

LONG BEACH PUBLIC SCHOOLS
Long Beach, New York

June 5, 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 – June 5, 2012
Long Beach Lido School Cafeteria**

AGENDA

REGULAR MEETING 7:30 P.M.

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

- II. Report of Superintendent of Schools
 - *Goals Update*
 - *Run-Off Election Update*

Presentation of Certificates:

2012 Science Research Awards

- *Veronica Ade, Teacher*
- *Cindy Kenny, Teacher Assistant*

Science Research I

- *Fiona Ambrosini and Corey Ochs*
 *“The Effect of Sodium Chloride, Sucrose, and Ethyl Alcohol
 on the Mortality Rate of *Daphnia magna*”*

- *Allison Amen*
 *“The Effect of Menthol Extracted from *Mentha aquatica* on
 Streptococcus salivarius”*

- *Justin Barry and Marc Pittinsky*
 *“The Antimicrobial Effect of Propolis on *Streptococcus*
 salivarius”*
 NYSSEF Andromeda Winner - TBA

- *Julia Berkowitz and Halle Henry*
 *“The Effect of *Helianthus annuus* Seed Extract on the
 Growth of *Glycine Max*”*
 NYSSEF Andromeda Winner - TBA

- *Ilana Blumenthal*
“The Effect of *Selenastrum capricornatum* on Carbon Dioxide and Oxygen Output”
- *Michael Chryseliou*
“The Effect of Different pH Environments on the Regeneration of *Dugesia tigrina*”
- *Kyle Curley and Logan Weitz*
“The Effect of Various Aluminum Oxide Compounds on Regeneration Rate of the *Lumbriculus variegates*”
- *Hailey Hamias and Briana Schwarz*
“The Effect of Lights and Different pHs on *Glycine max*”
- *Jennifer Hurst and Casey Muirhead*
“The Effect of Different Color Lights on *Daphnia magna*”
- *Jake Kritzberg and Andrew Luisi*
“The Effect of Different Concentrations of Anti-Freeze on the Amount of Ice Accumulation on a Wing”
Manhattanville – 3rd Place Technology
NYSSEF Andromeda Winner - TBA
- *Jack Linnihan and Ryan Silverman*
Effect of Ultrasound on *Microcystis aeruginosa*”
- *Sophie Sackstein*
“The Effect of Ammonia and Iron on Cyanobacteria”
Molloy College Fair – Top 10 Award Winner
NYSSEF Andromeda Winner - TBA
- *Hannah Sofield and Clare Sweeny*
“Heavy Metal Pollution: The Effect of Magnesium-, Ferrous-, Cadmium, and Cupric-Sulfate on the Mortality Rate of *Euglena gracilis*”
NYSSEF Andromeda Winner - TBA

Science Research II

- *Hope Henry and Melissa Rubin*
“The Effect of Slow Sand Filtration on Chlorinated Water”
NYSSEF Andromeda Winner - TBA
- *Maxwell Kramer*
“Quantification of the Localized Effectiveness of Rock Jetties on the Prevention of Ocean Beach Erosion”

- *Arielle McManus*
 “The Effect of Carbon Dioxide on *Montipora digitata*”
 Molloy College Fair – Top 10 Award Winner

- *Chandler McMillan and Hunter Rogoff*
 “A natural solution to eliminate soil pollution: Relationship between *Glycine max* with *Trichoderma harzianum* and *Streptomyces lydicus* to hyperaccumulate aluminum from the soil”
 Manhattanville – 1st Place Environment; US Naval Science Award
 LISEF – Environmental Management Honorable Mention
 Rioch Sustainability Award
 NYSSEF - Environmental Management 2nd Place
 LISC - TBA

- *Jamie Morgenstern*
 “Sick Building Syndrome: The use of filtration to remove carbon dioxide from an indoor environment”
 NYSSEF – Environmental Sciences 3rd Place
 LISC - Achievement Award

- *Caroline Walsh*
 “Reinventing Solar Cells: The Effect of Different Pigments on the Efficiencies of Dye-Sensitized Solar Cells”
 I-SWEEEP – Silver Medal Energy Category
 LISEF – Energy and Transportation – 2nd Place
 NYSSEF – ASM Materials Education Foundation Award
 US Air Force Award
 LISC - TBA

