

NEW PALTZ CENTRAL SCHOOL DISTRICT
 BOARD OF EDUCATION WORKSHOP MEETING
 February 5, 2020
 6:00 PM - Executive Session-Subject to Board Approval
 7:00 PM - High School

1. CALL MEETING TO ORDER/ LAND ACKNOWLEDGEMENT/ROLL CALL
2. PLEDGE TO THE FLAG
3. AGENDA CHANGES
4. ELECTION OF BOARD OFFICERS
5. SPOTLIGHT ON PROGRAM: New Paltz High School: STEAM Students Showcase Ongoing Progress
6. SUPERINTENDENT’S REPORTS & DISCUSSION ITEMS
 - SUPERINTENDENT’S COMMENTS
 - SUPERINTENDENT’S REPORTS
 - Equity Report Card

7. PUBLIC COMMENTS

Speakers are asked to please be mindful of the length of their comment in order to ensure everyone has a chance to speak. Speakers may not identify any person by name or position. Public comments are not meant to be a dialogue, but rather a time for the board to hear comments from the public. At the conclusion of the public comment period, the Board may, at their discretion, offer comments or engage in a brief discussion of the topics or issues raised by members of the public.

8. BOARD COMMUNICATIONS
 - Superintendent Search Update
 - Open Discussion on Student Cell Phone Use
9. COMMITTEE REPORTS
 - Racial Equity Initiative Advisory Committee
 - Policy Committee: Michael O’Donnell, Chair
 - Legislative Committee: Glenn LaPolt, Chair

10. MINUTES OF MEETING

Recommendation - that the New Paltz Central Schools Board of Education accept the minutes of the Regular Business Meeting of January 22, 2020 and the Special Meeting of February 3, 2020.

11. PERSONNEL (CONSENT AGENDA)

11.1 Instructional Resignation for the Purpose of Retirement

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Bernard Josefsberg, Interim Superintendent of Schools, does hereby accept the resignation, of the following instructional employee for the purpose of retirement:

Name	Title	Effective Date	Years in District
Lisa St. John	English Teacher	7/01/2020	18

11.2 Instructional Appointment-Substitutes

Recommendation that the New Paltz Central School District Board of Education, upon the recommendation of Bernard Josefsberg, Interim Superintendent of Schools, does hereby appoint the following substitute teachers with remuneration as per rates established at the July 10, 2019 Organizational Meeting:

Name	Effective Dates
Catharine Baldwin	2/06/2020 – 6/30/2020
Katie Tressler	2/06/2020 – 6/30/2020

11.3 Non-Instructional Appointment - Substitute

The New Paltz Central Schools Board of Education, upon the recommendation of Bernard Josefsberg, Interim Superintendent of Schools, does hereby appoint the following employee:

Name	Title	Effective Date	Salary
Kaitlyn Dietz	Substitute School Bus Attendant	1/17/2020	\$13.50/hr

11.4 Approval of Separation Agreement

BE IT RESOLVED, that the Board of Education authorizes its Superintendent of Schools to sign and approves of the terms of an Agreement between the District and Employee No. 02100, dated January 31, 2020, which shall be incorporated by reference into the minutes of this meeting.

11.5 Non-Instructional Resignation for the Purpose of Retirement

BE IT RESOLVED, that the Board of Education accepts the resignation of Diane Vilardi, Teacher Aide, effective March 2, 2020, as set forth in a letter presented to the District Clerk dated January 29, 2020.

11.6 Administrative Leave of Absence

BE IT RESOLVED, that the Board hereby authorizes the execution of a contract in lieu of probation, as presented to the Board at this meeting, for Kathleen Coughlin to serve as Interim Director of Pupil Personnel Services and Special Education for the period commencing on February 1, 2020 and, at the discretion of the Board, until no later than June 30, 2020; and BE IT FURTHER RESOLVED, that Kathleen Coughlin is hereby granted a leave of absence from her position as Coordinator of Special Education, while serving in the position of Interim Director of Pupil of Pupil Personnel Services and Special Education.

