

**BABYLON UNION FREE SCHOOL DISTRICT
50 RAILROAD AVENUE
BABYLON, NEW YORK 11702**

**ANNUAL SCHOOL BOARD REORGANIZATIONAL MEETING/REGULAR BUSINESS MEETING
AGENDA - REVISED
JULY 7, 2022**

The Babylon Board of Education and Administration welcomes your attendance at Board of Education meetings. Board meetings, including public comment periods, are meetings of the board in public, not meetings of the public. It is critical that boards be able to conduct their business without disruption. While public comments are not required by law, the Board of Education recognizes the value of community participation. As such, public comment affords community members the opportunity to address the Board of Education on matters under consideration. The procedure for public participation during the public portion of the meeting designated for this purpose is as follows:

- Those who address the Board must do so from the podium only and must state their name. The Board President will indicate when comments are permitted and will maintain order for each speaker.
- Speakers will have three minutes to comment. As the three-minute mark approaches, speakers will be prompted to finish their thought.
- All attendees will be respectful while a speaker is addressing the Board. All comments are to be directed only to the Board.
- The Board will not permit “polling” of Board members by speakers.
- After speakers have had an opportunity to do so, the Board of Education and/or Administration will do their best to provide responses to questions or comments.
- Public discussion on matters relating to staff and students, at which their reputation, privacy or rights to due process, or those of others could in some way be violated, is prohibited. Additionally, neither the Board nor Administration will discuss questions from the public regarding collective bargaining negotiations or legal matters. Please share personnel compliments or concerns with the Board in writing. You may deliver your statement to our district clerk and/or email your statement to members of the school board at boe@babylonufsd.com
- All in attendance at the Board of Education Public Meeting must conduct themselves in a respectful manner. Personal attacks on individual board members, administrators, staff or any other person will not be tolerated and may be cause to adjourn the meeting.

Thank you for your cooperation

- I. **CALL TO ORDER:** 6:30 p.m.
- II. **EXECUTIVE SESSION:** It is anticipated that upon a majority vote of the total membership of the Board, a motion to meet in Executive Session to discuss specific collective bargaining, personnel issues, and/or other specific matters appropriate for executive session in accordance with the Open Meetings Law will be considered. Following executive session the Board will reconvene in the Babylon Junior-Senior High School Library at approximately 7:00 p.m.
- III. **PLEDGE OF ALLEGIANCE**
District Clerk
- IV. **ADMINISTRATION OF OATH:**
 - a. Swearing in of elected Board Members by District Clerk: Ari McKenzie, Donna Noesi
 - b. Swearing in of the Superintendent of Schools Mrs. Linda J. Rozzi (through 7/31/22)
- V. **ELECTION OF OFFICERS:**
 - a. Nominations for President of the Board
 - b. Swearing in of the Board President
 - c. Nominations of Vice President of the Board
 - d. Swearing in of the Board Vice President
- VI. **APPOINTMENT OF OFFICERS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Officers for the 2022-2023 school year as follows:

a. District Treasurer	-	Samantha Clancy
b. Deputy Treasurer	-	Florence Lathbury
c. District Clerk	-	Linda McGarvey
d. District Clerk Pro Term	-	President of the Board of Education
e. Deputy District Clerk	-	Deirdre Lunetta
- VII. **OTHER APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the listed appointments for the 2022-2023 school year as follows:
 - a. School Attorneys - Guercio & Guercio, LLP.

b. Internal Auditor	-	Nawrocki Smith LLP
c. Internal Claims Auditor	-	Dennehy Accounting Services, Inc.
d. School Physicians	-	Dr. Jack Geffken & Dr. Carl Soranno
e. School Representative for Chapter I Funds	-	Deirdre Lunetta
f. Section 504 Appeals Officer	-	Travis Davey (through 7/31/22)
g. Title IX Coordinator	-	Travis Davey (through 7/31/22)
h. Records Access Officer	-	Deirdre Lunetta
i. Records Access Appeals Officer	-	Linda J. Rozzi (through 7/31/22)
	-	Brian Conboy (as of 8/1/22)
j. Asbestos Compliance Officer	-	Robert Lorefice
k. Homeless Liaison	-	Dennis McGovern
l. Alternate Homeless Liaison	-	Linda J. Rozzi (through 7/31/22)
	-	Brian Conboy (as of 8/1/22)
m. Surrogate Parent	-	Lisa Drake
n. Residency Hearing Officer	-	Linda J. Rozzi and Travis Davey (through 7/31/22)
	-	Brian Conboy (as of 8/1/22)
o. Impartial Hearing Officers	-	As per the attached approved rotational list from VESID
p. Data Protection Officer	-	Charles Dwyer
q. Chief Election Inspector/ Assistant Clerk @ \$16.00/hour	-	Nancy Sharapata Alternate: Karen Parrish
r. Board of Registrars/Election Workers/ Election Inspectors @ \$15.00/hour Election Inspectors Nursing Home @\$25.00/hour	-	Eileen Scudlo, Laura Lynn Browning, Karen Parrish, Corneilus O'Connell, Lowell Simpson, Richard Rotzman, Evelyn Ericksen, Anthony Rizzo

VII. **APPOINTMENT OF ELECTION WORKERS: RESOLVED**, that on the recommendation of the Superintendent of Schools, the Board of Education hereby authorizes the District Clerk/Deputy District Clerk to amend the list of Election Inspectors/Poll Coordinators, Chief Election Inspectors and Chairpersons for the 2023-2024 school district election and budget vote, without further Board approval, in the event that additional individuals are needed to facilitate the election and budget vote.

