

BOARD OF EDUCATION
MADRID-WADDINGTON CENTRAL SCHOOL
Tuesday, May 17, 2022
High School Library
6:30 PM

- I. Call to Order
- II. Pledge of Allegiance
- III. Acceptance of Minutes from April 25, 2022 regular Board meeting
- IV. Reports
 1. Treasurer's Reports
 - Action Item: Acceptance of Reports
 2. CSE & CPSE Recommendations
 - Action Item: Acceptance of CSE & CPSE Recommendations
 3. Student Liaison Representative
 4. High School
 - Amazon Tech Grant
 - CTE Summer Academy
 5. Elementary School
 - MWCS Summer Program
 - ESY
- V. Public Comment (3 minute limit per person)
- VI. Superintendent's Report
 1. Capital Project Update
 2. MWTA Contract
 - Action Item: Approve MWTA Contract
 3. Sports Mergers 2022-2023
 - Action Item: Approval of Mergers
- VII. Discussion of Old or New Business
 1. 2022-2023 BOE Meeting Dates
 2. Waddington Town Recreation Program
 - Action Item: Approve Transportation Request
 3. Policy 5130 - Budget Adoption - 2nd Read
 4. Policy 5230 - Acceptance of Gifts, Grants & Bequests to the District - 2nd Read
 5. Policy 5571 - Financial Accountability - 2nd Read
 6. Policy 5681 - School Safety Plans - 2nd Read
 7. Policy 5685 - Fire Drills, Bomb Threats & Bus Emergency Drills - 2nd Read
 8. Policy 5730 - School Bus Safety Program - 2nd Read
 9. Policy 5760 - Qualifications of Bus Drivers - 2nd Read
 10. Policy 6120 - Equal Employment Opportunity - 2nd Read
 11. Policy 6121 - Sexual Harassment in the Workplace - 2nd Read
 12. Policy 6140 - Employee Medical Examinations - 2nd Read

13. Policy 6220 - Temporary Personnel - 2nd Read
14. Policy 7551 - Dignity for all Students - 2nd Read
15. Policy 7553 - Hazing of Students - 2nd Read
16. Policy 8130 - Equal Educational Opportunities - 2nd Read
17. Policy 8220 - Career & Technical (Occupational) Ed. - 2nd Read
18. Policy 8240 - Instruction in Certain Subjects - 2nd Read

VIII. Personnel

- Action Item: Approval of Personnel Recommendations

IX. Executive Session

(If necessary, "for the purpose of discussion related to the matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation.")

X. Adjournment

Upcoming Dates:

May 27	Give Back Day - School Closed
May 30	Observance of Memorial Day - School Closed
June 15	Senior Honors Dinner - 6 PM
June 21	Regularly Scheduled Board Meeting - 6:30 PM
June 15 - 23	Regents Exams
June 24	Graduation Ceremony - 6 PM

MADRID-WADDINGTON CSD

A/P Check Register
Bank Account: CBCAPFUND - COMMUNITY BANK CAPITAL FUND

Check Number	Check Date	Pay Type	Remit To	Warrant	Fund	Recoded	Void	Date	Reason	Check Amount	Check Number
002286	04/13/2022	C	BROWN\DAVID S.	0087		No	No			\$2,244.90	002286
002287	04/13/2022	C	FISCAL ADVISORS & MARKETING, INC	0087		No	No			\$515.00	002287
002288	04/13/2022	C	PERRAS CONSTRUCTION SERVICES, INC	0087		No	No			\$7,819.07	002288
002289	04/13/2022	C	TRANE COMPANY	0087		No	No			\$6,121.04	002289
002290	04/15/2022	C	CONTINENTAL CONSTRUCTION LLC	0088		No	No			\$80,224.35	002290
002291	04/20/2022	C	SEI DESIGN GROUP ARCHITECTS, PC	0090		No	No			\$1,483.68	002291
002292	04/27/2022	C	BARKLEY'S SAFE AND LOCK CO	0091		No	No			\$3,825.00	002292
Subtotal for Bank Account: CBCAPFUND - COMMUNITY BANK CAPITAL FUND										Grand Total	\$102,233.04
										Void Total	\$0.00
										Net	\$102,233.04
										Grand Total	\$102,233.04
										Void Total	\$0.00
										Net	\$102,233.04

Selection Criteria

Bank Account: CBCAPFUND
Check date is between 04/01/2022 and 04/30/2022
Sort by: Check Number
Printed by JULIE K. ABRANTES

MADRID-WADDINGTON CSD

Budget Status Report As Of: 04/30/2022

Fiscal Year: 2022

Fund: A GENERAL FUND

Budget Account	Description	Initial Appropriation	Adjustments	Current Appropriation	Year-to-Date Expenditures	Encumbrance Outstanding	Unencumbered Balance
1010-400-00-0000	Board Education Other	6,000.00	965.08	6,965.08	7,181.08	0.00	-216.00
1010-400-00-1000	Prof Dev Other	5,500.00	-1,181.08	4,318.92	700.00	0.00	3,618.92
1010-490-00-0000	BOCES Services	2,490.00	0.00	2,490.00	1,992.00	0.00	498.00
1010-500-00-0000	Board Education Supplies	500.00	0.00	500.00	171.60	17.43	310.97
1040-160-00-0000	District Clerk Salary	94,747.00	0.80	94,747.80	80,171.30	14,576.50	0.00
1040-400-00-0000	District Clerk Other	1,750.00	0.00	1,750.00	556.61	0.00	1,193.39
1040-400-00-1000	Prof Dev Other	250.00	0.00	250.00	0.00	0.00	250.00
1040-500-00-0000	District Clerk Supplies	1,500.00	0.00	1,500.00	384.02	0.00	1,115.98
1060-400-00-0000	District meetings other	900.00	216.00	1,116.00	0.00	1,116.00	0.00
10 Board of Education - State Function Group Subtotal		113,637.00	0.80	113,637.80	91,166.61	16,709.93	6,771.26
1240-150-00-0000	Superintendent Salary	96,356.00	0.00	96,356.00	78,797.40	14,335.93	3,222.67
1240-160-00-0000	Superintendent Secretary	49,198.00	0.00	49,198.00	41,082.94	7,415.06	700.00
1240-400-00-0000	Chief School Admin Other	8,480.00	-1,200.00	7,280.00	6,491.57	0.00	788.43
1240-400-00-1000	Prof Dev Other	2,000.00	0.00	2,000.00	0.00	0.00	2,000.00
1240-500-00-0000	Chief School Admin Suppli	1,000.00	1,200.00	2,200.00	1,861.74	0.00	338.26
12 Central Administration - State Function Group Subtotal		167,034.00	0.00	167,034.00	128,233.65	21,760.99	7,049.36
1310-150-00-0000	Business Admin Instructio	47,459.00	-0.70	47,458.30	39,410.36	7,156.31	891.63
1310-160-00-0000	Business Admin Noninstruc	32,113.00	-0.10	32,112.90	27,472.39	4,940.51	-300.00
1310-400-00-0000	Business Admin Other	24,534.00	0.00	24,534.00	16,460.52	0.00	8,073.48
1310-490-00-0000	BOCES Services	86,247.00	-51,808.99	34,438.01	25,440.11	0.00	8,997.90
1310-500-00-0000	Business Admin Supplies	3,750.00	0.00	3,750.00	1,675.60	503.50	1,570.90
1320-400-00-0000	Auditing Other Exp	19,500.00	0.00	19,500.00	18,500.00	0.00	1,000.00
1325-160-00-0000	Treasurer Salary	15,393.00	0.00	15,393.00	13,324.62	2,368.08	-299.70
1325-400-00-0000	Treasurer Other	825.00	203.93	1,028.93	998.93	0.00	30.00
1325-500-00-0000	Treasurer Supplies	100.00	0.00	100.00	0.00	0.00	100.00
1330-160-00-0000	Tax Collector Salary	5,116.00	0.00	5,116.00	4,994.00	0.00	122.00
1330-400-00-0000	Tax Collector Other	465.00	296.07	761.07	689.44	0.00	71.63
1330-500-00-0000	Tax Collector Supplies	600.00	-500.00	100.00	39.99	0.00	60.01
1345-490-00-0000	Purchase BOCES Services	3,419.00	0.00	3,419.00	2,118.40	0.00	1,300.60
1380-400-00-0000	Fiscal Agent Fees	5,000.00	0.00	5,000.00	2,422.00	0.00	2,578.00
13 Finance - State Function Group Subtotal		244,621.00	-51,809.79	192,711.21	163,646.36	14,968.40	24,196.45
1420-400-00-0000	Legal Other Expense	10,000.00	0.00	10,000.00	4,555.16	0.00	5,444.84
1430-490-00-0000	BOCES Services - PERS	22,636.00	0.00	22,636.00	17,412.00	0.00	5,224.00
1460-490-00-0000	BOCES Services	2,500.00	0.00	2,500.00	0.00	0.00	2,500.00
14 Staff - State Function Group Subtotal		35,136.00	0.00	35,136.00	21,967.16	0.00	13,168.84
1620-160-00-0000	Operation Salaries	211,656.00	-10,000.00	201,656.00	120,663.20	22,870.99	58,121.81
1620-200-00-0000	Operation Equipment	10,000.00	-900.00	9,100.00	0.00	0.00	9,100.00
1620-400-00-0000	Operation Other Expense	30,000.00	0.00	30,000.00	18,948.00	0.00	11,052.00

MADRID-WADDINGTON CSD

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Budget Account	Description	Initial Appropriation	Adjustments	Current Appropriation	Year-to-Date Expenditures	Encumbrance Outstanding	Unencumbered Balance
1620-400-00-1000	Prof Dev Other	250.00	0.00	250.00	120.00	0.00	130.00
1620-402-00-0000	Natural Gas	95,000.00	-20,000.00	75,000.00	50,792.06	0.00	24,207.94
1620-407-00-0000	Electricity	158,000.00	-20,000.00	138,000.00	94,747.31	0.00	43,252.69
1620-408-00-0000	Telephone	15,000.00	0.00	15,000.00	5,869.38	0.00	9,130.62
1620-490-00-0000	BOCES Services	24,755.00	0.00	24,755.00	12,925.60	0.00	11,829.40
1620-500-00-0000	Operation Supplies	31,000.00	20,000.00	51,000.00	45,041.27	2,736.74	3,221.99
1620-500-01-0000	Auditorium Supplies	1,800.00	0.00	1,800.00	361.49	0.00	1,438.51
1621-160-00-0000	Maintenance Salaries	232,944.00	10,000.00	242,944.00	221,730.34	21,592.88	-379.22
1621-200-00-0000	Maintenance Equipment	5,000.00	-5,000.00	0.00	0.00	0.00	0.00
1621-200-01-0000	Auditorium Equipment	5,000.00	0.00	5,000.00	0.00	0.00	5,000.00
1621-400-00-0000	Maintenance Other	26,000.00	0.00	26,000.00	24,062.00	1,100.00	838.00
1621-400-01-0000	Auditorium Other	7,000.00	-4,000.48	2,999.52	0.00	0.00	2,999.52
1621-490-00-0000	Maintenance - BOCES Svces	15,315.00	0.00	15,315.00	12,252.00	0.00	3,063.00
1621-500-00-0000	Maintenance Supplies	23,000.00	20,000.00	43,000.00	17,698.58	21,564.23	3,737.19
1670-400-00-0000	Mailing Other Expense	8,910.00	0.00	8,910.00	1,154.70	5,000.00	2,755.30
1670-490-00-0000	Printing BOCES Services	4,500.00	0.00	4,500.00	0.00	0.00	4,500.00
1670-500-00-0000	Mailing Supplies	750.00	0.00	750.00	711.35	22.99	15.66
1680-490-00-0000	Data Processing BOCES	396,348.00	-27,450.00	368,898.00	296,154.19	0.00	72,743.81
16 Central Services - State Function Group Subtotal		1,302,228.00	-37,360.48	1,264,877.52	923,231.47	74,887.83	266,768.22
1910-400-00-0000	Unallocated Insurance	72,805.00	0.00	72,805.00	53,695.20	0.00	19,109.80
1964-400-00-0000	Refund of Real Property	2,500.00	0.00	2,500.00	0.00	0.00	2,500.00
1981-490-00-0000	BOCES Admin. Charge	384,401.00	0.00	384,401.00	307,520.80	0.00	76,880.20
1983-490-00-0000	BOCES Capital Expense	200,117.00	0.00	200,117.00	160,093.60	0.00	40,023.40
19 Special Items (Contractual Expense) - State Function Group Sub		669,823.00	0.00	669,823.00	621,309.60	0.00	138,513.40
2010-490-00-0000	BOCES Curriculum Develop	36,657.00	0.00	36,657.00	20,588.88	0.00	16,068.12
2020-150-00-0000	Principals' Salaries-Elem	85,000.00	-7,000.00	78,000.00	66,000.00	12,000.00	0.00
2020-150-05-0000	Principals' Salaries-HS	98,220.00	0.00	98,220.00	81,723.82	16,495.18	1.00
2020-161-00-0000	Secretaries' Sal - Elem	42,376.00	-8,500.00	33,876.00	27,996.75	5,310.33	568.92
2020-161-05-0000	Secretaries' Sal - HS	36,750.00	-2,000.00	34,750.00	26,904.17	7,192.34	653.49
2020-162-00-0000	Monitors' Salaries - K-3	6,648.00	1,300.00	7,948.00	4,655.13	2,441.26	851.61
2020-162-00-3000	Monitors' Salaries - 4-5	2,182.00	-300.00	1,882.00	1,041.64	610.33	230.03
2020-400-00-0000	Super Other Exp - Elem	3,950.00	-800.00	3,150.00	638.57	0.00	2,511.43
2020-400-05-0000	Super Other Exp - HS	4,479.00	0.00	4,479.00	600.31	0.00	3,878.69
2020-500-00-0000	Supervision Sup - Elem	1,750.00	1,050.00	2,800.00	2,792.92	0.00	7.08
2020-500-05-0000	Supervision Sup - HS	1,750.00	-250.00	1,500.00	143.99	0.00	1,356.01
2060-400-00-0000	Grant Writer Services	0.00	7,000.00	7,000.00	6,400.00	0.00	600.00
2060-490-00-0000	BOCES - Research & Dev	31,200.00	0.00	31,200.00	22,510.00	0.00	8,690.00
2070-150-00-0000	Inservice Instr. Salaries	500.00	0.00	500.00	0.00	0.00	500.00

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20 Administration and Improvement - State Function Group Subtot:		351,462.00	-9,500.00	341,962.00	261,986.18	44,049.44	35,916.38
2110-110-00-0000	Teacher Salaries 1/2 Day	15,000.00	0.00	15,000.00	0.00	0.00	15,000.00
2110-120-00-0000	Teacher Salaries K-3	952,565.00	-51,478.17	901,086.83	554,342.11	272,417.04	74,327.68
2110-120-01-0000	TCH Salaries K-3 PROF DEV	3,000.00	15,230.00	18,230.00	17,146.62	0.00	1,083.38
2110-120-01-1000	TCH Sal Pre-K PROF Dev	0.00	1,450.00	1,450.00	950.00	0.00	500.00
2110-121-00-0000	4-5 ELEMENTARY TEACHERS	552,036.00	-3,300.00	548,736.00	341,793.37	173,946.85	32,995.78
2110-121-01-0000	TCH Salaries 4-5 PROF DEV	1,000.00	6,820.00	7,820.00	7,603.33	0.00	216.67
2110-121-03-0000	6 ELEM TCH SALARIES	204,137.00	-200.00	203,937.00	132,015.12	70,487.66	1,434.22
2110-121-03-1000	6 Tch Prof Dev Stipends	500.00	100.00	600.00	600.00	0.00	0.00
2110-122-00-0000	K-3 ELEM TCH ASSISTANT	65,804.00	2,138.64	67,942.64	35,780.37	15,396.81	16,765.46
2110-122-00-1000	Pre-K TCH ASSISTANT	0.00	18,583.50	18,583.50	9,383.40	3,944.01	5,256.09
2110-123-00-0000	4-5 ELEM TCH ASSISTANT	8,509.00	9,256.03	17,765.03	11,497.68	5,212.54	1,054.81
2110-123-01-0000	6 TCH ASSISTANT	0.00	400.00	400.00	400.00	0.00	0.00
2110-130-00-0000	Teacher Salaries 7-12	1,542,063.00	-66,818.55	1,475,244.45	981,027.84	477,850.10	16,366.51
2110-130-01-0000	TCH Sal 7-12 PROF DEV	5,000.00	0.00	5,000.00	4,833.33	0.00	166.67
2110-131-00-0000	TCH ASSIST Salaries 7-12	8,294.00	43,022.55	51,316.55	40,722.49	10,145.85	448.21
2110-140-00-0000	Substitute Teachers - K-3	35,000.00	-125.00	34,875.00	22,684.75	0.00	12,190.25
2110-140-00-1000	Substitute Tch -Pre-K	0.00	1,125.00	1,125.00	525.00	0.00	600.00
2110-140-01-0000	Substitute Teachers - 4-5	18,000.00	-1,000.00	17,000.00	4,302.75	0.00	12,697.25
2110-140-02-0000	Substitute Teachers - 6	7,000.00	0.00	7,000.00	1,577.10	0.00	5,422.90
2110-140-03-0000	Substitute TCH - 7-12	62,000.00	0.00	62,000.00	32,590.52	0.00	29,409.48
2110-150-00-0000	Tutoring Salaries- K-3	2,462.00	0.00	2,462.00	168.00	0.00	2,294.00
2110-150-01-0000	Tutoring Salaries- 4-5	1,231.00	0.00	1,231.00	0.00	0.00	1,231.00
2110-150-02-0000	Tutoring Salaries- 6	615.00	0.00	615.00	0.00	0.00	615.00
2110-150-05-0000	Tutoring Salaries- 7-12	3,692.00	-3,000.00	692.00	0.00	0.00	692.00
2110-160-00-0000	NON-INSTR SALARIES - K-3	6,212.00	0.00	6,212.00	0.00	0.00	6,212.00
2110-160-01-0000	NON-INSTR SALARIES - 4-5	3,106.00	0.00	3,106.00	0.00	0.00	3,106.00
2110-200-00-0000	General Equipment K-12	5,000.00	0.00	5,000.00	0.00	0.00	5,000.00
2110-400-00-0000	General Other Expense	19,000.00	-180.00	18,820.00	13,139.61	1,390.35	4,290.04
2110-400-01-0000	General Other Exp Pre-K	200.00	-200.00	0.00	0.00	0.00	0.00
2110-400-01-1000	General Other Exp K-3	650.00	-146.40	503.60	500.34	0.00	3.26
2110-400-02-0000	General Other Exp 4-5	650.00	-650.00	0.00	0.00	0.00	0.00
2110-400-03-0000	General Other Exp 6	250.00	0.00	250.00	175.50	0.00	74.50
2110-400-03-1000	Instrum Music k-3 Other E	127.00	0.00	127.00	0.00	0.00	127.00
2110-400-03-1100	Instrum Music 4-5 Other E	127.00	0.00	127.00	0.00	0.00	127.00
2110-400-03-1200	Instrum Music 6 Other E	74.00	0.00	74.00	0.00	0.00	74.00
2110-400-03-1300	PRE-K Comm & Assem Other	75.00	0.00	75.00	0.00	0.00	75.00
2110-400-03-1400	K-3 Comm & Assem Other	175.00	0.00	175.00	175.00	0.00	0.00

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2110-400-03-1500	4-5 Comm & Assem Other	175.00	0.00	175.00	157.50	0.00	17.50
2110-400-03-1600	6 Comm & Assem Other	75.00	0.00	75.00	0.00	0.00	75.00
2110-400-03-1700	PRE-K Teacher Conference	750.00	-620.00	130.00	130.00	0.00	0.00
2110-400-03-1800	K-3 Teacher Conference	625.00	1,125.00	1,750.00	1,750.00	0.00	0.00
2110-400-03-1900	4-5 Teacher Conference	625.00	-375.00	250.00	250.00	0.00	0.00
2110-400-03-2000	6 Teacher Conference	100.00	0.00	100.00	0.00	0.00	100.00
2110-400-05-0000	General Other Exp 7-12	7,500.00	0.00	7,500.00	2,095.11	238.96	5,165.93
2110-400-05-0700	Phys Ed 7-12 Other Expens	361.00	0.00	361.00	48.00	0.00	313.00
2110-400-05-0800	Music Piano Accompanist	1,000.00	0.00	1,000.00	200.00	0.00	800.00
2110-400-05-1100	Instrument Music 7-12 Other	1,750.00	0.00	1,750.00	1,175.80	0.00	574.20
2110-400-05-1200	Vocal Music 7-12 Other	750.00	0.00	750.00	112.99	0.00	637.01
2110-400-05-1300	State/Nat'l Music Other 7	5,000.00	-2,476.00	2,524.00	439.23	285.93	1,798.84
2110-400-05-1600	7-12 Comm & Assem Other	1,650.00	1,350.00	3,000.00	3,000.00	0.00	0.00
2110-400-05-1700	7-12 Teacher Conference	3,000.00	1,126.00	4,126.00	3,692.62	433.12	0.26
2110-470-00-0000	Tuition - K-3	2,000.00	0.00	2,000.00	0.00	0.00	2,000.00
2110-470-03-0000	Tuition - 4-5	8,500.00	0.00	8,500.00	0.00	0.00	8,500.00
2110-470-03-1000	Tuition - 6	1,500.00	0.00	1,500.00	0.00	0.00	1,500.00
2110-470-03-1100	Tuition - 7-12	5,000.00	0.00	5,000.00	0.00	0.00	5,000.00
2110-480-01-0000	Campus/St. Mary's Text	850.00	-500.00	350.00	57.74	0.00	292.26
2110-480-03-0100	Textbooks K-3	5,000.00	7,698.21	12,698.21	12,020.40	0.00	677.81
2110-480-03-0200	Textbooks 4-5	5,000.00	-273.19	4,726.81	3,310.08	0.00	1,416.73
2110-480-03-0300	Textbooks 6	3,519.00	-216.37	3,302.63	1,981.24	0.00	1,321.39
2110-480-05-0100	Textbooks 7-12	18,519.00	-6,708.65	11,810.35	10,470.57	1,510.29	-170.51
2110-490-00-0000	BOCES Services	172,317.00	0.00	172,317.00	148,396.45	0.00	23,920.55
2110-500-00-0000	General K-12 Supplies	20,000.00	-6,420.75	13,579.25	9,637.01	1,073.13	2,869.11
2110-500-03-0000	General Pre-K Supplies	1,000.00	2,007.18	3,007.18	2,982.41	1,326.60	-1,301.83
2110-500-03-0100	General K-3 Supplies	8,000.00	5,023.49	13,023.49	12,844.95	0.00	178.54
2110-500-03-0110	General 4-5 Supplies	6,000.00	-1,504.00	4,496.00	4,459.97	319.60	-283.57
2110-500-03-0120	General 6 Supplies	2,500.00	-300.00	2,200.00	2,152.51	0.00	47.49
2110-500-03-0200	Art Pre-k Supplies	250.00	62.23	312.23	312.23	0.00	0.00
2110-500-03-0300	Art K-3 Supplies	1,000.00	1,499.62	2,499.62	1,059.88	0.00	1,439.74
2110-500-03-0400	Art 4-5 Supplies	750.00	669.63	1,419.63	0.00	0.00	1,419.63
2110-500-03-0500	Art 6 Supplies	400.00	0.00	400.00	0.00	400.00	0.00
2110-500-03-0600	Phys Ed PRE-K Supplies	76.00	0.00	76.00	0.00	76.00	0.00
2110-500-03-0700	Phys Ed K-3 Supplies	150.00	9.00	159.00	158.32	0.00	0.68
2110-500-03-0800	Phys Ed 4-5 Supplies	150.00	0.00	150.00	0.00	150.00	0.00
2110-500-03-0900	Phys Ed 6 Supplies	100.00	0.00	100.00	0.00	100.00	0.00
2110-500-03-1100	Instrument Music K-3 Supplie	100.00	0.00	100.00	81.94	0.00	18.06
2110-500-03-1110	Instrument Music 4-5 Supplie	100.00	0.00	100.00	0.00	0.00	100.00

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2110-500-03-1120	Instrum Music 6 Supplie	50.00	0.00	50.00	0.00	0.00	50.00
2110-500-03-1200	Vocal Music K-3 Supplies	100.00	0.00	100.00	34.98	0.00	65.02
2110-500-03-1500	Vocal Music4-5 Supplies	100.00	0.00	100.00	0.00	0.00	100.00
2110-500-03-1600	Vocal Music 6 Supplies	50.00	0.00	50.00	0.00	0.00	50.00
2110-500-05-0000	General 7-12 Supplies	12,000.00	-224.00	11,776.00	4,750.19	6,540.99	484.82
2110-500-05-0200	Art 7-12 Supplies	2,250.00	224.00	2,474.00	2,269.18	1,540.16	-1,335.34
2110-500-05-0300	Health 7-12 Supplies	105.00	0.00	105.00	0.00	0.00	105.00
2110-500-05-0400	English 7-12 Supplies	105.00	0.00	105.00	84.95	0.00	20.05
2110-500-05-0500	French 7-12 Supplies	300.00	0.00	300.00	0.00	0.00	300.00
2110-500-05-0600	Spanish 7-12 Supplies	300.00	0.00	300.00	263.00	0.00	37.00
2110-500-05-0700	Phys Ed Supplies Jones	600.00	0.00	600.00	0.00	600.00	0.00
2110-500-05-0800	Phys Ed Supplies Shoen	600.00	0.00	600.00	0.00	600.00	0.00
2110-500-05-1000	Math 7-12 Supplies	775.00	0.00	775.00	372.22	0.00	402.78
2110-500-05-1100	Instrum Music 7-12 Suppli	1,750.00	0.00	1,750.00	702.16	197.87	849.97
2110-500-05-1200	Vocal Music 7-12 Supplies	1,300.00	0.00	1,300.00	448.59	0.00	851.41
2110-500-05-1300	Science 7-12 Supplies	3,600.00	0.00	3,600.00	1,916.11	0.00	1,683.89
2110-500-05-1400	Social Studies 7-12 Suppl	400.00	0.00	400.00	0.00	0.00	400.00
2110-500-05-1700	Music 7-12 Instruments	2,000.00	0.00	2,000.00	0.00	0.00	2,000.00
2250-150-00-0000	Handicapped TCH SAL K-3	40,412.00	41,151.01	81,563.01	54,241.97	26,770.71	550.33
2250-150-00-0100	Sub Hdcp Tch Sal K-3	1,500.00	0.00	1,500.00	100.00	0.00	1,400.00
2250-150-00-1000	Hdcp Tch Prof Dev K-3	350.00	0.00	350.00	0.00	0.00	350.00
2250-150-03-0000	Handicapped TCH SAL 4-5	56,732.00	-2,483.06	54,248.94	35,818.02	18,430.78	0.14
2250-150-03-0100	Handicapped TCH SAL 6	12,389.00	-1,008.63	11,380.37	7,642.95	3,736.83	0.59
2250-150-03-0200	Sub Hdcp TCH SAL 4-5	1,000.00	0.00	1,000.00	175.00	0.00	825.00
2250-150-03-0300	Sub Hdcp TCH SAL 6	500.00	0.00	500.00	37.50	0.00	462.50
2250-150-03-1000	Hdcp TCH SAL 4-5 Prof Dev	200.00	0.00	200.00	150.00	0.00	50.00
2250-150-03-1100	Hdcp TCH SAL 6 Prof Dev	100.00	0.00	100.00	0.00	0.00	100.00
2250-150-05-0000	Handicapped TCH SAL 7-12	186,404.00	-5,913.32	180,490.68	96,425.89	50,468.88	33,595.91
2250-150-05-0100	Sub Hdcp TCH SAL 7-12	2,500.00	0.00	2,500.00	1,312.50	0.00	1,187.50
2250-150-05-1000	Hdcp TchSal 7-12 Prof Dev	300.00	1,000.00	1,300.00	1,027.69	0.00	272.31
2250-151-00-0000	Hdcp Tch Asst K-3	144,315.00	-33,246.00	111,069.00	71,514.02	35,658.05	3,896.93
2250-151-03-0000	Hdcp Tch Asst 4-5	32,871.00	500.00	33,371.00	27,194.76	6,032.77	143.47
2250-151-03-0100	Hdcp Tch Asst 6	19,366.00	0.00	19,366.00	3,197.38	1,648.16	14,520.46
2250-151-05-0000	Hdcp Tch Asst 7-12	75,625.00	0.00	75,625.00	42,720.13	20,668.68	12,236.19
2250-160-00-0000	Hdcp Noninstr Sal Pre-K	3,500.00	18,690.00	22,190.00	18,111.64	4,078.36	0.00
2250-160-01-0000	Hdcp Noninstr Sal K-3	10,129.00	-5,000.17	5,128.83	967.78	175.96	3,985.09
2250-160-03-0000	Hdcp Noninstr Sal 4-5	10,129.00	-5,000.09	5,128.91	4,339.85	789.05	0.01
2250-160-03-0100	Hdcp Noninstr Sal 6	4,935.00	-2,457.74	2,477.26	2,096.14	381.12	0.00

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2250-160-05-0000	Hdkp Noninstr Sal 7-12	12,629.00	-6,232.00	6,397.00	4,339.85	789.05	1,268.10
2250-400-00-0000	Hdkp Other Expense - K-3	73,750.00	0.00	73,750.00	36,478.18	0.00	37,271.82
2250-400-00-1100	Hdkp Other Exp - Pre-K	500.00	1,458.00	1,958.00	1,101.79	655.00	201.21
2250-400-03-0000	Hdkp Other Expense - 4-5	60,000.00	-1,737.00	58,263.00	28,606.96	0.00	29,656.04
2250-400-03-0100	Hdkp Other Expense - 6	15,000.00	-1,387.72	13,612.28	5,883.24	0.00	7,729.04
2250-400-03-1000	Hdkp Prof Dev Other 4-5	0.00	500.00	500.00	500.00	0.00	0.00
2250-400-05-0000	Hdkp Other Expense - 7-12	45,000.00	0.00	45,000.00	510.00	0.00	44,490.00
2250-400-05-1000	Hdkp Prof Dev Other 7-12	500.00	-221.00	279.00	279.00	0.00	0.00
2250-470-00-0000	Handicapped tuition K-3	30,000.00	0.00	30,000.00	0.00	0.00	30,000.00
2250-470-03-0100	Handicapped tuition 6	2,500.00	0.00	2,500.00	0.00	0.00	2,500.00
2250-470-05-0000	Handicapped tuition 7-12	50,000.00	0.00	50,000.00	22,427.69	2,400.00	25,172.31
2250-480-00-0000	Hdkp Textbooks - K-3	500.00	0.00	500.00	0.00	0.00	500.00
2250-480-03-0000	Hdkp Textbooks - 4-5	750.00	-512.46	237.54	0.00	0.00	237.54
2250-480-03-0100	Hdkp Textbooks - 6	200.00	0.00	200.00	0.00	0.00	200.00
2250-480-05-0000	Hdkp Textbooks - 7-12	550.00	0.00	550.00	0.00	0.00	550.00
2250-490-00-0000	Handicapped BOCES Svces	1,543,185.00	0.00	1,543,185.00	1,229,830.17	0.00	313,354.83
2250-500-00-0000	CSE Supplies	300.00	480.00	780.00	780.00	0.00	0.00
2250-500-03-0000	Handicapped K-3 Supplies	1,200.00	3,922.32	5,122.32	5,119.18	864.25	-861.11
2250-500-03-0100	Handicapped 4-5 Supplies	5,500.00	-952.14	4,547.86	4,547.86	0.00	0.00
2250-500-03-0200	Handicapped 6 Supplies	300.00	-300.00	0.00	0.00	0.00	0.00
2250-500-05-0000	Handicapped 7-12 Supplies	1,250.00	-1,250.00	0.00	0.00	0.00	0.00
2280-150-00-0000	Occ Ed Teacher Salaries	31,747.00	11,250.00	42,997.00	26,248.07	16,642.73	106.20
2280-150-00-0100	Sub Occ Ed Tch Salaries	500.00	-150.00	350.00	0.00	0.00	350.00
2280-150-00-1000	Oc Ed - Teaching Assist	150.00	0.00	150.00	0.00	0.00	150.00
2280-160-00-0000	Occ Ed Non-Teacher Salari	0.00	12,000.00	12,000.00	4,850.00	0.00	7,150.00
2280-400-05-0000	General Occ Ed Other Exp	2,000.00	0.00	2,000.00	0.00	0.00	2,000.00
2280-490-00-0000	Occ Ed BOCES Services	464,485.00	0.00	464,485.00	371,401.33	0.00	93,083.67
2280-500-05-0000	General Occ Ed Supplies	1,500.00	0.00	1,500.00	0.00	0.00	1,500.00
2330-490-00-0000	BOCES Teaching Spec Sch	31,778.00	0.00	31,778.00	21,627.40	0.00	10,150.60
21 Teaching - State Function Group Subtotal		6,816,112.00	-4,698.00	6,810,416.00	4,679,366.50	1,236,374.24	994,685.26
2610-150-00-0100	Sub Lib Instr Sal - K-3	150.00	-21.00	129.00	0.00	0.00	129.00
2610-150-03-0000	Library InstrSal - 4-5	0.00	4,000.00	4,000.00	1,358.57	1,870.96	770.47
2610-150-03-0100	Library InstrSal - 6	7,784.00	0.00	7,784.00	4,946.90	2,609.63	227.47
2610-150-03-0200	Sub Lib InstrSal - 4-5	150.00	0.00	150.00	0.00	0.00	150.00
2610-150-03-0400	Sub Lib InstrSal - 6	150.00	0.00	150.00	0.00	0.00	150.00
2610-150-05-0000	Library InstrSal - 7-12	19,245.00	-193.24	19,051.76	12,471.92	6,579.05	0.79
2610-150-05-0100	Sub Library Tch Sal 7-12	250.00	0.00	250.00	0.00	0.00	250.00
2610-150-05-1100	Prof Dev Lib Tch Sal 7-12	250.00	0.00	250.00	0.00	0.00	250.00

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2610-151-00-0000	LIB TCH ASSIST SAL - K-3	19,056.00	197.65	19,253.65	11,301.20	3,742.60	4,209.85
2610-151-03-0000	LIB TCH ASSIST SAL - 4-5	9,394.00	16.59	9,410.59	4,126.31	0.00	5,284.28
2610-400-00-0000	Lib & AV K-3 Other E	125.00	-38.00	87.00	0.00	0.00	87.00
2610-400-03-0000	Lib & AV 4-5 Other E	100.00	0.00	100.00	99.00	0.00	1.00
2610-400-03-0100	Lib & AV 6 Other E	75.00	-75.00	0.00	0.00	0.00	0.00
2610-400-05-0000	Lib & AV 7-12 Other E	200.00	-32.30	167.70	98.89	0.00	68.81
2610-460-00-0000	K-3 Library & AV Loan	2,000.00	588.00	2,588.00	2,588.00	0.00	0.00
2610-460-03-0000	4-5 Library & AV Loan	1,000.00	-588.00	412.00	188.70	222.92	0.38
2610-460-03-0100	6 Library & AV Loan	1,000.00	-3.74	996.26	0.00	991.96	4.30
2610-460-05-0000	7-12 Library & AV Loan	4,000.00	3.74	4,003.74	2,940.40	1,153.24	-89.90
2610-460-00-0000	Library & AV BOCES	43,055.00	0.00	43,055.00	33,887.07	0.00	9,167.93
2610-500-00-0000	Library & AV K-3 Supplie	500.00	123.30	623.30	619.69	0.00	3.61
2610-500-03-0000	Library & AV 4-5 Supplie	250.00	549.00	799.00	1,118.33	0.00	-319.33
2610-500-03-0100	Library & AV 6 Supplie	200.00	0.00	200.00	0.00	199.92	0.08
2610-500-05-0000	Library & AV 7-12 Supplie	800.00	-527.00	273.00	0.00	272.98	0.02
2630-200-00-0000	Equipment	0.00	0.00	0.00	102,000.00	102,000.00	-204,000.00
2630-220-00-0000	State Aided Comput Hrdwre	13,000.00	2,337.98	15,337.98	11,949.68	0.00	3,388.30
2630-400-00-0000	Computer Other	1,500.00	0.00	1,500.00	0.00	0.00	1,500.00
2630-400-00-1000	Comp Prof Dev Other	1,000.00	0.00	1,000.00	556.00	0.00	444.00
2630-460-03-0000	K-5 Software	7,000.00	0.00	7,000.00	1,381.90	0.00	5,618.10
2630-460-05-0000	6-12 Software	7,000.00	0.00	7,000.00	1,355.80	0.00	5,644.20
2630-460-00-0000	Computer BOCES	85,000.00	79,258.99	164,258.99	190,917.10	0.00	-26,658.11
2630-500-00-0000	Computer Supplies K-5	12,000.00	0.00	12,000.00	10,247.56	0.00	1,752.44
2630-500-05-0000	Computer Supplies 6-12	12,000.00	0.00	12,000.00	10,214.36	0.00	1,785.64
26 Instructional Media - State Function Group Subtotal		248,234.00	86,696.97	333,830.97	404,367.38	119,643.26	-190,179.67
2805-160-00-0000	Attendance Salaries	30,808.00	0.00	30,808.00	1,000.00	1,000.00	28,808.00
2805-400-00-0000	Attendance Other Exp	600.00	0.00	600.00	0.00	0.00	600.00
2810-150-00-0000	Guidance Instr Sal K-3	39,053.00	0.00	39,053.00	0.00	0.00	39,053.00
2810-150-00-0100	Sub Guid Instr Sal K-3	150.00	0.00	150.00	0.00	0.00	150.00
2810-150-00-1200	Instructional Salaries	150.00	0.00	150.00	0.00	0.00	150.00
2810-150-00-1300	Instructional Salaries	150.00	0.00	150.00	0.00	0.00	150.00
2810-150-03-0000	Guidance Instr Sal 4-5	19,526.00	0.00	19,526.00	0.00	0.00	19,526.00
2810-150-03-0100	Guidance Instr Sal 6	15,055.00	0.00	15,055.00	10,255.06	3,578.78	1,221.16
2810-150-05-0000	Guidance Instr Sal 7-12	88,029.00	0.00	88,029.00	63,443.94	23,801.56	783.50
2810-150-05-0100	Sub Guid Instr Sal 7-12	200.00	0.00	200.00	0.00	0.00	200.00
2810-150-05-1000	Instructional Salaries	500.00	0.00	500.00	0.00	0.00	500.00
2810-160-03-0100	Guide Noninstr Sal - 6	6,818.00	0.00	6,818.00	5,345.78	971.99	500.23
2810-160-05-0000	Guide Noninstr Sal - 7-12	49,821.00	0.00	49,821.00	37,280.02	6,760.11	5,780.87

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2810-400-00-0000	Guidance Other Exp K-3	1,000.00	0.00	1,000.00	198.00	0.00	802.00
2810-400-03-0000	Guidance Other Exp 4-5	750.00	0.00	750.00	102.00	0.00	648.00
2810-400-03-0100	Guidance Other Exp 6	250.00	0.00	250.00	86.80	0.00	163.20
2810-400-05-0000	Guidance Other Exp 7-12	1,000.00	0.00	1,000.00	946.60	633.60	-580.20
2810-500-03-0000	Guidance Sup K-3	250.00	0.00	250.00	0.00	0.00	250.00
2810-500-03-0100	Guidance Sup 4-5	250.00	0.00	250.00	0.00	0.00	250.00
2810-500-03-0200	Guidance Sup 6	250.00	0.00	250.00	0.00	0.00	250.00
2810-500-05-0000	Guidance Supplies 7-12	750.00	0.00	750.00	725.45	0.00	24.55
2815-150-00-0000	Health Services Sal	0.00	2,828.75	2,828.75	0.00	0.00	2,828.75
2815-160-00-0000	health Service Sal	32,464.00	-2,828.75	29,635.25	2,221.04	1,513.96	25,900.25
2815-400-00-0000	Health Services Other Exp	18,720.00	0.00	18,720.00	9,142.53	3,000.00	6,577.47
2815-500-00-0000	Health Services Supplies	4,000.00	0.00	4,000.00	2,652.92	423.09	923.99
2820-150-00-0000	Psychological Salaries	57,133.00	0.00	57,133.00	37,328.09	19,761.91	43.00
2820-400-00-0000	Psychological Other	2,500.00	-1,682.68	817.32	0.00	0.00	817.32
2820-500-00-0000	Psychological Supplies	1,200.00	1,682.68	2,882.68	2,882.68	0.00	0.00
2850-005-02-0000	Not Defined Yet	500.00	0.00	500.00	0.00	0.00	500.00
2850-150-00-0000	Cocurricular Sal. 7-12	69,415.00	0.00	69,415.00	11,517.00	39,646.09	18,251.91
2850-150-03-0000	After School Salaries K-3	4,500.00	0.00	4,500.00	0.00	1,301.71	3,198.29
2850-150-03-0100	After School Sal. 4-5	2,250.00	0.00	2,250.00	0.00	1,983.65	266.35
2850-150-03-0200	After School Sal. 6	1,000.00	0.00	1,000.00	0.00	247.55	752.45
2850-150-05-0000	After School Prog 7-12	5,000.00	0.00	5,000.00	0.00	123.59	4,876.41
2850-400-00-0000	General Co. Other 7-12	1,500.00	0.00	1,500.00	156.00	0.00	1,344.00
2850-400-02-0000	Debate Other Expense	200.00	0.00	200.00	0.00	0.00	200.00
2850-400-05-0200	Theatre Other	3,000.00	0.00	3,000.00	971.50	0.00	2,028.50
2850-500-00-0000	Cocur. General Sup. 7-12	500.00	0.00	500.00	0.00	0.00	500.00
2850-500-02-0000	Debate Supplies	718.00	0.00	718.00	0.00	0.00	718.00
2850-500-03-0000	After School Sup. K-3	250.00	0.00	250.00	0.00	0.00	250.00
2850-500-03-0100	After School Sup. 4-5	150.00	0.00	150.00	0.00	0.00	150.00
2850-500-03-0200	After School Sup. 6	100.00	0.00	100.00	0.00	0.00	100.00
2850-500-05-0000	After School Sup. 7-12	250.00	0.00	250.00	0.00	0.00	250.00
2850-500-05-0200	Theatre Supplies	3,250.00	4,000.48	7,250.48	6,965.72	284.76	0.00
2855-150-00-0000	Coaches' Salaries	131,539.00	0.00	131,539.00	84,232.96	45,027.12	2,278.92
2855-200-05-0100	Equipment - Uniforms	7,000.00	2,000.00	9,000.00	8,456.00	447.45	96.55
2855-200-05-1400	General Athletic Equipmen	6,295.00	-2,000.00	4,295.00	0.00	0.00	4,295.00
2855-400-05-0200	Boys' Baseball Other Exp	3,865.00	0.00	3,865.00	424.00	0.00	3,441.00
2855-400-05-0300	Boys' Basketball Other Ex	6,200.00	0.00	6,200.00	5,248.80	0.00	951.20
2855-400-05-0500	Cheering Other Expense	750.00	1,523.44	2,273.44	2,273.44	0.00	0.00
2855-400-05-0700	Boys' Soccer Other Expens	5,000.00	-2,084.00	2,916.00	2,916.00	0.00	0.00
2855-400-05-0800	Girls' Soccer Other Expen	4,500.00	-334.44	4,165.56	3,099.50	0.00	1,066.06

MADRID-WADDINGTON CSD

Budget Status Report As Of: 04/30/2022

Fiscal Year: 2022

Fund: A GENERAL FUND

Budget Account	Description	Initial Appropriation	Adjustments	Current Appropriation	Year-to-Date Expenditures	Encumbrance Outstanding	Unencumbered Balance
2855-400-05-0900	Girls' Track Other Expens	1,100.00	0.00	1,100.00	0.00	0.00	1,100.00
2855-400-05-1000	Boys' Track Other	1,100.00	0.00	1,100.00	0.00	0.00	1,100.00
2855-400-05-1200	Girls' Volleyball Other E	2,925.00	895.00	3,820.00	3,820.00	0.00	0.00
2855-400-05-1300	Girls' Basketball Other E	6,500.00	0.00	6,500.00	4,833.39	0.00	1,666.61
2855-400-05-1400	General Athletic Other Ex	4,000.00	0.00	4,000.00	1,225.16	0.00	2,774.84
2855-400-05-1500	Girls' Softball Other Exp	3,865.00	0.00	3,865.00	0.00	0.00	3,865.00
2855-400-05-1600	Golf Other Expense	1,750.00	0.00	1,750.00	0.00	0.00	1,750.00
2855-490-00-0000	BOCES - Section X Coord	12,694.00	0.00	12,694.00	10,155.20	0.00	2,538.80
2855-500-05-0200	Boys' Baseball Supplies	0.00	715.85	715.85	715.85	0.00	0.00
2855-500-05-0300	Boys' Basketball Supplies	700.00	20.00	720.00	719.40	0.00	0.60
2855-500-05-0500	Cheerleading Supplies	250.00	-250.00	0.00	0.00	0.00	0.00
2855-500-05-0700	Boys' Soccer Supplies	1,750.00	73.00	1,823.00	1,822.65	0.00	0.35
2855-500-05-0800	Girls' Soccer Supplies	1,750.00	-546.25	1,203.75	1,203.75	0.00	0.00
2855-500-05-0900	Girls' Track Supplies	300.00	0.00	300.00	0.00	194.80	105.20
2855-500-05-1000	Boys' Track Supplies	300.00	0.00	300.00	0.00	246.65	53.35
2855-500-05-1200	Girls' Volleyball Supplie	383.00	197.00	580.00	580.00	0.00	0.00
2855-500-05-1300	Girls' Basketball Supplie	750.00	-209.60	540.40	158.00	0.00	382.40
2855-500-05-1400	General Athletic Supplies	2,500.00	0.00	2,500.00	454.55	250.00	1,795.45
2855-500-05-1500	Girls' Softball Supplies	750.00	0.00	750.00	640.40	317.24	-207.64
2855-500-05-1600	Golf Supplies	300.00	0.00	300.00	192.00	0.00	108.00
2855-500-05-1700	AED Supplies	1,092.00	0.00	1,092.00	839.52	0.00	252.48
28 Pupil Services - State Function Group Subtotal		673,868.00	4,000.48	677,868.48	327,231.70	161,516.61	199,121.17
5510-160-00-0000	Transportation Salaries	450,620.00	-13,365.98	437,254.02	350,305.47	77,452.13	9,496.42
5510-160-00-1000	Transp Sal - Pre-K	29,071.00	-630.00	28,441.00	9,113.71	0.00	19,327.29
5510-162-00-0000	Transp Office-Super Salar	44,867.00	23,495.98	68,362.98	57,517.93	11,144.16	-299.11
5510-200-00-0000	Transportation Equipment	5,500.00	0.00	5,500.00	0.00	0.00	5,500.00
5510-400-00-0000	Transportation Other Exp	25,000.00	-3,800.00	21,200.00	3,274.82	0.00	17,925.18
5510-401-00-0000	Transportation Insurance	18,000.00	0.00	18,000.00	11,990.55	0.00	6,009.45
5510-490-00-0000	BOCES Transp. Services	5,057.00	0.00	5,057.00	4,762.00	0.00	295.00
5510-500-00-0000	Transportation Supplies	14,500.00	0.00	14,500.00	3,662.11	0.00	10,837.89
5510-570-00-0000	Transportation Parts	52,909.00	0.00	52,909.00	16,689.30	594.00	35,625.70
5510-571-00-0000	Transportation Gasoline	120,000.00	0.00	120,000.00	51,023.97	0.00	68,976.03
5510-572-00-0000	Transportation Oil	8,456.00	0.00	8,456.00	4,561.00	0.00	3,895.00
5510-573-00-0000	Transportation Tires & Ch	16,500.00	0.00	16,500.00	7,386.44	0.00	9,113.56
5530-200-00-0000	Equipment	5,000.00	5,900.00	10,900.00	0.00	10,900.00	0.00
5530-400-00-0000	Bus Garage Other Expense	6,500.00	3,800.00	10,300.00	8,389.98	1,830.00	80.02
5530-410-00-0000	Bus Garage Insurance	14,000.00	0.00	14,000.00	12,344.22	0.00	1,655.78
5530-420-00-0000	Fuel Oil	25,000.00	0.00	25,000.00	14,484.92	0.00	10,515.08

MADRID-WADDINGTON CSD
Budget Status Report As Of: 04/30/2022
Fiscal Year: 2022

Fund: A GENERAL FUND

Budget Account	Description	Initial Appropriation	Adjustments	Current Appropriation	Year-to-Date Expenditures	Encumbrance Outstanding	Unencumbered Balance
5530-470-00-0000	Garage Bldg Electricity	10,352.00	0.00	10,352.00	6,313.91	0.00	4,038.09
5530-500-00-0000	Bus Garage Supplies	2,100.00	0.00	2,100.00	1,249.71	0.00	850.29
5540-400-00-0000	Contract Transportation	15,000.00	0.00	15,000.00	0.00	0.00	15,000.00
66 Pupil Transportation - State Function Group Subtotal		888,432.00	16,400.00	883,832.00	563,070.04	101,920.29	218,841.67
7140-150-00-0000	Fitness Center Instruc	3,244.00	696.00	3,940.00	1,970.00	1,970.00	0.00
7140-160-00-0000	Fitness Center Non-Instr	12,840.00	0.00	12,840.00	13,864.60	0.00	-1,024.60
7140-200-00-0000	Fitness Center Equip	8,000.00	0.00	8,000.00	0.00	0.00	8,000.00
7140-400-00-0000	Fitness Center Other	3,000.00	0.00	3,000.00	138.00	0.00	2,862.00
7140-500-00-0000	Fintness center supplies	2,500.00	0.00	2,500.00	2,234.99	0.00	265.01
7 Community Services - State Function Group Subtotal		29,684.00	696.00	30,280.00	18,207.59	1,970.00	10,102.41
9010-800-00-0000	State Retirement	210,110.00	0.00	210,110.00	36,196.48	17,759.32	156,154.20
9020-800-00-0000	Teacher Retirement	511,573.00	0.00	511,573.00	292,937.48	138,223.21	80,412.31
9030-800-00-0000	Social Security	545,989.00	0.00	545,989.00	306,111.97	122,864.01	117,013.02
9040-800-00-0000	Workers' Compensation	49,608.00	0.00	49,608.00	36,523.64	0.00	13,084.36
9050-800-00-0000	Unemployment Insurance	25,000.00	-15,000.00	10,000.00	0.00	0.00	10,000.00
9060-800-00-0000	Health Insurance	2,544,995.00	-12,000.00	2,532,995.00	1,775,310.08	0.00	757,684.92
9060-800-00-1000	Health Ins. - Retirees	1,243,315.00	0.00	1,243,315.00	971,851.21	3.00	271,460.79
9060-810-00-0000	Dental Insurance	0.00	0.00	0.00	-5,028.22	0.00	5,028.22
9089-800-00-0000	Other Employee Benefits	59,633.00	27,000.00	86,633.00	86,577.66	54.99	0.35
90 Employee Benefits - State Function Group Subtotal		5,190,223.00	0.00	5,190,223.00	3,600,480.30	278,904.53	1,410,838.17
9711-600-00-0000	Building Bond Principal	720,000.00	0.00	720,000.00	0.00	0.00	720,000.00
9711-700-00-0000	Building Bond Interest	196,688.00	0.00	196,688.00	72,262.51	0.00	124,425.49
9731-600-00-0000	BAN Principal	95,000.00	0.00	95,000.00	0.00	0.00	95,000.00
9731-700-00-0000	BAN Interest	61,250.00	0.00	61,250.00	0.00	0.00	61,250.00
9770-700-00-0000	Revenue Anticipation Note	10,000.00	0.00	10,000.00	0.00	0.00	10,000.00
97 Debt Service - State Function Group Subtotal		1,082,938.00	0.00	1,082,938.00	72,262.51	0.00	1,010,675.49
9901-930-00-0000	Transfer to School Lunch	25,000.00	0.00	25,000.00	0.00	0.00	25,000.00
9901-950-00-0000	Transfer to Special	25,000.00	0.00	25,000.00	37,651.20	0.00	-12,651.20
9950-900-00-0000	Transfer to Capital/Debt	365,000.00	0.00	365,000.00	339,838.92	0.00	25,161.08
99 Interfund Transfers - State Function Group Subtotal		415,000.00	0.00	415,000.00	377,490.12	0.00	37,509.88
Total GENERAL FUND		18,187,232.00	2,337.98	18,189,569.98	11,943,907.17	2,061,694.52	4,183,968.29

Madrid-Waddington Central School District

BUDGET REPORT

For The Period Ending April 30, 2022

Expenditures:

	<u>Original Approp</u>	<u>Carry over</u>	<u>Total Approp</u>	<u>Expenditures</u>	<u>Encumb.</u>	<u>Available Balance</u>
Board of Education	\$ 113,637.00	\$ 0.80	\$ 113,637.80	\$ 91,156.61	\$ 15,709.93	\$ 6,771.26
Central Administration	\$ 351,137.00	\$ (51,809.79)	\$ 299,327.21	\$ 238,692.63	\$ 34,351.31	\$ 26,283.27
Finance	\$ 50,418.00	\$ -	\$ 50,418.00	\$ 43,087.38	\$ 2,368.08	\$ 4,962.54
Legal Services	\$ 35,136.00	\$ -	\$ 35,136.00	\$ 21,967.16	\$ -	\$ 13,168.84
Central Services	\$ 1,302,228.00	\$ (37,350.48)	\$ 1,264,877.52	\$ 923,231.47	\$ 74,887.83	\$ 266,758.22
Special Items	\$ 659,823.00	\$ -	\$ 659,823.00	\$ 521,309.60	\$ -	\$ 138,513.40
Instruction	\$ 8,088,676.00	\$ 75,401.45	\$ 8,164,077.45	\$ 5,572,951.76	\$ 1,551,582.55	\$ 1,039,543.14
Transportation	\$ 868,432.00	\$ 15,400.00	\$ 883,832.00	\$ 563,070.04	\$ 101,920.29	\$ 218,841.67
Community Services	\$ 29,584.00	\$ 696.00	\$ 30,280.00	\$ 18,207.59	\$ 1,970.00	\$ 10,102.41
Employee Benefits	\$ 5,190,223.00	\$ -	\$ 5,190,223.00	\$ 3,500,480.30	\$ 278,904.53	\$ 1,410,838.17
Debt Service	\$ 1,082,938.00	\$ -	\$ 1,082,938.00	\$ 72,262.51	\$ -	\$ 1,010,675.49
Interfund Transfers	\$ 415,000.00	\$ -	\$ 415,000.00	\$ 377,490.12	\$ -	\$ 37,509.88
	\$ 18,187,232.00	\$ 2,337.98	\$ 18,189,569.98	\$ 11,943,907.17	\$ 2,061,694.52	\$ 4,183,968.29

MADRID-WADDINGTON CSD

A/P Check Register
Bank Account: CBSPECAID - COMMUNITY BANK SPECIAL AID FUND

Check Number	Check Date	Pay Type	Remit To	Warrant	Fund	Recorded	Void	Date	Reason	Check Amount	Check Number
005328	04/01/2022	C	HEINEMANN	0081		No	No			\$40,894.74	005328
005329	04/04/2022	C	CDW-GOVERNMENT	0084		No	No			\$1,593.96	005329
005330	04/04/2022	C	DALEYMATTHEW	0084		No	No			\$20.48	005330
005331	04/13/2022	C	EDUCATE-ME.NET	0087		No	No			\$14,577.00	005331
005332	04/13/2022	C	GUANDIAN BOOTH, LLC	0087		No	No			\$30,776.83	005332
005333	04/13/2022	C	STEVE WEISS MUSIC	0087		No	No			\$15,233.70	005333
005334	04/27/2022	C	AMAZON.COM	0091		No	No			\$2,138.25	005334
Subtotal for Bank Account: CBSPECAID - COMMUNITY BANK SPECIAL AID FUND										Grand Total	\$106,234.96
										Void Total	\$0.00
										Net	\$106,234.96

Grand Total	\$106,234.96
Void Total	\$0.00
Net	\$106,234.96

Selection Criteria

Bank Account: CBSPECAID
Check date is between 04/01/2022 and 04/30/2022
Sort by: Check Number
Printed by JULIE K. ABRANTES

MADRID-WADDINGTON CSD

A/P Check Register
Bank Account: CBGENFUND - COMMUNITY BANK GENERAL FUND

Check Number	Check Date	Pay Type	Remit To	Warrant	Fund	Recorded	Void	Date	Reason	Check Amount	Check Number
390484	04/01/2022	C	AMAZON.COM	0081		No	No			\$202.90	090484
390485	04/01/2022	C	BURKE/ERIC S	0081		No	No			\$728.78	090485
390486	04/01/2022	C	HARTFORD STEAM BOILER	0081		No	No			\$105.00	090486
390487	04/01/2022	C	NASSP	0081		No	No			\$390.00	090487
390488	04/01/2022	C	SAVVAS LEARNING COMPANY	0081		No	No			\$1,159.51	090488
390489	04/01/2022	C	ST LAWRENCE-LEWIS BOCES	0081		No	No			\$9,836.00	090489
390490	04/01/2022	C	USHERWOOD OFFICE TECHNOLOGY	0081		No	No			\$216.00	090490
090491	04/01/2022	C	WEAKFALL/NICOLE	0081		No	No			\$144.52	090491
090492	04/01/2022	C	WILSON LANGUAGE TRAINING	0081		No	No			\$288.02	090492
090493	04/01/2022	C	MWCS FEDERAL FUNDS	0082		No	Yes	4/1/2022	cancel check	\$29,983.11	090493
090494	04/03/2022	C	MWCS PAYROLL ACCOUNT	0083		No	No			\$296,528.16	090494
090495	04/04/2022	C	A-Verdi Storage Containers	0084		No	No			\$194.00	090495
090496	04/04/2022	C	ABRANTES/JULIE	0084		No	No			\$262.08	090496
090497	04/04/2022	C	ALLTECH INTEGRATIONS, INC.	0084		No	No			\$324.99	090497
090498	04/04/2022	C	BIG SPOON KITCHEN	0084		No	No			\$600.00	090498
090499	04/04/2022	C	BIMBO FOODS	0084		No	No			\$522.07	090499
090500	04/04/2022	C	CDW-GOVERNMENT	0084		No	No			\$4,552.08	090500
090501	04/04/2022	C	FISCAL ADVISORS & MARKETING, INC	0084		No	No			\$156.00	090501
090502	04/04/2022	C	GLAZIER PACKING COINC.	0084		No	No			\$2,882.93	090502
090503	04/04/2022	C	MASSENA JOINT RECREATION COMMISSION	0084		No	No			\$150.00	090503
090504	04/04/2022	C	MX FUELS	0084		No	No			\$488.08	090504
090505	04/04/2022	C	PEPSI COLA OGDENSBURG BOTTLERS	0084		No	No			\$1,684.40	090505
090506	04/04/2022	C	PMI DOCUMENT SOLUTIONS, INC	0084		No	No			\$950.00	090506
090507	04/04/2022	C	RENZI BROTHERS INC	0084		No	No			\$38,251.45	090507
090508	04/04/2022	C	SLIC NETWORK SOLUTIONS	0084		No	No			\$40.03	090508
090509	04/04/2022	C	ST LAWRENCE SUPPLY COMPANY	0084		No	No			\$496.87	090509
090510	04/04/2022	C	STERLING/BRIANNE	0084		No	No			\$27.99	090510
090511	04/04/2022	C	WADDINGTON HARDWARE BUILDING SUPPLY	0084		No	No			\$45.99	090511
090512	04/04/2022	C	BIMBO FOODS	0085		No	No			\$30.00	090512
090513	04/06/2022	C	OGDENSBURG COMMAND PERFORMANCES	0086		No	No			\$332.50	090513
090514	04/13/2022	C	A-Verdi Storage Containers	0087		No	No			\$139.00	090514
090515	04/13/2022	C	ACT WITH RESPECT ALWAYS	0087		No	No			\$3,000.00	090515
090516	04/13/2022	C	AMAZON.COM	0087		No	No			\$167.80	090516
090517	04/13/2022	C	BARKLEY/MONICA L.	0087		No	No			\$54.99	090517
090518	04/13/2022	C	EDMENTUM	0087		No	No			\$26.10	090518
090519	04/13/2022	C	GILLEE'S AUTO TRUCK & MARINE	0087		No	No			\$960.13	090519

Payment Types: C=Computer Check A=Automated Payment E=Electronic Transfer(Manual) M=Manual Check

* Payee Name is different from current vendor name.

MADRID-WADDINGTON CSD

A/P Check Register
Bank Account: CBGENFUND - COMMUNITY BANK GENERAL FUND

Check Number	Check Date	Pay Type	Remit To	Warrant	Fund	Recorded	Void	Date	Reason	Check Amount	Check Number
090520	04/13/2022	C	JOHNSON NEWSPAPER CORP	0087		No	No			\$1,394.33	090520
090521	04/13/2022	C	JOHNSTONS WATER, LLC	0087		No	No			\$3.45	090521
090522	04/13/2022	C	LIBERTY UTILITIES - NH	0087		No	No			\$3,828.35	090522
090523	04/13/2022	C	LOWE'S WAREHOUSE	0087		No	No			\$1,184.20	090523
090524	04/13/2022	C	Martin\Raymond J.	0087		No	No			\$119.00	090524
090525	04/13/2022	C	MORGANS AUTO SALES	0087		No	No			\$330.00	090525
090526	04/13/2022	C	MX FUELS	0087		No	No			\$830.23	090526
090527	04/13/2022	C	NATIONAL GRID	0087		No	No			\$4,836.17	090527
090528	04/13/2022	C	NORTH COUNTRY THIS WEEK	0087		No	No			\$115.80	090528
090529	04/13/2022	C	NY BUS SALES	0087		No	No			\$716.83	090529
090530	04/13/2022	C	REDISHRED ACQUISITION, INC	0087		No	No			\$23.06	090530
090531	04/13/2022	C	Teachers Synergy LLC	0087		No	No			\$29.39	090531
090532	04/13/2022	C	The Law Firm of Frank W. Miller, PLLC	0087		No	No			\$945.00	090532
090533	04/13/2022	C	THIRD EYE INTERPRETING, LLC	0087		No	No			\$562.50	090533
090534	04/13/2022	C	WADDINGTON HARDWARE BUILDING SUPPLY	0087		No	No			\$106.22	090534
090535	04/13/2022	C	WARNERDALE	0087		No	No			\$91.00	090535
090536	04/13/2022	C	WHITESBORO PLOW SHOP INC	0087		No	No			\$493.69	090536
090537	04/15/2022	C	J.W. Pepper	0088		No	No			\$179.98	090537
090538	04/15/2022	C	MORGANS AUTO SALES	0088		No	No			\$300.00	090538
090539	04/15/2022	C	MTE, INC	0088		No	No			\$168.86	090539
090540	04/15/2022	C	MX FUELS	0088		No	No			\$866.00	090540
090541	04/15/2022	C	SMEC	0088		No	No			\$8,648.56	090541
090542	04/15/2022	C	WADDINGTON HARDWARE BUILDING SUPPLY	0088		No	No			\$229.47	090542
090543	04/19/2022	C	MWCS PAYROLL ACCOUNT	0089		No	No			\$282,801.44	090543
090544	04/20/2022	C	ATHMEDICS	0090		No	No			\$615.25	090544
090545	04/20/2022	C	DEMCO	0090		No	No			\$1,118.33	090545
090546	04/20/2022	C	EXCELLUS HEALTH PLAN - GROUP	0090		No	No			\$235,021.43	090546
090547	04/20/2022	C	GUARDIAN	0090		No	No			\$2,794.17	090547
090548	04/20/2022	C	OGDENSBURG CITY SCHOOL DISTRICT	0090		No	No			\$800.00	090548
090549	04/20/2022	C	SPRAGUE ENERGY SOLUTIONS, INC.	0090		No	No			\$2,089.74	090549
090550	04/20/2022	C	ST LAWRENCE-LEWIS BOCES	0090		No	No			\$388,022.84	090550
090551	04/20/2022	C	TOLLS BY MAIL PAYMENT PROCESSING CENTER	0090		No	No			\$20.32	090551
090552	04/20/2022	C	WADDINGTON HARDWARE BUILDING SUPPLY	0090		No	No			\$43.24	090552
090553	04/27/2022	C	A-Verdi Storage Containers	0091		No	No			\$139.00	090553
090554	04/27/2022	C	ABRANTESJULIE	0091		No	No			\$235.17	090554
090555	04/27/2022	C	AMAZON.COM	0091		No	No			\$1,971.76	090555

Payment Types: C=Computer Check A=Automated Payment E=Electronic Transfer(Manual) M=Manual Check

* Payee Name is different from current vendor name.

MADRID-WADDINGTON CSD

A/P Check Register
Bank Account: CBGENFUND - COMMUNITY BANK GENERAL FUND

Check Number	Check Date	Pay Type	Remit To	Warrant	Fund	Recorded	Void	Date	Reason	Check Amount	Check Number
090556	04/27/2022	C	BALDWINVILLE CSD	0091		No	No			\$16,827.69	090556
090557	04/27/2022	C	BOND SCHOENECK & KING, PLLC	0091		No	No			\$112.50	090557
090558	04/27/2022	C	BRICK & MORTAR MUSIC	0091		No	No			\$346.00	090558
090559	04/27/2022	C	Cazenovia Equipment Co, Inc.	0091		No	No			\$99.59	090559
090560	04/27/2022	C	CDW-GOVERNMENT	0091		No	No			\$3,450.00	090560
090561	04/27/2022	C	Chase Cardmember Service	0091		No	No			\$174.19	090561
090562	04/27/2022	C	COLDTECH REFRIGERATION, LLC	0091		No	No			\$790.47	090562
090563	04/27/2022	C	DAVIS VISION, INC	0091		No	No			\$1,568.50	090563
090564	04/27/2022	C	LEBERGE & CURTIS RENTAL CENTER	0091		No	No			\$300.00	090564
090565	04/27/2022	C	MATTHEW C. SNYDER	0091		No	No			\$110.00	090565
090566	04/27/2022	C	NORTH COAST THERAPY	0091		No	No			\$9,089.05	090566
090567	04/27/2022	C	NORTHERN ZONE	0091		No	No			\$48.00	090567
090568	04/27/2022	C	PITNEY BOWES INC	0091		No	No			\$63.45	090568
090569	04/27/2022	C	QUILL CORPORATION	0091		No	No			\$384.02	090569
090570	04/27/2022	C	RENZI BROTHERS INC	0091		No	No			\$3,556.80	090570
090571	04/27/2022	C	RUDDYMICHAEL	0091		No	No			\$9.66	090571
090572	04/27/2022	C	STEVE WEISS MUSIC	0091		No	No			\$356.16	090572
090573	04/27/2022	C	VERIZON WIRELESS	0091		No	No			\$1,429.96	090573
090574	04/27/2022	C	WADDINGTON HARDWARE BUILDING SUPPLY	0091		No	No			\$53.56	090574

Subtotal for Bank Account: CBGENFUND - COMMUNITY BANK GENERAL FUND

Grand Total \$1,376,365.86
Void Total (\$29,983.11)
Net \$1,346,382.75

Grand Total \$1,376,365.86
Void Total (\$29,983.11)
Net \$1,346,382.75

Selection Criteria

Bank Account: CBGENFUND
Check date is between 04/01/2022 and 04/30/2022
Sort by: Check Number
Printed by JULIE K. ABRANTES

Payment Types: C=Computer Check A=Automated Payment E=Electronic Transfer(Manual) M=Manual Check

* Payee Name is different from current vendor name.

MADRID-WADDINGTON CSD
Revenue Status Report As Of: 04/30/2022
Fiscal Year: 2022
Fund: A GENERAL FUND

Revenue Account	Subfund	Description	Original Estimate	Adjustments	Current Estimate	Year-to-Date	Anticipated Balance	Excess Revenue
001.000		Real Property Taxes	3,819,887.00	0.00	3,819,887.00	3,916,794.63		96,907.63
085.000		STAR Reimbursement	794,938.00	0.00	794,938.00	698,030.21	96,907.79	
090.000		Int. & Penal. on Real Prop.Tax	7,000.00	0.00	7,000.00	7,060.87		60.87
230.000		Day School Tuit-Oth Dist. NYS	0.00	0.00	0.00	3,567.00		3,567.00
401.000		Interest and Earnings	1,500.00	0.00	1,500.00	308.24	1,191.76	
650.000		Sale Scrap & Excess Material	1,000.00	0.00	1,000.00	0.00	1,000.00	
666.000		Sale of Transportation Equip.	0.00	0.00	0.00	4,540.00		4,540.00
701.000		Refund PY Exp-BOCES Aided Srvc	175,000.00	0.00	175,000.00	166,899.75	8,100.25	
703.000		Refund PY Exp-Other-Not Trans	500.00	0.00	500.00	708.20		208.20
705.000		Gifts and Donations	225,000.00	0.00	225,000.00	221,004.87	3,995.13	
770.000		Other Unclassified Rev.(Spec)	35,000.00	0.00	35,000.00	49,164.78		14,164.78
101.000		Basic Formula Aid-Gen Aids (Ex	8,554,590.00	0.00	8,554,590.00	5,907,354.30	2,647,235.70	
101.100		Excess Cost Aid	444,342.00	0.00	444,342.00	813,210.40		368,868.40
102.000		Lottery Aid	828,976.00	0.00	828,976.00	1,300,297.23		471,321.23
103.000		BOCES Aid (Sect 3609a Ed Law)	1,100,000.00	0.00	1,100,000.00	280,263.75	819,736.25	
260.000		Textbook Aid (Incl Txtbk/Lott)	46,158.00	0.00	46,158.00	27,421.00	18,737.00	
262.000		Computer Sftwre, Hrdwre Aid	12,390.00	0.00	12,390.00	21,945.00		9,555.00
263.000		Library A/V Loan Program Aid	4,418.00	0.00	4,418.00	3,993.00	425.00	
289.000		Other State Aid	30,000.00	0.00	30,000.00	0.00	30,000.00	
301.000		Medic.Ass't-Sch Age-Sch Yr Pro	50,000.00	0.00	50,000.00	37,727.89	12,272.11	
331.000		Interfund Transfers(Not D.Serv	365,000.00	0.00	365,000.00	724,000.00		359,000.00
331.100		Interfund Transfers(UI)	25,000.00	0.00	25,000.00	0.00	25,000.00	
331.200		EBALR	56,533.00	0.00	56,533.00	0.00	56,533.00	
350.000		Interfund Trans. for Debt Svs	800,000.00	0.00	800,000.00	0.00	800,000.00	
Subfund Subtotal			17,377,232.00	0.00	17,377,232.00	14,184,291.12	4,621,133.99	1,328,193.11
Total GENERAL FUND			17,377,232.00	0.00	17,377,232.00	14,184,291.12	4,621,133.99	1,328,193.11

Selection Criteria

Estimated revenue for Carryover Encumbrances from the prior fiscal year will not be realized.
These are estimates to balance the budget

Madrid-Waddington Central School District
BUDGET REPORT
For The Period Ending April 30, 2022

Revenue:

	<u>Initial Est Rev</u>	<u>Adjustments</u>	<u>Current Est Rev</u>	<u>Actual Revenue</u>	<u>Variance</u>
Property Taxes	\$ 4,621,825.00	\$ -	\$ 4,621,825.00	\$ 4,621,885.71	\$ 60.71
Tuition	\$ -	\$ -	\$ -	\$ 3,567.00	\$ 3,567.00
Admissions	\$ -	\$ -	\$ -	\$ -	\$ -
Interest & Earnings	\$ 1,500.00	\$ -	\$ 1,500.00	\$ 308.24	\$ (1,191.76)
Sale of Scrap & Excess	\$ 1,000.00	\$ -	\$ 1,000.00	\$ 4,540.00	\$ 3,540.00
Insurance Recoveries	\$ -	\$ -	\$ -	\$ -	\$ -
Medicare Part D Reimb.	\$ -	\$ -	\$ -	\$ -	\$ -
Refund of Prior Yrs Exp	\$ 175,500.00	\$ -	\$ 175,500.00	\$ 167,607.95	\$ (7,892.05)
Gifts & Donations	\$ 225,000.00	\$ -	\$ 225,000.00	\$ 221,004.87	\$ (3,995.13)
Unclassified Revenues	\$ 35,000.00	\$ -	\$ 35,000.00	\$ 49,164.78	\$ 14,164.78
Basic Aid	\$ 9,827,908.00	\$ -	\$ 9,827,908.00	\$ 8,020,861.93	\$ (1,807,046.07)
BOCES Aid	\$ 1,100,000.00	\$ -	\$ 1,100,000.00	\$ 280,263.75	\$ (819,736.25)
Other State Aid	\$ 142,966.00	\$ -	\$ 142,966.00	\$ 91,086.89	\$ (51,879.11)
Appropriated Res FB	\$ 446,533.00	\$ -	\$ 446,533.00	\$ -	\$ (446,533.00)
Interfund Transfer - Debt Service	\$ 800,000.00	\$ -	\$ 800,000.00	\$ 724,000.00	\$ (76,000.00)
Appropriated Fund Balance	\$ 810,000.00	\$ -	\$ 810,000.00	\$ 810,000.00	\$ -
	\$ 18,187,232.00	\$ -	\$ 18,187,232.00	\$ 14,994,291.12	\$ (3,192,940.88)

School Lunch Fund
Monthly Analysis Worksheet
For the Period Ending April 30, 2022

Beginning Fund Balance	\$12,250.76
Profit or (Loss)	(\$2,168.17)
Ending Fund Balance	<u><u>\$10,082.59</u></u>

Revenues

<i>Type A Sales</i>		
Breakfast	\$0.00	
Lunch	\$411.64	
<i>Other Sales</i>		
Breakfast	\$475.95	
Lunch	\$5,579.05	
Total Sales		\$6,466.64
<i>Federal Aid Receivable</i>		
Breakfast	\$11,728.00	
Lunch	\$26,056.00	
<i>State Aid Receivable</i>		
Breakfast	\$456.00	
Lunch	\$342.00	
Total Aid Receivable		\$38,582.00
<i>Surplus Food</i>		\$0.00
<i>Other Revenue</i>		\$0.00
Total Revenues		<u><u>\$45,048.64</u></u>

Expenses

<i>Beginning Food Inventory</i>	\$18,017.21	
Add: Purchases	\$24,186.31	
Less: Ending Inventory	\$18,650.88	
Food Used		\$23,552.64
<i>Beginning Federal Food Inventory</i>	\$3,279.80	
Add: Surplus Food	\$0.00	
Less: Ending Inventory	\$3,343.17	
Federal Food Used		(\$63.37)
Salary		\$12,054.83
Fringe Benefits		\$9,235.21
Other Expenses		\$344.51
<i>Beginning Supply Inventory</i>	\$3,015.55	
Add: Supplies Purchased	\$1,395.95	
Less: Ending Inventory	\$2,886.04	
Supplies Used		\$1,525.46
Total Expenses		<u><u>\$47,216.81</u></u>

Profit or (Loss) for Month **(\$2,168.17)**

**Madrid-Waddington Central School
Treasurer's Report
For The Period Ending April 30, 2022**

General Fund	81,860.91
School Lunch Fund	34,428.55
Trust & Custodial	251.45
General Fund Checking Account	<u>116,540.91</u>
Federal Fund Checking Account	125,389.25
Scholarship Account	5,024.15
Payroll Checking Account	0.00
Capital Fund Checking Account	171,704.77
General Fund Money Market Account - Chase Bank @ 0.01%	
General Fund Savings	2,570,346.35
Unemployment	40,466.64
Building Reserve	1,436,561.35
Employee Benefit Reserve	194,464.00
Transportation Reserve	858,109.18
School Lunch	0.00
Federal Fund	527,562.77
Debt Service	972,628.53
Capital Fund	0.00
Chase Money Market Account	<u>6,600,138.82</u>
Fidelity Investment -Scholarship Account	21,605.25

Madrid-Waddington Central School
Madrid, NY 13660

April 25, 2022

A Regular Meeting of the Board of Education of the Madrid-Waddington Central School was held on April 25, 2022. The Board President, Bruce Durant, called the meeting to order at 6:30 PM.

ROLL CALL Present: Bruce Durant, Brian Hammond, Ryan Hayes, Katie Logan, Chris Pryce, Mike Ruddy, and Amber Sullivan

Excused: Wyatt Boswell and Charles Grant

Others: Eric Burke, Julie Abrantes, Joseph Binion, Nicole Weakfall, Patricia Bogart, Caleb Froats, Kelly Cevallos (out at 6:45 PM), Laura Cevallos (out at 6:45 PM), Annelise Cevallos (out at 6:45 PM)

NO. 2022-085 Motion by Pryce, seconded by Hayes, to approve the minutes of the March 15, 2022 Regular
Approval of Board of Education Meeting.
Minutes

Yeas: All Present

Nays: None

NO. 2022-086 Motion by Hammond, seconded by Logan, to approve the Treasurer's Report for the period ending
Treasurer's March 31, 2022.
Report

Yeas: All Present

Nays: None

NO. 2022-087 Motion by Ruddy, seconded by Logan, to approve the 2022-2023 Property Tax Report Card as
Property Tax presented.
Report Card
2021-2022

Yeas: All Present

Nays: None

NO. 2022-088 Motion by Pryce, seconded by Hayes, to accept the recommendation of the Committee on
CPSE/CSE on Pre-School Special Education and Special Education, as listed on the attached sheets,
Recommend- and approves the authorization of funds to implement the special education programs and
ations services consistent with such recommendations.

Yeas: All Present

Nays: None

The following report was given:

- Transportation – written by Craig Ashley
- Building & Grounds – written by Jim Murray
- Student Liaison –Caleb Froats

- Student Morale Building Activities Update
- Spring Musical Update
- Clubs/Activities Update
- Spring Athletics Update
- Jr./Sr. High School Principal – Joseph Binion
 - Senior Honors Dinner
 - Outdoor GaGa Ball Court – publicly thanking Larry Lamere and Wyatt Boswell for building the court and donating their time
- Elementary Principal – Nicole Weakfall
 - State Testing Update
 - Hiring Update
 - Upcoming Elementary Events

Public Comment

- Senior Parent – Katie Logan
 - Thanking the district for building use for craft and vendor fair

Reports Cont'd:

- Superintendent's Report – Eric Burke
 - Capital Project Update
 - 2022-23 Proposed Budget Update

NO. 2022-089 Motion by Pryce, seconded by Hayes, that the board, upon the recommendation of Superintendent
2021-22 Burke, does hereby approve the 2022-23 budget expenditure of \$19,379,211 representing a spending
Budget increase of 6.55% and a tax levy increase of 2.501%.

Yeas: All Present

Nays: None

Discuss of Old or New Business

- BOCES Administrative Budget
- BOCES Board Members

NO. 2022-090 Motion by Hammond, seconded by Logan, that the board, upon the recommendation of Superintendent
2022-23 Burke, does hereby approved the 2022-2023 BOCES Administrative Budget of \$8,984,857.
BOCES
Budget **Yeas: All Present**

Nays: None

NO. 2022-091 Motion by Ruddy, seconded by Hayes, that the board cast its vote in the annual election of
BOCES members of the St. Lawrence-Lewis BOCES for the following individuals:
Members 1. Roger Bennett
2022-23 2. Michael Davis
 3. Cindy McLean

Yeas: All Present

Nays: None

NO. 2022-092 Motion by Logan, seconded by Ruddy, that the board, upon the recommendation of Superintendent North Coast Burke, does hereby approve the 2022-2023 North Coast Therapy contracts as presented.
Therapy
Contracts
2022-2023

Yeas: All Present

Nays: None

First Reading of the Following Policies:

- Policy 5130 - Budget Adoption
- Policy 5230 - Acceptance of Gifts, Grants & Bequests to the District
- Policy 5571 - Financial Accountability
- Policy 5681 - School Safety Plans
- Policy 5685 - Fire Drills, Bomb Threats & Bus Emergency Drills
- Policy 5730 - School Bus Safety Program
- Policy 5760 - Qualifications of Bus Drivers
- Policy 6120 - Equal Employment Opportunity
- Policy 6121 - Sexual Harassment in the Workplace
- Policy 6140 - Employee Medical Examinations
- Policy 6220 - Temporary Personnel
- Policy 7551 - Dignity for all Students
- Policy 7553 - Hazing of Students
- Policy 8130 - Equal Educational Opportunities
- Policy 8220 - Career & Technical (Occupational) Ed.
- Policy 8240 - Instruction in Certain Subjects

NO. 2022-093 Motion by Logan, seconded by Pryce, that the board, upon the recommendation of Superintendent Appointments Burke, does hereby approve the following personnel actions for the 2021-22 school year:

Appointments:

- | | |
|-------------|---|
| J Watson | 1. Julia Watson; Sub Tch., eff. 4/26/22, rate of \$115/day |
| T Cafarella | 2. Thomas Cafarella; Sub Tch. & TA, eff. 4/26/22, rate of \$100/day |
| K Foote | 3. Kimberly Foote; Sub Monitor, eff. 4/26/22, rate of \$13.20/hr. |
| L Tyo | 4. Lisa Tyo; Temporary Clerk, eff. 4/11/22, rate of \$250/day |
| D Miller | 5. Donna Miller; Alternate Voting Clerk, May 17, 2022 |
| R Miller | 6. Robert Miller; Alternate Voting Clerk, May 17, 2022 |
| S Monroe | 7. Schiler Monroe; Sub Cleaner, eff. 3/25/22, rate of \$16.84/hr. |
| M Curtis | 8. Morgan Curtis; Sub Cleaner, eff. 3/19/22, rate of \$18.70/hr. |

Resignation:

- | | |
|---------------------------|---|
| J Backus | 9. Jenifer Backus; Spec. Ed. Tch., eff. 6/30/22 |
| C. McKnight-
Bonchetti | 10. Courtney McKnight-Bronchetti; Social Studies Tch., eff. 6/24/22 |
| R Walker | 11. Rebecca Walker; Elem. Tch., eff. 6/30/22 |

Medical:

- | | |
|------------|---|
| M VanAcker | 12. Meghan VanAcker; Elem. Tch., eff. 8/31/22-11/7/22 |
|------------|---|

No. 2022-094 Motion by Hammond, seconded by Pryce, to adjourn the regular meeting at 7:00 PM.
Adjournment

Yeas: All Present

Nays: None

A handwritten signature in blue ink, appearing to read "J. Abrantes". The signature is stylized with a large, sweeping loop on the left side and a more cursive, connected script for the name "Abrantes".

District Clerk

Madrid-Waddington Central School Board of Education

Meeting Dates 2022-2023

6:30 P.M. unless noted otherwise

Wednesday, July 6, 2022	Reorganizational meeting & Regular meeting
Tuesday, August 16, 2022	Regular meeting; set tax rate
Tuesday, September 20, 2022	Regular meeting
Tuesday, October 18, 2022	Regular meeting; Audit Committee 6:00 P.M.
Tuesday, November 15, 2022	Regular meeting
Tuesday, December 20, 2022	Regular meeting
Tuesday, January 17, 2023	Regular meeting
Tuesday, February 14, 2023	Regular meeting
Tuesday, March 21, 2023	Regular meeting
Tuesday, April 4, 2023	Special Budget Meeting (Optional)
*Wednesday, April 5, 2023	BOCES Annual Meeting with dinner and Budget presentation
Tuesday, April 18, 2023	Regular meeting BOCES Budget Vote
Tuesday, May 9, 2023	Public Budget Hearing 6:00 P.M.
Tuesday, May 16, 2023	Budget & Board Member Vote; Bus Referendum 6:30 P.M. regular meeting
Tuesday, June 20, 2023	Regular meeting

* We have no option to change dates highlighted in yellow.

2022-2023 Mergers

FALL

Cross Country - Canton

Football - Canton

Volleyball - Lisbon

WINTER

Boys Hockey - Norwood-Norfolk

Girls Hockey - Canton

Indoor Track - Canton

Boys Swimming - Canton

Girls Swimming - Canton

SPRING

Golf - Lisbon

**Recommended
PERSONNEL ACTIONS
April 25, 2022**

Name	Tenure Area	Assignment	Type of Appointment	Effective Date	Salary
<u>Appointment</u>					
Ashley Chevier	Special Education	Special Ed. Teacher	3-Year Probationary	September 1, 2022	\$58,090.00
Bonnie Sabatini	Biology	Science Teacher	4-Year Probationary	September 1, 2022	\$55,090.00
Brianna Hammond	Elementary	Elementary Teacher	4-Year Probationary	September 1, 2022	\$47,890.00
Emily Pitz	Elementary	Elementary Teacher	4-Year Probationary	September 1, 2022	\$49,090.00
Crystal Ford	Special Education	Special Ed. Teacher	3-Year Probationary	September 1, 2022	\$63,340.00
Logan Bushey	Social Studies	Social Studies Teacher	4-Year Probationary	September 1, 2022	\$47,890.00
Tod Flanagan		Substitute Custodian	Annual	April 30, 2022	\$16.63/hr
Jake Cockrell		Substitute Teacher	Annual	May 18, 2022	\$100/day
Cortney Jock		Substitute Teacher & TA	Annual	May 18, 2022	\$100/day
Maude (Jennifer) Palumbo		Substitute Teacher & TA	Annual	May 18, 2022	\$115/day
<u>Contracts</u>					
Julie Abrantes		Fiscal Operations Manager		July 1, 2022	\$115,369.00
Joseph Binion		High School Principal		July 1, 2022	\$97,516.00
Patricia Bogart		Confidential Secretary		July 1, 2022	\$51,000.00
<u>Resignations</u>					
Mara O'Neil		Elementary Teacher	Retirement	June 30, 2022	
<u>Medical</u>					
Mandy Yandoh		Elementary Teacher	FMLA	Appox. 8/31/22 - 11/1/22	

I recommend the foregoing personnel actions:

May 12, 2022

Eric Burke

AGREEMENT

Between

Patricia Bogart
Confidential Secretary to Superintendent
and the
Madrid-Waddington Central School District

July 1, 2022– June 30, 2025

The Superintendent of Schools and Patricia Bogart, Confidential Secretary (CS) to Superintendent, of the Madrid-Waddington Central School District, agree to the following conditions of employment:

Sick and Personal Leave

- (a) CS will be eligible to participate in the Sick Leave Bank; and on July 1 of each year of employment will receive fifteen (15) sick leave days per year. Total sick leave days can accumulate to 300.
- (b) CS will be credited with three (3) personal leave days on July 1 of each year of employment with the District. Unused personal days shall roll over to accumulate with unused sick leave accrual at each year's end.
- (c) Three days bereavement leave, not to be deducted from personal or sick leave credit, will be provided for family death. Family shall mean: spouse, child, father, mother; father or mother-in-law, brother, sister; brother or sister-in-law, grandparents, grandchildren or other members of the immediate household.

Health Insurance

- (a) The District will provide health, hospitalization and prescription insurance utilizing the District/MWTA negotiated health insurance plan to the CS and if applicable, his/her dependents. The District shall pay 90% of the cost of the premium of such coverage. The CS shall annually contribute the remaining 10% of the cost of the premium of the District provided Health Insurance Plan.
- (b) If the CS is eligible for health insurance coverage from another source outside the District provided plan, he/she may elect not to be covered by the health insurance plan provided by the Madrid-Waddington Central School District. If the CS voluntarily elects to drop such coverage for the next school calendar year he/she shall notify the District by May 15 of the current year, and will receive the sum of four thousand dollars (\$4,000), payable in of two methods, 1) evenly distributed over 26 pays or 2) payable in 2 equal installments; the first

given in the second paycheck in December and the second given in the first paycheck in June during the school year when District provided health coverage is not provided. If the CS's circumstances change (e.g. death, layoff or disability of spouse, marital status, etc.) he/she may reapply for coverage at any time. There will be no pro-ration of the \$4,000 for any member whose election to drop coverage is voided during the fiscal year.

- (c) Effective for administrative employees hired on or after July 1, 2007, in order to qualify for any District-provided health insurance benefits in retirement, the retired employee must have completed a minimum of ten (10) years of service with the District.
- (d) If this agreement is extended and the herein CS retires into the New York State Retirement System from the Madrid-Waddington Central School District, the Board of Education will continue to provide family health insurance coverage (or the level required: one-person or two-person coverage) as negotiated for MWTAs members, for the remainder of his/her life. Upon separation from the District, the CS's premium contribution will revert to a fixed flat rate amount equal to the contribution that is in effect at the time of retirement. The District shall pay the remaining cost of the premium of the appropriate insurance plan(s).
- (e) Upon eligibility, the CS will receive Medicare Part B reimbursement from the District.
- (f) This paragraph shall survive the term and be enforceable after the termination of this agreement.

The District has established a flexible spending plan pursuant to IRS Section 125 Regulation. The CS may utilize this plan for premium payments, dependent care, and unreimbursed medical expenses.

In-Service Death Benefit

In the event of the death of the employee, while still in the employ of the District, the District will pay \$12,000 to the CS's beneficiary within seventy-two (72) hours, or as soon thereafter as possible.

Unused Sick Leave

At retirement (or at the death) of the employee, unused accumulated sick leave days will be paid at the rate of \$80.00 per day to a maximum of 220 days. This payment would be as a non-elective contribution into a 403(b) account.

Association Dues

The District encourages its employees to participate in their trade associations, believing that such affiliation will provide professional growth and network opportunities. The Madrid-Waddington Central School District will provide the annual membership dues.

Salary Provisions

Contract Year 2022-2023	\$51,000
Contract Year 2023-2024	\$53,040
Contract Year 2024-2025	\$55,162

Vacation and Holidays

CS shall receive fifteen (15) days non-cumulative annual vacation and 15 paid holidays. These vacation days shall be credited on July 1 of each year of this agreement. After ten (10) years of employment the CS will be credited twenty (20) days of vacation time. Vacations must be scheduled only after consultation with the Superintendent. Other days off will occasionally be provided by the Superintendent consistent with work loads and school vacation schedules. Fifteen paid holidays are as follows:

Independence Day	Christmas Day	Juneteenth
Labor Day	New Year's Eve	
Columbus Day	New Year's Day	
Veterans Day	Martin Luther King Day	
Thanksgiving Day and Friday following	President's Day	
Christmas Eve	Good Friday	
	Memorial Day	

Miscellaneous Provisions

- Credit Union and other payroll deductions will be afforded to the employee.
- Grievance Procedure – same as provided for in the MWCS Teachers' Contract.
- Layoff Procedure – same as provided for in the MWCS Teachers' Contract.
- Benefits hereafter negotiated for other recognized employee units will be provided to CS.
- Legislation always supersedes the terms and conditions of this contract.
- Items not covered here will be covered by provisions and terms of employment already governed by established rules, regulations, and practices of the Board of Education and the School District.
- CS is indemnified against legal action or lawsuit resulting from the performance of school related duties.
- CS is expected to remain current and to attend professional conferences and/or workshops.
- Immediate supervisor will be the Superintendent of Schools, who will complete performance assessments at least annually.

Duration of the Contract

The duration of this contract shall be July 1, 2022 through June 30, 2025.

In witness hereof, the parties have hereunto set their hand and seal
this ____ day of _____, 2022.

Confidential Secretary
Madrid-Waddington Central School

Eric Burke, Superintendent
Madrid-Waddington Central School

Bruce Durant, President
Board of Education
Madrid-Waddington Central School

AGREEMENT

Between
Joseph K. Binion, Principal
and the
Madrid-Waddington Central School District

This Contract will be for the term July 1, 2022 – June 30, 2025.
The Superintendent of Schools and Joseph K. Binion, School Principal, of the Madrid-Waddington Central School District, agree to the following conditions of employment:

The appointment will be an 11 month appointment. The employee will be required to work 20 days between July 1 and August 31 each year.

Sick and Personal Leave

- (a) Principal will receive on July 1 of each year of employment fifteen (15) sick leave days per year. Total sick leave days can accumulate to 300. The Principal may be included in the District's Sick Leave Bank if he/she so elects.
- (b) Principal will be credited with three (3) personal leave days on July 1 of each year of employment with the District. Unused personal days shall roll over to accumulate with unused sick leave days at each year's end.
- (c) Three days bereavement leave, not to be deducted from personal or sick leave credit, will be provided for family death. Family shall mean: spouse, child, father, mother; father or mother-in-law, brother, sister; brother or sister-in-law, grandparents, grandchildren or other members of the immediate household.

Health Insurance

- (a) The District will provide health, hospitalization and prescription insurance utilizing the District/MWTA negotiated health insurance plan to the Principal and if applicable, his/her dependents. The District shall pay 89% of the cost of the premium of such coverage. The Principal shall annually contribute the remaining 11% of the cost of the premium of the District provided Health Insurance Plan.
- (b) If the Principal is eligible for health insurance coverage from another source outside the District provided plan, he/she may elect not to be covered by the health insurance plan provided by the Madrid-Waddington Central School District. If the Principal voluntarily elects to drop such coverage for the next school calendar year he/she shall notify the District by May 15 of the current year, and will receive the sum of four thousand dollars (\$4,000), payable in of two methods, 1) evenly distributed over 26 pays or 2) payable in 2 equal installments; the first given in the second paycheck in December and the second given in the first paycheck in June during the school year when District provided health coverage is not provided. If the Principal's circumstances change (e.g. death, layoff or

disability of spouse, marital status, etc.) he/she may reapply for coverage at any time. There will be no pro-ration of the \$4,000 for any member whose election to drop coverage is voided during the fiscal year.

- (c) If this agreement is extended and the herein Principal retires into the New York State Retirement System from the Madrid-Waddington Central School District, the Board of Education will continue to provide family health insurance coverage (or the level required: one-person or two-person coverage) as negotiated for MWTA members, for the remainder of his/her life. Upon separation from the District, the Principal's premium contribution will revert to a fixed flat rate amount equal to the contribution that is in effect at the time of retirement. The District shall pay the remaining cost of the premium of the appropriate insurance plan(s).
- (d) Effective for administrators hired on or after July 1, 2007, in order to qualify for District-provided health insurance benefits in retirement, the employee must have completed a minimum of ten (10) years of service with the District.
- (e) The District has established a flexible spending plan pursuant to IRS Section 125 Regulation. The Principal may utilize this plan for premium payments, dependent care, and unreimbursed medical expenses.
- (f) Upon eligibility, the Principal will receive Medicare Part B reimbursement from the District.

In-Service Death Benefit

In the event of the death of the administrator, while still in the employ of the District, the District will pay \$12,000 to the employee's beneficiary within seventy-two (72) hours, or as soon thereafter as possible.

Unused Sick Leave

At retirement (or at the death) of the Principal, unused accumulated sick leave days will be paid at the rate of \$80.00 per day to a maximum of 220 days. This payment would be a non-elective contribution into a 403(b) account.

Association Dues

The District encourages its supervisors to participate in their trade associations, believing that such affiliation will provide professional growth and exposure opportunities. The Madrid-Waddington Central School District will provide the annual membership dues.

Salary Provisions

Contract Year 2022-23	\$97,516
Contract Year 2023-24	\$100,930
Contract Year 2024-25	\$104,462

Vacation and Holidays

The Principal shall receive 15 paid holidays and all days according to the school calendar. Other days off will occasionally be provided by the Superintendent consistent with work loads and school vacation schedules. Fifteen paid holidays are as follows:

Independence Day	Christmas Day	Juneteenth
Labor Day	New Year's Eve	
Columbus Day	New Year's Day	
Veterans Day	Martin Luther King Day	
Thanksgiving Day and Friday following	President's Day	
Christmas Eve	Good Friday	
	Memorial Day	

Miscellaneous Provisions

- Credit Union and other payroll deductions will be afforded to the Principal.
- Grievance Procedure – same as provided for in the MWCS Teachers' Contract.
- Layoff Procedure – same as provided for in the MWCS Teachers' Contract.
- Benefits hereafter negotiated for other recognized employee units will be provided to Principal.
- Due to the on demand nature of the position, the Principal shall have a data enabled smartphone provided by the District. Incidental personal use is permissible as the District understands it is unreasonable to expect the Principal to carry more than one cell phone.
- Legislation always supersedes the terms and conditions of this contract.
- Items not covered here will be covered by provisions and terms of employment already governed by established rules, regulations, and practices of the Board of Education and the School District.
- Principal is indemnified against legal action or lawsuit resulting from the performance of school related duties.
- Principal is expected to remain current and to attend professional conferences and/or workshops.
- Immediate supervisor will be the Superintendent of Schools, who will complete performance assessments at least annually.

Duration of the Contract

The duration of this contract shall be July 1, 2022 through June 30, 2025.

In witness hereof, the parties have hereunto set their hand and seal
this ____ day of _____, 2022.

Joseph K. Binion, Principal
Madrid-Waddington Central School

Eric Burke, Superintendent
Madrid-Waddington Central School

Bruce Durant, President
Board of Education

AGREEMENT

Between

Julie Abrantes, Fiscal Operations Manager
and the

Madrid-Waddington Central School District

July 1, 2022 – June 30, 2025

The Superintendent of Schools and Julie Bresett, Fiscal Operations Manager (FOM), for the Madrid-Waddington Central School District, agree to the following conditions of employment:

Sick and Personal Leave

- (a) FOM will receive on July 1 of each year of employment eighteen (18) sick leave days per year. Total sick leave days can accumulate to 300. The FOM may be included in the District's Sick Leave Bank if she so elects. Compensatory time based on work time outside the normal working day may be granted upon mutual agreement with the Superintendent.
- (b) FOM will be credited with three (3) personal leave days on July 1 of each year of employment with the District. Unused personal days shall roll over to accumulate with unused sick leave days at each year's end.
- (c) Three days bereavement leave, not to be deducted from personal or sick leave credit, will be provided for family death. Family shall mean: spouse, child, father, mother; father or mother-in-law, brother, sister; brother or sister-in-law, grandparents, grandchildren or other members of the immediate household.

Health Insurance

- (a) The District will provide health, hospitalization and prescription insurance utilizing the District/MWTA negotiated health insurance plan to the FOM and if applicable, his/her dependents. FOM shall annually contribute \$2500 toward the cost of the plan premium. The District shall pay the remaining cost of the premium.
- (b) If the FOM is eligible for health insurance coverage from another source outside the District provided plan, he/she may elect not to be covered by the health insurance plan provided by the Madrid-Waddington Central School District. If the FOM voluntarily elects to drop such coverage for the next school calendar year he/she shall notify the District by May 15 of the current year, and will receive the sum of four thousand dollars (\$4,000), payable in of two methods, 1) evenly distributed over 26 pays or 2) payable in 2 equal installments; the first given in the second paycheck in December and the second given in the first paycheck in June during the school year when District provided health coverage is not provided. If the FOM's

circumstances change (e.g. death, layoff or disability of spouse, marital status, etc.) he/she may reapply for coverage at any time. There will be no pro-ration of the \$4,000 for any member whose election to drop coverage is voided during the fiscal year.

(c) If this agreement is extended and the herein FOM retires into the New York State Retirement System from the Madrid-Waddington Central School District, the Board of Education will continue to provide family health insurance coverage (or the level required: one-person or two-person coverage) as negotiated for MWTAs members, for the remainder of his/her life. Upon separation from the District, the FOM agrees to pay the lesser of \$2500 or 10% toward the total cost of the applicable premium upon retirement. At age 65 the District will pay 100% of the total cost of the premium of the appropriate insurance plan as negotiated by the MWTAs.

(d) Upon eligibility, the FOM will receive Medicare Part B reimbursement from the District.

(e) This paragraph shall survive the term and be enforceable after the termination of this Agreement.

(f) Effective for administrative employees hired on or after July 1, 2007, in order to qualify for any District-provided health insurance benefits in retirement, the retired employee must have completed a minimum of ten (10) years of service with the District.

In-Service Death Benefit

In the event of the death of the FOM, while still in the employ of the District, the District will pay \$12,000 to the FOM's beneficiary within seventy-two (72) hours, or as soon thereafter as possible.

Unused Sick Leave

At retirement (or at the death) of the FOM, unused accumulated sick leave days will be paid at the rate of \$80.00 per day to a maximum of 300 days. This payment would be as a non-elective contribution into a 403(b) account.

Association Dues

The District encourages its supervisors to participate in their trade associations, believing that such affiliation will provide professional growth and exposure opportunities. The Madrid-Waddington Central School District will provide the annual membership dues.

Salary Provisions

Contract Year 2022-2023	Annual Salary \$115,369
Contract Year 2023-2024	Annual Salary \$119,407
Contract Year 2024-2025	Annual Salary \$123,587

The FOM will also act as the District Clerk pending yearly appointment by the Madrid-Waddington Central Board of Education at its annual reorganizational meeting.

Vacation and Holidays

FOM shall receive eight (8) days non-cumulative annual vacation and 15 paid holidays. These vacation days will be credited on July 1 of this agreement. Vacation allowance will also include all scheduled school vacations according to the school calendar exclusive of summer vacation. Vacations must be scheduled only after consultation with the Superintendent. Other days off will occasionally be provided by the Superintendent consistent with work loads and school vacation schedules. Fifteen paid holidays are as follows:

Independence Day	Christmas Day	Juneteenth
Labor Day	New Year's Eve	
Columbus Day	New Year's Day	
Veterans Day	Martin Luther King Day	
Thanksgiving Day and Friday following	President's Day	
Christmas Eve	Good Friday	
	Memorial Day	

Miscellaneous Provisions

- Credit Union and other payroll deductions will be afforded to the DFHR.
- Grievance Procedure – same as provided for in the MWCS Teachers' Contract.
- Layoff Procedure – same as provided for in the MWCS Teachers' Contract.
- Benefits hereafter negotiated for other recognized employee units will be provided to FOM.
- Due to the on demand nature of the position, the FOM shall have a data enabled smartphone provided by the District. Incidental personal use is permissible as the District understands it is unreasonable to expect the FOM to carry more than one cell phone.
- Legislation always supersedes the terms and conditions of this contract.
- Items not covered here will be covered by provisions and terms of employment already governed by established rules, regulations, and practices of the Board of Education and the School District.
- FOM is indemnified against legal action or lawsuit resulting from the performance of school related duties.
- FOM is expected to remain current and to attend professional conferences and/or workshops.

- Immediate supervisor will be the Superintendent of Schools, who will complete performance assessments at least annually.

Duration of the Contract

The duration of this contract shall be July 1, 2022 through June 30, 2025.
A minimum of sixty (60) days advanced notice is required should either party elect non-renewal of contract.

In witness hereof, the parties have hereunto set their hand and seal
this ____ day of _____, 2022.

Julie Abrantes
Fiscal Operations Manager
Madrid-Waddington Central School

Eric Burke, Superintendent
Madrid-Waddington Central School

Bruce Durant, President
Board of Education
Madrid-Waddington Central School

Non-Instructional/Business
Operations**SUBJECT: BUDGET ADOPTION**

The Board will review the recommended budget of the Superintendent and seek public input and feedback regarding the recommended budget including, but not limited to, holding a public budget hearing not less than seven nor more than 14 days prior to the Annual District Meeting and Election at which the budget vote is to occur. The Board may modify the recommended budget of the Superintendent prior to its submission to District voters. Final authorization of the proposed budget is dependent upon voter approval unless a contingency budget is adopted by the Board.

The District budget for any school year, or any part of the budget, or any proposition(s) involving the expenditure of money for that school year, will not be submitted for a vote of the qualified District voters more than twice.

The District budget, once adopted, becomes the basis for establishing the tax levy on real property within the District. The District will post its final annual budget and any multi-year financial plan adopted by the Board on its website.

Contingency Budget

In the event the original proposed budget is not approved at the Annual District Meeting and Election, the Board may resubmit the original proposed budget or a revised budget for voter approval, or individual propositions may be placed before District voters, at a special meeting held on the third Tuesday of June. If the voters fail to approve the second budget submittal, or budget proposition(s), or if the Board elects not to put the proposed budget to a public vote a second time, the Board must adopt a contingency budget with a tax levy that is no greater than the prior year's levy (i.e., 0% levy growth).

The administrative component of the contingency budget is capped at the lesser of:

- a) The percent of the administrative component to the total budget in the prior year's budget, not including the capital component; or
- b) The percent that the administrative component comprised in the last proposed defeated budget for the subsequent year, not including, the capital component.

Education Law §§ 1608, 1716, 1804, 1906, 1950, 2007, 2022, 2023, 2023-a, and 2601-a
8 NYCRR §170.3

NOTE: Refer also to Policy #5110 -- Budget Planning and Development

Adoption Date

Non-Instructional/Business
Operations**SUBJECT: ACCEPTANCE OF GIFTS, GRANTS, AND BEQUESTS TO THE DISTRICT**

The Board may accept gifts, donations, grants, or bequests (collectively "gifts") of money, real property, or personal property, as well as other merchandise, that add to the overall welfare of the District provided that acceptance is in accordance with existing laws and regulations. Donations to the District are fully tax deductible so long as the gift is used exclusively for public purposes. The Board may refuse any gift that constitutes a conflict of interest, gives an appearance of impropriety, or is not in its best interests. The Board will safeguard the District, the staff, and students from commercial exploitation, from special interest groups, and the like.

The Board will not accept any gifts which will place encumbrances on future Boards, or result in unreasonable additional or hidden costs to the District. The Board may, if it deems it necessary, request that gifts of equipment, facilities, or any item that requires upkeep and maintenance include funds to carry out maintenance for the foreseeable life of the donation.

The Board will not formally consider the acceptance of gifts until and unless it receives the offer in writing from the donor or grantor or their attorney or financial advisor. Any gifts donated to the Board and accepted on behalf of the District must be by official action and resolution passed by Board majority. The Board suggests that donors or grantors work first with school administrators in determining the nature of their gift prior to formal consideration for acceptance by the Board.

The Board is prohibited, in accordance with the New York State Constitution, from making gifts or charitable contributions with District funds.

Gifts to the District will be annually accounted for as required by Generally Accepted Accounting Principles (GAAP).

All gifts become District property. A letter of appreciation, signed by the President of the Board and the Superintendent, will be sent to donors or grantors in recognition of their contribution to the District. Letters will be sent in a timely manner and will acknowledge the possible tax deduction available to donors whose gifts qualify under IRS regulations.

New York State Constitution Article 8, § 1

Education Law §§ 404(1), 1604(44), 1709(12), 1709(12-a), 1709(12-b), 1718(2), 3701, and 3703

Real Property Tax Law 980-a(3)

Adoption Date

SUBJECT: FINANCIAL ACCOUNTABILITY

The District has internal controls in place to ensure that:

- a) The goals and objectives of the District are accomplished;
- b) Laws, regulations, policies, and good business practices are complied with;
- c) Audit recommendations are considered and implemented;
- d) Operations are efficient and effective;
- e) Assets are safeguarded; and
- f) Accurate, timely, and reliable data are maintained.

The District's governance and control environment will include the following:

- a) The District's code of ethics addresses conflict of interest transactions with Board members and employees. Transactions that are less-than-arm's length are prohibited. Less-than-arm's length is a relationship between the District and employees or vendors who are related to District officials or Board members.
- b) The Board requires corrective action for issues reported in the Certified Public Accountant's (CPA's) management letter, audit reports, the Single Audit, and consultant reports.
- c) The Board has established the required policies and procedures concerning District operations.
- d) The Board routinely receives and discusses the necessary fiscal reports including the:
 - 1. Treasurer's cash reports;
 - 2. Budget status reports;
 - 3. Revenue status reports;
 - 4. Quarterly extra-classroom activity fund reports; and
 - 5. Fund balance projections (usually starting in January).
- e) The District has a long-term (three to five years) financial plan for both capital projects and operating expenses.
- f) The District requires attendance at training programs for Board members, business officials, treasurers, claims auditors, and others to ensure they understand their duties and responsibilities and the data provided to them.

SUBJECT: FINANCIAL ACCOUNTABILITY (Cont'd.)

- g) The Board has an audit committee to assist in carrying out its fiscal oversight responsibilities.
- h) The District's information systems are economical, efficient, current, and up-to-date.
- i) All computer files are secured with passwords or other controls, backed up on a regular basis, and stored at an off-site or in a secure fireproof location.
- j) The District periodically verifies that its controls are working efficiently.
- k) The District requires all staff to take leave time during which time another staff member performs the duties of the staff on leave. Staff may also schedule transactions and other responsibilities to occur electronically before taking a leave.

Audit Response

Periodically, the District receives audit reports from the External (Independent) Auditor and/or the Office of the New York State Comptroller. The Board will review all audit recommendations in consultation with the Audit Committee and respond appropriately. Independent and Comptroller audit reports and the accompanying management letters will be made available for public inspection. The District will also timely post a copy of the annual external audit report or the Comptroller's final audit report on its website for a period of five years. Notice of the availability of independent and Comptroller audit reports will be published in the District's official newspaper or one having general circulation in the District. If there is no newspaper, notice must be placed in ten public places within the District.

Education Law § 2116-a(3-b)
8 NYCRR § 170.12
General Municipal Law §§ 33(2)(e) and 35(1), (2)

NOTE: Refer also to Policy #5572 -- Audit Committee

Adoption Date

Non-Instructional/Business
Operations**SUBJECT: SCHOOL SAFETY PLANS**

The District considers the safety of its students and staff to be of the utmost importance and is keenly aware of the evolving nature of threats to schools. As such, it will address those threats accordingly through appropriate emergency response planning. The District-wide school safety plan and the building-level emergency response plan(s) will be designed to prevent or minimize the effects of violent incidents and emergencies and to facilitate the coordination of schools and the District with local and county resources in the event of these incidents or emergencies. These plans will be reviewed and updated by the appropriate team on at least an annual basis and adopted by the Board by September 1 of each school year.

The Board will make the District-wide school safety plan available for public comment at least 30 days prior to its adoption. The District-wide school safety plan may only be adopted by the Board after at least one public hearing that provides for the participation of school personnel, parents, students, and any other interested parties. The District-wide school safety plan and any amendments must be submitted to the Commissioner, in a manner prescribed by the Commissioner, within 30 days of adoption, but no later than October 1 of each school year.

Building-level emergency response plan(s) and any amendments must be submitted to the appropriate local law enforcement agency and the state police within 30 days of adoption, but no later than October 1 of each school year. Building-level emergency response plan(s) will be kept confidential and are not subject to disclosure under the Freedom of Information Law (FOIL) or any other provision of law.

District-Wide School Safety Plan

District-wide school safety plan means a comprehensive, multi-hazard school safety plan that covers all school buildings of the District, addresses crisis intervention, emergency response and management at the District level, and has the contents as prescribed in Education Law and Commissioner's regulations.

The District-wide school safety plan will be developed by the District-wide school safety team appointed by the Board. The District-wide school safety team will include, but not be limited to, representatives of the Board, teacher, administrator, and parent organizations, school safety personnel, and other school personnel including bus drivers and monitors.

The District-wide school safety plan will include, but not be limited to:

- a) Policies and procedures for responding to implied or direct threats of violence by students, teachers, other school personnel including bus drivers and monitors, and visitors to the school, including threats by students against themselves, which includes suicide;

Non-Instructional/Business
Operations**SUBJECT: SCHOOL SAFETY PLANS (Cont'd.)**

- b) Policies and procedures for responding to acts of violence by students, teachers, other school personnel including bus drivers and monitors, and visitors to the school, including consideration of zero-tolerance policies for school violence;
- c) Appropriate prevention and intervention strategies, such as:
 - 1. Collaborative arrangements with state and local law enforcement officials, designed to ensure that school safety officers and other security personnel are adequately trained, including being trained to de-escalate potentially violent situations, and are effectively and fairly recruited;
 - 2. Nonviolent conflict resolution training programs;
 - 3. Peer mediation programs and youth courts; and
 - 4. Extended day and other school safety programs;
- d) Policies and procedures for contacting appropriate law enforcement officials in the event of a violent incident;
- e) A description of the arrangements for obtaining assistance during emergencies from emergency services organizations and local governmental agencies;
- f) Procedures for obtaining advice and assistance from local government officials, including the county or city officials responsible for implementation of Executive Law Article 2-B, State and Local Natural and Man-Made Disaster Preparedness;
- g) The identification of District resources which may be available for use during an emergency;
- h) A description of procedures to coordinate the use of District resources and manpower during emergencies, including identification of the officials authorized to make decisions and of the staff members assigned to provide assistance during emergencies;
- i) Policies and procedures for contacting parents, guardians, or persons in parental relation to District students in the event of a violent incident or an early dismissal;
- j) Policies and procedures for contacting parents, guardians, or persons in parental relation to an individual District student in the event of an implied or direct threat of violence by the student against themselves, which includes suicide;
- k) Policies and procedures relating to school building security, including, where appropriate: the use of school safety officers, school security officers, and/or school resource officers; and security devices or procedures;

SUBJECT: SCHOOL SAFETY PLANS (Cont'd.)

- l) Policies and procedures for the dissemination of informative materials regarding the early detection of potentially violent behaviors, including, but not limited to, the identification of family, community, and environmental factors to teachers, administrators, school personnel including bus drivers and monitors, parents and other persons in parental relation to students of the District or Board, students, and other persons deemed appropriate to receive the information;
- m) Policies and procedures for annual multi-hazard school safety training for staff and students, provided that the District must certify to the Commissioner that all staff have undergone annual training by September 15 on the building-level emergency response plan which must include components on violence prevention and mental health, provided further that new employees hired after the start of the school year will receive training within 30 days of hire or as part of the District's existing new hire training program, whichever is sooner;
- n) Procedures for the review and conduct of drills and other exercises to test components of the emergency response plan, including the use of tabletop exercises, in coordination with local and county emergency responders and preparedness officials;
- o) The identification of appropriate responses to emergencies, including protocols for responding to bomb threats, hostage-takings, intrusions, and kidnappings;
- p) Strategies for improving communication among students and between students and staff and reporting of potentially violent incidents, such as the establishment of youth-run programs, peer mediation, conflict resolution, creating a forum or designating a mentor for students concerned with bullying or violence, and establishing anonymous reporting mechanisms for school violence;
- q) A description of the duties of hall monitors and any other school safety personnel, the training required of all personnel acting in a school security capacity, and the hiring and screening process for all personnel acting in a school security capacity;
- r) A system for informing all educational agencies within the District of a disaster;
- s) The designation of the Superintendent or designee, as the District Chief Emergency Officer whose duties will include, but not be limited to:
 - 1. Coordinating the communication between school staff, law enforcement, and other first responders;
 - 2. Leading the efforts of the District-wide school safety team in the completion and yearly update of the District-wide school safety plan and the coordination of the District-wide school safety plan with the building-level emergency response plan(s);

SUBJECT: SCHOOL SAFETY PLANS (Cont'd.)

3. Ensuring staff understanding of the District-wide school safety plan;
 4. Ensuring the completion and yearly update of building-level emergency response plans for each school building;
 5. Assisting in the selection of security related technology and development of procedures for the use of the technology;
 6. Coordinating appropriate safety, security, and emergency training for District and school staff, including required training in the emergency response plan;
 7. Ensuring the conduct of required evacuation and lock-down drills in all District buildings as required by law; and
 8. Ensuring the completion and yearly update of building-level emergency response plan(s) by the dates designated by the Commissioner; and
- t) Protocols for responding to a declared state disaster emergency involving a communicable disease that are substantially consistent with the provisions in Labor Law Section 27-c.

Building-Level Emergency Response Plan

Building-level emergency response plan means a building-specific school emergency response plan that addresses crisis intervention, emergency response and management at the building level and has the contents as prescribed in Education Law and Commissioner's regulations. As part of this plan, the District will define the chain of command in a manner consistent with the National Incident Management System (NIMS)/Incident Command System (ICS).

Building-level emergency response plan(s) will be developed by the building-level emergency response team. The building-level emergency response team is a building-specific team appointed by the building principal, in accordance with regulations or guidelines prescribed by the Board. The building-level emergency response team will include, but not be limited to, representatives of teacher, administrator, and parent organizations, school safety personnel and other school personnel including bus drivers and monitors, community members, local law enforcement officials, local ambulance, fire officials, or other emergency response agencies, and any other representatives the Board deems appropriate.

Classroom door vision panels will not be covered except as outlined in the building-level emergency response plan.

**SUBJECT: FIRE AND EMERGENCY DRILLS, BOMB THREATS, AND BUS
EMERGENCY DRILLS****Fire and Emergency Drills**

The administration of each school building will instruct and train students on appropriate emergency responses, through fire and emergency drills, in the event of a sudden emergency.

Fire and emergency drills will be held at least 12 times in each school year; eight of these will be completed by December 31. Eight of all drills will be evacuation drills, four will be through use of the fire escapes on buildings where fire escapes are provided or identified secondary exits. The other four drills will be lock-down drills. Drills will be conducted at different times of the school day. Students will also be instructed in the procedures to be followed in the event that a fire occurs during the regular school lunch period or assembly, however, this additional instruction may be waived if a drill is held during the regular lunch period or assembly.

Summer School

At least two additional drills will be held during summer school in buildings where summer school is held, and one of these drills will be held during the first week of summer school.

After-School Programs, Events, or Performances

The building principal or designee will require those in charge of after-school programs, events, or performances attended by any individuals unfamiliar with that school building, to announce at the beginning of these programs the procedures to be followed in the event of an emergency.

Bomb ThreatsSchool Bomb Threats

A bomb threat, even if later determined to be a hoax, is a criminal act. No bomb threat should be treated as a hoax when it is first received. Upon receiving any bomb threat, the school has an obligation and responsibility to ensure the safety and protection of the students and other occupants of the school. This obligation takes precedence over a search for a suspect object. Prudent action is dependent upon known information about the bomb threat-location, if any; time of detonation; etc. Specific procedures as to appropriate responses as a result of a bomb threat can be located in the building-level emergency response plan, as required by relevant law and regulation.

Non-Instructional/Business
Operations

**SUBJECT: FIRE AND EMERGENCY DRILLS, BOMB THREATS, AND BUS
EMERGENCY DRILLS (Cont'd.)**

Police Notification and Investigation

Appropriate law enforcement agencies must be notified by the building administrator or designee of any bomb threat as soon as possible after receiving the threat. Law enforcement officials will contact, as the situation requires, fire and/or county emergency coordinators according to the county emergency plan.

Implementation

The Superintendent or designee will develop written procedures to implement the terms of this policy. Additionally, these procedures will be incorporated in the District-wide school safety plan and the building-level emergency response plan, with provisions to provide written information to all staff and students regarding emergency procedures by October 1 of each school year, an annual drill to test the emergency response procedures under each of its building-level emergency response plans; and the annual review of the District-wide and building-level emergency response plans, along with updates as necessary, by September 1, as mandated by law or regulation.

Bus Emergency Drills

The administration will conduct a minimum of three emergency drills to be held on each school bus during the school year. The first drill will be conducted during the first seven days of school, the second drill between November 1 and December 31, and the third drill between March 1 and April 30. No drills will be conducted when buses are on routes.

Students who ordinarily walk to school will also be included in the drills. Students attending public and nonpublic schools who do not participate in regularly scheduled drills will also be provided drills on school buses, or as an alternative, will be provided classroom instruction covering the content of these drills.

Each drill will include practice and instruction in the location, use, and operation of the emergency exits, fire extinguishers, first-aid equipment, and windows as a means of escape in the event of fire or accident. Similarly, students will be instructed on all topics mandated by relevant sections of the Education Law and Commissioner's regulations, including, but not limited to, the following:

- a) Safe boarding and exiting procedures with specific emphasis on when and how to approach, board, disembark, and move away from the bus after disembarking;
- b) Advancing at least 15 feet in front of the bus before crossing the highway after disembarking;

**SUBJECT: FIRE AND EMERGENCY DRILLS, BOMB THREATS, AND BUS
EMERGENCY DRILLS (Cont'd.)**

- c) Specific hazards encountered during snow, ice, rain, and other inclement weather, including, but not necessarily limited to, poor driver visibility, reduced vehicular control, and reduced hearing; and
- d) Orderly conduct as bus passengers.

The administration of the drills will be in accordance with the New York State Education Department's Bus Safety Drill Guide and Compliance Form.

Instruction on Use of Seat Belts

When students are transported on school buses, the District will ensure that all students who are transported on any school bus owned, leased, or contracted for by the District will receive instruction on the use of seat safety belts. This instruction will be provided at least three times each year to both public and nonpublic school students who are so transported and will include, but not be limited to:

- a) Proper fastening and release of seat safety belts;
- b) Acceptable adjustment and placement of seat safety belts on students;
- c) Times at which the seat safety belts should be fastened and released; and
- d) Acceptable placement of the seat safety belts when not in use.

Education Law §§ 807, 2801-a, 3623, and 3635-a

Penal Law Article 240

8 NYCRR §§ 100.2(c), 155.17, and 156.3

NOTE: Refer also to Policy #5681 -- School Safety Plans

Adoption Date

Non-Instructional/Business
Operations**SUBJECT: SCHOOL BUS SAFETY**

The safe transportation of students to and from school is of primary concern in the administration of the school bus program. All state laws and regulations pertaining to the safe use of school buses will be observed by drivers, students, and school personnel.

Use of Portable Electronic Devices Prohibited

For purposes of this policy, and in accordance with applicable law, the terms below will be defined as follows:

- a) "Portable electronic device" means any mobile telephone (hand-held or "hands-free"), personal digital assistant (PDA), portable device with mobile data access, laptop computer, pager, broadband personal communication device, two-way messaging device, electronic game, portable computing device, or any other electronic device when used to input, write, send, receive, or read text for present or future communication.
- b) "Using" means holding a portable electronic device while viewing, taking or transmitting images, playing games, or for the purpose of present or future communication: performing a command or request to access a world wide web page, composing, sending, reading, viewing, accessing, browsing, transmitting, saving, or retrieving email, text messages, instant messages, or other electronic data.
- c) "In operation" means that the bus engine is running, whether in motion or not.

The use of portable electronic devices by a school bus driver at times the vehicle is in operation on the roadway poses a potential safety risk. All school bus drivers are prohibited from using portable electronic devices while the bus is in operation.

All school bus drivers' personal portable electronic devices must be placed in the "off" position when in the possession of the school bus driver while the bus is in operation. Portable electronic devices, including cell phones, may be used in case of emergency.

Safety Rules and Inspections

The Transportation Supervisor, in cooperation with the principals, has the responsibility of developing and publishing safety rules to be followed by drivers and passengers, including rules of student conduct. In order to ensure maximum safety to those riding school buses, it is necessary that students and drivers cooperate in this effort.

Non-Instructional/Business
Operations**SUBJECT: SCHOOL BUS SAFETY (Cont'd.)**

*If District owns the buses (insert these two paragraphs):

All buses and other vehicles owned and operated by the District will have frequent safety inspections, and will be serviced regularly. The Transportation Supervisor will maintain a comprehensive record of all maintenance performed on each vehicle.

Every bus driver is required to report promptly to the Transportation Supervisor any school bus accident, regardless of the severity, involving death, injury, or property damage.

Education Law § 3623

Vehicle and Traffic Law §§ 509-a(7), 509-i(1-b), 1174, 1225-c, and 1125-d

8 NYCRR § 156.3

17 NYCRR §§ 720.2, 721.1, and 721.2

NOTE: Refer also to Policies #5683 -- Fire and Emergency Drills, Bomb Threats, and Bus
Emergency Drills
#5761 -- Drug and Alcohol Testing for School Bus Drivers

Adoption Date

Non-Instructional/Business
Operations**SUBJECT: QUALIFICATIONS OF BUS DRIVERS**

A person will be qualified to operate a bus only if that person:

- a) Is at least 21 years of age;
- b) Has been issued an appropriate driver's license which is valid for the operation of a bus in New York State;
- c) Has passed the annual bus driver physical examination administered in accordance with Commissioner of Education and Commissioner of Motor Vehicles regulations. In no case will the interval between physical examinations exceed a 13-month period;
- d) Is not disqualified to drive a motor vehicle under any provision of law or regulation;
- e) Has on file at least three statements from three different persons who are not related by either blood or marriage to the driver or applicant pertaining to the moral character and to the reliability of the driver or applicant;
- f) Has completed, or is scheduled to complete, required New York State Education Department safety programs;
- g) Is in compliance with federal law and regulations, as well as District policy and/or regulations, as it pertains to meeting the standards governing alcohol and controlled substance testing of bus drivers if and when applicable;
- h) Has taken and passed a physical performance test approved by the Commissioner of Education at least once every two years and/or following a period of being unavailable for service for 60 or more consecutive days from their scheduled work duties. In no case will the interval between physical performance tests exceed 25 months; and
- i) Is in compliance with all other laws and regulations for operating a school bus, including licensing and training requirements.

Special Requirements for New Bus Drivers

Before employing a new bus driver, the Superintendent or designee will:

- a) Require the person to pass a physical examination within eight weeks prior to the beginning of service;
- b) Obtain a driving record from the appropriate agency in every state in which the person resided, worked, and/or held a driver's license or learner's permit during the preceding three years;
- c) Investigate the person's employment record during the preceding three years;

SUBJECT: QUALIFICATIONS OF BUS DRIVERS (Cont'd.)

Before employing a new bus driver, the Superintendent or designee will:

- d) Require the person to submit to the mandated fingerprinting procedures and criminal history background check;
- e) Request the Department of Motor Vehicles to initiate a driving record abstract check; and
- f) Require that newly hired bus drivers take and pass the physical performance test, as mandated by Commissioner's regulations, before they transport students.

Occasional Drivers

Under Commissioner's regulations, an occasional driver is defined as a certified teacher who is employed by a school district or Board of Cooperative Educational Services (BOCES) whose employment does not include serving as either a regular or substitute school bus driver. Occasional drivers used for other than regular routes are not required to fulfill the training required for regular school bus drivers.

Omnibus Transportation Employee Testing Act of 1991, (Public Law 102-143)
49 USC § 521(b)
Education Law § 3624
Vehicle and Traffic Law Article 19-A
8 NYCRR § 156.3
15 NYCRR Part 6 and § 3.2

NOTE: Refer also to Policy #5761 -- Drug and Alcohol Testing for School Bus Drivers

Adoption Date

Personnel

SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY**Overview**

The District is committed to creating and maintaining an environment which is free from discrimination and harassment. This policy addresses employment discrimination. It is just one component of the District's overall commitment to maintaining a discrimination and harassment-free educational and work environment.

Consistent with this commitment and in accordance with law and regulation, the District is an equal opportunity employer that does not discriminate against any employee or applicant for employment in its programs and activities on the basis of any legally protected class or category including, but not limited to: age; race; creed; religion; color; national origin; sexual orientation; gender identity or expression; military status; sex; disability; predisposing genetic characteristics; familial status; marital status; status as a victim of domestic violence; and criminal arrest or conviction record.

The District adopts this policy as part of its effort to provide for the prompt and equitable resolution of complaints of employment discrimination. The District will promptly respond to reports of employment discrimination, ensure that all investigations are conducted within a reasonably prompt time frame and under a predictable fair grievance process that provides due process protections, and impose disciplinary measures and implement remedies when warranted.

Inquiries about this policy may be directed to the District's Civil Rights Compliance Officer(s) (CRCO(s)).

Reporting Allegations of Employment Discrimination

Any person may report employment discrimination regardless of whether they are the alleged victim or not. Reports of employment discrimination may be made orally or in writing to the District's CRCO or any other District employee including, but not limited to, a supervisor or building principal.

All District employees who witness or receive an oral or written report of employment discrimination must immediately inform the CRCO. Failure to immediately inform the CRCO may subject the employee to discipline up to and including termination. If the CRCO is unavailable, including due to a conflict of interest or other disqualifying reason, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity. If the District has not designated another CRCO, the Superintendent will ensure that another person with the appropriate training and qualifications is appointed to act as the CRCO.

Additionally, District employees must comply with reporting requirements in any other applicable District policy or document. Applicable policies or documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District.

Personnel

SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY (Cont'd.)**Grievance Process for Complaints of Employment Discrimination**

The District will act to promptly, thoroughly, and equitably investigate all complaints, whether oral or written, of employment discrimination and will promptly take appropriate action to protect individuals from further discrimination.

Various District policies and documents address employment discrimination. These policies and documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District. All complaints will be handled in accordance with the applicable District policies and/or documents.

The determination as to which District policies and/or documents are applicable is fact specific, and the CRCO may work with other District staff to determine which District policies and/or documents are applicable to the specific facts of the complaint.

If an investigation reveals that employment discrimination has occurred, the District will take immediate corrective action as warranted. This action will be taken in accordance with applicable law and regulation, as well as any applicable District policy, regulation, procedure, collective bargaining agreement, third-party contract, or other document such as the District's *Code of Conduct*.

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

The District prohibits retaliation against any individual because the individual made a report or complaint, testified, assisted, or participated or refused to participate in an investigation, proceeding, or hearing related to a complaint of employment discrimination.

Complaints of retaliation may be directed to the CRCO. If the CRCO is unavailable, including due to a conflict of interest or other disqualifying reason, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity. If the District has not designated another CRCO, the Superintendent will ensure that another person with the appropriate training and qualifications is appointed to act as the CRCO.

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

8 USC § 1324b

29 USC § 206

42 USC § 1981

Age Discrimination in Employment Act of 1967 (ADEA), 29 USC § 621 et seq.

Americans with Disabilities Act (ADA), 42 USC § 12101 et seq.

Genetic Information Non-Discrimination Act (GINA), 42 USC § 2000ff et seq.

Personnel

SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY (Cont'd.)

National Labor Relations Act (NLRA), 29 USC § 151 et seq.
Section 504 of the Rehabilitation Act of 1973, 29 USC § 790 et seq.
Title VI of the Civil Rights Act of 1964, 42 USC § 2000d et seq.
Title VII of the Civil Rights Act of 1964, 42 USC § 2000e et seq.
Title IX of the Education Amendments Act of 1972, 20 USC § 1681 et seq.
Uniformed Services Employment and Reemployment Rights Act (USERRA), 38 USC § 4301 et seq.
28 CFR Part 35
29 CFR Chapter I – National Labor Relations Board
29 CFR Chapter XIV – Equal Employment Opportunity Commission
34 CFR Parts 100, 104, and 106
45 CFR Part 86
Civil Rights Law §§ 40, 40-a, 40-c, 47-a, 47-b, and 48-a
Civil Service Law §§ 75-b and 115
Correction Law § 752
Labor Law §§ 194-a, 201-d, 201-g, 203-e, 206-c, and 215
New York State Human Rights Law, Executive Law § 290 et seq.
Military Law §§ 242, 243, and 318
9 NYCRR § 466 et seq.

NOTE: Refer also to Policies #3420 -- Non-Discrimination and Anti-Harassment in the District
#3421 -- Title IX and Sex Discrimination
#6121 -- Sexual Harassment in the Workplace

Adoption Date

Personnel

SUBJECT: SEXUAL HARASSMENT IN THE WORKPLACE**Overview**

The District is committed to creating and maintaining an environment which is free from discrimination and harassment. Sexual harassment is one form of workplace discrimination. This policy addresses sexual harassment in the workplace. It is just one component of the District's overall commitment to maintaining a discrimination and harassment-free educational and work environment.

Sexual harassment is a form of employee misconduct, a violation of District policy, and unlawful. Employees of every level who engage in sexual harassment, including supervisory personnel who engage in sexual harassment, who knowingly allow such behavior to continue, or fail to report suspected sexual harassment will be subject to remedial and/or disciplinary action by the District. Sexual harassment may also subject the District to liability for harm to targets of sexual harassment. Harassers may also be individually subject to liability.

The District adopts this policy as part of its effort to provide for the prompt and equitable resolution of complaints of sexual harassment in the workplace. The District will promptly respond to reports of sexual harassment in the workplace, ensure that all investigations are conducted within a reasonably prompt time frame and under a predictable fair grievance process that provides due process protections, and impose disciplinary measures and implement remedies when warranted.

Inquiries about this policy may be directed to the District's Civil Rights Compliance Officer(s) (CRCO(s)) and/or Title IX Coordinator(s).

Scope and Application

This policy applies to all instances of sexual harassment perpetrated against a "covered person," regardless of immigration status, by anyone in the workplace, including a co-worker, supervisor, or third-party such as a non-employee, paid or unpaid intern, vendor, building security, visitor, volunteer, parent, or student. For purposes of this policy, a "covered person" includes:

- a) Employees;
- b) Applicants for employment;
- c) Paid or unpaid interns; and
- d) Non-employees, which include anyone who is (or is employed by) a contractor, subcontractor, vendor, consultant, or other person providing services pursuant to a contract in the workplace.

Personnel

SUBJECT: SEXUAL HARASSMENT IN THE WORKPLACE (Cont'd.)

Sexual harassment in the workplace can occur between any individuals, regardless of their sex or gender. Unlawful sexual harassment is not limited to the physical workplace itself. Sexual harassment can occur on school property and at school functions which, for purposes of this policy, means a school-sponsored or school-authorized extracurricular event or activity regardless of where the event or activity takes place, including any event or activity that may take place virtually or in another state. It can also occur while employees are traveling for District business. Calls, texts, emails, and social media usage can constitute unlawful workplace harassment, even if they occur away from school property, on personal devices, or during non-work hours. Accordingly, conduct or incidents of sexual harassment that create or foreseeably create a disruption within the District may be subject to this policy in certain circumstances.

Other District policies and documents such as regulations, procedures, collective bargaining agreements, and the District's *Code of Conduct* may address misconduct related to sexual harassment and may provide for additional, different, or more specific grievance procedures depending on a number of factors including, but not limited to, who is involved and where the alleged sexual harassment occurred. These documents must be read in conjunction with this policy. Applicable policies or documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District; and Policy #3421 -- Title IX and Sex Discrimination.

The dismissal of a complaint under one policy or document does not preclude action under another related District policy or document.

What Constitutes Sexual Harassment

Sexual harassment is a form of sex discrimination and is unlawful under federal, state, and (where applicable) local law. Sexual harassment includes harassment on the basis of sex, sexual orientation, self-identified or perceived sex, gender expression, gender identity, and the status of being transgender.

Under New York State Human Rights Law, sexual harassment is unlawful when it subjects an individual to inferior terms, conditions, or privileges of employment. Harassment need not be severe or pervasive to be unlawful, and can be any harassing conduct that consists of more than petty slights or trivial inconveniences.

Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex when:

Personnel

SUBJECT: SEXUAL HARASSMENT IN THE WORKPLACE (Cont'd.)

- a) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment, even if the reporting individual is not the intended target of the sexual harassment;
- b) Such conduct is made either explicitly or implicitly a term or condition of employment; or
- c) Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual's employment.

A sexually harassing hostile work environment includes, but is not limited to, words, signs, jokes, pranks, intimidation or physical violence which are of a sexual nature, or which are directed at an individual because of that individual's sex. Sexual harassment also consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient, which cause the recipient discomfort or humiliation, which interfere with the recipient's job performance.

Sexual harassment also occurs when a person in authority tries to trade job benefits for sexual favors. This can include hiring, promotion, continued employment or any other terms, conditions, or privileges of employment. This is also called "quid pro quo" harassment.

Any covered person who feels harassed should report the conduct so that any violation of this policy can be corrected promptly. Any harassing conduct, even a single incident, can be addressed under this policy.

Examples of Sexual Harassment

The following describes some actions that may constitute unlawful sexual harassment and that are strictly prohibited:

- a) Physical acts of a sexual nature, such as:
 - 1. Touching, pinching, patting, kissing, hugging, grabbing, brushing against another person's body or poking another person's body; and
 - 2. Rape, sexual battery, molestation or attempts to commit these assaults.
- b) Unwanted sexual advances or propositions, such as:
 - 1. Requests for sexual favors accompanied by implied or overt threats concerning the target's job performance evaluation, a promotion or other job benefits or detriments; and
 - 2. Subtle or obvious pressure for unwelcome sexual activities.
- c) Sexually oriented gestures, noises, remarks or jokes, or comments about a person's sexuality or sexual experience, which create a hostile work environment.

Personnel

SUBJECT: SEXUAL HARASSMENT IN THE WORKPLACE (Cont'd.)

- d) Sex stereotyping, which occurs when conduct or personality traits are considered inappropriate simply because they may not conform to other people's ideas or perceptions about how individuals of a particular sex should act or look.
- e) Sexual or discriminatory displays or publications anywhere in the workplace, such as pictures, posters, calendars, graffiti, objects, promotional material, reading materials, or other materials that are sexually demeaning or pornographic. This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace.
- f) Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity, and the status of being transgender, such as:
 - 1. Interfering with, destroying or damaging a person's workstation, tools or equipment, or otherwise interfering with the individual's ability to perform the job;
 - 2. Sabotaging an individual's work; and
 - 3. Bullying, yelling, or name-calling.

Prohibition of Retaliatory Behavior (Whistle-Blower Protection)

Unlawful retaliation can be any action that could discourage a covered person from coming forward to make or support a sexual harassment claim. Adverse action need not be job-related or occur in the workplace to constitute unlawful retaliation (e.g., threats of physical violence outside of work hours).

The District prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participate in the investigation of a complaint of sexual harassment. Such retaliation is unlawful under federal, state, and (where applicable) local law. The New York State Human Rights Law protects any individual who has engaged in "protected activity." Protected activity occurs when a person has:

- a) Made a complaint of sexual harassment, either internally or with any anti-discrimination agency;
- b) Testified or assisted in a proceeding involving sexual harassment under the Human Rights Law or other anti-discrimination law;
- c) Opposed sexual harassment by making an oral or informal complaint of harassment to a supervisor, building principal, other administrator, or the CRCO;

Personnel

SUBJECT: SEXUAL HARASSMENT IN THE WORKPLACE (Cont'd.)

- d) Reported that another employee has been sexually harassed; or
- e) Encouraged a fellow employee to report harassment.

Even if the alleged harassment does not turn out to rise to the level of a violation of law, the individual is protected from retaliation if the person had a good faith belief that the practices were unlawful. However, the retaliation provision is not intended to protect persons making intentionally false charges of harassment.

Reporting Allegations of Sexual Harassment

Preventing sexual harassment is everyone's responsibility. The District cannot prevent or remedy sexual harassment unless it knows about it. Any covered person who has been subjected to behavior that may constitute sexual harassment is encouraged to report such behavior to a supervisor, building principal, other administrator, or the CRCO. Anyone who witnesses or becomes aware of potential instances of sexual harassment should report such behavior.

Reports of sexual harassment may be made orally or in writing. A form for submission of a written complaint is posted on the District website, and all covered persons are encouraged to use this complaint form. Persons who are reporting sexual harassment on behalf of another person should use the complaint form and note that it is being submitted on another person's behalf.

District employees must comply with reporting requirements in any other applicable District policy or document. Applicable policies or documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District; and Policy #3421 -- Title IX and Sex Discrimination.

Any person who believes they have been a target of sexual harassment may also seek assistance in other available forums, as explained in this policy.

Supervisory Responsibilities

All supervisors, building principals, and other administrators who receive a complaint or information about suspected sexual harassment, observe what may be sexually harassing behavior or for any reason suspect that sexual harassment is occurring, are required to report such suspected sexual harassment to the CRCO. If the CRCO is unavailable, including due to a conflict of interest or other disqualifying reason, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity. If the District has not designated another CRCO, the Superintendent will ensure that another person with the appropriate training and qualifications is appointed to act as the CRCO.

Personnel

SUBJECT: SEXUAL HARASSMENT IN THE WORKPLACE (Cont'd.)

In addition to being subject to discipline if they engaged in sexually harassing conduct themselves, supervisors, building principals, and other administrators will be subject to discipline for failing to report suspected sexual harassment or otherwise knowingly allowing sexual harassment to continue.

Supervisors, building principals, and other administrators will also be subject to discipline for engaging in any retaliation.

Investigating Complaints of Sexual Harassment

All complaints or information about sexual harassment will be investigated, whether that information was reported in oral or written form. Investigations will be conducted in a timely manner, and will be confidential to the extent possible.

An investigation of any complaint, information or knowledge of suspected sexual harassment will be prompt and thorough, commenced immediately and completed as soon as possible. The investigation will be kept confidential to the extent possible. Disclosure may, however, be necessary to complete a thorough investigation of the charges and/or notify law enforcement officials. All persons involved, including complainants, witnesses, and alleged harassers will be accorded due process, as outlined below, and in accordance with any applicable collective bargaining agreements to protect their rights to a fair and impartial investigation.

The District will not tolerate retaliation against anyone who files complaints, supports another's complaint, or participates in an investigation regarding a violation of this policy.

While the process may vary from case to case, investigations should be done in accordance with the following steps:

- a) Upon receipt of a complaint, the CRCO will conduct an immediate review of the allegations, and take any interim actions (e.g., instructing the respondent to refrain from communications with the complainant), as appropriate.
If the CRCO is unavailable, including due to a conflict of interest or other disqualifying reason, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity. If the District has not designated another CRCO, the Superintendent will ensure that another person with the appropriate training and qualifications is appointed to act as the CRCO.
- b) All complaints of sexual harassment will be investigated regardless of the form in which those complaints are made. For oral complaints, the individual will be encouraged to complete the complaint form, which is available on the District website, in writing. If he or she refuses, a complaint form based on the oral report will be prepared. The complainant will be provided a copy of the completed complaint form.

Personnel

SUBJECT: SEXUAL HARASSMENT IN THE WORKPLACE (Cont'd.)

- c) If documents, emails, or phone records are relevant to the investigation, take steps to obtain and preserve them.
- d) Request and review all relevant documents, including all electronic communications.
- e) Interview all parties involved, including any relevant witnesses. If a student is involved, the District will follow all applicable District policies and procedures regarding questioning students.
- f) Create written documentation of the investigation (such as a letter, memo, or email), which contains the following:
 - 1. A list of all documents reviewed, along with a detailed summary of relevant documents;
 - 2. A list of names of those interviewed, along with a detailed summary of their statements;
 - 3. A timeline of events;
 - 4. A summary of prior relevant incidents, reported or unreported; and
 - 5. The basis for the decision and final resolution of the complaint, together with any corrective action(s).
- g) Keep the written documentation and associated documents in a secure and confidential location.
- h) Promptly notify the individual who reported and the individual(s) about whom the complaint was made of the final determination and implement any corrective actions identified in the written document.
- i) Inform the individual who reported of the right to file a complaint or charge externally as outlined in this policy.

Additionally, other District policies and documents address sexual harassment. These policies and documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District; and Policy #3421 -- Title IX and Sex Discrimination. All complaints will be handled in accordance with the applicable District policies and/or documents.

The determination as to which District policies and/or documents are applicable is fact specific, and the CRCO may work with other District staff such as the District's Title IX Coordinator(s) to determine which District policies and/or documents are applicable to the specific facts of the complaint.

Personnel

SUBJECT: SEXUAL HARASSMENT IN THE WORKPLACE (Cont'd.)

If an investigation reveals that sexual harassment has occurred, the District will take immediate corrective action as warranted. This action will be taken in accordance with applicable law and regulation, as well as any applicable District policy, regulation, procedure, collective bargaining agreement, third-party contract, or other document such as the District's *Code of Conduct*.

Annual Training

The District will provide a sexual harassment prevention training program to all employees on an annual basis. The training will be interactive and will include:

- a) An explanation of sexual harassment consistent with guidance issued by the Department of Labor in consultation with the Division of Human Rights;
- b) Examples of conduct that would constitute unlawful sexual harassment;
- c) Information concerning the federal and state statutory provisions concerning sexual harassment and remedies available to victims of sexual harassment;
- d) Information concerning employees' rights of redress and all available forums for adjudicating complaints; and
- e) Information addressing conduct by supervisors and any additional responsibilities for such supervisors.

Notification

The District will provide this policy to all employees in writing. The District will post this policy prominently throughout the District to the extent practicable.

At the time of hiring and at every annual sexual harassment prevention training program, the District will provide each employee a notice containing this policy and the information presented at the District's sexual harassment prevention training program.

This notice will be provided in English and in the language identified by the employee as his or her primary language, provided that the New York State Department of Labor Commissioner has published a template of the model materials in that language.

The notice will be delivered in writing, either in print or digitally. The notice will either link to or include, as an attachment or printed copy, the policy and training materials.

Personnel

SUBJECT: SEXUAL HARASSMENT IN THE WORKPLACE (Cont'd.)**Legal Protections and External Remedies**

Sexual harassment is not only prohibited by the District but is also prohibited by state, federal, and, where applicable, local law.

Aside from the District's internal process, individuals may also choose to pursue legal remedies with the following governmental entities. While a private attorney is not required to file a complaint with a governmental agency, an individual may seek the legal advice of an attorney.

In addition to those outlined below, individuals may have additional legal protections.

State Human Rights Law (HRL)

The HRL, codified as N.Y. Executive Law, art. 15, Section 290 et seq., applies to all employers in New York State with regard to sexual harassment, and protects covered persons, regardless of immigration status. A complaint alleging violation of the HRL may be filed either with the Division of Human Rights (DHR) or in New York State Supreme Court.

Complaints with DHR may be filed any time within one year (three years beginning August 12, 2020) of the harassment. If an individual did not file with DHR, they can sue directly in state court under the HRL, within three years of the alleged sexual harassment. An individual may not file with DHR if they have already filed a HRL complaint in state court.

Complaining internally to the District does not extend the time to file with DHR or in court. The one year or three years is counted from the date of the most recent incident of harassment.

Individuals do not need an attorney to file a complaint with DHR, and there is no cost to file with DHR.

DHR will investigate the complaint and determine whether there is probable cause to believe that sexual harassment has occurred. Probable cause cases are forwarded to a public hearing before an administrative law judge. If sexual harassment is found after a hearing, DHR has the power to award relief, which varies but may include requiring the District to take action to stop the harassment, or redress the damage caused, including paying of monetary damages, attorney's fees, and civil fines.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458. Individuals may call (718) 741-8400 or visit: www.dhr.ny.gov.

Contact DHR at (888) 392-3644 or visit dhr.ny.gov/complaint for more information about filing a complaint. The website has a complaint form that can be downloaded, filled out, notarized and mailed

Personnel

SUBJECT: SEXUAL HARASSMENT IN THE WORKPLACE (Cont'd.)

to DHR. The website also contains contact information for DHR's regional offices across New York State.

Civil Rights Act of 1964

The United States Equal Employment Opportunity Commission (EEOC) enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act (codified as 42 USC Section 2000e et seq.). An individual can file a complaint with the EEOC anytime within 300 days from the harassment. There is no cost to file a complaint with the EEOC. The EEOC will investigate the complaint, and determine whether there is reasonable cause to believe that discrimination has occurred, at which point the EEOC will issue a Right to Sue letter permitting the individual to file a complaint in federal court.

The EEOC does not hold hearings or award relief, but may take other action including pursuing cases in federal court on behalf of complaining parties. Federal courts may award remedies if discrimination is found to have occurred. In general, private employers must have at least 15 employees to come within the jurisdiction of the EEOC.

An individual alleging discrimination at work can file a "Charge of Discrimination." The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (TTY: 1-800-669-6820), visiting their website at www.eeoc.gov, or via email at info@eeoc.gov.

If an individual filed an administrative complaint with DHR, DHR will file the complaint with the EEOC to preserve the right to proceed in federal court.

Title IX

Title IX of the Education Amendments Act of 1972 prohibits discrimination on the basis of sex in any federally funded education program or activity. The U.S. Department of Education's Office for Civil Rights (OCR) enforces Title IX of the Education Amendments Act of 1972.

For more information about how to file a complaint, contact OCR at 800-421-3481 (TDD 800-877-8339) or visit: <https://www2.ed.gov/about/offices/list/ocr/docs/howto.html>. The website contains information about filing the complaint online, by mail, or by email.

Local Protections

Many localities enforce laws protecting individuals from sexual harassment and discrimination. An individual should contact the county, city, or town in which they live to find out if such a law exists.

Personnel

SUBJECT: SEXUAL HARASSMENT IN THE WORKPLACE (Cont'd.)Local Police Department

If the harassment involves unwanted physical touching, coerced physical confinement, or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

Title VII of the Civil Rights Act of 1964, 42 USC § 2000e et seq.

Title IX of the Education Amendments Act of 1972, 20 USC § 1681 et seq.

29 CFR § 1604.11(a)

34 CFR Subtitle B, Chapter I

Civil Service Law § 75-b

New York State Human Rights Law, Executive Law § 290 et seq.

Labor Law § 201-g

NOTE: Refer also to Policies #3420 -- Non-Discrimination and Anti-Harassment in the District
#3421 -- Title IX and Sex Discrimination
#7531 -- Sexual Harassment of Students

Adoption Date

Personnel

SUBJECT: EMPLOYEE MEDICAL EXAMINATIONS**Pre-employment Medical Examinations**

The District will not require applicants for positions to undergo a medical examination prior to an offer of employment. Further, the District will not make inquiries of a job applicant as to whether the applicant is an individual with a disability or as to the nature or severity of a disability. However, the District may make pre-employment inquiries into the ability of an applicant to perform job-related functions.

Examinations During Employment

The Board reserves the right to request a medical examination at any time during employment, at District expense, in order to determine whether an employee can perform the essential functions of the position with or without reasonable accommodation or for other valid employment reasons.

All bus drivers and substitute bus drivers must have yearly physical examinations. Each bus driver initially employed by the District will have a physical examination within the eight weeks prior to the beginning of service. In no case will the interval between physical examinations exceed a 13-month period.

All medical and health related information will be kept in accordance with the Health Insurance Portability and Accountability Act of 1996 (HIPAA).

Examinations and Inquiries

The District may conduct voluntary medical examinations, including voluntary medical histories, which are part of an employee health program available to employees at that work site. The District may make inquiries into the ability of an employee to perform job-related functions.

The District, however, will not require a medical examination and will not make inquiries as to whether the employee is an individual with a disability or as to the nature or severity of the disability, unless the examination or inquiry is shown to be job related and consistent with business necessity.

Personnel

SUBJECT: EMPLOYEE MEDICAL EXAMINATIONS (Cont'd.)

Americans with Disabilities Act (ADA), 42 USC § 12101 et seq.

Section 504 of the Rehabilitation Act of 1973, 29 USC § 790 et seq.

Health Insurance Portability and Accountability Act of 1996 (HIPAA), Public Law 104-191

28 CFR §§ 41.55 and 42.513

29 CFR §§ 1630.13 and 1630.14

34 CFR § 104.14

Civil Service Law § 72

Education Law §§ 913 and 3624

Vehicle and Traffic Law §§ 509-b, 509-d, and 509-g

8 NYCRR §§ 136.3 and 156.3

15 NYCRR Part 6

Adoption Date

Personnel

SUBJECT: TEMPORARY PERSONNEL

The District may need to utilize temporary appointments. The terms of these appointments will be defined by the Board on a case-by-case basis.

Student Teachers

The District will cooperate with teacher training institutions in the placement of student teachers to provide beginning teachers with the best possible student teaching experience.

Schools are required to allow student teachers to videotape themselves providing instruction in a classroom to meet part of their performance assessment requirements for teaching certification. The video must remain confidential, is a confidential record of the New York State Education Department (NYSED), and is not subject to viewing or disclosure to an individual or entity other than the student teacher applicant and relevant NYSED personnel.

Substitute Teachers

A substitute teacher is employed in the place of a regularly appointed teacher who is absent, but is expected to return. The Superintendent will employ appropriately qualified substitute teachers. It is recognized that fully certified persons will not always be available for employment as substitute teachers. The District will employ substitute teachers in accordance with law and regulation.

The Board will annually establish the rate for per diem substitute teachers.

8 NYCRR §§ 80-1.5 and 80-5.4

Adoption Date

Students

SUBJECT: DIGNITY FOR ALL STUDENTS**Overview**

The District seeks to create an environment free of harassment, bullying, and discrimination; to foster civility in its schools; and to prevent conduct that is inconsistent with its educational mission. This policy is just one component of the District's overall commitment to maintaining a discrimination and harassment-free educational and work environment.

The District, therefore, prohibits all forms of harassment and bullying of students by employees or other students on school property and at school functions. The District further prohibits discrimination against students, including, but not limited to, discriminatory acts based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex by employees or other students on school property and at school functions.

In addition, other acts of harassment, bullying, and/or discrimination that occur off school property may be subject to discipline or other corrective action, where such acts create 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 District adopts this policy as part of its effort to provide for the prompt and equitable resolution of complaints of harassment, bullying, and/or discrimination of students. The District will promptly respond to reports of harassment, bullying, and/or discrimination of students, ensure that all investigations are conducted within a reasonably prompt time frame and under a predictable fair grievance process that provides due process protections, and impose disciplinary measures and implement remedies when warranted.

Inquiries about this policy may be directed to the District's Dignity Act Coordinator(s) (DAC(s)).

Dignity Act Coordinator

In each of its schools, the District will designate at least one employee to serve as the DAC and receive reports of harassment, bullying, and/or discrimination. Each DAC will be:

- a) Approved by the Board;
- b) Licensed and/or certified by the Commissioner as a classroom teacher, school counselor, school psychologist, school nurse, school social worker, school administrator or supervisor, or Superintendent;
- c) Instructed in the provisions of the Dignity for All Students Act and its implementing regulations;

Students

SUBJECT: DIGNITY FOR ALL STUDENTS (Cont'd.)

- d) Thoroughly trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, and sex;
- e) Provided with training which addresses the social patterns of harassment, bullying, and discrimination, including, but not limited to, those acts based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, and sex;
- f) Provided with training in the identification and mitigation of harassment, bullying, and discrimination; and
- g) Provided with training in strategies for effectively addressing problems of exclusion, bias, and aggression in educational settings.

The District will widely disseminate the name, designated school, and contact information of each DAC to all school personnel, students, and parents or persons in parental relation by:

- a) Listing it in the *Code of Conduct*, with updates posted on the District's website;
- b) Including it in the *Code of Conduct's* plain language summary provided to all parents or persons in parental relation to students before the beginning of each school year;
- c) Providing it to parents or persons in parental relation in at least one District or school mailing or other method of distribution each school year, including, but not limited to, electronic communication and/or sending information home with each student. If the information changes, parents and persons in parental relation will be notified in at least one subsequent District or school mailing, or other method of distribution as soon as practicable thereafter;
- d) Posting it in highly visible areas of school buildings; and
- e) Making it available at the District and school-level administrative offices.

If a DAC vacates his or her position, the District will immediately designate another eligible employee as an interim DAC, pending approval of a successor DAC from the Board within 30 days of the date the position was vacated. In the event a DAC is unable to perform his or her duties for an extended period of time, the District will immediately designate another eligible employee as an interim DAC, pending the return of the previous individual to the position.

Students

SUBJECT: DIGNITY FOR ALL STUDENTS (Cont'd.)**Training and Awareness**

Each year, all employees will be provided with training to promote a supportive school environment that is free from harassment, bullying, and discrimination, and to discourage and respond to incidents of harassment, bullying, and/or discrimination. This training may be provided in conjunction with existing professional learning and will be conducted consistent with guidelines approved by the Board, and will include training to:

- a) Raise awareness and sensitivity to potential acts of harassment, bullying, and discrimination;
- b) Address social patterns of harassment, bullying, and discrimination;
- c) Inform employees on the identification and mitigation of harassment, bullying, and discrimination;
- d) Enable employees to prevent and respond to incidents of harassment, bullying, and discrimination;
- e) Make employees aware of the effects of harassment, bullying, cyberbullying, and discrimination on students;
- f) Provide strategies for effectively addressing problems of exclusion, bias, and aggression;
- g) Include safe and supportive school climate concepts in curriculum and classroom management; and
- h) Ensure the effective implementation of school policy on conduct and discipline.

Rules against harassment, bullying, and discrimination will be included in the *Code of Conduct*, publicized District-wide, and disseminated to all staff and parents or persons in parental relation. Any amendments to the *Code of Conduct* will be disseminated as soon as practicable following their adoption. The District will provide new employees with a complete copy of the current *Code of Conduct* upon beginning their employment, and distribute an age-appropriate summary to all students at a school assembly at the beginning of each school year.

Internal Reports and Investigations of Harassment, Bullying, and/or Discrimination

All District employees who witness or receive an oral or written report of harassment, bullying, and/or discrimination are required to take action. District employees must make an oral report promptly to the Superintendent or principal, their designee, or the DAC not later than one school day after witnessing or receiving an oral or written report of harassment, bullying, and/or discrimination. No later than two school days after making the oral report, the District employee must file a written report with the Superintendent or principal, their designee, or the DAC.

Students

SUBJECT: DIGNITY FOR ALL STUDENTS (Cont'd.)

The Superintendent or principal, their designee, or the DAC will lead or supervise the thorough investigation of all reports of harassment, bullying, and/or discrimination and ensure that all investigations are promptly completed after the receipt of a written report. In investigating any allegation, the investigator may seek the assistance of the District's Civil Rights Compliance Officer(s) (CRCO(s)) and/or Title IX Coordinator(s) in investigating, responding to, and remediating complaints of harassment, bullying, and/or discrimination.

Additionally, other District policies and documents address harassment, bullying, and discrimination of students. These policies and documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District; Policy #3421 -- Title IX and Sex Discrimination; Policy #7531 -- Sexual Harassment of Students; and the District's *Code of Conduct*. All complaints will be handled in accordance with the applicable District policies and/or documents.

The determination as to which District policies and/or documents are applicable is fact specific, and the DAC may work with other District staff such as the District's CRCO(s) and/or Title IX Coordinator(s) to determine which District policies and/or documents are applicable to the specific facts of the complaint.

When an investigation verifies a material incident of harassment, bullying, and/or discrimination, the Superintendent or principal, their designee, or the DAC will take prompt action, consistent with applicable laws and regulations as well as the District's *Code of Conduct*, reasonably calculated to end the harassment, bullying, and/or discrimination, eliminate any hostile environment, create a more positive school culture and climate, prevent recurrence of the behavior, and ensure the safety of the student or students against whom the behavior was directed.

The Superintendent or principal, their designee, or the DAC will promptly notify the appropriate local law enforcement agency when it is believed that any harassment, bullying, and/or discrimination constitutes criminal conduct.

Reporting Incidents**Reporting Incidents to the Superintendent**

At least once during each school year, each building principal will provide a report on data and trends related to harassment, bullying, and/or discrimination to the Superintendent in a manner prescribed by the District. This report will be used to submit the annual School Safety and the Educational Climate (SSEC) Summary Data Collection form to the State Education Department (SED).

Students

SUBJECT: DIGNITY FOR ALL STUDENTS (Cont'd.)**Reporting of Material Incidents to the Commissioner of Education**

Each school year, the District will submit to the Commissioner a report of material incidents of harassment, bullying, and/or discrimination that occurred during the school year in accordance with law and regulation. This report will be submitted in a manner prescribed by the Commissioner, on or before the basic educational data system (BEDS) reporting deadline or other date determined by the Commissioner.

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

Any person who has reasonable cause to suspect that a student has been subjected to harassment, bullying, and/or discrimination by an employee or student on school grounds or at a school function, and who acts reasonably and in good faith in reporting it to school officials, the Commissioner, or law enforcement authorities, or who otherwise initiates, testifies, participates, or assists in any formal or informal proceedings, will have immunity from any civil liability that may arise from making that report, or from initiating, testifying, participating, or assisting in those proceedings. The District also prohibits any retaliatory behavior directed against any complainant, victim, witness, or any other individual who participated in the reporting or investigation of an incident of alleged harassment, bullying, and/or discrimination.

Publication of District Policy

At least once during each school year, all employees, students, and parents or persons in parental relation will be provided with a written or electronic copy of this policy, or a plain-language summary of it. The policy or summary will include information relating to how students, parents or persons in parental relation, and employees may report harassment, bullying, and/or discrimination. Additionally, the District will maintain a current version of this policy on its website at all times.

Application

Nothing in this policy or its implementing regulations should be interpreted to preclude or limit any right or cause of action provided under any local, state, or federal ordinance, law or regulation including, but not limited to, any remedies or rights available under the Individuals with Disabilities Education Act, Title VII of the Civil Rights Law of 1964, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act of 1990.

Students

SUBJECT: DIGNITY FOR ALL STUDENTS (Cont'd.)

Education Law §§ 10-18 and 2801
8 NYCRR § 100.2

NOTE: Refer also to Policies #1330 -- Appointments and Designations by the Board
#3420 -- Non-Discrimination and Anti-Harassment in the District
#3421 -- Title IX and Sex Discrimination
#5670 -- Records Management
#6490 -- Use of Email in the District
#7310 -- Code of Conduct
#7531 -- Sexual Harassment of Students
#7552 -- Student Gender Identity
#7553 -- Hazing of Students
#8130 -- Equal Educational Opportunities
#8242 -- Civility, Citizenship, and Character Education/Interpersonal
Violence Prevention Education
District Code of Conduct

Adoption Date

Students

SUBJECT: HAZING OF STUDENTS

The District is committed to providing a safe, productive, and positive learning environment within its schools. Hazing activities are demeaning and abusive behaviors that harm victims, are inconsistent with the educational goals of the District, and may constitute criminal conduct. Consequently, hazing of students by other students or groups of students is strictly prohibited on school property, in school buildings, on school buses, by school-sponsored groups, clubs, or teams, and at school-sponsored events and/or activities whether occurring on or off-campus. Hazing is prohibited regardless of the victim's apparent willingness to participate in the activity.

For purposes of this policy, the term "hazing" is defined as any humiliating or dangerous activity expected of a student to join a group, regardless of their willingness to participate. Acts constituting hazing may range in severity from teasing or embarrassing a student to various forms of physical, emotional, and/or sexual abuse. Hazing behaviors include, but are not limited to:

- a) Humiliation: socially offensive, isolating, or uncooperative behaviors.
- b) Substance abuse: abuse of tobacco, alcohol, or illegal drugs.
- c) Other dangerous actions: hurtful, aggressive, destructive, and disruptive behaviors.

Hazing is a form of harassment and bullying and may constitute discrimination. Various District policies and documents address discrimination and harassment of students. These policies and documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District; Policy #3421 -- Title IX and Sex Discrimination; Policy #7551 -- Dignity for All Students; Policy #7531 -- Sexual Harassment of Students; and the District's *Code of Conduct*. As such, the District's response to reports of hazing will be handled in accordance with the applicable District policies and/or documents.

Education Law §§ 10-18, 1709-a, 2503-a, and 2801

Penal Law §§ 120.16 and 120.17

8 NYCRR § 100.2

NOTE: Refer also to Policies #3420 -- Non-Discrimination and Anti-Harassment in the District
#3421 -- Title IX and Sex Discrimination
#7310 -- Code of Conduct
#7531 -- Sexual Harassment of Students
#7551 -- Dignity for All Students
District Code of Conduct

Adoption Date

Instruction

SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES**Overview**

The District is committed to creating and maintaining an environment which is free from discrimination and harassment. This policy addresses the provision of equal educational opportunities to students. It is just one component of the District's overall commitment to maintaining a discrimination and harassment-free educational and work environment.

Consistent with this commitment and in accordance with law and regulation, the District provides equal opportunity for students and does not discriminate against any student enrolled in (or any candidate for admission to) its programs and activities on the basis of any legally protected class or category including, but not limited to: race; color; religion; disability; national origin; sexual orientation; gender identity or expression; military status; sex; age; marital status; pregnancy; parental status; weight; ethnic group; or religious practice. Further, the District provides equal access to its facilities to any group officially affiliated with the Boy Scouts of America or any other youth group listed in Title 36 (as a patriotic society).

The District adopts this policy as part of its effort to provide for the prompt and equitable resolution of complaints of discrimination. The District will promptly respond to reports of discrimination, ensure that all investigations are conducted within a reasonably prompt time frame and under a predictable fair grievance process that provides due process protections, and impose disciplinary measures and implement remedies when warranted.

Inquiries about this policy may be directed to the District's Civil Rights Compliance Officer(s) (CRCO(s)).

Educational Services for Married/Pregnant Students

The opportunity to participate in all of the programs and activities of the District will not be restricted or denied because of pregnancy, parenthood, or marriage. Pregnant students will be encouraged to remain and participate in District programs. The forms of instruction provided to these students may include any or all of the following:

- a) Remain in school with provisions for special instruction, scheduling, and counseling as needed;
- b) Receive home instruction;
- c) Attend BOCES programs.

The Superintendent or designee, in consultation with student services staff, the school physician, and the student's personal physician, may make program modifications which are feasible and necessary to accommodate the special needs of these students.

Instruction

SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES (Cont'd.)**Reporting Allegations of Discrimination**

In order for the District to enforce this policy, and to take corrective action as warranted, it is essential that students who believe that they have been a victim of discrimination, as well as any other person who has knowledge of or witnesses any possible discrimination, immediately report the alleged conduct or incident. Reports of discrimination may be made orally or in writing to any District employee including, but not limited to, a teacher, building principal, or CRCO.

All District employees who witness or receive an oral or written report of discrimination must immediately inform the CRCO. Failure to immediately inform the CRCO may subject the employee to discipline up to and including termination. If the CRCO is unavailable, including due to a conflict of interest or other disqualifying reason, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity. If the District has not designated another CRCO, the Superintendent will ensure that another person with the appropriate training and qualifications is appointed to act as the CRCO.

Additionally, District employees must comply with reporting requirements in any other applicable District policy or document. Applicable policies or documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District; Policy #3421 -- Title IX and Sex Discrimination; Policy #7551 -- Dignity for All Students; and the District's *Code of Conduct*.

Grievance Process for Complaints of Discrimination

The District will act to promptly, thoroughly, and equitably investigate all complaints, whether oral or written, of discrimination and will promptly take appropriate action to protect students from further discrimination.

Various District policies and documents address discrimination. These policies and documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District; Policy #3421 -- Title IX and Sex Discrimination; Policy #7551 -- Dignity for All Students; and the District's *Code of Conduct*. All complaints will be handled in accordance with the applicable District policies and/or documents.

The determination as to which District policies and/or documents are applicable is fact specific, and the CRCO may work with other District staff such as the District's Title IX Coordinator(s) and/or Dignity Act Coordinator(s) (DAC(s)) to determine which District policies and/or documents are applicable to the specific facts of the complaint.

If an investigation reveals that discrimination has occurred, the District will take immediate corrective action as warranted. This action will be taken in accordance with applicable law and regulation, as

Instruction

SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES (Cont'd.)

well as any applicable District policy, regulation, procedure, collective bargaining agreement, third-party contract, or other document such as the District's *Code of Conduct*.

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

The District prohibits retaliation against any individual because the individual made a report or complaint, testified, assisted, or participated or refused to participate in an investigation, proceeding, or hearing related to a complaint of discrimination.

Complaints of retaliation may be directed to the CRCO. If the CRCO is unavailable, including due to a conflict of interest or other disqualifying reason, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity. If the District has not designated another CRCO, the Superintendent will ensure that another person with the appropriate training and qualifications is appointed to act as the CRCO.

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

Age Discrimination Act of 1975, 42 USC § 6101 et seq.
Americans with Disabilities Act (ADA), 42 USC § 12101 et seq.
Equal Educational Opportunities Act of 1974, 20 USC § 1701 et seq.
Section 504 of the Rehabilitation Act of 1973, 29 USC § 790 et seq.
Title IV of the Civil Rights Act of 1964, 42 USC § 2000c et seq.
Title VI of the Civil Rights Act of 1964, 42 USC § 2000d et seq.
Title IX of the Education Amendments Act of 1972, 20 USC § 1681 et seq.
28 CFR Part 35
34 CFR Parts 100, 104, 106, 110, and 270
45 CFR Part 86
Civil Rights Law §§ 40, 40-c, and 47-b
Education Law §§ 10-18, 313, 2801, 3201, and 3201-a
New York State Human Rights Law, Executive Law § 290 et seq.
8 NYCRR § 100.2
9 NYCRR § 466 et seq.

NOTE: Refer also to Policies #3281 -- Use of Facilities by the Boy Scouts of America and Patriotic Youth Groups

#3420 -- Non-Discrimination and Anti-Harassment in the District

#3421 -- Title IX and Sex Discrimination

#7310 -- Code of Conduct

#7531 -- Sexual Harassment of Students

#7551 -- Dignity for All Students

District *Code of Conduct*

Adoption Date

Instruction

SUBJECT: CAREER AND TECHNICAL (OCCUPATIONAL) EDUCATION

The District recognizes the need for career and technical (occupational) education and reaffirms its policy of strengthening available career and technical education programs through utilization of any available federal and state funds for that purpose and supporting BOCES' programs. Accordingly, these programs may be offered by the District and/or through a BOCES.

Equal Opportunity

The District prohibits discrimination on the basis of any legally protected class or category including, but not limited to, race, color, creed, religion, disability, use of a service animal, national origin, sexual orientation, gender identity or expression, military status, sex, age, and marital status in any career and technical education program or activity of the District.

Career and technical education programs and activities will be readily accessible to students with disabilities.

Public Notification

Prior to the beginning of each school year or academic semester, the District will issue an appropriate public announcement which advises students, parents, employees, and the general public that career and technical education opportunities will be offered without regard to any legally protected class or category including, but not limited to: race; color; creed; religion; disability; use of a service animal; national origin; sexual orientation; gender identity or expression; military status; sex; age; and marital status. Included in this announcement will be the name, address, telephone number, and email address of the District's Civil Rights Compliance Officer(s) (CRCO(s)) and Title IX Coordinator(s).

Grievance Procedure

Various District policies and documents address discrimination. These policies and documents may include: Policy #3420 -- Non-Discrimination and Anti-Harassment in the District; Policy #3421 -- Title IX and Sex Discrimination; Policy #7551 -- Dignity for All Students; and the District's *Code of Conduct*. All complaints will be handled in accordance with the applicable District policies and/or documents.

Local Advisory Council

The Board will appoint a Local Advisory Council for Career Education. The Board may, with BOCES approval, utilize the BOCES Advisory Council as its Local Advisory Council.

Instruction

SUBJECT: CAREER AND TECHNICAL (OCCUPATIONAL) EDUCATION (Cont'd.)

Age Discrimination Act of 1975, 42 USC § 6101 et seq.
Americans with Disabilities Act (ADA), 42 USC § 12101 et seq.
Equal Educational Opportunities Act of 1974, 20 USC § 1701 et seq.
Section 504 of the Rehabilitation Act of 1973, 29 USC § 790 et seq.
Title IV of the Civil Rights Act of 1964, 42 USC § 2000c et seq.
Title VI of the Civil Rights Act of 1964, 42 USC § 2000d et seq.
Title IX of the Education Amendments Act of 1972, 20 USC § 1681 et seq.
28 CFR Part 35
34 CFR Parts 100, 104, 106, 110, and 270
45 CFR Part 86
Civil Rights Law §§ 40, 40-c, and 47-b
Education Law Article 93 and §§ 10-18, 313, 2801, 3201, and 3201-a
New York State Human Rights Law, Executive Law § 290 et seq.
8 NYCRR §§ 100.2 and 141 et seq.
9 NYCRR § 466 et seq.

NOTE: Refer also to Policies #3420 -- Non-Discrimination and Anti-Harassment in the District
#3421 -- Title IX and Sex Discrimination
#7531 -- Sexual Harassment of Students
#7551 -- Dignity for All Students
#8130 -- Equal Educational Opportunities
District Code of Conduct

Adoption Date

Instruction

SUBJECT: INSTRUCTION IN CERTAIN SUBJECTS

Generally, the Board has the authority to prescribe the course of study in the schools of the District. However, there are general curriculum areas and specific topics in which the District must prescribe instruction. All students in the District will receive instruction in accordance with any applicable laws and regulations.

Driver Education

A driver education course may be offered under the conditions set forth by the New York State Education Department and Commissioner's regulations.

Gifted and Talented Students

The Board will provide appropriate educational programs for students identified as gifted and talented.

Physical Education Class

All students, except those with medical excuses, will participate in physical education in accordance with the Commissioner's regulations, which require that all students attend and participate in physical education as follows:

- a) All students in grades K through 3 will participate in a daily program for a minimum of 120 minutes per week. All students in grades 4 through 6 will participate in a program three times per week for a minimum of 120 minutes per week. The minimum time devoted to these programs (K through 6) is exclusive of any time that may be required for dressing and showering.
- b) Students in grades 5 through 6 that are in a middle school will participate in the physical education program a minimum of three periods per calendar week during one semester of each school year and two periods during the other semester, or a comparable time each semester if the school is organized in other patterns.
- c) All secondary students (in grades 7 through 12) will have the opportunity for regular physical education, but not less than three times per week in one semester and two times per week in the other semester or for a comparable time each semester if the school is organized in other patterns. For students in grades 10 through 12 only, a comparable time each semester will be provided if students have demonstrated acceptable levels of physical fitness, physical skills, and knowledge of physical education activities in extra class programs or out-of-school activities approved by the physical education staff and the school administration.
- d) For grades K through 12, a district may provide an equivalent program as approved by the Commissioner of Education.

Instruction

SUBJECT: INSTRUCTION IN CERTAIN SUBJECTS (Cont'd.)

An excuse from physical education class may be accepted from a licensed physician for medical reasons or a licensed chiropractor for conditions of the spine.

Any student who is temporarily or permanently unable to participate in the regular program of physical education will be provided with adaptive physical education that meets their particular needs.

Health and Mental Health Education

The District's health education program recognizes the multiple dimensions of health by including instruction related to:

- a) Mental health;
- b) The relation of physical and mental health;
- c) The misuse and abuse of alcohol, tobacco, and other drugs; and
- d) The prevention and detection of certain cancers.

This instruction will enhance student understanding, attitudes, and behaviors that promote health, well-being, and human dignity.

Health education programs provided by the District will be designed according to the needs and abilities of the students at successive grade levels in accordance with applicable laws and regulations.

Education Law Article 90 and §§ 803, 804, 806-a, 1709, and 3204
8 NYCRR Part 142 and §§ 100.2(c), 107.2, 135.1, 135.3, and 135.4

Adoption Date