

LONG BEACH PUBLIC SCHOOLS
Long Beach, New York

May 8, 2012

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 times reserved for that purpose prior to Board discussion 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 per agenda item to each individual speaker on items on the business meeting agenda and five (5) minutes to speak under new or old business. An individual may speak only once on a specific topic. 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 – May 8, 2012
Long Beach Middle School**

AGENDA

REGULAR MEETING 7:30 P.M.

- I. Pledge of Allegiance and Opening Remarks – Board President

Presentation of Certificates:

Middle School Odyssey of the Mind:

Lorraine Radice, Teacher

Alyssa Mazurek, Teacher

First Place Regional Winners and NYS Participants:

- *Emily Burns*
- *Paulina Cardona*
- *Dane DePasquale*
- *Kelly Gannon*
- *Savannah Kile*
- *Mallie Littman*
- *Carly Seigel*

Third Place Regional Winners:

- *Maggie Conforti*
- *Chrysalis Mandell*
- *Eduardo Miranda*
- *Kaitlyn Murphy*
- *Jamie Ochs*
- *Jennifer Rotando*
- *Lindsey Rudtner*

Long Island Science Congress Participants:

Cristina Camacho, Teacher

Megan Kalner, Teacher

Davis Tobia, Teacher

- *Kailey Ahearn*
- *Mashiyat Ahmed*
- *Gabrielle Ayzenberg*
- *Chloe Curley*
- *Kelly Gannon*
- *Savannah Kile*
- *Shane Morris*
- *Mary Sabedra*
- *Leah Shokrian*
- *Justin Simms*
- *Ali Thursland*
- *Cassidy Zawatson*

II. Report of Superintendent of Schools

- *Energy Efficiency and Construction Update*
- *Review of Budget as approved by Board of Education and which will be voted on by the community on May 15, 2012*

III. Board of Education Comments

IV. Questions and Comments from the Public - Items on Tonight's Agenda Only

V. Presentation of Treasurer's Report for March 2012

VI. Approval of Minutes of Board of Education Executive Sessions, Regular Meeting and Worksession of April 12, April 17 and May 1, 2012

VII. Presentations of the Superintendent:

1. Personnel Matters: Certificated
2. Personnel Matters: Non-Certificated
3. First Reading of Proposed Policy No. 7550: Dignity for All Students Act
4. Acceptance of Change Orders
5. Approval of Extension of Awards of 2011/12 Transportation Bids
6. Approval of 2012/2013 Transportation Contracts
7. Approval of Participation in Transportation Consortium
8. Approval of Participation in Cooperative Bid

9. Award of Bids
10. Approval of Agreement
11. Payment for Legal Services
12. Acceptance of Recommendations of Committee on Special Education
13. Use of Schools

VIII. Questions and Comments from the Public

IX. Announcements:

1. Long Beach Classroom Teachers' Association
2. Administrative, Supervisory and PPS Group
3. Long Beach Schools Employees' Association
4. Parent/Teacher Association
5. Student Organization

X. Board of Education - Additional New/Old Business, if any

XI. Adjournment

RESOLUTIONS

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

1. CERTIFICATED PERSONNEL

(a) Amended Abolition of Position

Be it Resolved that the following position be abolished effective July 1, 2012 due to enrollment, and that pursuant to Education Law Section 2510.

1.0 Science

(b) Discontinued

Be it Resolved that the following services of the teacher in this tenure are to be discontinued effective July 1, 2012 as a result of abolition of this position

Science Alyssa Mazurek

(c) Resignation for the Purpose of Retirement

Name: Geraldine Christianson
Assign./Loc: Elementary Teacher/Lido School
Effective Date: June 30, 2012 close of day

(d) Resignations

1. Name: Andrew Cumming
Assign./Loc: School Media Specialist (Library)/West/Lindell School
Effective Date: June 30, 2011 close of day
2. Name: Nadia Madacsi
Assign./Loc: Foreign Language Teacher/high school
Effective Date: June 30, 2011 close of day
3. Name: Elisa Kolb
Assign./Loc: Part Time Teacher Assistant/West School
Effective Date: April 27, 2012 close of day
4. Name: Mary Carlucci
Assign./Loc: Part Time Teacher Assistant/Lindell School
Effective Date: May 18, 2012 close of day

(e) Leave of Absence: Catastrophic

Name: Jodi Balzano
Assign./Loc: Elementary Teacher/Lido School
Effective Dates: April 25, 2012-May 30, 2012