IX. **DESIGNATIONS RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following Designations for the 2022-2023 school year as follows:

a. Official Bank Depositories - All Funds	-	JP Morgan Chase, Webster Bank, Teachers Federal Credit Union, Wells Fargo
b. Regular Monthly Business Meetings	-	Once each month unless otherwise specified
c. School Board Meetings for the 2022/2023 SY	-	As attached
d. Official Newspapers of the District	-	The Beacon, South Bay Neighbor News

X. **AUTHORIZATIONS RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following Authorizations for the 2022-2023 school year as follows:

a. Chief School Officer to Certify Payrolls	-	Linda J. Rozzi (through 7/31/22)	
	-	Brian Conboy as of (8/1/22)	
b. School Purchasing Agent	-	Deirdre Lunetta	
c. Alternate Purchasing Agent	-	Samantha Clancy	
d. Authorization to Establish Petty Cash Funds:			
1. High School	-	Al Cirone & Karin Colletti	\$100
2. Grade School	-	Jeffrey Haubrich & Debbie Melito	\$100
3. Elementary School	-	Thomas Keogh & Maryann Musumeci	\$100
4. Business Office	-	Deirdre Lunetta & Carmella Safina	\$100
5. Buildings & Grounds Office	-	Robert Lorefice & Karen Bustamante (through 8/31/22)	\$100
6. Food Service Office	-	Deirdre Lunetta & Nancy Padrone	\$100/bldg.
e. Designation of Authorized Signatures on Checks:			
1. All Funds	-	Samantha Clancy, District Treasurer and/or Florence Lathbury, Deputy Treasurer	
2. Alternate Funds	-	Florence Lathbury, Deputy Treasurer	
f. Authorization of the Chief School Officer to			

- | | | |
|---|---|--|
| Approve Budget Transfers up to \$7,500
as per Board Policy | - | Linda J. Rozzi (through July 31, 2022) |
| | - | Brian Conboy (as of August 1, 2022) |
| g. Authorization to Establish Substitute Lists | - | Linda J. Rozzi & Travis Davey (through July 31, 2022)
Brian Conboy & TBD (as of August 1, 2022) |
| h. Authorization to Approve Attendance at
Professional Meetings and/or Conferences | - | Linda J. Rozzi (through July 31, 2022) |
| | - | Brian Conboy (as of August 1, 2022) |
| i. Authorization to Approve Board Members'
Attendance at Meetings and/or Conferences | - | Linda J. Rozzi (through July 31, 2022) |
| | - | Brian Conboy (as of August 1, 2022) |
| j. Authorization to sign Federal Aid
Applications (PL 874) | - | Linda J. Rozzi (through July 31, 2022) & Deirdre Lunetta |
| | - | Brian Conboy (as of August 1, 2022) & Deirdre Lunetta |
- XI. **BONDING OF PERSONNEL: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the Bonding of Personnel for the 2022-2023 school year as follows:
- a. Renewal of Treasurer's Bond in the amount of \$250,000.
 - b. Renewal of Blanket Bond in the amount of \$20,000.
- XII. **APPOINTMENTS TO CSE: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following appointments to CSE for the 2022-2023 school year:
- | | | |
|------------------------|---|--|
| Chairperson | - | Lisa Consolo |
| Alternate Chairpersons | - | Steve Vaccaro, Jessica Linder, Allison Lepore, Marissa Scholl
Patricia Bocchimuzzo, Dennis McGovern, Elaine DiGiacomo |
| Psychologists | - | Jessica Linder, Patricia Bocchimuzzo, Allison Lepore |
| Physician | - | Dr. Geffken & Dr. Soranno |
| Child's Teacher | - | Regular Education or Special Education |
| Parent Members | - | Rochelle Rugulo, Lisa Drake |
- XIII. **APPOINTMENTS TO CPSE: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following appointments to CPSE for the 2022-2023 school year:
- | | | |
|------------------------|---|---|
| Chairperson | - | Lisa Consolo |
| Alternate Chairpersons | - | Steve Vaccaro, Jessica Linder, Allison Lepore, Marissa Scholl
Patricia Bocchimuzzo, Dennis McGovern, Elaine DiGiacomo, |
| Psychologists | - | Jessica Linder, Patricia Bocchimuzzo, Allison Lepore |
| Municipality | - | Representative from Suffolk County |
| Evaluator | - | Representative from the program that has
completed an evaluation on the preschool child |
| Parent Members | - | Rochelle Rugulo, Lisa Drake |
- XIV. **NYSSBA LEGISLATIVE LIAISON: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves Carol Dell'Erba as the NYSSBA Legislative Liaison for the 2022-2023 school year.
- XV. **RE-ADOPTION OF BOARD POLICIES: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education re-adopts all currently approved Board of Education policies and regulations for the 2022-2023 school year.
- XVI. **AUTHORIZATION OF CONDITIONAL APPOINTMENTS: RESOLVED**, that the Board of Education hereby authorizes the Superintendent of Schools to make conditional appointment(s) of coaches, advisors, support staff and/or professional staff other than administrators during the 2022-2023 school year, under emergency circumstances when the Board of Education is not available to meet. The Board of Education will confirm or terminate employment of said individual(s) at the next regular scheduled Board of Education meeting.
- XVII. **SECTION 18 OF THE PUBLIC OFFICERS LAW OF THE STATE OF NEW YORK: WHEREAS**, Section 18 of the Public Officers law of the State of New York authorizes municipal corporations, including Boards of Education, to adopt supplemental defense and indemnification provisions to those contained in the

Education Law, and **WHEREAS**, the statute authorized Boards of Education to defend, indemnify and save harmless, members of the Board of Education and current and former officers, agents and employees of the Board of Education in connection with any claims asserted of judgment obtained against such Board members, officers, agents or employees in any State or Federal Court, or in the amount of any settlement of any such claim, provided the act or omission from which such judgment or claim arose occurred while the board member, officer, agent or employee was acting within the scope of his/her office or employment, **BE IT THEREFORE RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education of the Babylon Union Free School District hereby adopts the supplemental defense and indemnification provisions contained in Section 18 of the Public Officers Law for all Board members, officers, agents and employees. This coverage shall supplement and shall be in addition to the coverage available to such persons under other enactments, including but not limited to the Education Law of the State of New York.

