

**New Paltz Central School District Board of Education  
May 8, 2019 Workshop Meeting – High School 7:00 PM  
MEETING MINUTES**

**CALL MEETING TO ORDER**

CALL TO ORDER

Meeting was called to order at 6:30 PM by Michael O'Donnell, Board President.

**BOARD MEMBERS PRESENT:**

QUORUM CHECK

Diana Armstead  
Glenn LaPolt  
Michael O'Donnell  
Kathy Preston-excused  
Sophia Skiles-excused  
Teresa Thompson  
Matthew Williams

**ALSO PRESENT:**

Maria Rice, Superintendent of Schools  
Michelle Martoni, Deputy Superintendent  
Richard Linden, Assistant Superintendent for Business

**ROLL CALL**

ROLL CALL

The roll was called as reflected above.

**EXECUTIVE SESSION**

EXECUTIVE SESSION

Motion made by Teresa Thompson and seconded by Matthew Williams that the Board of Education move into Executive Session at 6:30 PM for the purpose of discussing the school history of particular students in accordance with their FERPA rights, discussing matters made exempt by FERPA, discussing the employment history of a particular person or corporation, discussing matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal, or removal of a particular person or corporation, and discussing collective negotiations pursuant to Article 14 of the Civil Service Law, NPUT. Motion carried 5 to 0 with 5 members voting.

**DISTRICT CLERK PRO-TEMPORE**

DISTRICT CLERK PRO-TEMPORE

Board President, Michael O'Donnell, appointed Maria C. Rice as District Clerk Pro-Tempore for the Executive Session portion of the meeting.

Out of Executive Session - Motion made by Glenn LaPolt and seconded by Diana Armstead that the Board return to Public Session at 6:59 PM. Motion carried 5 to 0 with 5 members voting.

**CALL TO ORDER**

CALL TO ORDER

The Public Meeting was called to order at 7:08 PM by Michael O'Donnell, Board President.

**BOARD MEMBERS PRESENT:**

QUORUM CHECK

Diana Armstead  
Glenn LaPolt  
Michael O'Donnell  
Kathy Preston-excused  
Sophia Skiles-excused  
Teresa Thompson  
Matthew Williams

**ALSO PRESENT:**

Maria Rice, Superintendent of Schools  
Michelle Martoni, Deputy Superintendent  
Richard Linden, Assistant Superintendent for Business  
Connie Hayes, Director of Pupil Personnel Services  
Barbara Clinton, Principal, New Paltz Central High School  
Ann Sheldon, Principal, New Paltz Middle School  
Owen Kelso, Assistant Principal, High School  
Daniel Glenn, Assistant Principal, Middle School  
Gregory Warren, Director of Health, Physical Education & Athletics

Maureen Ryan, Director of Transportation  
Michael Robinson, Director of Food Services  
Guy Gardner, Director of Facilities & Operations  
Dusti Callo, District Clerk  
Student Representative  
Members of the Public and Press

**ROLL CALL** The roll was called as reflected above.

**ROLL CALL**

**PLEDGE TO THE FLAG**

**PLEDGE**

**AGENDA CHANGES**

**AGENDA CHANGES**

Motion made by Matthew Williams and seconded by Diana Armstead to accept the changes to the agenda as presented.  
Motion carried 5 to 0 with 5 members voting.

**RECOGNITION**

**RECOGNITION**

- Claire Deen Taylor – 2019 Valedictorian
- Elijah Tamarchenko – 2019 Salutatorian

**SPOTLIGHT ON PROGRAM**

**SPOTLIGHT ON PROGRAM**

- *What is going on in Family and Consumer Science Class for Eighth Graders?*

**PUBLIC HEARINGS**

**HEARINGS**

- Code of Conduct: Connie Hayes, Health Advisory Committee Chair

Following the public hearing for the Code of Conduct, a motion was made by Matthew Williams and seconded by Teresa Thompson to approve the Code of Conduct as presented. Motion carried 5 to 0 with 5 members voting.

- Safety Plan: Maureen Ryan, Safety Committee Co-Chair & Mike Robinson, Safety Committee Co-Chair

Following the public hearing for the Safety Plan, a motion was made by Teresa Thompson and seconded by Diana Armstead to approve the Safety Plan as presented. Motion carried 5 to 0 with 5 members voting.

- Smart Schools Bond, Technology Plan: Keith Baisley, Director of Integrated Technology

Following the public hearing for the Smart Schools Bond, the Board discussed particular aspects of the plan. Motion was made by Matthew Williams and seconded by Glenn LaPolt to re-open the public hearing to hear additional comments and questions from the public. Following the public hearing, a motion was made by Glenn LaPolt and seconded by Matthew Williams to approve the Smart Schools Bond, Technology Plan as presented. Motion carried 5 to 0 with 5 members voting.

- 2019-2020 Budget: Maria Rice, Superintendent and Richard Linden, Assistant Superintendent for Business

Following the presentation of the Board adopted budget the following people provided public comment on different aspects of the budget, and commented in particular about the SYSOP positions:

Kathryn Steward, Michelle Diana, Arielle Chiger, Katherine McEachin, Janice Pallus, John Gratz, Eric Savelson, Hillary Wilson, Bianca Tanis, Jackie Reed, and Maggie Veve.

