

**SMITHTOWN CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING**

November 24, 2015

Held in Joseph M. Barton Bldg.

Meeting called to order at 7:00pm. by Christopher Alcure president. On a motion by Mr. Thode, seconded by Ms. McEnroy, the Board voted unanimously to convene in Executive Session to discuss negotiations conducted pursuant to the Taylor Law involving the STA, matters leading to the appointment of a particular corporation and to seek legal advice from the Board's Attorney.

At 8:00p.m. Mr. Thode motioned, Mrs. Waldron seconded, and the Board voted unanimously to exit Executive Session and return to the public meeting.

Members present:

Christopher Alcure  
Joanne McEnroy  
Gladys Waldron  
Grace Plourde  
Jeremy Thode

Members absent:

Theresa Knox  
Louis Liguori

Also present:

James J. Grossane, Superintendent  
Karen Ricigliano, Asst. Supt.  
Andrew Tobin, Asst. Supt.  
Allyn Leeds, Ed.D. Acting Asst. Supt.  
Lindsay T. Crocker, Esq. Board Counsel  
Visitors  
Maureen O'Connor, District Clerk

**I. OPENING CEREMONY** - conducted by Mr. Alcure.

**II. COMMUNICATIONS**

**A. Correspondence** – The following correspondence was presented for the Board's review.

1. Letter To: Mr. Christopher Alcure  
From: Mr. Phil Corso, Editor, Times of Smithtown  
Re: Nomination for People of the Year Issue
  
2. Letter To: Mr. Christopher Alcure  
From: Mr. Peter Wunsch - WS BOCES  
Re: Invitation to Annual Board Dinner

- 3. Letter To: Mr. Christopher Alcure  
From: Ms. Christine LoFrese  
Re: Invitation to Business Olympics
  
- 4. Letters To: Board of Education and Dr. Grossane  
From: Ms. Tammy DeGeorge  
Re: Closing of Branch Brook Elementary  
(18 Similar Letters Attached)

**MOTION** by Mrs. Waldron seconded by Ms. Plourde that the correspondence in Section A, as listed above, be received and that the recommendations of the administration (where indicated) be accepted.

**Vote on Motion-** All aye. Motion carried (5-0).

**B. General Communications** – There were no general communications presented for the Board's review.

**III. UNFINISHED BUSINESS** – Dr. Grossane updated the Board and community on Housing and Options 1-4 for closing an elementary school. An additional Option 4-a was discussed . A “Frequency Asked Questions” (FAQ) document was created from the letters and questions received since the presentation at the last Board meeting on November 10<sup>th</sup>. Dr. Grossane reviewed that document which can also be found on the District website. The FAQ will be updated as additional questions and concerns arise.

**IV. COMMITTEE REPORTS -**

**Instructional Services-** Ms. McEnroy reported that a meeting was held on November 17<sup>th</sup>. An overview of the 5 year plan for curriculum and professional development for K-12 was presented. The first year plan was a survey of what we need and we currently have, and how we want to go forward in accomplishing the Board of Education Goals.

**V. SUPERINTENDENT'S REPORT-**

**A. Updates :** Dr. Grossane stated the “Points of Pride” update can be found at the back of the auditorium.

**B. Tentative Calendar for December 2015-** The calendars were reviewed by the Board. No additional meetings were scheduled. Dr. Grossane noted that Parent University will take place on December 1 at 7:00p.m. at High School West.

**C. Litigation (Executive Session)**

**D. Revised Policy 0100 – Equal Opportunity , Non Discrimination and Anti-Harassment - Board of Education Policies - First Reading**

The revised Policy 0100 –Equal Opportunity, Non-Discrimination and Anti-Harassment - Board of Education Policies is presented for your information and discussion at the November 24, 2015 Regular Meeting of the Board of Education.

**A second reading, with any revisions deemed appropriate, will occur at the December 8, 2015 Regular Meeting of the Board of Education.**

**The Superintendent of Schools will subsequently present the final copy to the Board of Education for its action at the next Regular Meeting of the Board of Education on January 12, 2016.**

**0100**

**EQUAL OPPORTUNITY, NONDISCRIMINATION AND ANTI-HARASSMENT**

The Board of Education, its officers and employees, will not unlawfully discriminate in the District's programs or activities or permit unlawful harassment or discrimination to occur on the basis of race, color, national origin, creed, religion, marital status, sex, age, sexual orientation, gender (including gender identity and expression), pregnancy, disability, military status, veteran status, predisposing genetic characteristic or carrier status, or any other status protected by applicable law. Since sexual violence is a form of sexual harassment, the term sexual harassment when used in District policy includes sexual violence even if the term sexual violence is not explicitly stated.

The Board affirms the right of all students, staff and applicants to be treated with respect and to be protected from unlawful discrimination or harassment, without regard to the student or staff member's race, color, national origin, creed, religion, marital status, sex, age, sexual orientation, gender (including gender identity and expression), pregnancy, disability, military status, veteran status, predisposing genetic characteristic or carrier status, or any other status protected by applicable law. The District will provide notice of this policy in accordance with federal and state law and regulation.

The District will provide equal opportunities for access by students to educational programs, counseling services, course offerings and student activities. The District will provide equal opportunities to all individuals in the recruitment and appointment of employees, employment, training, pay, benefits and terms of employment, advancement and/or terminations.

The District will maintain a working and learning environment free from unlawful discrimination and intimidation. Nothing in this policy will be construed to prohibit a denial of admission into, or exclusion from, a course of instruction or activity based on a person's gender that would be permissible under the law, or to prohibit, as discrimination based on disability, actions that would be permissible under the law.

Unlawful harassment or discriminatory behavior that denies civil rights or access to equal educational opportunities includes but is not limited to comments, name-calling, physical conduct or other expressive behavior directed at an individual or group that intentionally demeans the race, color, national origin, creed, religion, marital status, sex, age, sexual orientation or disability of the individual or individuals or creates an intimidating, hostile or demeaning environment for education.

A finding that an individual has engaged in conduct in violation of this policy may result in disciplinary action and/or filing of a report with third parties in the manner prescribed by the District code of conduct, the law or applicable contract.

### ***Annual Notification***

At the beginning of each school year, the District will publish a notice of the established grievance procedures for resolving complaints of unlawful discrimination and harassment to parents/guardians, employees, students and the community. The public notice will:

1. inform parents, employees, students and the community that education programs, including but not limited to vocational programs, are offered without regard to actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex, sexual orientation, or gender (including gender identity and expression) and that the District provides equal access to the Boy Scouts and other designated youth groups;
2. provide the name, address and telephone number of the person designated to coordinate activities and inquiries concerning discrimination and harassment and provide that inquires may also be referred to the U.S. Department of Education's Office for Civil Rights ("OCR"); and
3. be included in appropriate announcements, bulletins, catalogues, and applications made available by the District.

