/15/14
7. Desmond Dingle	LBMS	Level I TA	II/Step 1	16.90	10/15/14
8. Deanna Giovinco	Lindell	Level I TA	II/Step 1	16.90	10/15/14
9. Maureen Tobin	East	Level I TA	II/Step 1	16.90	10/15/14
10. Philip Boehle	Lido	Level III TA	II/Step 1	16.90	10/15/14

I. CERTIFICATED PERSONNEL

- (h) **Appointment Part Time Temporary Teacher Assistant 15 hours per week-effective start date through June 24, 2015 (or earlier at the district's discretion) According to CSE recommendation or 504 plan. Rate according to contract. *Subject to negotiations**

Name	Location	Certification	Grade II/Step	Hourly Rate*	Start Date
Karen Callaghan	LBCRS	Perm Special Ed	II/Step 1	16.90	10/15/14

- (i) **Appointment Part Time Temporary Teacher Assistants 17.5 hours per week-effective start date through January 31, 2015 (or earlier at the district's discretion) According to CSE recommendation or 504 plan. Rate according to contract. *Subject to negotiations**

Name	Location	Certification	Grade II/Step	Hourly Rate*	Start Date
Leslie Vollino	LBHS	Level I TA	II/Step 1	16.90	10/15/14

- (j) **Appointment Part Time Temporary Teacher Assistant for the Book Room-maximum 260 hours-July 1, 2014 through September 23, 2014-Rate according to contract**

Carly Baxter

- (k) **Appointment: Translator for the 2014-2015 school year-rate of pay \$25.00 per hour**

Caroline Espinet

- (l) **Appointment: Parent Academy Program (Grant Funded)-for the 2014-2015 School Year-rate of pay \$54.98 per hour-maximum of 2 hours**

- | | |
|-------------------|---------------------|
| 1. Alison Kohut | 7. Dina Hannon-Behr |
| 2. Dana Monti | 8. Jane Quinton |
| 3. Debra Tai | 9. Dana Runfolo |
| 4. Lauren Kaufman | 10. Natasha Nurse |
| 5. DArice Bynoe | 11. Linda Fuller |
| 6. Kristi Gerhart | 12. Jodi Balzano |
| 7. Bradley Wofsy | |

- (m) **Appointment: Interscholastic Winter Coaches/2014-2015-*Subject to negotiations**

Coach	Position	Stipend*
1. Laurence Steimer	Varsity Boys Basketball	9,455
2. Robert Weber	8 th Grade Boys Basketball	5,578
3. Erin Santoro	JV Girls Basketball	6,903

I. CERTIFICATED PERSONNEL

(n) The following Per Diem Substitute Teachers are recommended for approval for the 2014-2015 school year

	NAME	CERTIFICATION AREA
1.	Helen Damianeas	Initial Literacy B-6 Initial Childhood Education 1-6
2.	Breanna Schwartz	Initial Mathematics 7-12 Initial Physics 7-12
3.	Jennifer Sloam	Initial Childhood Education 1-6 Initial Early Childhood Education B-2 Initial Students with Disabilities 1-6 Initial Students with Disabilities B-2
4.	Samantha Carroll	Initial School Counseling (in process)
5.	George Del Giorno	Initial Visual Arts Initial Music (in process)

(o) Reclassifications:

	Name	Assignments	New Class	Effective Date
1.	Jacqueline Agresta	School Social Worker	PhD+10	9/1/14
2.	Randi Baier	Teacher/Special Ed	MA+10	9/1/14
3.	Kimberly Bowie	Teacher/Elementary	MA+30	9/1/14
4.	Darice Bynoe	Teacher/Elementary	MA+80	9/1/14
5.	Lisa Casey	Teacher/Social Stu	MA+70	9/1/14
6.	Daniel D'Ottavio	Teacher/Special Ed	MA+10	9/1/14
7.	Kristine Farrell	Teacher/English	MA+30	9/1/14
8.	Kristin Jones	Teacher/Special Ed	MA+20	9/1/14
9.	Brooke Regenbogen	Teacher/Special Ed	MA+10	9/1/14
10.	Keri Rehnbeck	Teacher/Math	MA+40	9/1/14
11.	Stacey Rice	Teacher/	MA+60	9/1/14
12.	Megan Scully	Teacher/Special Ed	MA+40	9/1/14
13.	Melissa Zimmerman	Teacher/Elementary	MA+50	9/1/14

(p) Recommend that the Board of Education approve amendments to the contracts for Assistant Superintendent Kenneth Graham and Executive Director of Human Resources Randie Berger.