Board President asked for a motion to interrupt the discussion on the budget in order to move to the Student Representative Report. Motion made by Glenn LaPolt and seconded by Teresa Thompson and motion carried 5 to 0 with 5 members voting.

**STUDENT REPRESENTATIVE REPORT**

**STUDENT REP**

- Alana Gerber

New Paltz High School Junior, Alana Gerber reported on exams, Prom, the National Honor Society senior citizens' dinner, spring sports and the barbeque fundraiser.

Discussion regarding the budget resumed. Following discussion by the Board, members agreed to keep the discussion going during future meetings to try to come up with a way to keep the SYSOP positions. Board President Michael O'Donnell closed the public hearing on the budget.

**PUBLIC COMMENT**

PUBLIC COMMENT

Hillary Wilson, commented on a threat made on social media.

Eric Savelson, commented on the budget.

Bianca Tanis, commented on the work of the Racial Equity Committee and read a statement from the New Paltz Racial Equity Coalition.

**SUPERINTENDENT'S REPORTS & DISCUSSION ITEMS**

SUPT REPORT

## ➤ SUPERINTENDENT'S COMMENTS

## ➤ SUPERINTENDENT'S REPORTS

- Climate Survey: Michelle Martoni, Deputy Superintendent, Meri Lederer, Lenape, Ann Sheldon, Middle School, Barbara Clinton, High School and Dr. Nicole Alioto, Ulster BOCES Psychometrician

**COMMITTEE REPORTS**

CMTE REPORTS

➤ Racial Equity Initiative Advisory Committee-Report provided by Cathy Sanchez

➤ Audit Committee: Matthew Williams, Chair

**MINUTES OF MEETING**

MINUTES

Motion made by Teresa Thompson and seconded by Matthew Williams that the Board of Education approve the following resolution: BE IT RESOLVED: that the New Paltz Central Schools Board of Education accept the minutes of the Regular Business Meeting of April 10, 2019. Motion carried 5 to 0 with 5 members voting.

**PERSONNEL (CONSENT AGENDA)**

PERSONNEL

Motion made by Teresa Thompson and seconded by Diana Armstead that the Board of Education approve the following personnel (consent agenda) resolution, item 12.1:

**12.1 Instructional Resignation for the Purpose of Retirement**

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby accept the resignation, of the following instructional employee for the purpose of retirement:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Years in District</b>
Jane Beck	Special Education Teacher	7/01/2019	29

With regret, motion to approve item 12.1 carried 5 to 0 with 5 members voting.

Motion made by Matthew Williams and seconded by Glenn LaPolt to approve item 12.2.

**12.2 Instructional Resignation for the Purpose of Retirement**

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby accept the resignation, of the following instructional employee for the purpose of retirement:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Years in District</b>
Rachel Busher	Reading Teacher	7/01/2019	33

With thanks, motion to approve item 12.2 carried 5 to 0 with 5 members voting.

Motion made by Diana Armstead and seconded by Matthew Williams to approve item 12.3.

**12.3 Instructional Resignation for the Purpose of Retirement**

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby accept the resignation, of the following instructional employee for the purpose of retirement:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Years in District</b>
Ann Macur	Elementary Teacher	7/01/2019	20

Motion to approve item 12.3 carried 5 to 0 with 5 members voting.

Motion made by Matthew Williams and seconded by Glenn LaPolt to approve item 12.4.

**12.4 Non-Instructional Resignation for the Purpose of Retirement**

The New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby accept the resignation of the following non-instructional employee for the purpose of retirement:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Years in District</b>
Ismael Escanio, Jr.	School Bus Driver	06/28/2019	14

With thanks, motion to approve item 12.4 carried 5 to 0 with 5 members voting.

Board member Glenn LaPolt noted that the retirement of the 4 individuals just approved is a great loss to the District and expressed gratitude for their many years of dedicated service to the students and children of the New Paltz School District.

Motion made by Matthew Williams and seconded by Teresa Thompson to approve items 12.5 through 12.12.

**12.5 Instructional Resignation**

Recommendation that the New Paltz Central School District Board of Education, upon the recommendation of Maria Rice, Superintendent of Schools, does hereby accept the resignation of the following instructional employee:

BE IT RESOLVED that the board hereby accept the resignation of Math Teacher, Sarah Potenza, effective 5/28/2019, as set forth in a letter presented to the Board of Education Clerk on 4/26/2019.

**12.6 Instructional Leave Replacement Appointment - Extension**

Recommendation that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby approve the extended leave replacement appointment of the following instructional employee for the 2018/2019 school year:

Name	Title	Original Effective Dates	Extension	Step/Salary
Elizabeth Watts	Science Teacher	9/1/18 – 4/30/19	5/1/19 – 6/30/19	MA Step 3 \$66,720 (pro-rated)

**12.7 Instructional Appointment – Leave Replacement**

BE IT RESOLVED, that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby approve the leave replacement appointment of the following instructional employee for the 2018/2019 school year:

Name	Title	Effective Dates	Step/Salary
Nicole Fiore	Special Education Teacher	2/28/2019 - 6/30/2019	MA Step 1, \$63,420 (pro-rated)