In order to ensure compliance with Title IX of the Educational Amendments of 1972 ("Title IX"), Section 504 of the Rehabilitation Act of 1973 ("Section 504") and the Americans with Disabilities Act ("ADA"), the Superintendent will annually designate a Compliance Officer. The Assistant Superintendent for Pupil Personnel Services has been designated as the District's Compliance Officer for purposes of Title IX. The Administrator for Guidance and Related Student Services has been designated as the District Coordinator for Section 504/ADA. . The Title IX Compliance Officer has also been designated to handle inquiries regarding the District's equal opportunity, non-discrimination and anti-harassment policies. Contact information for the Compliance Officer is available on the District's website and will be published in the District's Annual Notification as the person designated to coordinate activities and inquiries concerning discrimination and harassment.

Student complaints of discrimination, harassment or bullying may be made pursuant to policy 0115 "Student Harassment and Bullying Prevention and Intervention." Student, staff and applicant complaints of illegal harassment or discrimination may be made pursuant to policy 0110 "Policy Against Discrimination and Harassment of Students and Staff" and any accompanying regulation(s).

All complainants and those who participate in the investigation of a complaint in conformity with state law and District policies, who have acted reasonably and in good faith, have the right to be free from retaliation of any kind.

The Board authorizes the Superintendent of Schools to establish rules, regulations and procedures necessary to implement and maintain this policy.

Cross-ref: 0110, Policy Against Discrimination and Harassment of Students and Staff  
0110-R, Complaints of Harassment or Discrimination by Students or Staff  
0115, Student Harassment and Bullying Prevention and Intervention  
0115-R, Student Harassment and Bullying Prevention and Intervention  
5300, Code of Conduct  
9140.1, Staff Complaints and Grievances  
9140.1-R, Staff Complaints and Grievances

Ref: Age Discrimination in Employment Act of 1967 29 U.S.C. §621 *et seq.*  
 Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*  
 Title VI, Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq.*  
 (nondiscrimination based on race, color, and national origin in federally assisted programs)  
 Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.*  
 (nondiscrimination based on race, color, and national origin in employment)  
 Title IX, Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*  
 (nondiscrimination based on sex)  
 Boy Scouts of America Equal Access Act 20 U.S.C. § 7905 *et seq.*  
 §504, Rehabilitation Act of 1973, 29 U.S.C. §794  
 Individual with Disabilities Education Law, 20 U.S.C §§ 1400 *et seq.*  
 Genetic Information Nondiscrimination Act of 2008 P.L. 110-233  
 34 C.F.R. §§ 100.6, 104.8, 106.9, 110.25  
 Executive Law §290 *et seq.* (New York State Human Rights Law)  
 Education Law §§10-18 (The Dignity for All Students Act)  
 Education Law §§313(3), 3201, 3201-a

Adoption date: September 24, 2015

Revised date:\_\_\_\_\_

**E. Revised Policy 0110 – Policy Against Discrimination and Harassment of Students and Staff - Board of Education Policies - First Reading**

The revised Policy 0110 –Policy Against Discrimination and Harassment of Students and Staff- Board of Education Policies is presented for your information and discussion at the November 24, 2015 Regular Meeting of the Board of Education.

**A second reading, with any revisions deemed appropriate, will occur at the December 8, 2015 Regular Meeting of the Board of Education.**

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**0110**

**POLICY AGAINST DISCRIMINATION AND HARASSMENT OF STUDENTS AND STAFF**

All District employees and students have the right to work and go to school in an environment free from all forms of illegal discrimination and conduct which can be considered illegally harassing, coercive, or disruptive. Consistent with the District’s respect for the rights and dignity of each employee and student, harassment based on race, color, religion, creed, national origin, political affiliation, sex, age, marital status, sexual orientation, pregnancy, military status, veteran status, genetic predisposition or carrier status, ancestry, disability or any other legally protected status will not be sanctioned or tolerated. Illegal behavior that harms, targets or negatively impacts the school or work culture will not be tolerated. The

Board further recognizes that preventing and remedying illegal harassment is essential to ensure a healthy, nondiscriminatory environment in which students can learn and employees can work productively.

### Prohibited Conduct

Harassment is considered verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of age, color, religion, creed, national origin, political affiliation, sex, age, marital status, sexual orientation, pregnancy, military status, veteran status, genetic predisposition or carrier status, ancestry, disability or any other legally protected status. This includes, but is not limited to: any conduct that has the purpose or effect of creating an intimidating, hostile, or offensive work environment; has the purpose or effect of unreasonably interfering with an individual's work performance; otherwise adversely affects an individual's employment; or unreasonably interferes with a student's academic performance or participation in educational or extracurricular activity. This prohibition extends to conduct by school employees, officers, board members, volunteers, students and non-employees such as agents, contractors and vendors, which occurs on school grounds or at school-sponsored events, programs or activities, including those that take place at locations off school premises or in another state.

Harassing conduct includes, but is not limited to: epithets, slurs, or negative stereotyping; threatening, intimidating or hostile acts; and written or graphic material that denigrates or shows hostility or aversion toward an individual or group and that is placed on walls or elsewhere on the District's premises or circulated in the workplace.

Sexual harassment and harassment on the basis of any other protected status is strictly prohibited. Sex-based harassment can be comprised of two types of behavior: sexual harassment and/or gender-based harassment. Sexual harassment is unwelcome conduct of a sexual nature, which can include unwelcome sexual advances, request for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature (see regulation 0110-R for examples). Sexual harassment includes but is not limited to unwelcome sexual advances, request for sexual favors, deliberate or repeated unsolicited verbal comments, gestures or physical conduct of a sexual nature. Depending on the circumstances, sexual harassment can also include unwelcome joking, teasing, or other conduct directed toward a person because of his or her gender.

Sexual violence is a form of sexual harassment, the term sexual harassment when used in this regulation includes sexual violence even if the term is not explicitly stated. Gender-based harassment includes verbal, nonverbal or physical aggression, intimidation or hostility that is based on actual or perceived gender and sexual stereotypes (see regulation 0110-R for examples). Sexual harassment is strictly prohibited.

Sexual harassment constitutes unlawful behavior when:

- Submission to that communication or conduct is either an explicit or implicit term or condition of employment or a student's education (including any aspect of the student's participation in school-sponsored activities, or any other aspect of the student's education);
- Submission to or rejection of the communication or conduct is used as the basis of or a factor in an employment decision, such as promotion or work assignments, or affects decisions regarding any aspect of the student's education or school sponsored activities; or
- The conduct or communication has the purpose or effect of substantially interfering with an individual's work performance, unreasonably interfering with a student's academic performance or participation in school-sponsored activities, or creates an intimidating, hostile, or offensive work or educational environment.

The Board is committed to providing an educational and working environment that promotes respect, dignity and equality and that is free from all forms of illegal harassment. To this end, the Board condemns and strictly prohibits all forms of illegal harassment on school grounds, school buses and at all

school-sponsored or employment-related activities, programs and events including those that take place at locations off school premises or in another state.

Because harassment can occur staff to student, staff to staff, student to student, student to staff, male to female, female to male, male to male or female to female, it will be a violation of this policy for any student, employee or third party (school visitor, vendor, etc.) to illegally harass any student or employee.

### Complaint Procedure

Any employee, student or applicant who believes he or she has been subjected to prohibited harassment or intimidation or who has witnessed anyone engaging in prohibited activity should immediately file a complaint in accordance with the procedures set forth in the accompanying Regulation 0110-R "Complaints of Harassment or Discrimination by Students or Staff." The District will promptly investigate all complaints of harassment or discrimination, formal and informal, verbal or written.

### Confidentiality

The confidentiality and privacy of all parties will be respected to the extent possible while still conducting a thorough investigation of the complaint and taking appropriate corrective action as necessary. To the extent possible, complaints will be treated in a confidential manner but limited disclosure may be necessary.

### Corrective Action

If the complainant reports that (s)he feels unsafe at school or work due to the nature of the complaint, the District will determine if accommodations need to be made until the issue is resolved.

If, after appropriate investigation, the District finds that a student, an employee or a third party has violated this policy, prompt corrective action will be taken in accordance with the applicable collective bargaining agreement, District policy, the Code of Conduct and applicable laws and regulations, which may include but is not limited to suspension, expulsion or discharge from employment.

### Retaliation

The District will not tolerate coercion, intimidation, interference, retaliation or discrimination against an employee or student for filing a complaint or participating in an investigation of a complaint as a witness or otherwise. Any employee or student who believes that he or she has been subjected to any acts of retaliation should immediately report that conduct to the Building Principal, the Assistant Superintendent for Pupil Personnel . If an employee or student is hesitant to bring the matter to the attention of any of these individuals then a report can be made to the Superintendent of Schools. If the complaint is about the Superintendent of Schools or a member of the Board of Education, the complaint may be made directly to the President of the Board of Education, or if the complaint is about the Board President then it may be made to the School Attorney. Any employee or student who retaliates against another employee for reporting any perceived acts of unlawful harassment will be subject to disciplinary action up to, and including, discharge or suspension.

### Bad Faith Claims

If, after investigating a complaint of harassment, it is determined that an individual has intentionally made a claim of harassment in bad faith, or intentionally provided false information regarding a harassment complaint, disciplinary suspension or legal action may be taken against that individual.

Regulations

The Superintendent of Schools is directed to develop and implement regulations for reporting, investigating and remedying allegations of harassment or discrimination.

Training

The Superintendent of Schools is directed to develop and implement training programs for students and employees to raise awareness of the issues surrounding harassment and discrimination and to implement preventative measures to help reduce incidents of harassment and discrimination. District employees and students will be periodically trained with regard to their rights and obligations pursuant to this policy. Age-appropriate instructional materials will be incorporated into the curriculum to educate students so that they can recognize and reduce the incidence of harassment.

Dissemination

This policy and the accompanying regulation will be available in each District facility, on the District's website, and will also be published annually in appropriate school publications. Staff will be required to annually acknowledge receipt of the policy and regulation.

Review and Revision of Policy

A review of this policy will be conducted periodically to consider its effectiveness and compliance with applicable state and federal law. Revisions will be recommended to the Board when appropriate.

Ref: Education Amendments of 1972, Title IX, 20 U.S.C. §1681 *et seq.*  
 Title VII of Civil Rights Act (1964), 42 U.S.C. §2000-e; 34 CFR §100 *et seq.*  
 Americans with Disabilities Act  
 Section 504 of the Rehabilitation Act of 1973  
 Age Discrimination in Employment Act  
 New York State Human Rights Law  
*Davis v. Monroe County Board of Education*, 526 U.S. 629, 652 (1999)  
*Gebser v. Lago Vista Independent School District*, 524 U.S. 274 (1998)  
*Faragher v. City of Boca Raton*, 524 U.S. 775 (1998)  
*Burlington Industries v. Ellerth*, 524 U.S. 742 (1998)  
*Oncale v. Sundowner Offshore Services, Inc.*, 523 U.S. 75 (1998)  
*Franklin v. Gwinnett County Public Schools*, 503 U.S. 60 (1992)  
*Meritor Savings Bank, FSB v. Vinson*, 477 U.S. 57 (1986)  
 Office for Civil Rights *Revised Sexual Harassment Guidance (January 19, 2001)*  
 Office for Civil Rights, *Dear Colleague Letter: Sexual Harassment Issues (2006)*  
 Office for Civil Rights, *Dear Colleague Letter: Bullying (October 26, 2010)*

Adoption date: September 24, 2012 (formally Sexual Harassment)

Revised date: \_\_\_\_\_

**F. Revised Policy 0115 – Student Harassment and Bullying Prevention and Intervention -  
Board of Education Policies - First Reading**

The revised Policy 0115 – Student Harassment and Bullying Prevention and Intervention- Board of Education Policies is presented for your information and discussion at the November 24, 2015 Regular Meeting of the Board of Education.

**A second reading, with any revisions deemed appropriate, will occur at the December 8, 2015 Regular Meeting of the Board of Education.**

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**0115**

**STUDENT HARASSMENT AND BULLYING  
PREVENTION AND INTERVENTION**

The Board of Education is committed to providing an educational and working environment that promotes respect, dignity and equality. The Board recognizes that discrimination, such as harassment, hazing and bullying, are detrimental to student learning and achievement. These behaviors interfere with the mission of the district to educate its students and disrupt the operation of the schools. Such behavior affects not only the students who are targets but also those individuals who participate in and witness such acts.

The Board condemns and strictly prohibits all forms of discrimination, such as harassment, hazing and bullying on school grounds, school buses and at all school-sponsored activities, programs and events. Discrimination, harassment, hazing or bullying that takes place at locations outside of school grounds, such as cyberbullying, which creates or can be reasonably expected to create a material and substantial interference with the educative process, the operation of the school, the requirements of appropriate discipline in the operation of the school or impinges on the rights of others are prohibited, and may be subject to disciplinary consequences. Violators of this policy and regulation may be subject to disciplinary consequences in accordance with legal guidelines and applicable contractual mandates.

**Definitions**

**Bullying**

Bullying, under the amended Dignity for All Students Act, has the same meaning as harassment (see below). The accompanying regulation provides more guidance regarding the definition and characteristics of bullying to help the school community recognize the behavior.

**Cyberbullying**

Cyberbullying is defined as harassment (see below) that occurs through any form of electronic communication.