11.7 Appointment of Mentor – Correcting Resolution (Correction from 1/8/20 BOE Meeting)

Recommendation that the New Paltz Central School Board of Education, upon recommendation of the Superintendent of Schools, does hereby approve the following correcting resolution to add the rate of pay for Linda King in Personnel Item 11.9 approved on January 8, 2020 as follows:

Recommendation that the New Paltz Central School District Board of Education, upon recommendation of the Superintendent of Schools, does hereby appoint Linda King as a mentor for the 2019/2020 school year at a rate of \$300 per day.

12. OLD BUSINESS

13. NEW BUSINESS

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

Recommendation - that the following resolution be approved: BE IT RESOLVED, that the Board of Education of the New Paltz Central School District approve the Committee on Special Education (CSE) and Committee on Pre-School Special Education (CPSE) recommendations and student placements. 10956, 13025, 13971, 13876, 14379, 11500, 15261, 14818, 13759, 14061, 14418, 14664, 12252, 15240, 14845, 14802, 12826

13.2 First Reading of Policy 4110 School Administration and Administrative Personnel

~~2008~~ 2020 POLICY 4110

SUBJECT: SCHOOL ADMINISTRATION AND ADMINISTRATIVE PERSONNEL

The Board of Education shall provide an administrative staff sufficient to meet the needs of the District for instructional and supportive functions.

Administrative Personnel

Administrative and supervisory personnel will be considered to be those District employees officially designated by Board action as shall be responsible for the administrative and supervisory tasks required to carry out Board of Education policy, programs, decisions, and actions.

These employees must meet all certification or Civil Service requirements as outlined in New York State Civil Service Law and the Commissioner’s regulations. Administrative and supervisory staff must be eligible to meet these requirements at the time of employment.

All administrative and other employees of the District shall be under the general direction of the Superintendent. Teachers shall be immediately responsible to the Principal of the building in which they work. Other employees shall be immediately responsible to the administrative personnel under whom they work directly.

Abolishing an Administrative Position

Existing administrative positions will not be abolished by the Board without previous written notification of the impending abolition. This written notification must be served to the individual currently holding that position. In all cases, the individual currently holding the position should receive as much advance notice as possible.

8 New York Code of Rules and Regulations (NYCRR) Section 80.4
Education Law Sections 1709, ~~and~~ 2503(5), and 3013

Adopted: 7/16/08

Revised: XX/XX/2020

13.3 First Reading of Policy 4210 Administrative Organization and Operation

~~2008~~ 2020 4210

Administration

SUBJECT: ADMINISTRATIVE ORGANIZATION AND OPERATION

The basic principles of Administrative Organization and Operation are:

- a) The working relationships shall involve two (2) types of officers: line and staff. Line organization involves a direct flow of authority upward and downward from Superintendent ~~chief school officer~~ to building principal. A line officer has power and authority over subordinates. Staff officers do not stand in the direct line of authority; they serve as coordinators or consultants.
- b) The Board of Education shall formulate and legislate educational policy.
- c) Administrative regulations shall be developed by the Superintendent ~~chief school officer~~ in cooperation with affected or interested staff members or lay persons.
- d) The Central Office staff shall provide overall leadership and assistance in planning and research.
- e) Areas of responsibility for each individual will be clearly defined.
- f) There will be freedom of communication between all levels within the school staff.

Line Responsibility

All employees of the District will be under the general direction of the Superintendent. Teachers will be immediately responsible to the principal of the building in which they work. Other employees will be immediately responsible to the administrative personnel under who they work directly.

Adopted: 7/16/08

Revised: XX/XX/2020

13.4 First Reading of Policy 3420 Non-Discrimination and Anti-Harassment in the District

Policy 3420

SUBJECT: NON-DISCRIMINATION AND ANTI-HARASSMENT IN THE DISTRICT

The Board is committed to providing an environment free from discrimination and harassment. Accordingly, the Board prohibits discrimination and harassment on the basis of race, color, weight, body type, national origin, ethnic group, religion, religious practice, disability, sex, sexual orientation, gender, gender presentation, or other legally protected category. These actions and occurrences are prohibited regardless of whether they take place on District premises or at school sponsored events, programs, or activities held at other locations.

Prohibited Conduct

Determinations as to whether conduct or occurrences constitute discrimination or harassment for the purposes of this policy and its administrative regulations or procedures will be made consistent with applicable law. These determinations may depend upon a number of factors, including but not limited to: the particular conduct or occurrence at issue, the ages of the parties involved, the context in which the conduct or occurrence takes place, the relationship of the parties to one another, the category or characteristic that is alleged to have been the basis for the action or occurrence, and other considerations as are necessary and consistent with law. The characterizations and examples below are intended to serve as a general guide for individuals in determining whether to file a complaint of discrimination or harassment, and should not be construed to add or limit the rights individuals and entities possess as a matter of law.