XVIII. **ADJOURN REORGANIZATION MEETING: RESOLVED**, that the Board of Education adjourns the Annual Reorganizational Meeting and convenes the Regular Business Meeting.

XIX. Approval of Minutes of the Regular Business Meeting of June 13, 2022.

XX. Approval of Treasurer's and Business Office Financial Reports and Extra Curricular Fund Report for June 2022.

XXI. Superintendent's Report

- a. News and Updates Around the District
- b. Questions/Comments from Visitors

XXII. New Business

1. **RESIGNATION: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education accepts the resignation of Travis Davey, Assistant Superintendent for Curriculum & Instruction, effective July 31, 2022 with best wishes in his new professional endeavors.
2. **RESIGNATION: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education accepts the resignation of Karen Bustamante, Administrative Assistant, effective August 31, 2022, with best wishes on her retirement.
3. **LEAVE OF ABSENCE: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the unpaid leave of absence of Samantha Geller, Special Education Teacher, effective September 1, 2022 through December 9, 2022.
4. **LEAVE OF ABSENCE: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the unpaid leave of absence of Cecilia Kaufmann, Special Education Teacher, effective September 1, 2022 through December 9, 2022.
5. **RESIGNATION: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education accepts the resignation of Melissa Callahan, as Grade 7-12 Science Curriculum Coordinator, effective July 18, 2022.
6. **LEAVE OF ABSENCE: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the request from Melissa Callahan, Science Teacher, for a two-year unpaid leave of absence effective July 18, 2022 to July 17, 2024.
7. **PROBATIONARY ASSISTANT PRINCIPAL APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Melissa Callahan as probationary Assistant Principal, effective July 18, 2022 through July 17, 2026. Compensation for the 2022-2023 school year will be \$141,000 (prorated). The Board of Education authorizes the Memorandum of Agreement (MOA) between the District and Ms. Callahan. Ms. Callahan holds certification as a School Building Leader.
8. **PROBATIONARY SPECIAL EDUCATION TEACHER: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Jamie Preziosi as a Probationary Special Education Teacher effective September 1, 2022 to September 1, 2026*. Compensation for this assignment to be Step 1/MA of the 2022-2023 Babylon Teachers' Association contract. Ms. Preziosi

holds New York State certification in Students with Disabilities and Early Childhood Education Birth-Grade 2 and Students with Disabilities and Childhood Education Grades 1-6. (\$64,092)

9. **PROBATIONARY SCIENCE TEACHER: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Heather Adamski as a Probationary Science Teacher effective September 1, 2022 to September 1, 2026*. Compensation for this assignment to be Step 1/MA of the 2022-2023 Babylon Teachers' Association contract. Ms. Adamski holds New York State certification in Chemistry (\$64,092).
10. **PROBATIONARY ART TEACHER: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Cristina Calvano as a Probationary Art Teacher effective September 1, 2022 to September 1, 2026*. Compensation for this assignment to be Step 1/MA of the 2022-2023 Babylon Teachers' Association Contract. Ms. Calvano holds New York State certification in Visual Arts (\$64,092).
11. **PART-TIME (.5) PHYSICAL EDUCATION TEACHER: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Olivia Stegner as a part-time (.5) Physical Education Teacher effective September 1, 2022 to June 30, 2023. Compensation for this assignment to be Step 1/MA of the 2022-2023 Babylon Teachers' Association contract, prorated. Ms. Stegner holds New York State certification in Physical Education (\$32,046).
12. **LEAVE REPLACEMENT TEACHER APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Ashley Jones as a full-year leave replacement teacher for the 2022-2023 school year to cover Melissa Callahan. Compensation for this appointment to be Step 2/MA of the 2022-2023 Babylon Teachers Association Contract (\$66,092).
13. **LEAVE REPLACEMENT TEACHER APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Nicole Bartolotta as a leave replacement teacher for Samantha Geller effective September 1, 2022 through December 9, 2022. Compensation for this appointment to be Step 2/MA of the 2022-2023 Babylon Teachers Association Contract prorated (\$66,092).
14. **CASUAL APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following casual appointment from September 1, 2022 to June 30, 2025. Compensation for this position to be in accordance with the 2022-2023 Babylon Teachers' Association Contract. (\$9,492).

Grades 7-12 Curriculum Coordinator

Mathematics 7-12 Linda Fama

15. **CASUAL APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following casual appointments from September 1, 2022 to June 30, 2023. Compensation for these positions to be in accordance with the 2022-2023 Babylon Teachers' Association Contract.