**Discrimination**

Discrimination is the act of denying rights, benefits, justice, equitable treatment or access to facilities available to all others, to an individual or group of people because of the group, class or category to which that person belongs (as enumerated in the *Definitions* section, under Harassment, below).

## **Hazing**

Hazing is an induction, initiation or membership process involving harassment which produces public humiliation, physical or emotional discomfort, bodily injury or public ridicule or creates a situation where public humiliation, physical or emotional discomfort, bodily injury or public ridicule is likely to occur.

## **Harassment**

Harassment has been defined in various ways in federal and state law and regulation. The Board recognizes that these definitions are important standards, but the Board's goal is to prevent misbehavior from escalating in order to promote a positive school environment and to limit liability. The Dignity for All Students Act (§§10-18 of Education Law) defines harassment as the creation of a hostile environment by conduct or by threats, intimidation or abuse, including cyberbullying, that (a) has or would have the effect of unreasonably and substantially interfering with a student's educational performance, opportunities or benefits, or mental, emotional or physical well-being; (b) reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety; (c) reasonably causes or would reasonably be expected to cause physical injury or emotional harm to a student; or (d) occurs off school property and creates or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property. The harassing behavior may be based on any characteristic, including but not limited to a person's actual or perceived:

- race,
- color,
- weight,
- national origin,
- ethnic group,
- religion,
- religious practice,
- disability,
- sex,
- sexual orientation, or
- gender (including gender identity and expression).
- gender identity is one's self-conception as being male or female, as distinguished from actual biological sex or sex assigned at birth.
- gender expression is the manner in which a person represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice or mannerisms.

For the purpose of this definition the term "threats, intimidation or abuse" will include verbal and non-verbal actions.

In some instances, bullying or harassment may constitute a violation of an individual's civil rights. The district is mindful of its responsibilities under the law and in accordance with district Policy 0100, Equal Opportunity, Nondiscrimination and Anti-Harassment, and 0110, Policy Against Discrimination and Harassment of Students and Staff.

In order to streamline the wording of this policy and regulation, the term "bullying" will be used throughout to encompass discrimination, harassment, intimidation, cyberbullying and hazing behaviors.

**Student**

Student is defined as a person over five and under twenty-one years of age who has not received a high school diploma and is entitled to attend the public schools maintained in the District pursuant to New York State Education Law Section 3202. The term student includes children who reside within the District and are eligible to attend the District's public schools but opt to attend a private school.

**Prevention**

The school setting provides an opportunity to teach children, and emphasize among staff, that cooperation with and respect for others is a key district value. A program geared to prevention is designed to not only decrease incidents of bullying but to help students build more supportive relations with one another by integrating the bullying prevention program into classroom instruction. Staff members and students will be sensitized, through district-wide professional development and instruction, to the warning signs of bullying, as well as to their responsibility to become actively involved in the prevention of bullying before overt acts occur.

Curricular material that raises awareness and sensitivity to discrimination or harassment and civility in the relationships of people of different races, weights, national origins, ethnic groups, religions, religious practices, mental or physical abilities, sexual orientations, sexes or gender expression or identities will be included in the instructional program K-12.

In order to implement this program, the Board has designated the Administrator for Guidance and Related Student Services as the District-Wide *Dignity Act Coordinator* ("District-Wide Coordinator"). The District-Wide Coordinator's responsibilities are described in the accompanying regulation. The Board will also designate at its annual organizational meeting a *Dignity Act Coordinator* for each school in the district ("Building DAC"), and each Building DAC will be supported by a building-level *Dignity Act Coordination Team* ("DAC Team"). The role of the DAC Team is to oversee and enforce this policy in the school to which it is assigned.

Each Building DAC and each DAC Team will serve as *Bullying Prevention Coordinating Committees* in their respective schools. These teams will be overseen by the District-Wide Coordinator. DAC teams will include representation from staff, administration, and if needed, students and parents. The DAC Teams, working with the District-Wide Coordinator will assist the administration in developing and implementing specific prevention initiatives, including early identification of bullying and other strategies. In addition, the program will include reporting, investigating, remedying and tracking allegations of bullying. The accompanying regulation provides more detail on the specific programs and strategies implemented by the district.

**Intervention**

Intervention by adults and bystanders is an important step in preventing escalation and resolving issues at the earliest stages. Intervention will emphasize education and skill-building.

Successful intervention may involve remediation. Remedial responses to bullying include measures designed to correct the problem behavior, prevent another occurrence of the behavior and protect the target. Remediation may be targeted to the individual(s) involved in the bullying behavior or environmental approaches which are targeted to the school or district as a whole.

In addition, intervention will focus upon the safety of the target. Staff is expected, when aware of bullying, to report it in accordance with this policy, refer the student to designated resources for assistance, or to intervene in accordance with this policy and regulation.

### **Provisions for students who do not feel safe at school**

The Board acknowledges that, notwithstanding actions taken by district staff, intervention may require a specific coordinated approach if the child does not feel safe at school. Staff, when aware of bullying, should determine if accommodations are needed in order to help ensure the safety of the student and bring this to the attention of the *building principal*. The *building principal*, other appropriate staff, the student and the student's parent/guardian will work together to define and implement any needed accommodations.

The district recognizes that there is a need to balance accommodations which enhance student safety against the potential to further stigmatize the targeted student. Therefore, each case will be handled individually. The student, parent/guardian, and school administration will collaborate to establish safety provisions that best meet the needs of the targeted student. Follow-up discussion and/or meetings will be scheduled, as needed, to ensure that safety concerns have been adequately addressed and to determine when and if accommodations need to be changed or discontinued.

### **Incident Reporting and Investigation**

Although it can be difficult to step forward, the district can't effectively address bullying if incidents are not reported. Students who have been bullied, parents whose children have been bullied or other students or staff who observe bullying behavior are encouraged and expected to make a verbal and/or written complaint to any school personnel in accordance with the training and guidelines provided. Staff who observe or learn of incident(s) of bullying are required, in accordance with State law, to make an oral report to the *building principal* within one school day and to submit the district reporting form to the building principal within two school days. If a staff person is unsure of the reporting procedure, he/she is expected to inquire about how to proceed by speaking with his/her supervisor. A district employee may be deemed to have permitted unlawful discrimination or harassment if he/she fails to report an observed incident, whether or not the target complains.

At all times, complaints will be documented, tracked and handled in accordance with the regulations and procedures accompanying this policy, or, if applicable policies 0100, Equal Opportunity, Nondiscrimination and Anti-Harassment, or 0110, Policy Against Discrimination and Harassment of Students and Staff and 5300 the district's Code of Conduct. The *Building Principal* will prepare a report for the Superintendent based on complaints filed.

An equitable and thorough investigation will be carried out by the *Building Principal* and/or his/her designee in accordance with the accompanying regulation. In addition, the results of the investigation will be reported back to both the target and the accused as specified in the accompanying regulation. If either of the parties disagrees with the results of the investigation, they can appeal the findings in accordance with the regulations that accompany this policy. Verified bullying incidents that meet the criteria established by the state will be included in the statewide reporting system when applicable, in accordance with law and regulation.

The Board will receive the annual VADIR report, as well as any other state-required report relevant to bullying and/or school climate, for each building and for the district as whole. Based on the review of the data, the Board may consider further action, including but not limited to modification of this policy and additional training.

### **Disciplinary Consequences/Remediation**

While the focus of this policy is on prevention, acts of bullying may still occur. In these cases, offenders will be given the clear message that their actions are wrong and the behavior must improve.

Student offenders will receive in-school guidance in making positive choices in their relationships with others. If appropriate, disciplinary action that is measured, balanced and age-appropriate will be taken by the administration in accordance with the district's Code of Conduct, as applicable. If the behavior rises to the level of criminal activity, law enforcement will be contacted.

Consequences for a student who commits an act of bullying will be unique to the individual incident and will vary in method and severity according to the nature of the behavior, the developmental age of the student, and the student's history of problem behaviors, and must be consistent with the district's Code of Conduct.

### **Non-Retaliation**

All complainants and those who participate in the investigation of a complaint in conformity with state law and district policies, who have acted reasonably and in good faith, have the right to be free from retaliation of any kind. The district strictly prohibits retaliation of any kind against a complainant or person who participates in the investigation of a complaint in conformity with state law and district policies and who has acted reasonably and in good faith.

### **Training**

The Board recognizes that in order to implement an effective bullying prevention and intervention program, professional development is needed. The Superintendent, the district-wide DAC and the District Professional Development Team will incorporate training to support this program in new teacher orientation and the annual professional development plan, as needed. Training opportunities will be provided for all staff, including but not limited to cafeteria and hall monitors and all staff who have contact with students. The DAC Teams will be trained in accordance with state requirements and will continue their professional development so as to successfully support this policy and program.

### **Dissemination, Monitoring and Review**

This policy, or a plain language summary, will be published in appropriate District notices and publications and posted on the district's website. A bullying complaint form will be available on the district's website. The district will ensure that the process of reporting bullying is clearly explained to students, staff and parents on an annual basis.

Each year, as part of the annual review of the Code of Conduct, this policy will be reviewed to assess its effectiveness and compliance with state and federal law. If changes are needed, revisions will be recommended to the Board for its consideration.

The district will ensure that reporting of information to the public in conjunction with this policy will be in a manner that complies with student privacy rights under the Family Educational Rights and Privacy Act (FERPA).

Cross-ref: 0100, Equal Opportunity, Nondiscrimination and Anti-Harassment  
0110, Policy Against Discrimination and Harassment of Students and Staff  
4321, Programs for Students with Disabilities  
5300, Code of Conduct  
5710, Violent and Disruptive Incident Reporting  
9700, Staff Development

Ref: Dignity for All Students Act, Education Law, §10 – 18  
Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*  
Title VI, Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq.*

Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.*; 34 CFR §100 *et seq.*  
 Title IX, Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*  
 §504, Rehabilitation Act of 1973, 29 U.S.C. §794  
 Individuals with Disabilities Education Law, 20 U.S.C §§1400 *et seq.*  
 Executive Law §290 *et seq.* (New York State Human Rights Law)  
 Education Law §§313(3), 3201, 3201-a  
 8 NYCRR 100.2(c), (l), (jj), (kk); 119.6  
*Tinker v. Des Moines Independent Community School Dist.*, 393 US 503, (1969)  
*Doninger v. Niehoff*, 527 F.3d 41 (2d. Cir. 2008)  
*Pollnow v. Glennon*, 594 F.Sup. 220, 224 *aff'd* 757 F.2d. 496  
*Davis v. Monroe County Board of Education*, 526 U.S. 629 (1999)  
*Gebser v. Lago Vista Independent School District*, 524 U.S. 274 (1998)  
*Faragher v. City of Boca Raton*, 524 U.S. 775 (1998)  
*Burlington Industries v. Ellerth*, 524 U.S. 742 (1998)  
*Oncale v. Sundowner Offshore Services, Inc.*, 523 U.S. 75 (1998)  
*Franklin v. Gwinnett County Public Schools*, 503 U.S. 60 (1992)  
*Meritor Savings Bank, FSB v. Vinson*, 477 U.S. 57 (1986)  
*Appeal of K.S. 43 Ed. Dept. Rep. 492*  
*Appeal of Ravick 40 Ed. Dept. Rep. 262*  
*Appeal of Orman 39 Ed. Dept. Rep. 811*

Adoption date: September 24, 2012

Revised date: \_\_\_\_\_

**G. Revised Policy 9140 – Staff Complaints and Grievances - Board of Education Policies - First Reading**

The revised Policy 9140 – Staff Complaint and Grievances- Board of Education Policies is presented for your information and discussion at the November 24, 2015 Regular Meeting of the Board of Education.

**A second reading, with any revisions deemed appropriate, will occur at the December 8, 2015 Regular Meeting of the Board of Education.**

**The Superintendent of Schools will subsequently present the final copy to the Board of Education for its action at the next Regular Meeting of the Board of Education on January 12, 2016.**

**9140.1**

**STAFF COMPLAINTS AND GRIEVANCES**

Grievance procedures are designed to resolve conflicts that may arise in the workplace. These procedures are often defined in collective bargaining agreements and a staff member covered by a collective bargaining agreement with a negotiated grievance procedure should present his/her grievance in accordance with those procedures. A staff member who is not covered by a collective bargaining agreement containing a negotiated grievance procedure has the right to present a complaint or grievance in accordance with the procedures established pursuant to this policy. Staff members have the right to present these grievances free from coercion, interference, restraint, discrimination or reprisal.

The Superintendent of Schools will implement a regulation including a multi-stage grievance procedure with an appellate stage for resolving grievances of staff members not covered by a collective bargaining agreement with a negotiated grievance procedure. Staff complaints of discrimination or harassment will be resolved pursuant to the procedures set forth in policy 0110, "Policy against Harassment and Discrimination." Staff complaints that cannot be resolved pursuant to this policy or policy 0110 will be subject to the discretion of the Board of Education as to the method by which the complaint may be brought.

This policy and regulation will be filed with the District Clerk and the State Civil Service Commission within 15 days of adoption or amendment, as required by law.

Cross-ref: 0110, Policy against Discrimination and Harassment of Students and Staff  
5300, Code of Conduct

Ref: General Municipal Law, Article 15-c  
Civil Service Law, Article 14  
*Matter of Gatje*, 24 E.D.R. 191 (1984)

Adoption date: March 26, 2012  
Revised date: \_\_\_\_\_

**H. Memorandum of Agreement between Smithtown Central School District and Employee No. 00112**

“Upon the recommendation of the Superintendent of Schools be it **RESOLVED**, that the Memorandum of Agreement between the Smithtown Central School District and Employee No. 00112 is hereby ratified and approved.”

**MOTION** by Mrs. Waldron seconded by Mr. Thode approving Supt. Report Item H Memorandum of Agreement between Smithtown Central School District and Employee number 00112.

**Vote on motion:** All aye. Motion carried (5-0).

**VI. INSTRUCTIONAL REPORT – No Report.**

**VII. PUPIL PERSONNEL SERVICES-**

A. Committee on Special Education

1. **Committee on Special Education**

“RESOLVED, that the recommendations of the Committee on Special Education for Initial Placement Program/Services, for cases listed be approved.”

Committee on Special Education/Preschool Special Education:

As per attached CSE meetings held between 11/02/2015 and 11/20/2015.

2. **Sub-Committee on Special Education**

As per attached SCSE meetings held between 11/02/2015 and 11/20/2015.

“RESOLVED that the recommendations of the Sub-Committee on Special Education for cases listed be approved.”

B. Committee on Preschool Special Education

1. Initial placement for Preschool Special Education Program/Services

“RESOLVED, that the recommendations of the Committee on Preschool Special Education for Initial Placement Program/Services, for cases listed be approved.”

**See Attached –CPSE meetings from 11/3/15 – 11/16/15**

2. Special Education Preschool Annual IEP Review/Amended IEP

“RESOLVED, that the recommendations of the Committee on Preschool Special Education for Annual IEP Review/ Amended IEP for cases listed be approved.”

**See Attached –CPSE meetings from 11/3/15 – 11/16/15**

**MOTION** by Ms. McEnroy seconded by Mrs. Waldron approving Pupil Personnel Services Items A-B.

**Vote on Motion** : All aye. Motion carried (5-0).

**VIII. AUDIENCE** –Mr. Alcure welcomed the following members of the audience to the podium to address the Board.

1. Katie Healy expressed her concerns regarding the proposed housing changes.
2. Dennis Campagna expressed his concerns regarding the proposed housing changes.
3. William Cavallo expressed his concerns regarding the proposed housing changes.
4. Laura Caulin expressed her concerns regarding the proposed housing changes.
5. Janel Carbone expressed her concerns regarding the proposed housing changes.
6. Alexandra Troiano expressed her concerns regarding the proposed housing changes.
7. Meredith Lombardi expressed her concerns regarding the proposed housing changes.
8. Rich Healy chose to pass on commenting.
9. Deb Phillips expressed her concerns regarding the proposed housing changes.
10. Steven and Cindy Heimerle expressed their displeasure with the assignment of groups during a recent field trip.
11. Danielle Morris chose to pass on commenting.
12. Jeff Constantino chose to pass on commenting.
13. Nicole Wiemer expressed her concerns regarding the proposed housing changes.
14. William Gerrard expressed his concerns regarding the proposed housing changes.

**IX. BUSINESS AFFAIRS**

**A. Finance**

1 – Budgetary Transfers

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the following budgetary transfers of funds be approved for the 2015-16 school  
year:

FROM:	See Attached	\$104,361.24
TO:	See Attached	\$104,361.24”

2 – Bid Recommendations

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the following bid recommendations be approved as submitted herein:

12/13-26	Ext.	Emergency Snow Removal
13/14-15R	Ext.	District Wide Roof Repair

13/14-19	Ext.	Walk-Off Matting
13/14-20	Ext.	Tree Trimming & Removal Services
15/16-08R	Rebid	2014/2015 Capital Improvement Program
		<b>SED#: 58-08-01-06-0-038-025</b>
		<b>(HS West – Contract #2 Plumbing Reconstruction)</b>

*As per the attached memos from Beth Woods to Andrew Tobin dated 11/24/15”*

3 – Contract for Nutrition/Wellness Workshops

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to execute a contract with the following individual, to present Teacher and Parent Nutrition/Wellness Workshops at Dogwood Elementary School, for the 2015-2016 school year, for a total of 14 hours at \$75.00 per hour:

Jennifer Kelly, CHC, AADP  
167 Rosewood Road  
Kings Park, NY 11754”

4 – Internal Auditor’s Engagement Letter – AGREED-UPON PROCEDURES – RISK ASSESSMENT UPDATE

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the President of the Board of Education is hereby authorized to sign the Engagement Letter issued by the District’s Internal Auditor, Cullen & Danowski, LLP, dated November 12, 2015, for an Agreed-Upon Procedures for review of the Employee Benefits Administration Area (fee not to exceed \$14,000) and for a Risk Assessment Update for the District’s Business Operations (for a fixed price of \$10,000.00).”

5 – Single Audit Report for Year Ended June 30, 2015

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the Board of Education receive the Single Audit Report for the Year Ended June 30, 2015, prepared and submitted by the District's Independent Auditor, R.S. Abrams and Company."

**MOTION** by Mrs. Waldron, seconded by Ms. McEnroy approving the Finance Items 1-5.

**Vote on Motion-** All aye. Motion carried (5-0).

**B. Operations**

1- Acceptance of Gifts

"Upon recommendation of the Superintendent of Schools,  
be it

RESOLVED, that the Board of Education authorizes the acceptance of the following gifts:

	<u>Donated By</u>
\$14.11 donation to SCSD	Ohiopyle Prints, Inc. 410 Dinner Bell Road Ohiopyle, PA 15470"
\$1,000.00 donation to the Music Department	Friends of Music of Smithtown P.O. Box 68 Smithtown, NY 11787"

**MOTION** by Mrs. Waldron, seconded by Mr. Thode approving the Finance Items 1.

**Vote on Motion-** All aye. Motion carried (5-0).

**XI. PERSONNEL**

**A. Certified** – The following Certified Personnel Items were presented for the Board’s approval:

1. Appointment of Teachers and Substitute Teachers for District ENL Extension Program for 2015-2016
2. Appointment of Step Program Teacher
3. Appointment of Academic Intervention Tutor
4. Appointment of Co-Curricular Activities Sponsor
5. Coaching Assignments

- 6. Notice of Retirement
- 7. Request for FMLA and/or Leave of Absence
- 8. Request for Leave of Absence, Without Pay
- 9. Approval of Volunteer
- 10. Appointment of Substitute Teacher 2015-2016

**MOTION** by Mrs. Waldron, seconded by Mr. Thode approving the Certified Personnel Items 1-10.

Discussion: Ms. McEnroy and Mr. Thode requested clarification on Item 1.

**Vote on Motion-** All aye. Motion carried (5-0).

**B. Classified-** The following Classified Personnel Items were presented for the Board’s approval:

- 1. Appointments
- 2. Change of Status
- 3. Retirements
- 4. Resignation
- 5. Rescind Appointment
- 6. Temp/Peak Appointments

**MOTION** by Mrs. Waldron, seconded by Ms. McEnroy approving the Classified Personnel Items 1-6, as detailed in the attached resolutions.

**Vote on Motion-** All aye. Motion carried (5-0).

**C. Nurses**

- 1. Appointment

**MOTION** by Ms. McEnroy, seconded by Mrs. Waldron approving the Nurses Items 1, as detailed in the attached resolutions.

**Vote on Motion-** All aye. Motion carried (5-0).

**XII. NEW BUSINESS** – None at this time.

**XIII. ADJOURNMENT**

**MOTION** by Mrs. Waldron, seconded by Mr. Thode that the meeting be adjourned at 9:12p.m.

**VOTE ON MOTION:** All aye. Motion carried (5-0).

Respectfully submitted,

Maureen O'Connor  
District Clerk

Personnel

A. Certified

(1) Appointment of Teachers and Substitute Teachers for the District ENL Extension Program for 2015-2016

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the persons listed below be appointed as teachers and or substitute teachers for the District ENL Extension Program for 2015-2016.

Compensation for teachers will be \$75 per session.

Name

Location

Creutz, Eileen R.

Substitute

Barretto, Kelly A.

Program Teacher-High School West

Cannella, Frances

Program Teacher-Tackan Elementary

LaParle, Meredith A.

Program Teacher-Tackan Elementary

Stech, Nicole M.

Program Teacher-Accompsett M.S.

Zeman, Charlotte

Program Teacher-Smithtown Elementary

Personnel

A. Certified

(2) Appointment of STEP Program Teacher

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the person specified below be appointed as a teacher for the STEP after-school program for the 2015-2016 school year. The teacher will be compensated at the contractually approved summer teaching rate.

Name

Rossi, Katrina M.

Personnel

A. Certified

(3) Appointment of Academic Intervention Tutor

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following person who is or will be properly certified, be appointed as an Academic Intervention Tutor for the Smithtown Central School District, Smithtown, NY as specified below:

<u>Name</u>	<u>Assign</u>	<u>Salary</u>	<u>Hours/Week</u>	<u>Effective</u>
Feirstein, Rachel C. (resignation of Nancy Macaluso)	TE	\$24,509.14	19	11/25/2015

Certifications

<u>Name</u>	<u>Certificate Area</u>	<u>Certificate Type</u>
Feirstein, Rachel C.	Childhood Education Grades 1-6	INIT

PersonnelA. Certified(4) Appointment of Co-Curricular Activities Sponsor

WHEREAS, the faculty and administration of the various schools have, in committee, determined what co-curricular activities should be conducted and designated sponsors for each, now therefore, on the recommendation of the Superintendent of Schools, be it RESOLVED, that the following designated activities be authorized and established for the current school year and be it further RESOLVED, that the following named individuals be appointed as sponsors of the activities indicated, to be compensated in accordance with Article XX C of the Board/STA contract:

<u>Name-Sponsor</u>	<u>Activity</u>	<u>Compensation</u>	<u>Location</u>
DeFranco, Karen	Theatrical; Author, Producer, Co-Director	\$1,500.00	Dogwood Elementary
Nelson, Mary Ellen	Theatrical; Musical Director, Co-Director	\$1,000.00	Dogwood Elementary
Braunreuther, Christa P.	Theatrical; Director	\$625.00	St. James Elementary
Biangazzo, Melissa J.	Theatrical; Co-Director	\$625.00	St. James Elementary
DeBono, Kathleen	Theatrical; Co-Director	\$625.00	St. James Elementary
McAlvin, Tracy	Theatrical; Co-Director	\$625.00	St. James Elementary
Collins, Kaitlin M.	Theatrical; Director	\$3,000.00	Great Hollow Middle School
Roth, Kirk A.	Theatrical; Sound & Lights	\$650.00	Great Hollow Middle School
Fettinger, Jaclyn T.	Theatrical; Producer	\$650.00	Great Hollow Middle School
Funaro, Bridgette A.	Theatrical; Stage Manager	\$1,400.00	Nesaquake Middle School
Dennis, Charles J.	Theatrical; Set Design	\$600.00	Nesaquake Middle School
Fandrey, Jennifer M.	Theatrical; Set Design	\$600.00	Nesaquake Middle School
Greenblatt, Rachel L.	Theatrical; Director	\$1,500.00	Nesaquake Middle School

PersonnelA. Certified(5) Coaching Assignment(s)

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the persons listed be appointed to coaching positions as specified, and compensated in accordance with the agreement between the STA and the Smithtown Central School District:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Salary</u>	<u>FTE</u>	<u>Grade</u>	<u>Step</u>	<u>Season</u>
Alamia, George A.	Volleyball Middle School Boys	NMS	\$5,968.73	1.00	E	3	MSLW
Biscardi, Lauren M.	Winter Track Asst. Varsity	SHSW	\$5,240.06	1.00	C	1	HSWS

Comments

Biscardi, Lauren M. Start date 11/25/2015, salary pro-rated from \$6,095.84

Personnel

A. Certified

(6) Notice of Retirement

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the notice of retirement of the following person be accepted as specified below:

<u>Name</u>	<u>Area</u>	<u>Location</u>	<u>Effective</u>
Feller, Jane S.	Special Education	GH	07/01/2016
Pereca, Eileen	Art	AMS	07/01/2016
Ricigliano, Karen	Asst Supt For Personnel	Central Office	07/01/2016

Personnel

A. Certified

(7) Request for FMLA and/or Leave of Absence

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following person be granted FMLA and/or Leave of Absence effective as specified below:

<u>Name</u>	<u>Area</u>	<u>Assign</u>	<u>Effective</u>	<u>End Date</u>	<u>Leave</u>
Bigliani, Kelly	Elementary Teacher	AE	10/16/2015	01/03/2016	Family Medical Sick
Hilinski, Judith	Special Education	AMS	11/06/2015	11/30/2015	Family Medical Leave, without pay

Personnel

A. Certified

(8) Request for a Leave of Absence, Without Pay

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be granted a Leave of Absence, without pay effective as specified below:

<u>Name</u>	<u>Area</u>	<u>Effective</u>	<u>End</u>	<u>Leave</u>
Rahr, Rachel B.	Tutor	11/09/2015	12/14/2015	Leave of Absence, without pay

Personnel

A. Certified

(9) Approval of Volunteer

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the person listed below be approved as a Volunteer, effective for the 2015-2016 school year.

Name

Martin, Brendan

HSW Boys Track

PersonnelA. Certified(10) Appointment of Substitute Teacher 2015-2016

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the person listed be appointed as a per diem substitute at the Board approved rates.

<u>Name</u>	<u>Certification</u>	<u>Certificate</u>
Alvarez, Alyson M.	Permanent	Pre Kindergarten, Kindergarten and Grades 1-6
Alvarez, Alyson M.	Professional	Students With Disabilities Grades 1-6
Ciraolo, Sandra	Permanent	Art
Hill, Nicholas E.	Initial	Social Studies 7-12
Kowalski, Joshua J.	Initial	Music
Lachs, Andrew S.	Initial	Music
Lawney, Erin C.	Initial	Music
Levene, Elizabeth L.	Professional	Childhood Education Grades 1-6
Levene, Elizabeth L.	Professional	Students With Disabilities Grades 1-6
Polhemus-Annibell, Wendy	Initial	Library Media Specialist
Wiese, Jessica A.	Initial	Music
Yenick Moir, Jean Marie	Permanent	Music

Personnel

B. Classified

(1) Appointments

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following are appointed as Civil Service employees of the Smithtown Central School District, Smithtown, NY, as specified below, providing the appointee meets the required qualifications for the job.

<u>Name</u>	<u>Title</u>	<u>Location</u>	<u>Salary</u>	<u>Hours</u>	<u>Date</u>
Malon, Jeannine	Computer Laboratory Asst. PROV	NYA	\$30,895.00	7.000	12/01/2015

Appointment - Reasons

Ms. Malon is being hired from Posting #15716.

Regular Meeting Board of Education  
November 24, 2015

PersonnelB. Classified(2) Change of Status

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the change of status of the following Civil Service employees of the Smithtown Central School District, Smithtown, NY are approved, providing the employees meet the required qualifications:

<u>Name</u>	<u>Status</u>	<u>Title</u>	<u>Loc</u>	<u>Salary</u>	<u>Hours</u>	<u>Effective</u>	<u>End Date</u>
Bestenheider, David	PROB	Maintenance Mechanic 3	SHSW	\$76,351.00	8.00	11/25/2015	/ /
Bestenheider, David	PERM	Maintenance Mechanic 2	SHSW	\$72,498.00	8.00	12/10/2012	11/24/2015
Anderson, AnnMarie R.	PROB	Senior Clerk Typist	SHSW	\$45,272.00	7.00	12/14/2015	/ /
Anderson, AnnMarie R.	PERM	Clerk Typist	SHSE	\$34,599.00	7.00	06/04/2009	12/13/2015
Bestenheider, Anthony R.	PERM	Custodial Worker 2	MTP	\$45,317.00	8.00	12/08/2015	/ /
Bestenheider, Anthony R.	PROB	Custodial Worker 2	MTP	\$45,317.00	8.00	09/24/2015	12/07/2015
Dixon, Brooke A.	PROB	School Monitor	TE	\$14.10	2.00	11/25/2015	/ /
Dixon, Brooke A.	TPPK	School Monitor	NYA	\$10.00	7.00	10/28/2015	11/24/2015
Guarino, William P.	PROB	Custodial Worker 1	NMS	\$41,111.00	8.00	11/30/2015	/ /
Guarino, William P.	TPPK	Custodial Worker 1	NMS	\$11.00	8.00	03/11/2015	11/29/2015
Harmon, Jason	PROB	Custodial Worker 1	SE	\$41,111.00	8.00	11/25/2015	/ /
Harmon, Jason	TPPK	Custodial Worker 1	FAC	\$11.00	8.00	10/14/2015	11/24/2015
Powers, Robert J.	PROB	Custodial Worker 1	BB	\$41,111.00	8.00	11/25/2015	/ /
Powers, Robert J.	TPPK	Custodial Worker 1	FAC	\$11.00	8.00	08/19/2015	11/24/2015
Rokosz, Kristen M.	PROB	Account Clerk	NYA	\$22.75	3.50	12/14/2015	/ /
Rokosz, Kristen M.	PERM	School Monitor	MPE	\$14.72	2.00	11/20/2014	12/13/2015

Change of Status - Reasons

Mr. Bestenheider is being hired from Posting # 15721.

Mr. Guarino is being hired from Posting # 15719.

Mr. Harmon is being hired from Posting # 15719.

Ms. Anderson is being hired from Posting # 15723.

Mr. Powers is being hired from Posting # 15719.

Ms. Rokosz is being hired from Posting # 15722.

Personnel

B. Classified

(3) Retirements

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the notices of retirement of the following Civil Service employees of the Smithtown Central School District, Smithtown, NY, be approved as specified below, effective with the close of business.

<u>Name</u>	<u>Title</u>	<u>Location</u>	<u>Salary</u>	<u>End Date</u>
Conte, Thomas	Custodial Worker 1	SHSE	\$59,633.00	12/31/2015

Personnel

B. Classified

(4) Resignation

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the resignations of the following employees of the Smithtown Central School District, Smithtown, NY, are approved as specified below.

<u>Name</u>	<u>Title</u>	<u>Location</u>	<u>Salary</u>	<u>End Date</u>
Giacalone, Josephine	Elementary School Monitor (Hourly)	MPE	\$14.10	11/06/2015

Personnel

B. Classified

(5) Rescind Appointment

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following appointments be rescinded for employees of the Smithtown Central School District, Smithtown, NY, as specified below:

<u>Name</u>	<u>Title</u>	<u>Location</u>	<u>Salary</u>	<u>Date</u>
Cornelia, Thomas J.	Network and Systems Technician	NYA	\$52,465.00	11/24/2015
	PROB			

PersonnelB. Classified(6) Temp/Peak Appointments

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following are appointed as Civil Service employees of the Smithtown Central School District, Smithtown, NY, as specified below, providing the appointee meets the required qualifications for the job.

<u>Name</u>	<u>Title</u>	<u>Location</u>	<u>Salary</u>	<u>Date</u>
Gray, Shaun P.	Custodial Worker 1 TPPK	FAC	\$11.00	11/25/2015
Haeffer, Edward I.	Custodial Worker 1 TPPK	FAC	\$11.00	11/25/2015
Hembury, Brian H.	Custodial Worker 1 TPPK	FAC	\$11.00	11/25/2015
Martino, Patrick D.	Guard TPPK	NYA	\$18.78	11/25/2015
Patterson, Alfonso	Custodial Worker 1 TPPK	FAC	\$11.00	11/25/2015
Ward, Matthew S.	Custodial Worker 1 TPPK	FAC	\$11.00	11/25/2015
Yurcak, Jr., George J.	Custodial Worker 1 TPPK	FAC	\$11.00	11/25/2015

Personnel

C. Registered Nurse

(1) Appointments of Registered Nurse(s) Temp/Peak

Upon the recommendation of the Superintendent of Schools, be it RESOLVED, that the following are appointed as Civil Service employees of the Smithtown Central School District, Smithtown, NY, as specified below, providing the appointee meets the required qualifications for the job.

<u>Name</u>	<u>Title</u>	<u>Location</u>	<u>Salary</u>	<u>Date</u>
DeBrod, Angela R.	Registered Nurse TPPK	NYA	\$25.00	11/25/2015