

**LONG BEACH PUBLIC SCHOOLS**  
**Long Beach, NY**

January 14, 2020

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 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 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  
LINDELL ELEMENTARY SCHOOL AUDITORIUM  
TUESDAY, JANUARY 14, 2020**

**AGENDA**

**REGULAR MEETING**

**7:00 PM**

- I. Pledge of Allegiance/Call to Order/Opening Remarks – Board President
- II. Report of the Superintendent of Schools
  - Presentation – 2020-21 Budget Preparation – Transfer to Other Funds
- III. Board of Education Comments
- IV. Student Organization Announcements
- V. Questions and Comments from the Public on Tonight's Agenda Only
- VI. Presentation of the Treasurer's Report for November 2019
- VII. Approval of Minutes for Exec Sessions and Regular Meeting of December 4, December 10 and December 11, 2019
- VIII. Presentations of the Superintendent:
  1. Personnel Matters: Certificated
  2. Personnel Matters: Non-Certificated
  3. Second Reading of Policy #6110 Code of Ethics for Board Members and all District Personnel
  4. Second Reading of Policy #7312 Bullying/Cyberbullying
  5. Adoption of Policy #7440 Student Voter Registration & Pre-Registration
  6. Approval of Agreement – Inter-municipal Special Education
  7. Approval of Stipulation of Settlements
  8. Approval of Lead Evaluators
  9. Approval of Budget Transfers
  10. Acceptance of Change Order
  11. Acceptance of Recommendations of CSE/CPSE
  12. Approval of Payment of Legal Bills: Legal Services
  13. Approval of Use of Schools Applications
- 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. LBSEA -Long Beach Schools Employees' Association – Group C
  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 for the Purpose of Retirement**

1. Name: Lori Niloff  
Assign./Loc: ESL Teacher/Lindell/Lido Schools  
Effective Date: June 30, 2020 close of day
2. Name: Maureen Clarke  
Assign./Loc: Full Time Teacher Assistant/Lindell School  
Effective Date: April 21, 2020 close of day
3. Name: Suzanne Fenech  
Assign./Loc: Full Time Teacher Assistant/Lindell School  
Effective Date: June 30, 2020 close of day

**(b) Resignations**

1. Name: Mary Dennehy  
Assign./Loc: Part Time Teacher Assistant/LBHS  
Effective Date: December 9, 2019 close of day
2. Name: Alexandra Uehlinger  
Assign./Loc: Permanent Substitute Teacher/East School  
Effective Date: January 17, 2020 close of day

**(c) Amended Leave of Absence**

Name: Giulia Simone  
Assign./Loc: Elementary Teacher/West School  
Effective Dates: September 3, 2019-June 30, 2020  
Original Dates: September 3, 2019-January 24, 2020 (on or about)  
Reason: Maternity/FMLA

**(d) Catastrophic Leave of Absence**

Name: Gary Ribis  
Assign./Loc.: Science Teacher/LBHS  
Effective Dates: February 13, 2020-June 30, 2020 (or earlier at the district's discretion)

**I. CERTIFICATED PERSONNEL**

**(e) Leaves of Absence**

1. Name: Tamara Sommers  
Assign./Loc: Elementary Teacher/East School  
Effective Date: April 17, 2020-June 30, 2020 (on or about)  
Reason: Maternity/FMLA
2. Name: Kelly Mooney  
Assign./Loc: Elementary Teacher/East School  
Effective Date: April 10, 2020-June 30, 2020 (on or about)  
Reason: Maternity/FMLA
3. Name: Marleen Dougherty  
Assign./Loc: Elementary Teacher/West School  
Effective Date: January 7, 2020-June 30, 2020 (intermittent)  
Reason: FMLA
4. Name: Natasha Korzeniewski  
Assign./Loc.: Part Time Teacher Assistant/LBMS  
Effective Dates: February 3, 2020-May 4, 2020 (on or about)  
Reason: Educational
5. Name: Christina Baldeo  
Assign./Loc.: Part Time Teacher Assistant/East School  
Effective Dates: April 6, 2020-May 18, 2020 (on or about)  
Reason: Medical
6. Name: Jonathan Grossman  
Assign./Loc.: Part Time Teacher Assistant/LBMS  
Effective Dates: January 26, 2020-May 13, 2020 (on or about)  
Reason: Educational