Director of Technology 7-12	Steve Silipo	(\$9492)
Dean of Discipline 7-12	Michael Collins	(\$9492)
APPR Facilitator	Robert Richardelli	(\$8524)

Administrative Assistants

High School	Philip Grande	(\$8524)
High School	Keith Fasano	(\$8524)
High School	Barbara Small	(\$8524)
Elementary School	Patricia Bocchimuzzo	(\$5069)

K-6 Lead Teachers

Grade K – Emilee Rahner	(\$1624)
Grade 1 - Yani Rodriguez	(\$1624)
Grade 2 – Danielle Vedder	(\$1624)

Grade 3 - Lisa Lang	(\$1624)
Grade 4 - Kelly Arcoleo	(\$1624)
Grade 5 - Donna Hendrickson	(\$1624)
Grade 6 - Christopher Tordy	(\$1624)
Special Education (K-6) - Kim Gentile	(\$4134)
Special Area (BES) – Elizabeth Losito	(\$1624)
Special Area (BMGS) – Kerrin Brennan	(\$1624)
Lead Nurse - Grace McHugh	(\$5000)

16. **CASUAL APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following student teaching placement for the Fall 2022 semester:

<u>Student Teacher</u>	<u>Area</u>	<u>Cooperating Teacher</u>
Hunter Howard	Elementary Education	Bernadette Forthmuller

17. **PERMANENT SUBSTITUTE APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Patrick Metzger as a building permanent substitute teacher at the Jr/Sr High School effective September 1, 2022 to June 30, 2023. Compensation for this assignment to be at the substitute teacher per diem rate of pay scale: Days: 1-30 \$110.00; Days: 31-60 \$120.00; Days: 61-90 \$130.00; Over 91 days: \$140.00.
18. **PROVISIONAL PROMOTIONAL TRANSFER: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the provisional promotional transfer of Joanne Mineo as twelve-month Senior Office Assistant at the Grade School effective August 8, 2022. Compensation for this appointment to be in accordance with the 2022-2023 Clerical/Nursing/Network & Systems Technicians Association contract (\$47,140 prorated).
19. **CLERICAL CONSULTANT CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the clerical consultant contract of Carol Feudi, dated July 1, 2022 through July 22, 2022, to assist with onboarding a new District Clerk/Secretary to Superintendent/Assistant Superintendent for Curriculum and Instruction.
20. **CASUAL APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the stipend of Florence Lathbury from July 1, 2022 to June 30, 2023 as Deputy Treasurer (\$3,247).
21. **CONFIDENTIAL STIPEND: RESOLVED** that upon the recommendation of the Superintendent of Schools, the Board of Education approves a confidential stipend for Theresa Pluschau effective July 1, 2022 to June 30, 2023, in the amount of \$3,247.
22. **CONFIDENTIAL STIPEND: RESOLVED** that upon the recommendation of the Superintendent of Schools, the Board of Education approves a confidential stipend for Carmella Safina effective July 1, 2022 to June 30, 2023, in the amount of \$3,247.
23. **CASUAL APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints the following coaching appointments for the Fall 2022 season. Compensation for these appointments to be in accordance with the 2022/2023 Babylon Teachers' Association Contract.

Varsity Cheerleading	Kara Bochicchio	\$5,893
Varsity Boys Cross Country	Chris Pedersen	\$5,893
Varsity Girls Cross Country	Adam Geller	\$5,893
JH Cross Country	Eric Solnick	\$4,862
Varsity Field Hockey	Emilee Rahner	\$5,893
Varsity Football	Rick Punzone	\$8,404

Assistant Varsity Football	Bill Singleton	\$7,540
Assistant Varsity Football	Vinny DeLapi	\$7,540
Assistant Varsity Football	Tim Halvorsen	\$7,540
JH Football	John Greaney	\$4,862
JH Football	Rob Andrews	\$4,862
Varsity golf	Mike Sinclair	\$5,911
JV golf	Mike Russo	\$5,048
Varsity Gymnastics	Steve Silipo	\$7,583
Assistant Varsity Gymnastics	Samantha Sasso	\$5,996
Varsity Boys Soccer	Dennis McGovern	\$5,893
Assistant Varsity Boys Soccer	Kyle Cropsey	\$5,048
JV Boys Soccer	Ed Aromando	\$5,048
JH Boys Soccer	Mike Birnbaum	\$4,862
JH Boys Soccer	Alex Marange	\$4,862
Varsity Girls Soccer	Olivia Stegner	\$5,893
Assistant Varsity Girls Soccer	Trish Evangelista	\$5,048
JV Girls Soccer	Kelsey Ferguson	\$5,048
JH Girls Soccer	Nicole Blair	\$4,862
JH Girls Soccer	Melissa Pascarella	\$4,862
JV Girls Tennis	Chris Morra	\$5,048
JH Girls Tennis	Lauren Heck	\$4,862
Varsity Girls Volleyball	Samantha Czczotka	\$7,583
JV Volleyball	Brenda Mayo	\$5,996
Girls Swimming (Supervisor)	Jaime Harrison	\$1,045
Fall Weight Room Supervision	Danny McHugh	\$1,045
Athletic Trainer	Professional PT contract	\$35,000

24. **PART-TIME SCHOOL LUNCH MANAGER APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Nancy Padrone as a part-time school lunch manager effective July 1, 2022 to June 30, 2023. Compensation for this assignment to be \$400.00/day, not to exceed 2.5 days per week.

25. **FOOD SERVICE APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following food service appointments from September 1, 2022 to June 30, 2023. Compensation for these positions to be in accordance with the 2022-2023 Cafeteria Association Contract.

Title	Name	Compensation
Cooks	Madeline Rivas (GS)	\$24.73/hour
	Justine Allagio (ES)	\$24.73/hour
	Alicia Metzger (HS)	\$24.73/hour
Part-time Food Service Workers	Chiara Altman (HS)	\$19.48/hour
	Angela Houston-Mohr (HS)	\$19.48/hour
	Gayle McGuickian (HS)	\$19.48/hour
	Christine Pekurney (HS)	\$19.48/hour
	Donna Byrnes (GS)	\$19.48/hour
	Karen Werner (GS)	\$19.48/hour

	Karen Jarvis (ES)	\$19.48/hour
Café Clerk	Margaret Kelland	\$22.94/hour
Substitute Food Service Workers	Linda Decutiis	\$15.00/hour
	Bruno Estevez	\$15.00/hour
	Priscilla Florez	\$15.00/hour

26. **PART-TIME CUSTODIAL APPOINTMENTS AMENDED: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following part-time custodial appointments effective July 1, 2022 to June 30, 2023. Compensation for these positions to be at the part-time custodial rate of pay of \$16.00/hour.