Discrimination is, generally, the practice of conferring or denying privileges on the basis of membership in a legally protected class. Discriminatory actions may include, but are not limited to: refusing to promote or hire an individual on the basis of his or her membership in a protected class, denying an individual access to facilities or educational benefits on the basis of his or her membership in a protected class, or impermissibly instituting policies or practices that disproportionately and adversely impact members of a protected class.

Harassment generally consists of subjecting an individual, on the basis of his or her membership in a protected class, to conduct or communications that are sufficiently severe, pervasive, or persistent so as to have the purpose or effect of: creating an intimidating, hostile, or offensive environment; substantially or unreasonably interfering with an individual's work or a student's educational performance, opportunities, benefits, or well-being; or otherwise adversely affecting an individual's employment or educational opportunities.

Harassment includes unwelcome verbal, written, or physical conduct which offends, denigrates, oppresses, or belittles an individual because of his or her membership in a protected class. This conduct includes, but is not limited to: derogatory remarks, jokes, demeaning comments or behavior, slurs, mimicking, name calling, graffiti, innuendo, gestures, physical contact, stalking, threatening, bullying, extorting, or the display or circulation of written materials or pictures.

Civil Rights Compliance Officer

The District will designate one or more individuals to serve as Civil Rights Compliance Officer (CRCO). The CRCO will be responsible for coordinating the District's efforts to comply with and carry out its responsibilities regarding non-discrimination and anti-harassment, including investigations of complaints alleging discrimination, harassment, or the failure of the District to comply with its obligations under relevant non-discrimination and anti-harassment laws and regulations (e.g., the Americans with Disabilities Act, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973).

Prior to the beginning of each school year, the District will issue an appropriate public announcement or publication which advises students, parents or guardians, employees, and other relevant individuals of the District's established grievance procedures for resolving complaints of discrimination and harassment. Included in this announcement or publication will be the name, address, telephone number, and email address of the CRCO. The District's website will reflect current and complete contact information for the CRCO.

The CRCO for the District is the – Director of Student Support Services.

Investigation of Complaints and Grievances

The District will act to promptly, thoroughly, and equitably investigate all complaints, whether verbal or written, of discrimination and/or harassment based on any of the characteristics described above, and will promptly take appropriate action to protect individuals from further discrimination or harassment. In the event that an anonymous complaint is filed, the District will respond to the extent possible.

It is essential that any individual who is aware of a possible occurrence of discrimination or harassment immediately report the occurrence. All reports will be directed or forwarded to the District's designated CRCO. These complaints are recommended to be in writing, although verbal complaints of discrimination or harassment will also be promptly investigated in accordance with applicable law and District policy and procedure. In the event the CRCO is the alleged offender, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity, or to the Superintendent.

To the extent possible, all complaints will be treated as confidential. Disclosure may, however, be necessary to complete a thorough investigation of the charges or to notify law enforcement officials.

If an investigation reveals that discrimination or harassment has occurred, the District will take immediate corrective action. This action will be taken in accordance with applicable laws and regulations, as well as relevant codes of conduct, District policies and administrative regulations, collective bargaining agreements, and third-party contracts.

Knowingly Makes False Accusations

Any employee or student who knowingly makes false accusations against another individual as to allegations of discrimination or harassment will face appropriate disciplinary action.

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 participated in the investigation of a complaint of discrimination or harassment. Complaints of retaliation may be directed to the CRCO. In the event the CRCO is the alleged offender, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity, or to the Superintendent.

Where appropriate, follow-up inquiries will be made to ensure that discrimination or harassment has not resumed and that those involved in the investigation have not suffered retaliation.

Additional Provisions

Procedures or regulations will be developed for reporting, investigating, and remedying allegations of discrimination and/or harassment.

In order to promote familiarity with issues pertaining to discrimination and harassment in the schools, and to help reduce incidents of prohibited conduct, the District will provide appropriate information and training to staff and students. As may be necessary, special training will be provided for individuals involved in the investigation of discrimination or harassment complaints.