**12.8 Instructional Appointment-Substitutes**

Recommendation that the New Paltz Central School District Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby appoint the following substitute teachers with remuneration as per rates established at the July 11, 2018 Organizational Meeting:

Name	Effective Dates
Grace Berger	5/09/2019 – 6/30/2019
Cassidy Woodruff	5/09/2019 – 6/30/2019

**12.9 Appointment of Election Inspectors**

BE IT RESOLVED, that the Board of Education does hereby appoint the following individuals as election inspectors for the 2018-2019 school year: Richard Linden (unpaid), Nancy Kasznay, Denise Martino, Leslie Rosen, Mark Rosen, June Sanson, Andrea Thompson, David Thompson, Linda Nemer, Donna Fischer, Ann Stickel, Mary Carol Cryer, Philip Karsten, Ronald Mironchik, Kathleen Mironchik, Laynie Callo, and Nancy Vasile at a rate of \$200 for full day inspectors and a rate of \$12.50 per hour for hourly inspectors; and

BE IT FURTHER RESOLVED, that the Board does hereby appoint Denise Martino as Chairperson of the 2019 Annual Meeting and Election.

**12.10 Non-Instructional Appointment - Substitute**

The New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby appoint the following employee:

Name	Title	Effective Date	Salary
Patricia Buchanan	Substitute Teacher Aide	05/02/2019	\$13.50/hr

**12.11 Non-Instructional Appointment**

The New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby appoint the following employee:

Name	Title	Effective Date	Salary
Patricia Buchanan	Teacher Aide	05/09/2019	\$13.50/hr

**12.12 Coaching Resignations**

The New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent, does hereby accept the resignations for the following employees:

Name	Title
Ryan Cronin	Varsity Girls LaCrosse co-coach
Doug Thompson	Varsity Girls LaCrosse co-coach

Motion to approve items 12.5 through 12.12 carried 5 to 0 with 5 members voting.

Motion made by Matthew Williams and seconded by Glenn LaPolt to approve item 12.3.

**12.13 Coaching Appointments**

The New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby appoint the following coaches for the 2018/2019 school year, with remuneration as per NPUT contract:

<b>Name</b>	<b>Title</b>	<b>Stipend</b>
Ryan Cronin	Varsity Girls LaCrosse	\$3,860
Douglas Thompson	JV Girls LaCrosse	\$3,280

Motion to approve item 12.13 carried 5 to 0 with 5 members voting.

Motion made by Matthew Williams and seconded by Teresa Thompson to approve item 12.14.

**12.14 Certify Evaluator of Classroom Teachers Pursuant to Education Law Section 3012-d**

Recommendation – that the New Paltz Central Schools Board of Education, upon the recommendation of Maria C. Rice, Superintendent of Schools, does hereby approve the following:

BE IT RESOLVED, that the Board of Education, pursuant to the provisions of Education Law Section 3012-d and Part 30-3.10 of the Regents Rules, hereby certifies that the following individual has completed all of the necessary training to be certified as Evaluator of classroom teachers: This certification is effective March 18, 2019 through June 30, 2019.

**Name**

Alan Baker

Motion to approve item 12.14 carried 5 to 0 with 5 members voting.

Board President Michael O'Donnell announced that items 13.1 through 13.4 will be tabled until the next Board meeting.

**OLD BUSINESS**

OLD BUSINESS

**13.1 Fourth Reading of Policy 7550 Student Sexual Harassment**

**2019 7550**

**Students**

**SUBJECT: STUDENT SEXUAL HARASSMENT**

It is District policy to prohibit sexual harassment and student gender discrimination in the schools, at school activities, and at events sponsored by the District. To that end, all ~~officers, supervisory personnel, employees, and~~ students of the District shall be given a copy of this policy and education ~~training~~ regarding its terms, procedures, protections and penalties.

**Prohibited Conduct**

The two forms of prohibited conduct below cover both sex-based harassment, including but not limited to sexual harassment, sexual assault, and sexual exploitation, as well as harassment based on gender identity, gender expression, and nonconformity with gender stereotypes. ~~Definitions for italicized terms in the two provisions are offered in the next section. In addition, in the definitions, terms that are further defined are also italicized.~~

1. No person may engage in sex-based harassment that creates a hostile **learning** environment in or under any program or activity of this District.
2. No person may condition a decision or benefit on a student's submission to sex-based harassment (regardless of whether the student resists and suffers the threatened harm or submits and avoids the threatened harm).

Sexual ~~h~~Harassment is defined as discrimination against a person on the basis of ~~a different or the same sex because~~ of their sex or gender identity, which creates a ~~sexually~~ hostile learning or school environment.

Sexual harassment that creates a hostile learning ~~or school~~ environment is either pervasive ~~and/or~~ severe conduct that involves unwelcome: sexual advances; sexual conduct that constitutes a crime; sexual touching; indecent exposure of a sexual nature; pervasive sexual remarks, comments, displayed materials, printed materials, electronic media, or jokes.

The determination of a hostile learning or school environment shall be objective, based upon the viewpoint of a reasonable person and subjectively perceived to be so by the complainant.

Gender discrimination is defined as pervasive ~~and~~ or severe conduct intended to intimidate, ~~or~~ demean, or dominate a person or conduct which adversely treats a person ~~of the other gender~~ differently in the learning environment ~~work place~~ on the basis ~~because~~ of their gender or gender presentation.