Richard Heuwetter	Charles Jacob	George JaVurek
Brian Ryan	William Sadousky	Jose Luis Abreu Fernandez
Andy Vita	Sean Loudon	

27. **CASUAL APPOINTMENTS EXTENDED SCHOOL YEAR AMENDED: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following casual appointments for the Extended School Year Program from July 7, 2022 to August 17, 2022. Compensation for these positions to be in accordance with the 2022-2023 Aides and Monitors agreement at the hourly rates of Step 1 - \$18.62 Step 2-\$18.94, Step 3-\$19.30:

Special Education Aides: Karen Altieri, Ellen Altieri, Marie Gangone, Jeanie Flaughter, Claire Joseph, Meeghan Weidenmueller, Heather Tenety, Amanda Guerra, Diane Szuchy.

Substitute Aides: Eileen Martin; Erica Byrnes

28. **PART-TIME MONITOR APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves Farzana Karimi as part-time monitor at the Babylon Memorial Grade School effective July 1, 2022 to August 31, 2022. Compensation for this position to be in accordance with the 2022-2023 Aides and Monitors agreement at the hourly rates of the following: Step 1 - \$18.62; Step 2-\$18.94, Step 3-\$19.30.

29. **APPOINTMENT FIRST AID/CPR TRAINER: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education appoints Grace McHugh as the First Aid/CPR Trainer for the 2022-2023 school year. Compensation for this appointment to be \$90.00/hour.

30. **APPOINTMENT DISTRICT REPRESENTATIVES: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education of the Babylon UFSD designates District representatives for the 2022-2023 school year to have the authority to initiate referrals to the Committee on Special Education pursuant to NYS Education Law 4401-a(1): Linda J. Rozzi (through July 31, 2022); Brian Conboy (as of August 1, 2022), Lisa Consolo, Jeffrey Haubrich, Jessica Linder, Travis Davey (through July 31, 2022), Al Cirone, Patricia Bocchimuzzo, Dennis McGovern, Steve Vaccaro, Dennis Murphy, Lauren Fretto, Allison Waters, Thomas Keogh. All other professional staff shall be authorized to request a referral to the District Director for Special Education which shall be made on the form approved by the District Director for Special Education.

31. **APPOINTMENT BUILDING LEVEL 504 COORDINATORS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointments of the following staff as Building Level 504 Accommodation Plan Coordinators for the 2022-2023 school year:

Elementary School: Thomas Keogh, Principal; Patricia Bocchimuzzo, School Psychologist

Alternate: Lisa Consolo, District Director of Special Education

Grade School: Jeffrey Haubrich, Principal; Lauren Fretto, Assistant Principal;

Jessica Linder, School Psychologist

Alternate: Lisa Consolo, District Director of Special Education

Junior-Senior High School: Al Cirone, Principal; Melissa Callahan, Assistant Principal; Allison Waters, School Psychologist

Alternate: Lisa Consolo, District Director of Special Education

32. **ESTABLISHMENT OF BUILDING FACILITY USAGE HOURLY RATE: RESOVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education establishes the overtime hourly rate of pay for facility, food service and field light usage for the 2022-2023 school year as follows:
- | | |
|-------------------|--------------|
| Food Service | \$37.10/hour |
| Security Service | \$18.00/hour |
| Custodial Service | \$47.31/hour |
| Field Lights | \$20.00/hour |
33. **GUERCIO & GUERCIO CONTRACTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education authorizes the President of the Board of Education to execute a contract between the Babylon Union Free School District and Guercio & Guercio, LLP for the General Counsel Contract and Labor Counsel Contract from July 1, 2022 to June 30, 2023, fee structure as per contract. (\$44,500)
34. **CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the physician consulting services agreement between the Babylon UFSD and Dr. Carl A. Soranno for the 2022-2023 school year, fee structure as per contract. (\$5,000 yearly fee).
35. **MEDICAL SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the medical services contract between the Babylon UFSD and Dr. Jack Geffken for the 2022-2023 school year, fee structure as per contract. (\$11,000).
36. **INTERNAL CLAIMS AUDITOR AGREEMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education authorizes the President of the Board of Education to execute an agreement between the Babylon Union Free School District and Dennehy Accounting Services, Inc. for internal claims auditing services from July 1, 2022 to June 30, 2023. The annual service fee for 2022-2023 is \$19,306.
37. **INTERNAL AUDITOR AGREEMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education authorizes the President of the Board of Education to execute an agreement between the Babylon Union Free School District and Nawrocki Smith LLP for internal auditing services performed from July 1, 2022 to June 30, 2023. The annual service fee for 2022-2023 is \$30,000.
38. **FINANCIAL ADVISORY AGREEMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the financial advisory agreement between Munistat Municipal Financial Advisory Service and the Babylon Union Free School District effective July 1, 2022 to June 30, 2023, fee structure as per contract. For Bond issues: a base fee of \$5,700 for the TAN's and \$2,000 for the SEC filing.
39. **WRIGHT RISK MANAGEMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the agreement between the Babylon Union Free School District, and Wright Risk Management to act as a third-party administrator for the district's self-funded workers compensation program for the 2022-2023 school year. The annual service fee for 2022-2023 is \$16,483.20.
40. **IRS 403B PLAN SERVICES AGREEMENT REINSTATEMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the services agreement reinstatement between the Babylon Union Free School District and OMNI Group for the 2022-2023 school year. The annual service fee for the 2022-2023 school year is \$2,040.00.
41. **PUPIL BENEFITS: RESOLVED**, that upon the recommendation of the Superintendent of Schools the Board of Education approves the agreement between the Babylon Union Free School District and Brown and Brown (Philadelphia Insurance Companies) for pupil benefits for the 2022-2023 school year at a total premium of \$34,993.
42. **AGREEMENT FOR DIRECT DISTRIBUTION-NYS OFFICE OF GENERAL SERVICES: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of