1. CERTIFICATED PERSONNEL

(f) Leaves of Absence: Maternity/Pregnancy

1. Name: Monica Geller
Assign./Loc: Foreign Language Teacher/high school
Effective Dates: September 1, 2012-June 30, 2013
2. Name: Mary Doheny
Assign./Loc: Elementary-Mathematics Teacher/Lido School
Effective Dates: September 1, 2012-September 17, 2012
3. Name: Toni Weiss
Assign./Loc: English Teacher/high school
Effective Dates: September 1, 2012-January 31, 2013
4. Name: Kerry McNichols
Assign./Loc: Special Education Teacher/middle school
Effective Dates: September 1, 2012-January 31, 2013

(g) Amended Leaves of Absence: Maternity/Pregnancy

1. Name: Tara Salvador
Assign./Loc: School Media Specialist (Library)/high school
Effective Dates: April 25, 2012-May 30, 2012
Original Dates: April 26, 2012-June 30, 2012
2. Name: Lisa Casey
Assign./Loc: Social Studies Teacher/high school
Effective Dates: March 26, 2012-May 28, 2012
Original Dates: March 26, 2012-June 30, 2012

(h) Amended Leave of Absence

Name: Margaret Laurino
Assign./Loc: Part Time Teacher Assistant/West School
Effective Dates: May 1, 2012 -June 30, 2012
Original Dates: February 1, 2012-April 30, 2012

(i) Leave of Absence

Name: Lisa Cornell
Assign./Loc: Part Time Teacher Assistant/Blackheath
Effective Dates: April 17, 2012 -May 6, 2012

1. CERTIFICATED PERSONNEL

(j) Appointment: Regular Substitute School Social Worker

Name: Maria Thomas
Assign./Loc: Regular Substitute School Social Worker/Lindell School
Certification: Permanent School Social Worker
Effective Dates: September 1, 2012-January 31, 2013 (or earlier at the district's discretion)
Tenure Area: School Social Worker
Salary Classification: MA+40/Step 4 (\$85,211 + \$3,000 stipend per annum) prorated
Reason: To replace Deborah Arden

(k) Appointment: Summer School Principal

Name: Andrew Smith
Assign./Loc: Summer School Principal/Lindell School
Certification: Permanent School Administrator Supervisor
Permanent School District Administrator
Permanent Social Studies 7-12
Effective Date: July 5, 2012-August 17, 2012 (with additional hours prior to school opening)
Stipend: \$7,500

(l) Appointment: RCT and Regents Test Preparation Review-Rate of Pay \$73.03 per hour for the 2011-2012 school year-maximum 8 hours

- | | |
|--------------------------|------------------------|
| 1. Rosemary Amorini | 15. Diane Maier |
| 2. Jonathan Bloom | 16. Ellen McElroy |
| 3. Margaret Butler | 17. Paul Monaco |
| 4. Anna Carfagano | 18. Brian Petschauer |
| 5. Arlys Digena | 19. David Prince |
| 6. Kristine Farrell | 20. Nirmala Ramsaran |
| 7. Tamara Filloramo | 21. Richard Rogers |
| 8. Michael Glasstein | 22. Arkadiy Simonovsky |
| 9. Robin Gonzalez | 23. John Towers |
| 10. Megan Grahlfs | 24. Daniel Vaeth |
| 11. Nelly Jimenez | 25. Jessica Zima |
| 12. Jill Katz | |
| 13. Christos Koutsoumbis | |
| 14. Elizabeth Levin | |

(m) Reclassifications:

| | Name | Assignments | New Class | Effective Date |
|----|----------------|--------------------|------------------|-----------------------|
| 1. | Scott Brecher | Teacher/Home Ec | MA+10 | 9/1/12 |
| 2. | Ryan Buglisi | Teacher/English | MA+30 | 2/1/12 |
| 3. | Tova Markowitz | Teacher/Reading | MA+80 | 9/1/12 |
| 4. | Kevin Richman | Teacher/Special Ed | MA+10 | 2/1/12 |

2. NON CERTIFICATED PERSONNEL

(a) Appointment: Provisional Secretary II Confidential

| | |
|-----------------|--|
| Name: | Patricia Carlucci |
| Assign./Loc.: | Provisional Secretary II/Administration Building- Curriculum Office |
| Effective Date: | July 1, 2012 |
| Grade/Step: | Grade V/Step 13 |
| Salary: | \$54,550* per annum + \$1,500 confidential stipend |
| Reason: | To replace Madeleine Zubrin |

(b) The following Per Diem person is recommended for approval for 2011-2012 school year:

| NAME | POSITION |
|----------------|-----------------|
| Vincent Brazil | Cleaner |