2. NON CERTIFICATED PERSONNEL

(a) Corrected Appointment: Part Time Lunch Aide (15 hours per week)

Name: Maureen Dugan
Assign./Loc.: Part Time Lunch Aide/Lindell School
Effective Date: September 1, 2014
Salary Classification: \$16.61* per hour
Grade/Step: Grade I/Step 5**
*Subject to negotiations
**correction

**(b) Appointment: Athletic Supervisors for the 2014-2015 School Year
Rate of Pay: \$61.27* per afternoon-\$78.53* per evening-\$146.05*per overnight
*Subject to negotiations**

1. Keisha Dale
2. Philip Boehle
3. William Yulfo
4. Michael Tolfree

(c) Recommended Action: Approval of the schedules of the Fall 2014 Saturday Morning Enrichment Program Instructional Personnel as follows (subject to sufficient enrollment and satisfactory performance): Maximum 10 hours each course.

Name	Position	Course	\$ Hour
Crystal Rodriguez	Instructor	Superhero Stars & Sea	25
Rescind Theresa Mazzeo		World	

(d) The following Per Diem Substitutes are recommended for approval for the 2014-2015 school year

Name	Position
1. Stacy Farruggio	Lunch Aide
2. Julie Braddish	Teacher Assistant
3. Ana-Lisa Knox	Teacher Assistant
4. Lucas Stroud	Teacher Assistant

(e) Recommend that the Board of Education of the Long Beach Public Schools hereby authorizes the Superintendent of Schools to amend the terms and conditions of employment for the following staff members.

- Name**
1. Michael DeVito
 2. Joyce Hanechak
 3. Brian Oper
 4. Steve Lahey
 5. Steve Kamlet

- 3. FIRST READING OF REVISED POLICIES: #3410: CODE OF CONDUCT, #3420: ANTI-HARASSMENT IN THE SCHOOL DISTRICT, #7550: DIGNITY FOR ALL STUDENTS ACT, #7522: COMPLAINTS AND GRIEVANCES BY STUDENTS AND #8430: EQUAL EDUCATIONAL OPPORTUNITY.**
- 4. ADOPTION OF REVISED POLICIES: #3410: CODE OF CONDUCT, #3420: ANTI-HARASSMENT IN THE SCHOOL DISTRICT, #7550: DIGNITY FOR ALL STUDENTS ACT, #7522: COMPLAINTS AND GRIEVANCES BY STUDENTS AND #8430: EQUAL EDUCATIONAL OPPORTUNITY.**

WHEREAS, District Policy #1410 Policy and Administrative Regulations in the By-Laws Section of the District Policy Manual states that, "By a majority vote, the Board may waive the 'second reading' and complete the adoption of the proposed policy at its 'first reading';"

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education waives a second reading of the following policies and approves the revisions to: #3410: Code of Conduct, #3420 – Anti-Harassment in the School District, #7550 Dignity for All Students Act, #7522 Complaints and Grievances by Students and #8430 Equal Educational Opportunity and the adoption of the policies.

- 5. FIRST READING OF REVISED POLICY #3500: SCHOOL EMERGENCY MANAGEMENT PLAN**
- 6. ADOPTION OF REVISED POLICY #3500 – SCHOOL EMERGENCY MANAGEMENT PLAN**

WHEREAS, District Policy #1410 Policy and Administrative Regulations in the By-Laws Section of the District Policy Manual states that, "By a majority vote, the Board may waive the 'second reading' and complete the adoption of the proposed policy at its 'first reading';"

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the change of language in Policy #3500: the School Emergency Management Plan and the adoption of the revised policy.

- 7. FIRST READING OF REVISED POLICY #7211: STUDENT PROGRESS REPORTS TO PARENTS**
- 8. ADOPTION OF REVISED POLICY #7211 – STUDENT PROGRESS REPORTS TO PARENTS**

WHEREAS, District Policy #1410 Policy and Administrative Regulations in the By-Laws Section of the District Policy Manual states that, "By a majority vote, the Board may waive the 'second reading' and complete the adoption of the proposed policy at its 'first reading';"

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the corrections to Policy #7211: Student Progress Reports to Parents and the adoption of the revised policy.