Science Research III

- *Jonathan Klus*
 “Utilization of marine algae biomass for the remediation of heavy metals from contaminated water”
 Young Naturalist Award – Semi-Finalist
 LISC - TBA

- *Brandon Levokove and David Velez*
 “Sustaining Soil Quality II: The utilization of mycorrhizae inoculation in mitigating stress caused by pollution and degraded soils on *Triticum aestivum*”
 LISEF – Plant Sciences 3rd Place
 American Meteorological Society Award
 NYSSEF – Plant Sciences 1st Place
 1st Runner-Up for ISEF
 Society for Invitro Biology Award
 LISC – Achievement Award

Science Research IV

- *Aditi Gupta*
“A Study to Determine the Effect of Calorie Labeling by Fast Food Establishments on Consumer Food Choice”
LISC – Achievement Award

- *Elan Heller and Eric Rubin*
“Utilizing Allelopathy to control invasive plant growth”
NYSSEF – Environmental Sciences 2nd Place
LISC – Achievement Award

- *Andrew Hurst and Zachary Klein*
“The Synthesis of a Compound Device to Maximize Solar and Wind Energy”
LISEF – Engineering: Electrical and Mechanical – 1st Place – Qualify for ISEF
National Society of Professional Engineers Award
LISC – Meritorious Award

- *Arianne Papa and Jane Smyth*
“Mussels, a natural approach to water quality improvement: Assessing the impact of environmental factors on *P. americanus* and *G. demissa* status in Long Island bays and applying *G. demissa* as biofilters”
I-SWEEEP – Grand Award Environment Category
Gold Medal Environment Category
LISEF – Environmental Sciences – 1st Place – Qualify for ISEF
I-SWEEEP Award
LISC – TBA
Manhattanville – 2nd Place Environment

- 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 April 2012

- VI. Approval of Minutes of Board of Education Executive Sessions, Regular Meeting and Worksession of May 8, May 15, May 16, May 19, May 22 and May 24, 2012

VII. Presentations of the Superintendent:

1. Personnel Matters: Certificated
2. Personnel Matters: Non-Certificated
3. Adoption of Proposed Policy No. 7550:
Dignity for All Students Act
4. Approval of Special Education Agreements
5. Acceptance of Donation
6. Approval of Draft Comprehensive Education Plan
7. Acceptance of Recommendations of Committee on
Special Education

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

LIVING BEACH CITY SCHOOL DISTRICT I
MONTHLY BANK ACCOUNT BALANCE REPORT
as of April 30, 2012

	GENERAL FUND TD BANK	GENERAL FUND JPMORGAN CHASE	WIRE TRANSFER JPMORGAN CHASE	INVESTMENT JPMORGAN CHASE
Beginning Book Bal.	\$ 5,363.33	\$ 253,148.84	\$ 3,505,783.84	\$ 20,677,289.79
Deposits	\$ 70.89	\$ 9,064,522.69	\$ 498.59	\$ 4,564,039.18
Disbursements	\$ -	\$ 8,708,236.35	\$ 3,505,783.84	\$ 5,000,000.00
End Book Balance	\$ 5,434.22	\$ 609,435.18	\$ 498.59	\$ 20,241,328.97
o/s Checks	\$ -	\$ 176,112.18	\$ -	\$ -
Bank Adjustments	\$ -	\$ -	\$ -	\$ -
Deposit in Transit	\$ -	\$ -	\$ -	\$ -
Bank Balance	<u>\$ 5,434.22</u>	<u>\$ 785,547.36</u>	<u>\$ 498.59</u>	<u>\$ 20,241,328.97</u>

	WORKMANS COMP JPMORGAN CHASE	FITZHARRIS DENTAL CAPITAL ONE	SCHOOL LUNCH 2/29/2012	FEDERAL FUND JPMORGAN CHASE
Beginning Book Bal.	\$ 218,161.12	\$ 3,825.41	\$ 365,592.54	\$ 1,085,468.45
Deposits	\$ 75,000.00	\$ 130,000.00	\$ 132,751.97	\$ 4,950.71
Disbursements	\$ 134,667.28	\$ 78,805.00	\$ 128,069.34	\$ 976,196.19
End Book Balance	\$ 158,493.84	\$ 55,020.41	\$ 370,275.17	\$ 114,222.97
o/s Checks	\$ 69,304.88	\$ 25,111.85	\$ 29,171.67	\$ 13,340.74
Bank Adjustments	\$ -	\$ -	\$ -	\$ -
Deposit in Transit	\$ -	\$ -	\$ -	\$ -
Bank Balance	<u>\$ 227,798.72</u>	<u>\$ 80,132.26</u>	<u>\$ 399,446.84</u>	<u>\$ 127,563.71</u>

	SCHOOL ACTIVITIES JPMORGAN CHASE	TRUST & AGENCY JPMORGAN CHASE	PAYROLL JPMORGAN CHASE	SCHOLARSHIP WELLS FARGO
Beginning Book Bal.	\$ 160,374.60	\$ 22,970.79	\$ 276.13	\$ 276,214.88
Deposits	\$ 4,211.69	\$ 6,229,031.41	\$ 3,410,221.48	\$ 6,154.00
Disbursements	\$ 4,021.69	\$ 6,227,238.53	\$ 3,410,181.84	\$ -
End Book Balance	\$ 160,564.60	\$ 24,763.67	\$ 315.77	\$ 282,368.88
o/s Checks	\$ 510.00	\$ 95,647.66	\$ 96,557.69	\$ 975.00
Bank Adjustments	\$ -	\$ -	\$ -	\$ -
Deposit in Transit	\$ -	\$ -	\$ -	\$ -
Bank Balance	<u>\$ 161,074.60</u>	<u>\$ 120,411.33</u>	<u>\$ 96,873.46</u>	<u>\$ 283,343.88</u>

	CAPITAL ACCT JPMORGAN CHASE	SPP BOND JPMORGAN CHASE	FLUSHING BANK BOND INVESTMENT
Beginning Book Bal.	\$ 86,124.39	\$ 17,553,112.54	\$ 5,017,608.28
Deposits	\$ 3,100,137.74	\$ 4,412.33	\$ 3,085.51
Disbursements	\$ 3,011,953.99	\$ 3,100,000.00	\$ -
End Book Balance	\$ 174,308.14	\$ 14,457,524.87	\$ 5,020,693.79
o/s Checks	\$ 1,754,795.44	\$ -	\$ -
Bank Adjustments	\$ -	\$ -	\$ -
Deposit in Transit	\$ -	\$ -	\$ -
Bank Balance	<u>\$ 1,929,103.58</u>	<u>\$ 14,457,524.87</u>	<u>\$ 5,020,693.79</u>

Joan Ramirez

Joan Ramirez
District Treasurer

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) Resignation for the Purpose of Retirement

1. Name: Teri Young
Assign./Loc: English Teacher/high school
Effective Date: June 30, 2012 close of day
2. Name: Jane Nickelsberg
Assign./Loc: Elementary Teacher/middle school
Effective Date: June 30, 2012 close of day
3. Name: Arline Kwastel
Assign./Loc: Instructor/Adult Learning Center
Effective Date: June 30, 2012 close of day
4. Name: Paula Lipnick
Assign./Loc: Instructor/Adult Learning Center
Effective Date: June 30, 2012 close of day
5. Name: Rose Leggio
Assign./Loc: Instructor/Adult Learning Center
Effective Date: June 30, 2012 close of day

(b) Discontinuance

Name: Carol Henck
Assign./Loc: Occupational Education Teacher/high school
Effective Date: June 30, 2012 close of day
Comment: Class not offered 2012-2013 school year

(c) Leaves of Absence

1. Name: Teri Young
Assign./Loc: English Teacher/high school
Effective Dates: May 4, 2012-June 30, 2012
2. Name: Marie Ventre
Assign./Loc: Part Time Teacher Assistant/West School
Effective Dates: June 8, 2012-June 30, 2012

1. CERTIFICATED PERSONNEL

(d) Amended Leave of Absence

Name: Lisa Cornell
Assign./Loc: Part Time Teacher Assistant/Blackheath
Effective Dates: May 12, 2012-May 20, 2012
Original Dates: April 17, 2012 –May 11, 2012

(e) Appointment: Probationary Secondary Vice Principal

Name: Francine Newman
Assign./Loc: Probationary Secondary Vice Principal/high school
Certification: Permanent School District Administrator
Permanent Social Studies 7-12
Effective Date: July 1, 2012
Ending Date: June 30, 2015
Tenure Date: July 1, 2015
Tenure Area: Secondary Vice Principal
Salary Classification: \$120,000 per annum + \$1,500 stipend for doctorate
Reason: To replace Thomas DePaola

(f) Appointment: Probationary Elementary Teacher

Name: Kathleen Bing
Assign./Loc: Probationary Elementary Teacher/middle school
Certification: Initial Childhood Education 1-6
Supplemental Services Mathematics 7-12 (pending)
Effective Date: September 1, 2012
Ending Date: August 31, 2015
Tenure Date: September 1, 2015
Tenure Area: Elementary
Salary Classification: MA/Step 1 (\$65,831* per annum)
Reason: To replace Denise Brand
*Subject to negotiations

1. CERTIFICATED PERSONNEL

(g) Appointment: Probationary Mathematics Teachers

1. Name: Jillian Fernandez
Assign./Loc: Probationary Mathematics Teacher/middle school
Certification: Professional Mathematics 7-12
Professional Childhood Education 1-6
Effective Date: September 1, 2012
Ending Date: August 31, 2015
Tenure Date: September 1, 2015
Tenure Area: Mathematics
Salary Classification: MA/Step 2 (\$68,332* per annum)
Reason: To replace Katherine Colletti
*Subject to negotiations

2. Name: Grace Parisi
Assign./Loc: Probationary Mathematics Teacher/middle school
Certification: Professional Mathematics 7-12
Professional Mathematics 5-9
Effective Date: September 1, 2012
Ending Date: August 31, 2014
Tenure Date: September 1, 2014*
Tenure Area: Mathematics
Salary Classification: MA/Step 3 (\$70,825** per annum)
Reason: To replace Laura Fuller
*Credit for time served as Regular Substitute
**Subject to negotiations

3. Name: Alyson Silagy
Assign./Loc: Probationary Mathematics Teacher/high school
Certification: Initial Mathematics 7-12
Initial Mathematics 5-6 Extension
Effective Date: September 1, 2012
Ending Date: August 31, 2015
Tenure Date: September 1, 2015
Tenure Area: Mathematics
Salary Classification: BA/Step 2 (\$62,319* per annum)
Reason: To replace Jill Katz
*Subject to negotiations

**(h) Appointment: Teachers in Charge-2012-2013 School Year
Stipend: \$3,926* per annum-*Subject to negotiations**

	Name	School
1.	Carol Cintorino	Lindell
2.	Terri Ann Eidt	Lido
3.	Sharon Weiss	East
4.	Donna Fee	West
5.	Howard Fuchs	Nike

1. **CERTIFICATED PERSONNEL**

(i) **Appointment: Deans - 2012-2013 School Year-Stipend: \$3,926.28* per annum (prorated)-*Subject to negotiations**

	Name	Assignment	Location
1.	Lynn Dean	.8 Dean	middle school
2.	John Anfossi	.8 Dean	middle school

(j) **Appointment: Long Beach Academy-Rate of Pay \$73.03 per hour for the 2011-2012 school year**

Christopher Brown-Physical Education

1. CERTIFICATED PERSONNEL

(k) Recommendation for Appointment on Tenure the staff members listed below are eligible for appointment on tenure in the area and on the date indicated. They have been found to be competent, efficient and satisfactory in their total professional performance.

	Name	Tenure Area	Date
1.	Tammy Neumann	Education of Children with Handicapping Conditions-Education of Speech and Hearing Handicapped Children	09/01/2012
2.	Gizelle Conroy	School Psychologist	09/01/2012
3.	Veronica Ade	Science	09/01/2012
4.	James Stankard	Social Studies	09/01/2012
5.	Cristina Zubi	Education of Children with Handicapping Conditions-General Special Education	09/01/2012
6.	Kimberly Bowie	Elementary	09/01/2012
7.	Steven Bialick	English	09/01/2012
8.	Vivian Fiallo	Director of World Languages And ELL Services	09/08/2012
9.	Thomas DePaola	Vice Principal	10/01/2012
10.	Daniel Lerner	Technology	10/14/2012
11.	Kevin Richman	Education of Children with Handicapping Conditions-General Special Education	12/09/2012