### **Procedure**

Any student who believes that they have been subjected to sexual harassment or gender discrimination by an officer, employee, student, parent, chaperone, guest, or visitor ~~business invitee~~ is encouraged to address the matter with any District Title IX Officer \*who shall promptly conduct an intake interview and explain the following options for resolution:

1. ~~Registering an informal complaint~~ **that verbally or in writing; or**
2. ~~Registering a formal complaint verbally or in writing; or~~
3. ~~Engaging in mediation to arrive at a resolution of the matter, except in cases of sexual assault; or~~
4. ~~Placing the district on notice of the objectionable conduct without seeking a resolution through the complaint process or mediation.~~

~~The Title IX Officer shall not recommend, coerce, or otherwise encourage the student complainant to choose a specific pathway unless the complainant affirmatively requests such counsel.~~

The Title IX Officer shall be authorized to proceed with a matter raised in number 4 as if it had been filed as an informal complaint or a formal complaint at their discretion.

The ~~intake~~ Title IX Officer will also explain that the ~~complaining~~ student **complainant** shall not be subject to retaliation or retribution by reason of making the complaint and that confidentiality shall be maintained throughout the process, except as necessary to assure fair and due process.

### **Interim Measures**

~~Where necessary, the District will take immediate steps to protect the complainants pending the final outcome of an investigation, including academic accommodations and other interim measures. These measures may include altering the academic or bus schedules for either the complainant or the alleged perpetrator, changing locker locations, allowing the complainant to withdraw from or retake a class without penalty, providing an escort to ensure that the complainant can move safely between classes or other activities, and providing academic support (e.g., tutoring).~~

### **Informal and Formal Complaints**

All complaints shall be received in writing or reduced to writing by an intake Title IX Officer, who shall personally, or by referral to the Title IX Officer, or a person of authority, conduct a full and fair investigation of the complaint, make written findings of fact and, where warranted, recommend a resolution to the Superintendent of Schools. The Superintendent of Schools shall advise the complainant and the subject of the complaint of the disposition of the complaint, which may include:

1. A finding that this policy has not been violated; or
2. A finding that this policy has been violated and a critical evaluative letter has been issued with a requirement of corrective training for the subject of the complaint if the subject is an employee; or
3. That disciplinary action has been taken, or where pre-disciplinary charges must be preferred, that they have been preferred in order to convene a disciplinary hearing if the subject is a student.

~~Persons of authority include the Assistant Principal, Building Principal, Deputy Superintendent, Assistant Superintendent, the Board of Education, or Board-approved investigator(s).~~

### **Alternates**

The Board shall appoint one (1) Title IX Officer and several designated Title IX formal complaint investigators. If the complaint is about the Superintendent of Schools, the Board shall stand in the Superintendent's place for review activities.

### **Appeal of Formal Complaints**

If a formal complaint has not been resolved ~~processed to conclusion~~ a satisfactory disposition by the Superintendent within thirty (30) school days, unless extended with the written consent of the complainant, the complainant may ~~must~~ appeal in

writing to the Board to address the failure. ~~The Board will then direct the Superintendent to conduct and direct an expedited investigation with a report back to the Board within fifteen (15) school days.~~

~~Regarding matters that have been resolved timely investigated to conclusion,~~ An appeal to the Board may be taken by the complainant or the subject of the complaint within thirty (30) school days of being informed of the findings upon the allegations in the complaint.

**Confidentiality**

The District’s Title IX Officer, the Superintendent of Schools, and the Board of Education shall, to the maximum extent possible, maintain as confidential the transactions(+) underlying the proceedings or complaint, the outcome of a mediated agreement and action taken, including formal discipline. The subject of the proceedings or complainant, however, shall be informed of the identity of the person who commenced the proceedings or complaint in order to provide fair and due process. Both the complainant and the subject of the complaint shall be given a copy of the findings in the matter of a formal complaint.

**Consequences**

Any officer, supervisor, or employee who violates this policy shall be subject to corrective action up to and including termination of office or employment, with due process provided as necessary. Students who violate this policy shall be subject to disciplinary or other corrective action.

Any complaint that is determined to have been processed maliciously or in bad faith shall be deemed to be in violation of this policy and may give rise to disciplinary consequences against the complainant.

**District Title IX Officer**

Contact information may be found on the District website or by calling the Pupil Personnel Services Office at (845) 256-4040.

**13.2 Second Reading of Policy 6211 Recruitment**

~~2008~~ 2019 6211

Personnel

**SUBJECT: RECRUITMENT AND HIRING**

The Board of Education recognizes the importance of, and affirmatively seeks to recruit, employ, and retain, diverse, highly-qualified and well-prepared personnel in all capacities. Recruitment refers to the overall process of attracting, selecting, and appointing individuals who actively promote the highest levels of achievement and well-being for every student, utilizing a process that demonstrably promotes racial equity.

The criteria to be used in evaluating certificated staff candidates should include, but not be limited to: applicable certification or license, capacity to facilitate learning, applicable work experience, professional recommendations, and a commitment to social/emotional development, racial equity, cultural proficiency, and inclusivity. Experience in crisis intervention and de-escalation, as well as trauma-informed and restorative practices will be viewed as assets to the District. It is the obligation of the Superintendent of Schools to recommend the most qualified candidate, based on the above criteria.