9. APPOINTMENT OF THE BUDGET ADVISORY COMMITTEE

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints to the Budget Advisory Committee for the District those persons listed below:

Steve Candon	Hal Lewis
Ron Friedl	Gregory Naham
Dave Garfinkel	Lilly Newman
Rebecca Kittrell	Diane Revinskas

10. APPROVAL OF AGREEMENT – CONSULTING SERVICES

WHEREAS, the Long Beach City School District ("District") desires to enter into a consulting agreement with HB Solutions LLC to provide services for compliance with the Affordable Care Act for the 2014-2015 school year;

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the agreement with HB Solutions LLC to provide services for compliance at a cost of \$20 per employee, and \$3.25 per month for each employee that is subject to ongoing tracking for the 2014-2015 school year;

BE IT FURTHER RESOLVED, that the Board of Education hereby authorizes the District Chief Operating Officer to execute the agreement with HB Solutions LLC on its behalf.

11. APPROVAL OF CHANGE ORDERS

**A) CHANGE ORDER # 2 WITH ULTIMATE POWER, INC. (Contract # 3-E-DWSR-3)
EAST ELEMENTARY SCHOOL – STORM RESTORATION PROJECT**

WHEREAS, the Long Beach City School District ("District") has engaged Ultimate Power, Inc. ("Ultimate") for mechanical work at East Elementary School pursuant to an award on May 14, 2013; and

WHEREAS, the District's architect and construction manager recommend modification to the existing contract to include additional pipe insulation not included in contract documents; and

WHEREAS, the District's architect and construction manager recommend moving forward with this work now considering the reasonable pricing the District received from Ultimate;

THEREFORE BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby accepts Change Order #2 (Contract #3-E-DWSR-3) to the contract with Ultimate for the additional cost of \$14,000; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Chief Operating Officer to execute Change Order No. 2 (Contract #3-E-DWSR-3) to the contract with Ultimate on its behalf.

**B) CHANGE ORDER # 28 WITH PALACE ELECTRICAL CONTRACTORS, INC.
(CONTRACT #9-LBHS-4) LONG BEACH HIGH SCHOOL – PHASE #4**

WHEREAS, the Long Beach City School District ("District") has engaged Palace Electrical Contractors, Inc. ("Palace") for electrical work at Long Beach High School pursuant to an award on June 7, 2011; and

WHEREAS, the District's architect and construction manager recommend modification to the existing contract to include the replacement of damaged light poles; and

WHEREAS, the District's architect and construction manager recommend moving forward with this work now considering the reasonable pricing the District received from Ultimate;

THEREFORE BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby accepts Change Order #28 (Contract #9-LBHS-4) to the contract with Palace for the additional cost of \$4,200; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Chief Operating Officer to execute Change Order No. 28 (Contract #9-LBHS-4) to the contract with Palace on its behalf.

12. ACCEPTANCE OF DONATIONS

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education accepts the following donations from Friends of the Arts LBSD, Inc.: Surfboard material for flag squad (\$160), repair tools for instruments (\$721), and sound enhancement for the LBHS auditorium including a 4 microphone system and storage, microphone stand, and storage and space mount for microphones (\$1,098.42).

13. ACCEPTANCE OF RECOMMENDATIONS OF COMMITTEE ON PRESCHOOL SPECIAL EDUCATION (CPSE) AND COMMITTEE ON SPECIAL EDUCATION (CSE)

14. PAYMENT OF LEGAL BILLS: LEGAL SERVICES

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education authorizes expenditures in the amount of \$11,853.66 to the firm of Ingerman Smith, LLP for the monthly retainer and extraordinary legal services rendered during the period of August 1 through August 31, 2014.

15. USE OF SCHOOLS

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the use of schools, as attached, not to conflict with District events. However, please note that events may have to be modified/rescheduled based on building construction schedules.

APPLICATIONS FOR USE OF SCHOOL FACILITIES

<u>Organization</u>	<u>Purpose</u>	<u>Facility Requested</u>	<u>Date Requested</u>
Circulo de Hispanidad	Christmas Celebration Show	Lindell Auditorium, Cafeterias, Teachers' Cafeteria, Bathrooms	Friday, Dec. 5, 2014 5:30 PM – 9:30 PM
Dance Dynamix	Dance Recital	LBHS Auditorium, Music Rooms 259, 260, Bathrooms	Sat., June 6, 2015 6:00 PM – 10:00 PM
Long Beach Recreation	Holiday Show	LBMS Auditorium	Sat., Dec. 13, 2014 8:00 AM – 2:00 PM
Girl Scouts	Meetings	West School Cafeteria	Sept. 29, 2014 through April 13, 2015 Mondays – 1x -month 6:30 PM – 8:00 PM
Girl Scouts of Nassau County	Troop Meetings	East School Music Room	Oct. 3, 2014 through June 19, 2015 Fridays 4:00 PM – 7:00 PM
Boy Scouts of America Troop 215	Eagle Scout Ceremony	LBMS Auditorium, Cafeteria, Bathroom	Sat., Nov. 15, 2014 12 noon – 5:00 PM
Girl Scouts of Nassau County Troop 2178	Meetings	West School	Oct. 24, 2014 through June 19, 2015 Fridays 6:45 PM – 8:30 PM
The Argentine Cultural Center	Soccer	Lindell Athletic Field 1	Oct. 15 - Dec. 15, 2014 Saturdays & Sundays 9:00 AM – 5:00 PM
The Argentine Cultural Center	Soccer	Lindell Athletic Field 1	March 1 -June 30, 2015 Saturdays & Sundays 9:00 AM – 5:00 PM
Long Beach Theatre Guild	Play Rehearsals and Performance	Lindell Auditorium	Jan 20 –April 26, 2015 Rehearsals Mon, Wed, Thursday 7:00 PM – 10:00 PM Performance Sat 6:00 – 10:00 PM Sunday 1:00 – 4:30 PM
Long Beach Lacrosse Club	Tournament	LBMS Athletic Fields 11 & 12, Veterans Field LBHS Alumni Field	Sun., Nov. 16, 2014 8:00 AM – 3:30 PM

Community Relations

SUBJECT: CODE OF CONDUCT ON SCHOOL PROPERTY (Cont'd.)

When the term "bullying" is used, even if not explicitly stated, such term includes cyberbullying, meaning such harassment or bullying that occurs through any form of electronic communication.

Such conduct shall include, but is not limited to, threats, intimidation, or abuse based on a person's actual or perceived race, color, weight, **height**, religion, national origin, ethnic group, **political affiliation, sexual identity**, gender, sexual orientation, **age, marital status, military status, veterans status, religious practices**, disability, predisposing genetic characteristics, **or use of a recognized guide dog, hearing dog or service dog**, as defined in Education Law Section 11(6), or sex; provided that nothing in this subdivision shall be construed to prohibit a denial of admission into, or exclusion from, a course of instruction based on a person's gender that would be permissible under Education Law Sections 3201-a or 2854(2) (a) and Title IX of the Education Amendments of 1972 (20 USC Section 1681, et seq.), or to prohibit, as discrimination based on disability, actions that would be permissible under 504 of the Rehabilitation Act of 1973;

- c) Standards and procedures to assure security and safety of students and school personnel;
- d) Provisions for the removal from the classroom and from school property, including a school function, of students and other persons who violate the Code;
- e) Provisions prescribing the period for which a disruptive student may be removed from the classroom for each incident, provided that no such student shall return to the classroom until the Principal (or his/her designated School District administrator) makes a final determination pursuant to Education Law Section 3214(3-a)I or the period of removal expires, whichever is less;
- f) Disciplinary measures to be taken for incidents on school property or at school functions involving the use of tobacco, the possession or use of illegal substances or weapons, the use of physical force, vandalism, violation of another student's civil rights, harassment and threats of violence;
- g) Provisions for responding to acts of discrimination, bullying and/or harassment against students by employees or students on school property, at a school function, or off school property when the actions create or would foreseeable create a risk of substantial disruption within the school environment or where it is foreseeable that the conduct might reach school property, pursuant to clause (b) of this subparagraph;
- h) Provisions for detention, suspension and removal from the classroom of students, consistent with Education Law Section 3214 and other applicable federal, state and local laws, including provisions for school authorities to establish procedures to ensure the provision of continued educational programming and activities for students removed from the classroom, placed in detention, or suspended from school, which shall include alternative educational programs appropriate to individual student needs;

(Continued)

Community Relations

SUBJECT: ANTI-HARASSMENT IN THE SCHOOL DISTRICT

The Board of Education affirms its commitment to nondiscrimination and recognizes its responsibility to provide an environment that is free of harassment and intimidation. Harassment is a violation of law and stands in direct opposition to District policy. The Board of Education affirms its commitment to nondiscrimination and recognizes its responsibility to provide an environment that is free of harassment and intimidation. Harassment is a violation of law and stands in direct opposition to District policy. Therefore, the Board prohibits and condemns all forms of harassment on the basis of race, creed, color, **weight, height**, religion, national origin, ethnic group, **political affiliation, sexual identity**, gender, **sexual orientation**, age, **marital status, military status, veterans' status**, disability, **predisposing genetic characteristics**, or **the use of a recognized guide dog, hearing dog or service dog**.

The Board also prohibits harassment based on an individual's opposition to discrimination or participation in a related investigation or complaint proceeding under the anti-discrimination statutes. This policy of nondiscrimination and anti-harassment will be enforced on School District premises and in school buildings; and at all school-sponsored events, programs and activities, including those that take place at locations off school premises and in another state.

It is intended that this policy apply to the dealings between or among employees with employees; employees with students; students with students; employees/students with vendors/contractors and others who do business with the School District, as well as school volunteers, visitors, guests and other third parties. All of these persons are hereinafter referred to collectively as "the named group."

For purposes of this policy, harassment shall mean communication (verbal, written or graphic) and/or physical conduct based on an individual's actual or perceived race, color, creed, religion, national origin, political affiliation, sex, sexual orientation, age, marital status, military status, veteran status, disability, or use of a recognized guide dog, hearing dog or service dog that:

- a) Has the purpose or effect of substantially or unreasonably interfering with an individual's work performance or is used as a basis for employment decisions (including terms and conditions of employment) affecting such individual; and/or creates an intimidating, hostile or offensive work environment;
- b) Has the purpose or effect of substantially or unreasonably interfering with a student's academic performance or participation in an educational or extracurricular activity, or creates an intimidating, hostile or offensive learning environment; and/or effectively bars the student's access to an educational opportunity or benefit;
- c) Otherwise adversely affects the employment and/or educational opportunities and benefits provided by the District.

Students

SUBJECT: DIGNITY FOR ALL STUDENTS ACT

The Board of Education recognizes that learning environments that are safe and supportive can increase student attendance and improve academic achievement. A student's ability to learn and achieve high academic standards, and a school's ability to educate students, is compromised by incidents of discrimination or harassment, including but not limited to bullying, taunting and intimidation. Therefore, in accordance with the Dignity for All Students Act, Education Law, Article 2, the District will strive to create an environment free of discrimination and harassment and will foster civility in the schools to prevent and prohibit conduct which is inconsistent with the District's educational mission.

The District condemns and prohibits all forms of discrimination and harassment of students based on actual or perceived race, color, weight, height, national origin, ethnic group, religion, ~~religious practice~~, **political affiliation**, sexual identity, gender, sexual orientation, age, **marital status**, **military status**, **veterans status**, disability, **predisposing genetic characteristics**, or the use of a **recognized guide dog, hearing dog or service dog** by school employees or students on school property and at school-sponsored activities and events that take place at locations off school property. In addition, any act of discrimination or harassment, outside of school sponsored events, which can reasonably be expected to materially and substantially disrupt the education process may be subject to discipline.

Dignity Act Coordinator

The principal at every school shall be designated as the Dignity Act Coordinator. The Dignity Act Coordinator will be thoroughly trained to handle human relations in the areas of race, color, weight, height, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (identity or expression) and sex. The Board of Education shall appoint the Assistant Superintendent for Curriculum and Instruction as the Chief Dignity Act Coordinator and share the name(s) and contact information with all school personnel, students, and parents/persons in parental relation.

If a Dignity Act Coordinator vacates his/her position, another school employee shall immediately be designated for an interim appointment as Coordinator, pending approval from the Board of Education, within thirty (30) days of the date the position was vacated. In the event a Coordinator is unable to perform the duties of the position for an extended period of time, another school employee shall immediately be designated for an interim appointment as Coordinator, pending return of the previous Coordinator to the position.

Training

Training will be provided each school year for all District employees in conjunction with existing professional development training and/or on-line training, to raise staff awareness and sensitivity of harassment and discrimination directed at students that are committed by students or school employees on school property or at a school function. Training will include ways to promote a supportive school environment that is free from discrimination and harassment, emphasize positive relationships, and demonstrate prevention and intervention techniques to assist employees in recognizing and responding to harassment and discrimination, as well as ensuring the safety of the victims.

Students

SUBJECT: COMPLAINTS AND GRIEVANCES BY STUDENTS

While students have the responsibility to abide by the policies and regulations of the District, they shall also be afforded opportunity to present complaints and grievances free from interference, coercion, restraint, discrimination, or reprisal. Administration shall be responsible for:

- a) Establishing rules and regulations for the redress of complaints or grievances through proper administration channels;
- b) Developing an appeals process;
- c) Ensuring that students have full understanding and access to these regulations and procedure; and
- d) Providing prompt consideration and determination of student complaints and grievances.

Title IX or Section 504 Compliance Officers

In addition, students and parents/guardians will receive annual notification of the District's established grievance procedures for resolving complaints of discrimination based on sex or disability. This notice shall include the name, address and telephone number of the Title IX and Section 504 compliance officers.

Title IX and Section 504 compliance officers shall also be responsible for handling complaints and grievances regarding discrimination based on race, color, creed, **weight, height**, religion, national origin, **ethnic group**, political affiliation, **sexual identity, gender**, sexual orientation, age, **marital status, military status, veteran status, disability, predisposing genetic characteristics, or use of a recognized guide dog, hearing dog or service dog** .

Age Discrimination in Employment Act, 29 United States Code (USC) Section 621

Americans with Disabilities Act, 42 United States Code (USC) Section 12101 et. seq.

Section 504 of the Rehabilitation Act of 1973, 29 United States Code (USC) Section 794 et seq.

Title VI of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000d et seq.

Title VII of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000e et seq.

Title IX of the Education Amendments of 1972, 20 United States Code (USC) Section 1681 et seq.

Civil Rights Law Section 40-c

Executive Law Section 290 et seq.

Military Law Sections 242 and 243

First Reading: August 10, 2010

Second Reading: August 24, 2010

Approved: September 14, 2010

Instructional

SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES

The Board of Education of the Long Beach City School District mandates that each district student, regardless of race, color, ~~ereed~~, sex, **weight, height**, national origin, religion, age, **ethnic group, political affiliation, sexual identity, gender, sexual orientation**, marital status, **military status, veteran status, disability, pre-disposing genetic characteristics, or use of a recognized guide dog, hearing dog or service dog**, shall be afforded equal educational opportunities in all areas of educational programs, course offerings, student activities, counseling services and student athletics.

Ref: Civil Rights Act of 1964, as amended in 1972, Title VI. Title VIII
Executive Order 11246, 1965, amended by Executive Order 11375
Education Amendment of 1972, Title IX CFR, Pans 81, 86
(Federal Register, June 4, 1975, August 11, 1975)
Education for Handicapped Children Act (P.L 94-142)
Vocational Rehabilitation Act of 1973, section 504
Brown v. Board of Education, 347 U.S. 483 (1954)

Note: Policy added

a*d

Revised: October 14, 2014

Community Relations

SUBJECT: SCHOOL EMERGENCY MANAGEMENT PLAN

The Board of Education authorizes the establishment of an ~~Emergency Planning Committee~~ **District-Wide Safety Team** to develop, continually review, and where necessary, to modify and update a School Emergency Management Plan in compliance with Commissioner of Education Regulation 155.13.

During an emergency, the ~~Planning Committee~~ **District-Side Safety Team** shall function as an operations group under the direction of the school district's ~~Coordinator of Emergency Management Planning~~ **Chief Operating Officer**.

Legal Ref: Regulations of the Commissioner of Education, Section 155.13

Adoption Date: October 22, 1991

Revised: October 14, 2014

Students

SUBJECT: STUDENT PROGRESS REPORTS TO PARENTS

Periodic progress reports of each individual student's academic achievement shall be given to the student's parents(s) or guardian(s) **three (3) times per year on the elementary level** and four (4) times per year **on the Middle School and High School levels**. Interim reports shall be sent to parent(s) or guardian(s) of all students in grades 6-12.

The type and style of progress reports shall be developed by the professional staff and approved by the Board of Education.

Note: Policy added

A*d

Revised: October 14, 2014