Education approves the agreement between Babylon Union Free School District and the State of New York, Office of General Services-Division of Food Distribution and Warehousing governing the distribution of government commodity foods to the District's food services program for the 2022-2023 school year.

43. **LONG ISLAND SCHOOL NUTRITION DIRECTORS' COOPERATIVE BID: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following resolution:

WHEREAS, it is the plan of a number of public school districts in Nassau/Suffolk Counties, New York to bid jointly on selected Food Service Commodities, Food and Food Service Supplies for the 2022-2023 school year;

WHEREAS, Babylon Union Free School District, is desirous of participating with other districts in Nassau/Suffolk Counties in the joint bidding of the commodities mentioned above as authorized by General Municipal Law, Section 119-0 and,

WHEREAS, Babylon Union Free School District wishes to appoint a committee to assume the responsibility for drafting of specification, advertising for bids, accepting and opening bids, reporting the results to the Board of Education and making recommendations thereon; therefore,

BE IT RESOLVED, that the Board of Education of the Babylon Union Free School District, hereby appoints Long Island School Nutrition Directors Association Cooperative Bid Committee to represent it in all matters related above, and

BE IT FURTHER RESOLVED, that Babylon Union Free School District's Board of Education authorized the above-mentioned committee to represent it in all matters leading up to the entering into a contract for the purchase of the above-mentioned commodities, and,

BE IT FURTHER RESOLVED, that Babylon Union Free School District's Board of Education agrees to assume its equitable share of the costs of the cooperative bidding, and

BE IT FURTHER RESOLVED, that Babylon Union Free School District's Board of Education agrees (1) to abide by majority decisions of the participating districts on quality standards; (2) that unless all bids are rejected, it will award contracts according to the recommendations of the committee; (3) that after award of contract(s) it will conduct all negotiations directly with the successful bidder(s).

44. **NATIONAL SCHOOL LUNCH & BREAKFAST PROGRAM: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education authorizes the renewal and the continued participation of the Babylon Union Free School District in the National School Lunch and Breakfast Program for the 2022-2023 school year as prescribed in the policies of the United States Department of Agriculture and the New York State Education Department; additionally, it approves the Certification of Acceptance for the continuation of the Free and Reduced Price Meal Policy Statement, including the Family Income Eligibility Criteria and all required documents for the 2022-2023 school year.

45. **SECOND READING POLICY 9150 SCHOOL DISTRICT ADULT-STUDENT RELATIONS (FRATERNIZATION): RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby conducts a second reading of Policy 9150 School District Adult-Student Relations (Fraternization) and **BE IT FURTHER RESOLVED**, that the Board of Education waives the formal second reading of policy, as attached.

46. **ADOPTION of BOARD POLICY 9150 SCHOOL DISTRICT ADULT-STUDENT RELATIONS (FRATERNIZATION): RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves and adopts Policy 9150 School District Adult-Student Relations (Fraternization), as attached.

47. **APPROVAL OF THE APPR PLAN: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the 2022/2023 APPR plan for the Babylon UFSD.

48. **HEALTH AND WELFARE SERVICES AGREEMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the Health and Welfare Services Agreement recently received between the Babylon UFSD and the Hempstead Union Free School District for the 2021/2022 school year.

49. **HEALTH AND WELFARE SERVICES AGREEMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the Health and Welfare Services Agreement between the Babylon Union Free School District and the Syosset Central School District recently received for the 2021/2022 school year.
50. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education consultant services contract between the Babylon UFSD and Out East Therapy of New York for OT, PT, SLP, RN and Psychology Services, PLLC for the 2022/2023 school year.
51. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education consultant services contract between the Babylon UFSD and Helping Hands Licensed Behavior Analyst Services PLLC for the 2022/2023 school year.
52. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education consultant services contract between the Babylon UFSD and Positive Behavior Support Consulting for the 2022/2023 school year.
53. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education consultant services contract between the Babylon UFSD and Metro Therapy, Inc. for the 2022/2023 school year.
54. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education consultant services contract between the Babylon UFSD and All About Kids, SLP, OT, PT, LMSW, Psychology, PLLC for the 2022/2023 school year.
55. **SPECIAL EDUCATION SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education services contract for the 2022-2023 school year between the Babylon UFSD and Nassau Suffolk Services for the Autistic, Inc. (NSSA)/The Martin C. Barrell School.
56. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education services contract for the 2022-2023 school year between the Babylon UFSD and Blue Sea Educational Consulting, Inc.
57. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education services contract for the 2022-2023 school year between the Babylon UFSD and Kidz Educational Services SLP, OT, PT, LMSW, Psychology, Audiology, PLLC.
58. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education services contract for the 2022-2023 school year between the Babylon UFSD and New York Therapy Placement Services, Inc.
59. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education services contract for the 2022-2023 school year between the Babylon UFSD and Long Island Tutorial Services.
60. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education services contract for the 2022-2023 school year between the Babylon UFSD and Access 7 Services, Inc.