Recruiting procedures shall enable the District to seek qualified candidates from a variety of sources, including present staff. Any current employee of the District may apply for any position for which he/she meets stated requirements.

It is the duty of the Superintendent to see that persons recommended for employment in the District meet all requirements of the Board for the type of position for which the nomination is made. It will be the duty of the Superintendent of Schools to develop, in consultation with a wide cross-section of school community stakeholders, will develop hiring policy regulations that includes explicit procedures for recruitment, screening and evaluating applications, selecting and interviewing candidates, and rating candidate qualifications for the position. Such written procedures The regulations must demonstrably promote racial equity. Recruitment and hiring procedures must Demonstrate efforts to advance equity would also include the following:

- ~~the specific methodology utilized to recruit~~ Recruitment efforts designed to ~~and~~ attract diverse applicants

- ~~the collection and reporting of data pertaining to the number of applications received and the demographic characteristics provided by the applicants~~
- ~~the specific criteria used~~Tracking, when possible, self-reported demographic characteristics of candidates interviewed
- ~~The~~ process for the selection of ~~a~~ search and interview committees for building principals and assistant principals that represents a diverse cross-section of staff and stakeholders from the community and student body. ~~Historically and demographically U~~nder-represented groups ~~are to~~should have ~~equal-guaranteed opportunity opportunities~~ to serve on search and interview committees, and affirmative efforts should be made to ensure participation. ~~These efforts must be included in the recruitment and hiring procedure.~~
- ~~The~~ process for evaluating the efficacy of ~~all~~ recruitment and hiring procedures in promoting ~~racial~~ equity and ~~recruiting diverse and highly-qualified applicants~~diversifying staff.

~~This~~ recruitment and hiring policy, ~~and recruitment and hiring procedures must shall~~ be reviewed ~~and approved~~ annually by the Board of Education. ~~To facilitate the Board's review, the Superintendent shall include relevant reports and data at least annually to the Board of Education. The data from searches should be included as a metric in the annual District Equity Report Card. The review must include an analysis of the efficacy of the current policy and procedures in terms of attracting and recruiting diverse applicants.~~

~~While the Board may accept or reject a recommendation, an appointment will be valid only if made with the recommendation of the Superintendent. In the case of a rejection, it is the duty of the Superintendent to make another recommendation. No person shall be considered employed until a resolution to that effect has been approved by the Board.~~

~~The Superintendent has the authority to employ the recommended candidate as a provisional substitute pending Board approval of their probationary appointment at the very next Board meeting.~~

~~The New Paltz Central School District is an equal opportunity employer.~~

Age Discrimination in Employment Act,  
29 United States Code (USC) Section 621  
Americans With Disabilities Act,  
42 United States Code (USC) Section 12101 et seq.  
Section 504 of the Rehabilitation Act of 1973,  
29 United States Code (USC) Section 794 et seq.  
Title VI of the Civil Rights Act of 1964,  
42 United States Code (USC) Section 2000d et seq.  
Title VII of the Civil Rights Act of 1964,  
42 United States Code (USC) Section 2000e et seq.  
Title IX of the Education Amendments of 1972,  
20 United States Code (USC) Section 1681 et seq.  
Civil Rights Law Section 40-c  
Education Law Section 3012  
Executive Law Section 290 et seq.  
Military Law Sections 242 and 243

Adopted: 7/16/08

Revised: XX/XX/2019



**13.3 Third Reading of Policy 1510 Board of Education Meetings**

~~2013~~ 2019

1510  
1 of 5

By-Laws

**SUBJECT: BOARD OF EDUCATION MEETINGS**

Board meetings shall be open to the public and conducted in accordance with Article 7 of the Public Officers Law, known as the "Open Meetings Law" and other applicable statutes.

**Regular Meetings**

The Board of Education shall meet at least one time each month for the purpose of conducting the business of the District. The dates and times of the regular monthly meetings will be established at the annual organizational meeting, but subject to change by the Board as necessary.

**Special Meetings**

~~Special meetings of the Board may be called on at least 24 hours notice to all Board members at the direction of the Board President or upon the request of any Board member.~~

Any member of the Board may call for a special meeting. A ~~reasonable and~~ good-faith effort will be made by the Superintendent or the Board President, as the case may be, to give every member of the Board ~~twenty-four (24) 24-~~hours' notice of the time, place, and purpose of the meeting. In an emergency, however, the members may waive the ~~twenty-four (24)-~~hour notice requirement.

All special meetings will be held at a location designated in the notice ~~regular meeting place of the Board~~ and in accordance with all applicable provisions of the New York State Open Meetings Law. Public notice of the time and place will be given to the extent practicable, to the news media, and it will be conspicuously posted in one or more designated public locations at a reasonable time before the meeting.

**Board Retreats**

The Board of Education may hold Board development retreats where no ~~School~~ District business is conducted. These retreats are exempt from the requirements of the open meeting rule. (NYS Department of State, Committee on Open Government, OML-AO-#1973, September 13, 1991.)

**Notice of Meetings**

Notice of meetings scheduled at least one week in advance shall be given to all members of the Board, the Superintendent of Schools and news media, as well as conspicuously posted in one or more designated public places at least ~~seventy-two (72)~~ hours prior to the meeting. When meetings are scheduled less than one week in advance, the Board shall provide public notice to the extent practicable.

**Agenda Setting**

The Superintendent and the Board President and/or Vice President will prepare the agenda for each Board meeting. The order of business will be constructed to help the Board accomplish its business expeditiously.

Items of business may be suggested by Board members, administrators, ~~other~~ faculty and staff members, and the public. Such suggestions must be submitted in writing to the District Clerk at least ten (10) days before the meeting. ~~Suggestions that are submitted less than ten (10) days prior to the meeting may be added to the agenda at the discretion of the Board President or Superintendent.~~

The agenda and supporting materials, including the minutes of the previous meeting or meetings, will be distributed to Board members during the week preceding the meeting.

## Quorum and Voting

A majority of the members of the Board of Education (four members) shall constitute a quorum for the transaction of business at a Board meeting. If a quorum is not present within twenty (20) minutes of the time set for a Board meeting, the meeting will be rescheduled or cancelled. Notice of ~~at the~~ rescheduled meeting will be given to all members of the Board, the public and news media to the extent practicable, depending upon the date to which the meeting is rescheduled.

The Board of Education shall take action by voting up on resolutions presented by one Board member and seconded by another. A majority vote of the full Board is required to adopt a resolution, except in circumstances when a super-majority vote is required:

- a) Discontinuing a designated textbook within five years of adoption requires a three-quarters (3/4) vote of the Board;
- b) If a relative, by blood or marriage, of a Board member is employed in a teaching position or appointed to tenure, a two-thirds (2/3) vote of the Board is required;
- b)c) Standardization on a particular type of equipment or supplies must be determined to be in the best interests of the District by a two-thirds (2/3) vote of the Board;
- e)d) ~~A vote to place~~ Placing a proposition before the voters for an object or purpose for which bonds may be issued requires a three-fifths (3/5) vote of the Board.

All actions requiring a vote can be conducted by voice, show of hands or roll call. The vote of each Board member shall be recorded on each action of the Board.

## Videoconferencing

If videoconferencing or online technology is used to conduct a meeting, the public notice for the meeting will inform the informing the public, identify all the locations for the meeting, and state that the public has the right to attend at any of the locations, in accordance with Open Meetings Law. If a meeting is streamed live over the Internet, the public notice will inform the public of include the website's Internet address. Voting may be done through videoconferencing, provided that members can be both seen and heard voting and participating from remote locations.

## Rules of Order

The Board shall use Robert's Rules of Order, ~~Revised~~, as a guideline for conducting meetings of the Board of Education, except when such provisions are inconsistent with law or policy, or are suspended by majority vote of the Board. The Board may, at its discretion, waive Robert's Rules and substitute its own procedures by a majority vote of the Board.

## Public Participation

Because the Board desires to hear the viewpoints of stakeholdercitizens throughout the District, ~~and as well as~~ conduct its business in an orderly and efficient manner, it will schedule a period during business meetings for brief comments and questions from the public. The Board may set a time limit on the length of this period ~~and/or~~ and for individual speakers.

There will be a sign-up sheet at the Board meeting. Persons wishing to address the Board should sign in with their name and town of residence prior to the start of the meeting. At the beginning of the public comment period, the Board President will read the names of speakers, in order, from the sign-in sheet. Each person will come to the microphone when ~~his/her~~ their name is called to and delivermake their comments ~~within the time limit. The Board President will have the discretion to limit the speakers' time. Speakers will be allowed two minutes for their comments. this~~ The time limit is meant to ensure that everyone has a chance to speak. If a speaker is unable to finish their remarks during the allotted time ~~limit~~, the comments can be supplemented by submitting a written statement to the District Clerk. A speaker may not yield theirhis/her time to another speaker in order to extend the time for comment. Speakers may not use the public comment platform to address issues that are irrelevant to the District's operations or programs.

Individuals that cannot attend a meeting in person may submit their comment, in writing, to the District Clerk, at least three (3) days prior to the meeting. To the extent practicable, the District Clerk will do so. The individual may request that the District Clerk read their comment aloud at the meeting. Comments that identify a person by name or position will not be read

aloud. Comments will not be read until all in-person speakers have had their opportunity to address the Board. The District reserves the right to redact any inappropriate material from the submitted comment. The Board President may, at their discretion, have a printed copy of each submitted comment available at the meeting for public review in lieu having the District Clerk read the comment aloud.

Once all signed-in speakers have spoken and as long as time permits, additional speakers who have not signed in may address the Board on a first come basis-

The Board President shall have the authority to curtail public comment if, in their judgement, the continuation or commencement of the comment period threatens to obstruct the conduction of business. The decision to curtail public comment must be viewpoint neutral.

When a Board member attends a Board meeting by videoconference, any individual attending a Board meeting at the videoconference location may address the Board after all signed-in speakers have spoken.

All speakers shall conduct themselves in a civil, respectful and orderly manner in accordance with the District's Code of Conduct. The Board President will be responsible for orderly conduct of the meeting, time management, for adhering to any time limits and determining the appropriateness of the subject being presented. The Board President shall have the right to discontinue any presentation which violates this policy.

Members of the public wishing to make formal presentations before the Board must make a request at least ten (10) days before the Board Meeting with the District Clerk so that such presentations may be scheduled on the agenda. The Board reserves the right to reject requests for such presentations, and to limit the time for such presentations, or schedule the presentation for a future meeting.

Speakers may comment on matters of public interest involving school operations and programs. To protect the privacy rights of the individuals involved, speakers may not identify any person by name or position. The Board will not permit discussion involving District personnel, students, or individual members of the Board.

The Board requires that persons wishing to communicate concerns about District personnel or students should begin with the staff member, administrator, or other employee closest to the issue in an attempt to resolve issues at the earliest possible stage. If the issue remains unresolved, persons wishing to discuss matters involving individual District personnel or students should present their comments and/or concerns to the Superintendent during regular business hours. The Board requests that members of the public refrain from specific mention by name or position of district personnel or students. [Refer to atty]

Persons wishing to discuss matters involving individual members of the Board should present their comments and/or concerns to the District Clerk, in writing, to be forwarded to the entire Board of Education and Superintendent.

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. During such discussions Board members shall be careful to not promise refrain from promising action, be conscious of their role as a deliberative body, and manage their time in consideration of the full agenda. This post-comment discussion period is reserved solely for the Board, Superintendent, and recognized personnel. The Board may ask brief clarifying questions of the original commenter when necessary.

Members of the public will not be recognized by the President as the Board conducts its official business, unless the Board agrees to waive this provision.

## Minutes

Minutes will be taken by the District Clerk (or Clerk Pro-Tem) at all Board meetings in accordance with the New York State Open Meetings Law. All motions, resolutions, and any other matters formally voted upon by the Board shall be recorded in the minutes, including the final vote of each Board member.

## Executive Sessions

Upon a majority vote of its total membership, taken in an open meeting pursuant to a motion identifying the area or areas of the subject or subjects to be considered, the Board of Education may conduct an executive session for discussion of the below enumerated purposes only, provided, however, that no action by formal vote shall be taken except on an Education Law Section 3020-a probable cause finding. For all other purposes, the action by formal vote shall be taken in open meeting and properly recorded in the minutes of the meeting.

- a) Matters that will imperil the public safety if disclosed;
- b) Any matter that may disclose the identity of a law enforcement agent or informer;
- c) Information relating to current or future investigation or prosecution of a criminal offense that would imperil effective law enforcement if disclosed;
- d) Discussions regarding proposed, pending, or current litigation;
- e) Collective negotiations pursuant to Article 14 of the Civil Service Law;
- f) Medical, financial, credit or employment history of any particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of any particular person or corporation;
- g) Preparation, grading or administration of examinations;
- h) Proposed acquisition, sale or lease of real property or the proposed acquisition of securities, or sale or exchange of securities, but only when publicity would substantially affect the value thereof.

Matters discussed in executive sessions must be treated as confidential; that is, never discussed outside of that executive session.

**Superintendent Participation**

It is the Board's desire that the Superintendent ~~or their his/her designee designated representative~~, shall attend all meetings of the Board. However, if the Superintendent or ~~their his/her~~ designee is unable to attend a regularly scheduled Board meeting, the Board can still meet at its discretion. The Superintendent or ~~their his/her~~ designee ~~may shall~~ attend all executive session meetings of the Board except those that concern ~~their his/her~~ evaluation and salary determination. The Board may request the attendance of such additional persons as it desires.

Public Officers Law Article 7  
Education Law Sections 1708 and 3020-a  
General Construction Law Section 41  
Public Officers Law Section 106  
NYS Department of State, Committee on Open Government,  
OML-AO-#1973, September 13, 1991

NOTE: Refer also to Policy #1721 -- Minutes  
Adopted: 7/16/08  
Revised: 4/03/13  
Revised: XX/XX/2019

**13.4 Third Reading of Policy 6470 Staff Use of Computerized Information Resources**

~~2011~~ 2019 6470  
1 of 2

**Personnel**

**SUBJECT: STAFF USE OF COMPUTERIZED INFORMATION RESOURCES**

The Board of Education will provide staff with access to various computerized information resources through the District Computer System (DCS ~~hereafter~~) consisting of software, hardware, computer networks and electronic communication systems. This may include access to electronic mail, ~~so-called~~ "on-line services," and the "Internet." It may also include the opportunity for some staff to have independent access to the DCS from their home or other remote locations. All use of the DCS, including independent use off school premises, shall be subject to this policy and accompanying regulations.

The Board encourages staff to make use of the DCS to explore educational topics, conduct research, and contact others in the educational world. The Board anticipates that staff access to various computerized information resources will both expedite and enhance the performance of tasks associated with their positions and assignments. Toward that end, the Board directs the Superintendent or ~~his/her~~ **their** designee(s) to provide staff with training in the proper and effective use of the DCS.

Staff use of the DCS is conditioned upon written agreement by the staff member that use of the DCS will conform to the requirements of this policy and any regulations adopted to ensure acceptable use of the DCS. This agreement is incorporated into the “Annual Notices to All District Employees” signed certification.

Generally, the same standards of acceptable staff conduct which apply to any aspect of job performance shall apply to use of the DCS. Employees are expected to communicate in a professional manner consistent with applicable District policies and regulations governing the behavior of school staff. Electronic mail and telecommunications are not to be utilized to share confidential information about students or other employees.

This policy does not attempt to articulate all required and/or acceptable uses of the DCS; nor is it the intention of this policy to define all inappropriate usage. Administrative regulations will further define general guidelines of appropriate staff conduct and use as well as proscribed behavior.

District staff shall also adhere to the laws, policies and rules governing computers including, but not limited to, copyright laws, rights of software publishers, license agreements, and rights of privacy created by federal and state law.

Staff members who engage in unacceptable use may lose access to the DCS and may be subject to further discipline under the law and in accordance with applicable collective bargaining agreements. Legal action may be initiated against a staff member who willfully, maliciously, or unlawfully damages or destroys property of the District.

### **Social Media Use by Employees**

The District recognizes the value of teacher and professional staff inquiry, investigation, and communication using new technology tools to enhance student learning experiences. The District also realizes its obligations to teach and ensure responsible and safe use of these new technologies. The Board of Education encourages the use of District- approved social media tools and the exploration of new and emerging technologies to supplement the range of communication and educational services.

For purposes of this policy, the definition of public social media networks or Social Networking Sites (SNS) are defined to include: ~~websites~~ ~~Web sites~~, ~~Web logs~~ ~~blogs~~, wikis, social networks, online forums, virtual worlds, and any other social media generally available to the ~~District school district~~ community which do not fall within the District's electronic technology network (e.g., Facebook, MySpace, ~~Instagram~~, Twitter, LinkedIn, Flickr, ~~Snapchat Chat~~, ~~blogs sites~~, etc.). The definition of District- approved, password-protected social media tools are those that fall within the District's electronic technology network or which the District has approved for educational use. Within these internal forums, the District has greater authority and ability to protect minors from inappropriate content and can limit public access ~~within these internal forums~~.

The use of social media (whether public or internal) can generally be defined as Official District Use, Professional/Instructional Use, and Personal Use. The definitions, uses, and responsibilities will be further defined and differentiated in the Administrative Regulation. ~~The School~~ District takes no position on an employee's decision to participate in the use of social media or SNS for personal use on personal time. However, personal use of these media during District time or on District-owned equipment is allowed on a limited basis. ~~In addition~~, Employees are encouraged to maintain the highest levels of professionalism. They ~~have are~~ **responsible** ~~ity~~ for addressing inappropriate behavior or activity on these networks, including requirements for mandated reporting, and compliance with all applicable District policies and regulations.

### **Privacy Rights**

**Confidential or private data, including, but not limited to, student and staff personal identifiable information and assessment data will be stored and protected on the District network. This information should never be shared outside of the District unless the District is assured that the data is secured, encrypted, and is only used for purposes agreed upon by the District. Those data will not be collected, maintained, or distributed outside of the authorized agreement. Staff members are responsible for understanding the privacy policies of any online and offline educational programs and protecting the data of our students.**

Staff data files and electronic storage areas shall remain District property, subject to District control and inspection. The District may access all such files and communications to ensure system integrity and that users are complying with requirements of this policy and accompanying regulations. Staff should **NOT** expect that information stored on the DCS will be private.

In addition, staff members are responsible for protecting confidential information by not leaving any of data unattended or visible to others. This includes signing out or locking their accounts when they are away from a device.

**Implementation**

Administrative regulations will be developed to implement the terms of this policy, addressing general parameters of acceptable staff conduct as well as prohibited activities ~~so as~~ in order to provide appropriate guidelines for employee use of the DCS.

NOTE: Refer also to Policy #8271 -- Children's Internet Protection Act: Internet Content Filtering/Safety Policy

Adopted: 7/16/08

Revised: 10/05/11

Revised: XX/XX/2019

**NEW BUSINESS**

**NEW BUSINESS**

Motion made by Matthew Williams and seconded by Glenn LaPolt that the Board of Education approve the following resolution:

**14.1 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. 14804, 14805, 12469, 14416, 14529, 14923, 14620, 13090, 14600, 14929, 14930, 15000, 14254, 12384, 14436, 14355, 14242, 14855, 14841, 14886, 14845, 14598, 14748, 14010, 14253, 12939, 13008, 14849, 12981, 14236, 14271, 14818, 14682, 14183, 14011, 14405, 14602, 14434, 14978, 14648, 14310, 14342, 14823, 12928, 13922, 13923, 15069, 12652, 14266, 15055, 11059, 12242, 12922, 10981, 12312, 12578, 14250, 13975, 12516, 12378, 12598, 12677, 14386, 12129, 12833, 12372, 12493, 12618, 11426, 12754, 12440, 11510, 12966, 11534, 10881, 13383, 12437, 12180, 12796, 13959, 12471, 12482, 12791, 14557, 12444, 12706, 10619, 14942, 12029, 10964, 13898, 11036, 13961

Motion carried 5 to 0 with 5 members voting.

**ADJOURN**

**ADJOURN**

Motion made by Glenn LaPolt and seconded by Matthew Williams that the Board adjourn at 11:10 PM.

Motion carried 5 to 0 with 5 members voting.

Respectfully submitted,

\_\_\_\_\_  
Dusti Callo  
District Clerk