3. **FIRST READING OF PROPOSED POLICY NO. 7550: DIGNITY FOR ALL STUDENTS ACT**

4. **ACCEPTANCE OF CHANGE ORDERS**

a) **CHANGE ORDER NO. 1 WITH L.E.B. ELECTRIC LTD. (6-EWLHS-4)**

WHEREAS, the Long Beach City School District ("District") has engaged L.E.B. Electric Ltd. ("L.E.B.") for electrical work at Lindell Elementary School pursuant to an award on May 10, 2011; and

WHEREAS, the District's architect and construction manager recommend modification to the existing contract to include refeeding relocated two ton split system air conditioner in the first floor IT closet and refeeding wall mounted air handler from remote condenser; and

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

THEREFORE, BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby accepts Change Order No. 1 to the contract with L.E.B. in the amount of \$4,800.00 and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Chief Operating Officer to execute Change Order No. 1 to the contract with L.E.B. on its behalf.

b) **CHANGE ORDER NO. 2 WITH HVAC, INC. (8-LCXAR-3)**

WHEREAS, the Long Beach City School District ("District") has engaged HVAC, INC. ("HVAC") for mechanical work at the Lido Complex pursuant to an award on May 10, 2011; and

WHEREAS, the District's architect and construction manager recommend modification to the existing contract to include additional work to re-install new ductwork to existing curbs and roof equipment at Areas M & N; increasing height of housekeeping pads for boilers, feed system, condensate pump and circulator pumps from 6" to 12" on boilers and 4" to 12" on all other equipment; removing and demolition of two boilers from contract; relocating pneumatic air switching station to the southeast wall of boiler room; repairing/welding broken hot water heating pipes on existing system in tunnels of Areas A & D; installing supply loop in crawl space and 4" jump over piping to feed heating hot water to Area F; and providing smaller cabinet unit heater to accommodate field conditions in corridor of Area F; and

4. ACCEPTANCE OF CHANGE ORDERS (cont'd)

b) CHANGE ORDER NO. 2 WITH HVAC, INC. (8-LCXAR-3) (cont'd)

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

THEREFORE, BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby accepts Change Order No. 2 to the contract with HVAC in the amount of \$27,374.82; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Chief Operating Officer to execute Change Order No. 2 to the contract with HVAC on its behalf.

c) ACCEPTANCE OF CHANGE ORDER NO. 1 WITH ACS SYSTEM ASSOCIATES, INC. (6-EWLHS-3)

WHEREAS, the Long Beach City School District ("District") has engaged ACS System Associates, Inc. ("ACS ") for mechanical work at Lindell Elementary School pursuant to an award on May 10, 2011; and

WHEREAS, the District's architect and construction manager recommend modification to the existing contract to include additional work due to unforeseen conditions and conflict with existing conditions. During demolition, existing structural beams were discovered that required the ductwork to be re-routed from what was shown on the 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 ACS;

THEREFORE, BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby accepts Change Order No. 1 to the contract with ACS in the amount of \$32,151.35; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Chief Operating Officer to execute Change Order No. 1 to the contract with ACS on its behalf.

4. **ACCEPTANCE OF CHANGE ORDERS (cont'd)**

d) **ACCEPTANCE OF CHANGE ORDER NO. 3 WITH STALCO
CONSTRUCTION INC. (9-LBHS-01)**

WHEREAS, the Long Beach City School District ("District") has engaged Stalco Construction Inc. ("Stalco") for general construction 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 additional outrigger repairs; and

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

THEREFORE, BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby accepts Change Order No. 3 to the contract with Stalco in the amount of \$74,636.80; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Chief Operating Officer to execute Change Order No. 3 to the contract with Stalco on its behalf.

e) **ACCEPTANCE OF CHANGE ORDER NO. 4 WITH STALCO
CONSTRUCTION INC. (9-LBHS-01)**

WHEREAS, the Long Beach City School District ("District") has engaged Stalco Construction Inc. ("Stalco") for general construction 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 addition of concrete plank channel supports at column line 4, furnishing SuperLite II-XL glazing in lieu of originally specified I-XL, and labor, material, tools and equipment to remove the domed concrete caps on top of the roof outriggers at the pedestrian bridge; and

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

THEREFORE, BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby accepts Change Order No. 4 to the contract with Stalco in the amount of \$44,602.23; and

4. ACCEPTANCE OF CHANGE ORDERS (cont'd)

**e) ACCEPTANCE OF CHANGE ORDER NO. 4 WITH STALCO
CONSTRUCTION INC. (9-LBHS-01) (cont'd)**

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Chief Operating Officer to execute Change Order No. 4 to the contract with Stalco on its behalf.