- 61. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education services contract for the 2022-2023 school year between the Babylon UFSD and Island Better Hearing.
- 62. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education services contract for the 2022-2023 school year between the Babylon UFSD and Da Vinci Education Research.
- 63. **SPECIAL EDUCATION SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education services contract for the 2022-2023 school year between the Babylon UFSD and A Plus-All Subjects Tutoring, Inc. (d/b/a GMB Advantage Incorporated).
- 64. **SPECIAL EDUCATION SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the special education services contract for the 2022-2023 school year between the Babylon UFSD and the North Babylon Union Free School District.
- 65. **COMMITTEE ON SPECIAL EDUCATION AND COMMITTEE ON PRESCHOOL SPECIAL EDUCATION: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education accepts the recommendations from the Committee on Special Education and the Committee on Preschool Special Education for cases dated February 28, 2022 through June 23, 2022.
- 66. **PURCHASE OF VEHICLE: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the board hereby amends resolution IX # 27 approved on May 9, 2022, to include the authorization of the issuance of installment purchase debt to finance the 2022 Chevrolet TR Silverado at an annual payment of \$13,091.57 over five years.
- 67. **RESOLVED**, that upon the recommendation of the Superintendent of Schools the Board of Education authorizes a budget transfer of \$13,000 from the equipment leasing code A 1620.4330.00.000 to A9785.6000.00.000 Installment debt principal for the current year payment.
- 68. **ESTABLISHMENT OF BOARD COMMITTEES: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the following Board Committees be established for the 2022-2023 school year, and **BE IT FURTHER RESOLVED** that the Board of Education approves the appointments of Board Members to Chair Board Committees as follows:

Finance: Linda Jurs
 Buildings and Grounds: Dominick Montalto
 Curriculum: Donna Noesi
 Policy: Theresa Patiri
 Audit: Ari McKenzie
 Technology: David Sonkin

XXIV. OTHER BUSINESS

1.Late Summer Board of Education Building Tours and Inspections –

XXV. REPRESENTATIVES OF ORGANIZATIONS - Please stand and state your name.

XXVI. FUTURE BOARD MEETINGS:

BOE Regular Business Meeting
Monday, August 8, 2022
 7:00 p.m. HS Library

BOE Regular Business Meeting
Monday, August 22, 2022
 7:00 p.m. HS Library

XXVIII. ADJOURNMENT

**In order to be eligible for tenure, an individual receiving a probationary appointment as a classroom teacher or building principal shall have received composite or overall annual professional performance review ratings pursuant to Education Law section 3012-c and/or 3012-d of either effective or highly effective in at least three of the four preceding years and if the classroom teacher or building principal receives an ineffective composite or overall rating in the final year of the probationary period he or she shall not be eligible for tenure at that time. Classroom teacher and building principal means a classroom teacher or building principal as such terms are defined in sections 30-2.2 and 30-3.2 of the regulations of the Commissioner of Education.*

DRAFT 9150

BABYLON UNION FREE SCHOOL DISTRICT

SCHOOL DISTRICT ADULT-STUDENT RELATIONS
(FRATERNIZATION)

POLICY INTENT

The Board of Education requires that all Babylon Union Free School District (herein referred to as the “District”), employees, service providers, and District vendors (herein referred to as “School District Adults”) maintain a professional and ethical relationship with students that is conducive to an effective and safe learning environment, and that School District Adults shall act as role models for students at all times, whether on or off school property and both during and outside of school hours. School District Adults shall establish appropriate professional boundaries with students and not engage in any behavior that is unprofessional or could lead to even the appearance of impropriety.

School District Adults are prohibited under any circumstances from engaging in any unacceptable or inappropriate conduct with students, as defined in Sexual Harassment Policy 0110 and Sexual Harassment Policy Regulation 0110-R, regardless of a student’s age and/or whether or not the student welcomes the behavior and/or reciprocates the attention. Any unprofessional relationship is considered highly unethical, in violation of District policy, and may result in the notification to law enforcement officials and the filing of criminal charges and/or disciplinary action by the District, up to and including termination of employment and/or services. Any inappropriate behavior, criminal or not, reported may result in the permanent loss of responsibilities not protected by tenure should the District find the complaint credible after an investigation.

COMMUNICATION WITH STUDENTS

All communication with a student must only occur through official District-approved platforms (e.g.: District-assigned email, as well as other approved District communication platforms). Communication with students via text messages, social media, or any platform that is NOT approved by the District is strictly prohibited.

PROHIBITED CONDUCT

All School District Adults, as defined in this policy, are prohibited under any circumstances to engage in any of the following types of prohibited conduct, regardless of whether the conduct occurs on or off school property or whether the conduct occurs during or outside of school hours. The following list of prohibited conduct is not intended to constitute the entire list of conduct for which discipline may be imposed:

- (a) Engaging in any unacceptable conduct with students, as defined in Sexual Harassment Policy 0110 and Sexual Harassment Policy Regulation 0110-R; [[082321_0000BAB.pdf](#) ([babylon.k12.ny.us](#))]
- (b) Engaging in any sexual conduct or sexual contact with students, including but not limited to inappropriate physical displays of affection or sexually suggestive comments between staff and students, regardless of whether staff or student initiates the behavior, whether the relationship is consensual, or whether the student has parental permission, on or off school property;

- (c) Grooming¹.
- (d) Fostering, encouraging, or participating in inappropriate emotionally or socially intimate relationships with students in which the relationship is outside the bounds of the reasonable, professional adult-student relationship and in which the relationship could reasonably cause a student to view the School District Adult as more than a teacher, administrator, or advisor;
- (e) Initiating or continuing communications with students for reasons unrelated to any appropriate purpose, including oral or written communication; telephone calls; electronic communication such as texting, instant messaging, email, chat rooms, or other social networking sites; webcams; or photographs. Electronic and online communications with students must only occur through official District-approved platforms (e.g.: District-assigned email, as well as other approved District communication platforms). Communication with students via text messages, social media, or any platform that is NOT approved by the District is strictly prohibited;
- (f) Socializing with students outside of class time for reasons unrelated to any appropriate purpose in such a manner as to create the perception to other District staff, other students, parents or the public that an unprofessional relationship or inappropriate favoritism exists;
- (g) Providing alcohol or drugs to students (regardless of age) and associating with students who are under the influence of drugs or alcohol off school property; and
- (h) Engaging in any criminal sexual contact and/or sexual relations, as defined by the New York State Penal Law, with a student.