**(f) Appointment: Regular Substitute Elementary Teacher**

Name: Jennifer Ragona  
Assign./Loc: Regular Substitute Elementary Teacher/West School  
Certification: Professional Students with Disabilities 1-6  
Professional Childhood Education 1-6  
Professional Students with Disabilities B-2  
Professional Early Childhood Education B-2  
Effective Dates: January 24, 2020-June 30, 2020 (or earlier at the district's discretion)  
Tenure Area: Elementary  
Salary Classification: MA/Step 2 (\$71,464 per annum)  
Reason: To replace Giulia Simone

**I. CERTIFICATED PERSONNEL**

**(g) Appointment: Part Time Mathematics Teacher (.6)**

Name: Jeanmarie Griffo  
 Assign./Loc: Part Time Mathematics Teacher (.6)/LBMS  
 Certification: Permanent Mathematics 7-12, with 5-6 extension  
 Permanent Pre K-6  
 Effective Dates: January 21, 2020-June 30, 2020 (or earlier at the district's discretion)  
 Salary Classification: 0.6 of MA+50 (\$46,892 per annum) prorated  
 Reason: To meet a district need

**(h) Appointment: Permanent Substitute Teacher**

Name: Amanda Howard  
 Assign./Loc.: Permanent Substitute Teacher/East School  
 Certification: Initial Childhood Education 1-6  
 Effective Dates: January 10, 2020-June 26, 2020 (or earlier at the district's discretion)  
 Rate of Pay: \$224.87 per day (no medical insurance coverage)  
 Reason: To replace Alexandra Uehlinger

**(i) Recommended Action: Approval of the 2019/2020 Saturday Morning Creativity Camp as follows (subject to sufficient enrollment and satisfactory performance):**

Instructor	Hours	Rate Per Hour	Maximum
Denise Levitt	15	40.00	600.00
Mayela Molina-substitute			

**(j) Appointment: Teacher Mentor for the 2019/2020 school year-Stipend: \$1,200**

Coleen Iaboni

**(k) Appointment: Lindell School Club Advisors for the 2019-2020 School Year-rate of pay \$57.20 per hour**

Advisors	Club	Maximum Hours
Lisa Rundo	Scientific Inquiry Club	11
*rescind Leigh Rynecki-American Sign Language		

**I. CERTIFICATED PERSONNEL**

**(l) Appointment: Interscholastic Coach for the Spring 2020**

<b>Position</b>	<b>Coach</b>	<b>Stipend</b>
7/8 Gymnastics	Michelle Ruhl <i>*rescind Jessica Tull</i>	4,860

**(m) Appointment: Extended Essay Mentors for the IB Diploma Program effective 2019-2020 school year-rate of pay \$57.20 per hour-maximum 4 hours per student**

1. Anthony Balsamo
2. Jenna Berto
3. Steven Bialick
4. Jonathan Bloom
5. Karen Bloom
6. Lisa Casey
7. Ryan Connolly
8. Michelle D'Andrea
9. Patricia Fallon
10. Kristine Farrell
11. Tamara Filloramo
12. James Fiola
13. Eric Fox
14. Christine Graham
15. Megan Grahlfs
16. Jordon Hue
17. Nelly Jimenez
18. Elizabeth Levin
19. Diane Maier
20. Gregory Milone
21. Cody Onufrock
22. Jeanne O'Shea
23. Anna Pace
24. Brian Petschauer
25. Jennifer Quinn
26. Aime Rivero
27. Samantha Silverman
28. Claire Stanek
29. Daniel Vaeth
30. Elizabeth Vargas
31. Christianne Vella
32. Toni Weiss
33. Loren Wolfin

**(n) Approval of Applications for Participation in Study Programs and due to the ratification of the Group B contract-The following staff members have applied for funding for coursework as indicated under the appropriate provision of their contract. Recommend approval of the tuition/fees.**

Evelyn Daza-Fall \$1000  
Evelyn Daza-Spring \$500  
Matthew Morand-Spring \$500

**II. NON CERTIFICATED PERSONNEL**

**(a) Resignations**

1. Name: Clinton Dookie  
Assign./Loc: Auto Mechanic/Transportation Department  
Effective Date: December 27, 2019 close of day
2. Name: Julia Conklin  
Assign./Loc: Part Time Lunch Aide/Lido School  
Effective Date: December 20, 2019 close of day
3. Name: Debra Rubenstein  
Assign./Loc: Part Time Teacher Aide/LBMS  
Effective Date: January 1, 2020
4. Name: Irenya Benson  
Assign./Loc: Part Time Building Aide/LBHS  
Effective Date: January 24, 2020 close of day
5. Name: Maria Sorto  
Assign./Loc: Part Time Bus Aide/Transportation Department  
Effective Date: January 10, 2020 close of day
6. Name: Ashley Rizzo  
Assign./Loc: Part Time Teacher Aide/Lido School  
Effective Date: January 16, 2020 close of day

**(b) Amended Catastrophic Leave of Absence**

Name: Tyrone Perkins  
Assign./Loc.: Cleaner/Lido/Middle School Complex  
Effective Dates: January 31, 2020-February 28, 2020 (on or about)

**(c) Catastrophic Leave of Absence**

Name: Gail Donenfeld  
Assign./Loc.: Secretary I/East School  
Effective Dates: January 28, 2020-March 15, 2020 (on or about)

**III. NON CERTIFICATED PERSONNEL**

**(d) Leave of Absence**

1. Name: Vincent Tenaglia  
Assign./Loc.: Part Time Teacher Aide/LBHS  
Effective Dates: January 23, 2020-May 15, 2020 (on or about)  
Reason: Educational
  
2. Name: Erin O'Reilly  
Assign./Loc.: Part Time Building Aide/West School  
Effective Dates: January 22, 2020-May 8, 2020 (on or about)  
Reason: Educational
  
3. Name: Kristin Hannah  
Assign./Loc.: Clerical/Adult Learning Center  
Effective Dates: October 20, 2019-January 23, 2020 (on or about)  
Reason: FMLA/Maternity

**(e) Rescission**

Name: Allan Teran  
Assign./Loc.: Part Time Building Aide/LBMS  
Effective Date: December 16, 2019

**(f) Appointment Part Time Teacher Aide 17.5 hours per week Start date through June 26, 2020 (or earlier at the district's discretion) Rate according to contract.**

Name	Building	Step	Hourly Rate	Reason	Start Date
Jeffrey Alvarez	LBMS	1	16.67	IEP	1/15/20
Mollie Soehner	LBHS	1	16.67	IEP	1/15/20
Kimberly Innella	LBHS	1	16.67	IEP	1/15/20
Kristen Anderson	LBHS	1	16.67	IEP	1/22/20

**(g) Recommended Action: Approval of the 2019/2020 Saturday Morning Creativity Camp as follows (subject to sufficient enrollment and satisfactory performance):**

Aide	Hours	Rate Per Hour	Maximum
Tasha Phillips	10	20.22	\$202.20



**II. NON CERTIFICATED PERSONNEL**

**(h) Appointment: Part Time Building Aides**

1. Name: Peter Rowley  
Assign./Loc.: Part Time Building Aide/LBMS  
Effective Date: January 15, 2020  
Salary Classification: \$16.67 per hour  
Grade/Step: Grade I/Step 1  
Reason: To replace Richard Bogart
  
2. Name: Tamaia Smith  
Assign./Loc.: Part Time Building Aide/LBMS  
Effective Date: January 15, 2020  
Salary Classification: \$16.67 per hour  
Grade/Step: Grade I/Step 1  
Reason: To replace Gordana Vujnovic

**(i) Appointment: Part Time Bus Aide (14.75 hours per week)**

Name: Mayela Sibrian  
Assign./Loc.: Part Time Bus Aide/Transportation Department  
Effective Date: January 13, 2020  
Salary Classification: \$14.86 per hour  
Grade/Step: Grade I/Step 1  
Reason:

**(j) BE IT RESOLVED**, the Board of Education of the Long Beach City School District hereby approves an increase in the per diem substitute rates (for the positions below) as required by the New York State Labor Law to comply with the state minimum wage rates.