2. NON CERTIFICATED PERSONNEL

(a) Leaves of Absence

1. Name: Jeannine Herbst
Assign./Loc: Part Time Lunch Aide/Lido School
Effective Dates: May 17, 2012-June 30, 2012

2. Name: Kathleen McCarthy
Assign./Loc: Part Time Lunch Aide/Lido School
Effective Dates: June 8, 2012-June 30, 2012

(b) Amended Leave of Absence

Name: Bernadette Ciccarello
Assign./Loc: Full Time Food Service Worker/middle school
Effective Dates: April 1, 2012-May 31, 2012
Reason: Medical

(c) 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. Maria Arroyave
2. Renee Cieski
3. Joyce Hanechak
4. Steve Lahey
5. Laura Ragona
6. Robert Sambo

2. NON CERTIFICATED PERSONNEL

(d) Appointment: Seasonal Workers Summer 2012

1. Name: Gizelle Aguilar
Assign./Loc.: Clerical/World Language Office
Rate: \$8.50
2. Name: Larissa Ango
Assign./Loc.: Clerical/Science & Social Studies Office
Rate: \$8.50
3. Name: Meghan Buckley
Assign./Loc.: Clerical/Curriculum Office
Rate: \$8.50
4. Name: Shannon Condon
Assign./Loc.: Clerical/high school/main office
Rate: \$8.50
5. Name: Michelle Cronolly
Assign./Loc.: Clerical/ESY Program
Rate: \$8.00
6. Name: Jazmine Galarreta
Assign./Loc.: Clerical/East School/main office
Rate: \$8.50
7. Name: Sophia Fogarazzo
Assign./Loc.: Clerical/Summer School
Rate: \$8.50
8. Name: Neal Patel
Assign./Loc.: Clerical/Technology Office
Rate: \$8.50
9. Name: Ilana Ratner
Assign./Loc.: Clerical/Personnel Office
Rate: \$8.50
10. Name: Monique Weed
Assign./Loc.: Gardener/Nike
Rate: \$8.50
11. Name: Nicole Guandique
Assign./Loc.: Clerical/Adult Learning Center
Rate: \$8.50

2. NON CERTIFICATED PERSONNEL

(d) Appointment: Seasonal Workers Summer 2012 continued:

- | | | |
|-----|---------------------------------|---|
| 12. | Name:
Assign./Loc.:
Rate: | Michael Patti
Cleaner/middle school
\$8.50 |
| 13. | Name:
Assign./Loc.:
Rate: | Gina Rodriguez
Cleaner/high school
\$8.50 |
| 14. | Name:
Assign./Loc.:
Rate: | Marco Lespier
Cleaner
\$8.50/high school |
| 15. | Name:
Assign./Loc.:
Rate: | Daniel Torres
Cleaner/Lindell School
\$8.00 |
| 16. | Name:
Assign./Loc.:
Rate: | Eric Abasolo
Cleaner/East School
\$8.00 |
| 17. | Name:
Assign./Loc.:
Rate: | Oral Allen
Cleaner/middle school
\$8.00 |
| 18. | Name:
Assign./Loc.:
Rate: | Jesse Barnett
Cleaner/Lido School
\$8.00 |
| 19. | Name:
Assign./Loc.:
Rate: | Destiny Guerrero
Cleaner/East School
\$8.00 |
| 20. | Name:
Assign./Loc.:
Rate: | Troy Harris
Cleaner/middle school
\$8.00 |
| 21. | Name:
Assign./Loc.:
Rate: | Joshua Lopez
Cleaner/East School
\$8.00 |
| 22. | Name:
Assign./Loc.:
Rate: | David Henry
Cleaner/high School
\$8.00 |
| 23. | Name:
Assign./Loc.:
Rate: | Jesse Schaefer
Cleaner/middle school
\$8.00 |

2. NON CERTIFICATED PERSONNEL

(d) Appointment: Seasonal Workers Summer 2012 continued:

- | | | |
|-----|---------------|--|
| 24. | Name: | Jose Rueda |
| | Assign./Loc.: | Cleaner/middle school |
| | Rate: | \$8.00 |
| 25. | Name: | Zachery Crean |
| | Assign./Loc.: | Cleaner/high school |
| | Rate: | \$8.00 |
| 26. | Name: | Jeremy Randall |
| | Assign./Loc.: | Cleaner/Administration |
| | Rate: | \$8.00 |
| 27. | Name: | Dalvin Goodridge |
| | Assign./Loc.: | Clerical/English & Math Directors'
office/high school |
| | Rate: | \$8.00 |

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
Second Reading: May 22, 2012
Adopted: June 5, 2012