5. APPROVAL OF EXTENSION OF AWARDS OF 2011/12 TRANSPORTATION BIDS

WHEREAS, the Long Beach City School District ("District") desires to extend awards of transportation services and parts vendors;

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following 2011/12 transportation bid extensions for the 2012/13 school year as follows:

- a) Bid # 464 for school bus parts, materials and supplies with School Bus Parts;
- b) Bid # 466 for auto cleaning supplies, degreaser and de-icers with Choice Distributors;
- c) Bid # 468 for automotive batteries with Brake Service;
- d) Bid # 470 for truck and bus springs with Andersen's Springs & Welding;
- e) Bid # 472 for automotive tools with Crim Tools; and
- f) Bid # 474 for mechanic/driver uniforms with Nemo's Army & Navy.

BE IT FURTHER RESOLVED, that the Board of Education authorizes the District Chief Operating Officer to execute the bid extensions on its behalf.

6. APPROVAL OF EXTENSION OF TRANSPORTATION CONTRACTS FOR 2012/2013 SCHOOL YEAR

WHEREAS, the Long Beach City School District ("District") desires to extend contracts regarding summer 2012 and school year 2012-2013 transportation services;

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following 2011/2012 transportation contract extensions at the May CPI for the 2012/2013 school year: Acme Bus Co., First Student, Independent Coach, Rivlab, We Transport; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the District Chief Operating Officer to execute the contract extensions on its behalf.

7. APPROVAL OF PARTICIPATION IN 2012-2013 TRANSPORTATION CONSORTIUM

WHEREAS, the Long Beach City School District ("District") desires to participate in the 2012-2013 Nassau County School Districts Southwest Transportation Consortium with Valley Stream U.F.S.D. 13 as the lead district assisted by Baldwin U.F.S.D., Valley Stream C.H.S.D., West Hempstead U.F.S.D. and Malverne U.F.S.D. in order to jointly solicit proposals for pupil transportation services for the 2012-2013 school year;

BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the participation of the Long Beach City School District in the 2012-2013 Nassau County School Districts Southwest Transportation Consortium with Valley Stream U.F.S.D. 13 as the lead district assisted by Baldwin U.F.S.D., Valley Stream C.H.S.D., West Hempstead U.F.S.D. and Malverne U.F.S.D.

8. APPROVAL OF PARTICIPATION IN COOPERATIVE BID FOR CUSTODIAL MATERIALS AND SUPPLIES

WHEREAS, it is the plan of the following school districts: Baldwin UFSD, Bellmore UFSD, Bellmore-Merrick UFSD, Bethpage UFSD, Carle Place UFSD, East Meadow UFSD, East Rockaway UFSD, Elmont UFSD, Floral Park-Bellrose UFSD, Garden City UFSD, Great Neck UFSD, Hempstead UFSD, Herricks UFSD, Hewlett-Woodmere UFSD, Hicksville UFSD, Island Trees UFSD, Jericho UFSD, Lawrence UFSD, Levittown UFSD, Lynbrook UFSD, Malverne UFSD, Manhasset UFSD, Massapequa UFSD, Mineola UFSD, New Hyde Park-Garden City Park UFSD, North Bellmore UFSD, North Merrick UFSD, North Shore CSD, Oceanside UFSD, Plainview-Old Bethpage UFSD, Port Washington UFSD, Rockville Centre UFSD, Seaford UFSD, Syosset CSD, Uniondale UFSD, Valley Stream #30 UFSD, Valley Stream CHSD, Wantagh UFSD, Westbury UFSD and West Hempstead UFSD to bid cooperatively for custodial materials and supplies; and

WHEREAS, the Long Beach City School District (the "District") is authorized and desires to participate with the other named school districts, in the cooperative bid pursuant to Section 119-0 of the General Municipal Law; and

WHEREAS, the District agrees to assume its equitable share of the costs associated with the cooperative bid; and

8. APPROVAL OF PARTICIPATION IN COOPERATIVE BID FOR CUSTODIAL MATERIALS AND SUPPLIES (cont'd)

WHEREAS, the Board of Education has determined that it is in the best interest of the District to participate in the cooperative bid;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby authorizes the District to participate in the cooperative bid for custodial materials and supplies subject to an inter-municipal agreement to be approved by District counsel; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the President of the Board of Education to execute the necessary documents to effectuate said agreement.

9. AWARDS OF BIDS

a) AWARD OF BID #718: PREVENTIVE SERVICES/SYSTEM MAINTENANCE OF CNG FUELING SITE

WHEREAS, the Long Beach City School District (the "District") placed legal notice advertising a bid for Preventive Services/System Maintenance of CNG Fueling Site (Bid #718) in the official District papers on April 19, 2012, and mailed bid documents to 5 vendors; and

WHEREAS, the District, in accordance with Article 5-A of the General Municipal Law, invited bids for Preventive Services/System Maintenance of CNG Fueling Site (Bid #718), which bids were opened publicly on May 1, 2012; and

WHEREAS, Air & Gas Technologies was the lowest responsible bidder on the Preventive Services/System Maintenance of CNG Fueling Site (Bid #718);

THEREFORE, BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby determines that was the lowest responsible bidder on the Preventive Services/System Maintenance of CNG Fueling Site (Bid #718) and approves the award of the Preventive Services/System Maintenance of CNG Fueling Site (Bid #718) to Air & Gas .

9. AWARDS OF BIDS (cont'd)

b) AWARD OF BID #211 DELL REPLACEMENT MEMORY MODULE

WHEREAS, the Long Beach City School District (the "District") placed legal notice advertising a bid for Dell replacement memory modules (Bid #211) in the official District papers on April 26, 2012, and mailed bid documents to 4 vendors; and

WHEREAS, the District, in accordance with Article 5-A of the General Municipal Law, invited sealed bids for Dell replacement memory module, (Bid #211), which bids were opened publicly on May 3, 2012; and

WHEREAS, Atlaz International was the lowest responsible bidder on the Dell replacement memory module (Bid #211);

THEREFORE, BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby determines that Atlaz International was the lowest responsible bidder for Dell replacement memory module (Bid #211) and approves the award of Dell replacement memory module (Bid #211 to Atlaz International.

10. APPROVAL OF AGREEMENT

WHEREAS, the Long Beach City School District ("District") desires to enter into an agreement with Optimum Solutions Corp. ("OSC") to provide certain test scoring services for the NYS assessment tests for grades 3-8 administered during the 2011-2012 school year and the NYS English Regents;

THEREFORE, BE IT RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the agreement with OSC to provide test scoring services for the NYS assessment tests for grades 3-8 administered during the 2011-2012 school year and the NYS English Regents; and

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

11. 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 \$7,717.75 to the firm of Ingerman, Smith, L.L.P. for the monthly retainer and extraordinary legal services rendered during the period of March 1, 2012 through March 31, 2012.

12. ACCEPTANCE OF RECOMMENDATIONS OF COMMITTEE ON SPECIAL EDUCATION

13. USE OF SCHOOLS

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

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, disability, sexual orientation, gender, or sex 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 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.

Instruction in grades Pre-Kindergarten through 12 shall include a component on civility, citizenship and character education. Such component shall instruct students on the principles of honesty, tolerance, personal responsibility, respect for others, observance of laws and rules, courtesy,

Students**SUBJECT: DIGNITY FOR ALL STUDENTS ACT (Cont'd.)**

dignity and other traits which will enhance the quality of their experiences in, and contributions to, the community. For the purposes of this policy, "tolerance," "respect for others" and "dignity" shall include awareness and sensitivity to discrimination or harassment and civility in the relations of people of different races, weights, national origins, ethnic groups, religions, religious practices, mental or physical abilities, sexual orientations, genders and sexes.

Rules against discrimination and harassment will be included in the Code of Conduct, publicized District-wide and disseminated to all staff and parents. An age-appropriate summary shall be distributed to all students at a school assembly at the beginning of each school year.

Reports and Investigations of Discrimination and Harassment

The District will investigate all complaints of harassment and discrimination, either formal or informal, and take prompt corrective measures, as necessary. Complaints will be investigated in accordance with applicable policies and regulations. If, after an appropriate investigation, the District finds that this policy has been violated, corrective action will be taken in accordance with District policies and regulations, the Code of Conduct, and all appropriate federal or state laws.

The District will annually report material incidents of discrimination and harassment to the State Education Department as part of the Uniform Violent and Disruptive Incident Reporting System (VADIR).

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

Any person who has reasonable cause to suspect that a student has been subjected to discrimination or harassment by an employee or student, on school grounds or at a school function, who acts reasonably and in good faith and reports such information to school officials or law enforcement authorities, shall have immunity from any civil liability that may arise from making such report. The Board prohibits any retaliatory behavior directed at complainants, victims, witnesses and/or any other individuals who participated in the investigation of a complaint of discrimination or harassment.

Education Law Sections 10-18 and 801-a
8 New York Code of Rules and Regulations (NYCRR) Section 100.2(1)(2)

NOTE: Refer also to Policies #3420 -- Non-Discrimination and Anti-Harassment in the School District
#7551 -- Sexual Harassment of Students

First Reading: May 8, 2012