Building Aide  
Bus Aide  
Food Service Worker  
Lunch Aide  
Teacher Assistant  
Teacher Aide

**(k) The following Per Diem Substitute is recommended for approval for the 2019/2020 school year.**

<b>Name</b>	<b>Position</b>
1. Jennifer O'Neill	Clerical
2. Renee Macchio	Clerical
3. Alexandra Brodsky	Clerical
4. Arlene Douglas	Clerical

**(l) Completion of Probationary Appointment**

The staff members listed below have completed their probationary appointment, and have received a satisfactory evaluation and are hereby recommended for permanent appointment.

Name: Matthew Taylor  
Assign./Loc.: General Mechanic/Districtwide  
Effective Date: January 18, 2020

3. **SECOND READING OF POLICY #6110 CODE OF ETHICS FOR BOARD MEMBERS AND ALL DISTRICT PERSONNEL**
4. **SECOND READING OF POLICY #7312 BULLYING/CYBERBULLYING**
5. **ADOPTION OF POLICY #7440 STUDENT VOTER REGISTRATION AND PRE-REGISTRATION**
6. **APPROVAL OF IMA FOR SPECIAL EDUCATION RELATED SERVICES RFP**

**WHEREAS**, a number of public-school districts in Nassau County wish to jointly solicit proposals for Special Education Related Services to commence in the 2020-2021 school year in accordance with the applicable provisions of General Municipal Law;

**WHEREAS**, the Long Beach School District desires to participate with these school districts for the joint solicitation of proposals for Special Education Related Services as authorized by General Municipal Law Section 119-o, in accordance with the terms and conditions of the attached Inter-Municipal Cooperative Agreement ("IMA") among the participating school districts; and,

**WHEREAS**, the Board of Education has determined that it would be in its best financial interest to solicit proposals for Special Education Related Services on a cooperative basis;

**NOW THEREFORE, BE IT RESOLVED** that the Board of Education hereby authorizes the School District to participate with other Nassau County public school districts for the solicitation of proposals for Special Education Related Services on a cooperative basis, subject to the terms and conditions of the IMA; and

**BE IT FURTHER RESOLVED**, that the Board of Education hereby accepts and approves the appointment of Roslyn Union Free School District as the Lead Participant for purposes of facilitating and coordinating the solicitation of proposals in accordance with the IMA; and

**BE IT FURTHER RESOLVED** that the Board of Education hereby approves the attached IMA and authorizes the Board President to execute the IMA on behalf of the Board of Education.

#### **7. APPROVAL OF STIPULATIONS OF SETTLEMENT**

- A) BE IT RESOLVED**, that the Board of Education of the Long Beach Public Schools hereby approves the terms and conditions of the Stipulation of Settlement resolving a certain matter between the District and the parents of a youngster classified by the District's CSE and identified by student number 70069; and

**BE IT FURTHER RESOLVED**, that the Board of Education authorizes the President of the Board to execute the Stipulation of Settlement as approved on the Board's behalf.

**B) BE IT RESOLVED**, that the Board of Education of the Long Beach Public Schools hereby approves the terms and conditions of the Stipulation of Settlement resolving a certain matter between the District and the parents of a youngster classified by the District's CSE and identified by student number 260449; and

**BE IT FURTHER RESOLVED**, that the Board of Education authorizes the President of the Board to execute the Stipulation of Settlement as approved on the Board's behalf.

## **8. APPROVAL OF CERTIFICATION OF LEAD EVALUATORS**

**WHEREAS**, the Rules of the Board of Regents require certification of lead evaluators for purposes of conducting evaluations of teachers and principals in accordance with the requirements under §3012-d of the Education Law, respecting Annual Professional Performance Reviews;

**WHEREAS**, the individuals named below have successfully completed training that meets the requirements prescribed in the Rules of the Board of Regents;

**NOW, THEREFORE, BE IT RESOLVED**, that the Long Beach City School District certifies the following individuals as lead evaluators for the 2019-2020 school year:

Jennifer Gallagher	Michele Natali	Jennifer Pullara	Andrew Smith
Chris Kozak	Deborah Lovrich	Karen Sauter	Jeffrey Myers
Kerry Fallon	Ivelisse Hernandez	Cristine Zawatson	Julia Lang-Shapiro
Arnie Epstein	Sabrina Brancaccio	Paul Romanelli	Amy Dirolf
Francine Newman	Kathleen Connolly	Keith Biesma	Lorie Beard
Christopher Webel	Theresa Scudiero	Peter Russo	Patrick Kiley-Rendon
Lorraine Radice	Kimberley Liguori	Serena Whitfield	Maria Vasquez-Wright
Sharon Weiss	Sarah Kugelman	Evelyn Daza	Elizabeth Walsh-Bulger
Eliot Lewin			

## **9. APPROVAL OF BUDGET TRANSFERS**

### **A) HEALTH**

**BE IT RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves a transfer in the amount of \$55,000 from the Health Out of District code to the Health Contractual code to cover the costs of mandated 1:1 nurse(s) for two (2) students on the bus.

### **B) GUIDED READING**

**BE IT RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves a transfer in the amount of \$40,001.95 for each of the four (4) elementary schools for the Fountas & Pinnell guided reading classroom library from the health insurance code. The rates for health insurance have decreased for 2020 and we budgeted for an increase.

**C) TRANSPORTATION**

**BE IT RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves a transfer in the amount of \$167,000 from private contractor transportation to BOCES transportation.

**D) EPC CONTRACT**

**BE IT RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves a transfer in the amount of \$519,285 from the health insurance code originally budgeted for an increase in insurance premiums but whose rates declined in 2020, to the capital code.

**10. ACCEPTANCE OF CHANGE ORDER**

**WHEREAS**, the Long Beach City School District ("District") has engaged Honeywell International, Inc ("Honeywell") for an energy performance contract on August 9, 2017; and

**WHEREAS**, the District directs modification to the existing contract to allow the addition of a turnkey grade of the EMS system at LBHS from pneumatic to a full Direct Digital control system (DDC,) along with the removal of 17.3kW of solar photovoltaics at the transportation building at an additional cost of \$519,285;

**BE IT RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby accepts Change Order #2 to the contract with Honeywell; and

**BE IT FURTHER RESOLVED**, that the Board of Education authorizes the Assistant Superintendent, Finance and Operations to execute Change Order #2 to the contract with Honeywell on its behalf.

**11. ACCEPTANCE OF RECOMMENDATIONS OF THE COMMITTEE ON SPECIAL EDUCATION AND PRE-SCHOOL EDUCATION**

**12. APPROVAL OF PAYMENT OF LEGAL BILLS: LEGAL SERVICES**

**A) FRAZER & FELDMAN, LLP**

**BE IT RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education authorizes expenditures in the amount of \$3,033 to Frazer & Feldman, LLP for the monthly retainer for legal services for the period of December 1 through December 31, 2019 and \$7,343.40 for extraordinary legal services for the period October 1, 2019 through October 31, 2019.

**B) THOMAS VOLZ**

**BE IT RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education authorizes expenditures in the amount of \$3,333.33 to Thomas Volz, PLLC for the month retainer for the period of December 1 through December 30, 2019 and \$2,622 for extraordinary legal expenses for the month of November 2019.

**13. APPROVAL OF USE OF SCHOOLS APPLICATIONS**

**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 and/or rescheduled based on building schedule.

**APPLICATIONS FOR USE OF SCHOOLS**

<b>Organization</b>	<b>Purpose</b>	<b>Facility Requested</b>	<b>Date Requested</b>
Long Beach/Lido Little League	Baseball/softball Practices/games	West Gym	2/14-4/30/20 Tues/Thursday 6:00 -9:00 PM
		Lindell Athletic Field 1	3/1/20-6/30/20 M-F 5:00-8:00PM Sat/Sun 8AM – 4PM
		LBHS Turf Field	3/30-6/30/20 Sundays 9-11:30AM
		LBHS Athletic Fields 3 & 4; LBMS Athletic Fields 8, 9, & 10	3/30-6/25/20 M-F 5:30 – 8PM Sat & Sun – anytime
Camp Invention	Summer Camp	LBHS Cafeteria, Athletic Field 6, Rooms, 357, 346-347, 360-365	7/6-7/17/20 Monday – Friday 8:00AM – 4:00 PM
Long Beach Football Club	Travel Soccer	East School Gym	1/16-3/13/20 Thursday 6:00PM-9:30PM
		LBMS Athletic Fields 11 & 12	1/1-7/31/20 M-F 6PM-9:30PM Sat and Sun 8AM-9:30PM
		LBHS Alumni Field	2/1-7/31/20 M-F 6PM-9:30PM Sat and Sun 12 noon-9:30PM

## Human Resources

**SUBJECT: CODE OF ETHICS FOR BOARD MEMBERS AND ALL DISTRICT PERSONNEL****General Provisions**

Officers and employees of the Long Beach School District hold their positions to serve and benefit students and the public, and not to obtain unwarranted personal or private gain in the exercise of their official powers and duties. The Board of Education recognizes that, in furtherance of this fundamental principle, there is a need for clear and reasonable standards of ethical conduct. This policy establishes those standards.

The provisions of this policy are intended to supplement Article 18 of General Municipal Law Sections and any other law relating to ethical conduct of District officers and employees and should not be construed to conflict with those authorities.

**Standards of Conduct**

The following rules and standards of conduct apply to all officers, including Board members, and employees of the Long Beach School District.

Gifts

No person may directly or indirectly solicit, accept, or receive any gift having a value of \$75 or more under circumstances in which it could reasonably be inferred that the gift was intended or expected to influence the individual in the performance of his/her official duties or was intended as a reward for any official action on the part of the individual. This prohibition applies to any gift, including money, services, loan, travel, entertainment, hospitality, thing or promise, or any other form.

Confidential Information

No person may disclose confidential information acquired by him/her in the course of his/her official duties or use this information to further his or her personal interests.

Conflicts of Interest

Except as permitted by law, no person may have an interest in any contract with the District when he/she, individually, or as a member of the Board, has the power or duty to: negotiate, prepare, authorize, or approve the contract or authorize or approve payment under the contract; audit bills or claims under the contract; or appoint an officer or employee who has any of these powers or duties.

Likewise, unless permitted by law, no chief fiscal officer, treasurer, or his/her deputy or employee, may have an interest in a bank or trust company designated as a depository, paying agent, registration agent, or for investment of funds of the District.

"Interest," as used in this policy, means a direct or indirect monetary or material benefit accruing to a District officer or employee as the result of a contract with the District. A District officer or employee will be considered to have an interest in the contract of: his/her spouse, minor children and dependents, except a contract of employment with the District; a firm, partnership or association of which he/she is a member or employee; a corporation of which he/she is an officer, director or employee; and a corporation any stock of which is owned or controlled directly or indirectly by him/her.

## Human Resources

**SUBJECT: CODE OF ETHICS FOR BOARD MEMBERS AND ALL DISTRICT PERSONNEL (Cont'd.)**

The provisions of the preceding three paragraphs should not be construed to preclude the payment of lawful compensation and necessary expenses of any District officer or employee in one or more positions of public employment, the holding of which is not prohibited by law.

Representing Others in Matters Before the District

No person may receive, or enter into any agreement, express or implied, for compensation for services rendered in relation to any matter before the District. Likewise, no one may receive, or enter into any agreement, express or implied, for compensation for services rendered in relation to any matter before the District, where the individual's compensation is contingent upon any action by the District with respect to the matter.

Disclosure of Interest in Contracts and Resolutions

Any District officer or employee who has, will have, or later acquires an interest in or whose spouse has, will have or later acquires an interest in any actual or proposed contract, purchase agreement, lease agreement, or other agreement, including oral agreements, with the District must publicly disclose the nature and extent of that interest in writing. The disclosure must be made when the officer or employee first acquires knowledge of the actual or prospective interest and must be filed with the person's immediate supervisor and the Board of Education. Any written disclosure will be made part of and included in the official minutes of the relevant Board meeting.

Investments in Conflict with Official Duties

No person may invest or hold any investment directly or indirectly in any financial, business, commercial, or other private transaction, that creates a conflict with his/her official duties, or that would otherwise impair his/her independence of judgment in the exercise or performance of his/her official powers or duties.

Private Employment

No person may engage in, solicit, negotiate for, or promise to accept private employment or render services for private interests when that employment or service creates a conflict with or impairs the proper discharge of his/her official duties. (Continued)

Future Employment

No person may, after service or employment with the District, appear before the District in relation to any case, proceeding, or application in which he/she personally participated during the period of his/her service or employment or which was under his or her active consideration.

## Human Resources

**SUBJECT: CODE OF ETHICS FOR BOARD MEMBERS AND ALL DISTRICT PERSONNEL (Cont'd.)**Notice of Code of Ethics and General Municipal Law Sections 800-809

The Superintendent will ensure that a copy of this code of ethics is distributed to every District officer and employee, and that a copy of General Municipal Law Sections 800-809 is posted conspicuously in each District building. The failure to distribute this code of ethics or to post General Municipal Law Sections 800-809 will have no effect on either the duty of District officers and employees to comply with their provisions, or the ability of the District or other relevant authorities to enforce them.

Education Law § 410  
General Municipal Law Article 18 and §§ 800-809

NOTE: Refer also to Policy #1350 – Code of Ethics for School Board Members

First Reading: December 10, 2019  
Second Reading: January 14, 2020



## Students

**SUBJECT: BULLYING/CYBERBULLYING**

The Board of Education is committed to providing a safe and productive learning environment within its schools. Bullying of a student by another student is strictly prohibited on school property, in school buildings, on school buses, and at school sponsored events and/or activities whether occurring on or off campus. The Board of Education shall require the prohibition of bullying - along with the range of possible intervention activities and/or sanctions for such misconduct - to be included in the *District Code of Conduct* for all grade levels.

For purposes of this policy, the term "bullying" among children is defined, in general, as: "a variety of negative acts carried out repeatedly over time. It involves a real or perceived imbalance of power, with a more powerful child or group attacking those who are less powerful." Bullying can take ~~three~~ four forms:

- a) Physical (including, but not limited to, hitting, kicking, spitting, pushing, taking personal belongings);
- b) Verbal (including, but not limited to, taunting, malicious teasing, name calling, making threats); and
- c) Psychological (including, but not limited to, spreading rumors; manipulating social relationships; or engaging in social exclusion, extortion, or intimidation).
- d) Cyberbullying

As with other forms of bullying, cyberbullying is an attempt to display power and control over someone perceived as weaker. Cyberbullying involving District students may occur both on campus and off school grounds and may involve student use of the District Internet system or student use of personal digital devices ~~while at school~~, such as cell phones, digital cameras, and personal computers to engage in bullying.

Cyberbullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another student or staff member by way of any technological tool, such as sending or posting inappropriate or derogatory e-mail messages, instant messages, text messages, digital pictures or images, or Web site postings (including social media).

Cyberbullying has the effect of:

- 1) Physically, emotionally or mentally harming a student;
- 2) Placing a student in reasonable fear of physical, emotional or mental harm;
- 3) Placing a student in reasonable fear of damage to or loss of personal property; and
- 4) Creating an intimidating or hostile environment that substantially interferes with a student's educational opportunities.

(Continued)

Students

**SUBJECT: BULLYING/CYBERBULLYING (Cont'd.)**

Also, Cyberbullying that occurs off-campus, ~~that~~ and causes or threatens to cause a material or substantial disruption in the school, could allow school officials to apply the "*Tinker* standard" where a student's off-campus "speech" may be subject to formal discipline by school officials when it is determined that the off-campus speech did cause a substantial disruption or threat thereof within the school setting [*Tinker v. Des Moines Indep. Sch. Dist.* 393 U.S. 503 (1969)]. Such conduct could also be subject to appropriate disciplinary action in accordance with the *District Code of Conduct* and possible referral to local law enforcement authorities.

**Reports of Allegations of Bullying/Cyberbullying Behavior**

Any student who believes that he/she is being subjected to bullying/cyberbullying behavior, as well as any other person who has knowledge of or witnesses any possible occurrence of bullying/cyberbullying, shall report the behavior to any staff member or the ~~B~~ building ~~P~~-principal. The staff member/~~B~~ building ~~P~~ principal to whom the report is made (or the staff member/~~B~~ building ~~P~~ principal who witnesses bullying/cyberbullying behavior) shall 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 bullying/cyberbullying. Investigation of allegations of bullying/cyberbullying shall follow the procedures utilized for complaints of harassment within the School District. Allegations of bullying/cyberbullying shall be promptly investigated and will be treated as confidential and private to the extent possible within legal constraints.

**Prevention and Intervention**

Personnel at all levels are responsible for taking corrective action to prevent bullying/cyberbullying behavior of which they have been made aware ~~at District sites or activities~~ and/or reporting such behavior to their immediate supervisor. This is especially necessary for those who work with our most vulnerable students who may not be able to articulate fully the extent of the bullying.

~~Further,~~ Staff training shall be provided to raise awareness of the problem of bullying/cyberbullying within the schools and to facilitate staff identification of and response to such bullying/cyberbullying behavior among students.

Prevention and intervention techniques within the District to ~~prevent against~~ address bullying/cyberbullying behavior and to support and protect victims shall include building-level and classroom-level strategies and activities as determined by administration. Individual intervention will be provided by appropriate staff members to bullies, victims and their parents to help ensure that the bullying/cyberbullying stops.

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

The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participate in the investigation of allegations of bullying/cyberbullying. Follow-up inquiries and/or appropriate monitoring of the alleged bully and victim shall be made to ensure that bullying/cyberbullying behavior has not resumed and that all those involved in the investigation have not suffered retaliation. Protection against retaliatory behavior also applies to student allegations that have been determined to be unfounded.

Students

(Continued)

**SUBJECT: BULLYING/CYBERBULLYING (Cont'd.)**

Civil Service Law Section 75-b

NOTE: Refer also to Policies

*District Code of Conduct*

#3410 -- Code of Conduct on School Property

#3420 -- Anti-Harassment in the School District

#7551 -- Sexual Harassment of Students

#7552 -- Complaints and Grievances

First Reading: December 10, 2019

Second Reading: January 14, 2020

## Students

**SUBJECT: STUDENT VOTER REGISTRATION AND PRE-REGISTRATION**

The District recognizes the importance of voting and civic engagement. As such, the District seeks to encourage student voter registration and pre-registration. A person who is at least sixteen years of age and who is otherwise qualified to register to vote may pre-register to vote and will then be automatically registered to vote upon reaching the age of eligibility as provided by law.

The District promotes student voter registration and pre-registration through the following means:

- a) Collaborating with county boards of elections to conduct voter registration and pre-registration in the District's high school;
- b) Encouraging voter registration and pre-registration at various student events throughout the year;
- c) Encouraging parents to allow students to accompany them to vote;
- d) Collaborating with the League of Women Voters and other community organizations to register all newly eligible voters.

The completion and submission of voter registration or pre-registration forms will not be a course requirement or graded assignment for District students.

Election Law § 5-507

First Reading: November 12, 2019

Second Reading: December 10, 2019

Adoption: January 14, 2020