A copy of this policy and its accompanying procedures or regulations will be available upon request and will be posted and published in appropriate locations or school publications.

This policy does not abrogate other District policies, procedures, regulations, or the District Code of Conduct prohibiting other forms of unlawful discrimination, harassment, or inappropriate behavior within this District. It is the intention of the District that all of these policies, procedures, regulations, and Code be read consistently to provide protection from unlawful discrimination and harassment. However, different treatment of any individual which has a legitimate, legal, and non-discriminatory reason is not a violation of District policy.

Age Discrimination in Employment Act, 29 USC § 621
Americans with Disabilities Act, 42 USC § 12101 et seq.
Section 504 of the Rehabilitation Act of 1973, 29 USC § 794 et seq.
Title VI of the Civil Rights Act of 1964, 42 USC § 2000d et seq.
Title VII of the Civil Rights Act of 1964, 42 USC § 2000e et seq.
Title IX of the Education Amendments of 1972, 20 USC § 1681 et seq.
Education Law § 2801(1)
Executive Law § 290 et seq.
October 26, 2010 OCR Dear Colleague Letter (Harassment and Bullying)
April 4, 2011 OCR Dear Colleague Letter (Sexual Violence)
April 24, 2015 OCR Dear Colleague Letter (Title IX Guidance)

NOTE: Refer also to Policies #6120 -- Equal Employment Opportunity
 #6121 -- Sexual Harassment of District Personnel
 #7370 -- Dignity for All Students
 #7550 -- Sexual Harassment of Students
 District Code of Conduct

Adopted: XX/XX/2020

13.5 First Reading of Policy 5684 Use of Surveillance Cameras in the School District and on School Buses

POLICY 5684

USE OF SURVEILLANCE CAMERAS IN THE SCHOOL DISTRICT AND ON SCHOOL BUSES

It is the Board of Education's responsibility to ensure the safety of the District's students, staff, facilities, and property. While the Board of Education recognizes the importance of privacy, it has authorized the use of surveillance cameras on District property including in District buildings, facilities, grounds, vehicles, buses, and other areas deemed necessary. These surveillance cameras will help to assist the Board in maintaining the overall safety and welfare of the District's students, staff, property, and visitors, as well as to deter theft, violence, and other criminal activities.

Surveillance cameras will only be placed in public or common areas, such as stairwells, hallways, cafeterias, parking lots, District vehicles, and playgrounds, and not in private areas such as locker rooms, bathrooms, or other areas in which individuals have a reasonable expectation of privacy. Audio recordings will not be utilized by the District officials, however, this prohibition may not preclude the use of audio recordings by law enforcement officials in accordance with their official duties or as otherwise authorized by law.

Appropriate Use

Surveillance footage will only be reviewed in response to a legitimate need, such as an aid to an investigation or in response to a credible threat against the District. Personnel found to be reviewing surveillance footage for reasons not deemed to be a legitimate need may be subject to disciplinary action.

Disciplinary Proceedings

Video recordings or footage from District surveillance cameras may be used in student or employee (as permitted by any applicable collective bargaining agreement) disciplinary proceedings, as appropriate. Any footage used as evidence to support a disciplinary action will be made available to the subject of the discipline as well as their legal guardians and/or legal counsel, if applicable.

Signage/Notification

The District will place signage at entrances to the school campus or at major entrances to school buildings notifying students, staff, and visitors of the District's use of surveillance cameras. Students and staff will also receive additional notification, as deemed appropriate by the Superintendent, regarding the use of its surveillance cameras through means such as publication in the District calendar, employee handbook, and/or the student handbook.

Maintenance of Video Recordings

Any video surveillance recording in the schools, on school buses, or on school property, on tape, CD, or digitally, will be the sole property of the District and stored in its original form and in a secure location to avoid tampering and also to ensure its confidentiality in accordance with relevant laws and regulations.

In addition, to the extent that any video images create student or personnel records, the District will comply with all applicable state and federal laws related to record retention, record maintenance, and record disclosure, including the Family Educational Rights and Privacy Act ("FERPA").

Adopted: XX/XX/2020

14. OTHER DISCUSSION
15. PUBLIC COMMENTS
16. EXECUTIVE SESSION – SUBJECT TO BOARD APPROVAL
17. ADJOURN