REPORTING AND INVESTIGATING PROCEDURES:

- (a) Any person with knowledge or reasonable suspicion² of a School District Adult engaging in prohibited conduct, as enumerated in this policy, but not limited to, with student(s), shall report the incident to any staff member who in turn must follow the official reporting process noted in Step #2 below within 48 hours.
- (b) As mandated reporters, all school District employees, service providers, and /or District vendors who have knowledge or a reasonable suspicion of other School District Adults engaging in prohibited conduct with student(s), shall report the incident through state-

¹ *Grooming* consists of, but is not limited to, building trust with a student in an effort to gain access to and have alone time, with the ultimate goal of engaging in intimate or sexual conduct and/or contact with students. Specifically, it is the systematic “physical and psychological desensitization of a child through engagement in a behavior or set of behaviors used to develop trust, gain access to build rapport, create opportunity, establish compliance, and ensure secrecy of a target victim.” Taken from *Grooming Hurts Too: The Effects of Types of Perpetrator Grooming on Trauma Symptoms in Adult Survivors of Child Sexual Abuse*. Wolf and Pruitt. *Journal of Child Sexual Abuse* (2019).

² For purposes of this policy, *Reasonable Suspicion*, is defined as a particularized and objective basis, supported by specific and articulable facts, for suspecting a person of prohibited conduct. (Black’s Law Dictionary: 11th ed. 2019).

mandated reporting procedures. They must also report to the District's Title IX Officer and through the official District reporting process as outlined in the Sexual Harassment Policy 0110 – R section titled "Reporting Complaints." For purposes of clarity, state mandated reporting includes notifying law enforcement of cases that define "Child Abuse in the Educational Setting", notifying the New York State Education Department Part 83 Office, and/or notifying Child Protective Services (CPS), if applicable, when child abuse occurs in the home setting.

- (c) All complaints (including, but not limited to, complaints from current students and/or alumni) of prohibited conduct with student(s) shall also be investigated by the District pursuant to the Sexual Harassment Policy 0110 and 0110-R, regardless of when they allegedly occurred.
- (d) If a student initiates prohibited behavior toward a School District Adult, that adult shall document the incident and report it to his or her building principal/supervisor, the District Title IX Officer and through the official District reporting process.
- (e) In all cases, the District committee, consisting of those appointed annually by the Babylon Board of Education, shall promptly investigate all complaints of prohibited School District Adult-student conduct, and shall take prompt corrective action to stop such conduct immediately, if founded.
- (f) Reports of prohibited School District Adult-student conduct will be treated as confidential and private to the extent possible within legal constraints.
- (g) The willing violation of a mandated reporter's duty to report, based on one's knowledge or reasonable suspicion of prohibited School District Adult-student conduct, may result in the notification of law enforcement officials, the filing of criminal charges and/or disciplinary action by the District, including suspension and/or revocation of extracurricular duties and/or termination of employment/services.

PROHIBITION OF RETALIATION

The Board of Education prohibits any retaliatory behavior directed against complainants, victims, witnesses and/or any other individuals who participate in the investigation of allegations of inappropriate School District Adult-Student conduct. Follow-up inquiries and continuous monitoring shall be made to ensure that the alleged prohibited conduct has not resumed and that all those involved in the investigation have not suffered retaliation. Any act of retaliation is subject to appropriate disciplinary action by the District.

RESPONSIBILITY OF TRAINING

The principal of each school and/or program supervisor shall be responsible for providing an annual, age-appropriate training in the first trimester (grades K-6) or first quarter (grades 7-12) of each new school year to students, that informs students of the requirements of this policy, including the duty to report and the procedures established for investigation and resolution of complaints. A parent training will also be scheduled annually by the District. Newly hired District employees will receive a copy of this policy within 30 days of their official start date. Further, annual training shall be provided by the District to all School District Adults to facilitate their understanding and compliance with this policy. Documentation of training provided to School District Adults will be collected annually by the District, requiring employee signature upon completion of training; documentation of student trainings will be collected by each school principal and turned into the District Title IX Officer annually.

The District's policy shall be disseminated as appropriate to students, parents, and School District Adults. Further, this topic shall be addressed in the District Code of Conduct. [\[013120 Code of Conduct Policy 5300 Revised 1-13-2020.pdf \(babylon.k12.ny.us\)\]](#)

DISCIPLINARY SANCTIONS

Any School District Adult who violates this policy shall be subject to appropriate disciplinary measures up to and including termination of employment and/or services in accordance with legal guidelines, District policy and regulation, and the applicable collective bargaining agreements. A violation of this policy may also subject the School District Adult to criminal and/or civil sanctions as well as disciplinary action by the State Education Department.

Ref: Title IX of the Education Amendments of 1972, 20 United State Code (USC)
Section
1681 et seq.
Education Law Article 23-B
Social Service Law Sections 411-428
9 New York Code of Rules and Regulations (NYCRR) Part 83

Adoption Date: January 11, 2016
Amendment Date: