

WEST BABYLON UNION FREE SCHOOL DISTRICT
WEST BABYLON, NEW YORK

REGULAR MEETING

BOARD OF EDUCATION
BOARD ROOM - ADMINISTRATION BUILDING

MONDAY – SEPTEMBER 8, 2014

AGENDA

The order of business at all regular meetings shall be as follows:

1. Call to order by presiding officer
2. Pledge of Allegiance to the Flag
[7:00 P.M. - Meeting Convenes Followed by Student Presentation(s) and/or Executive Session]

[8:00 P.M. - Public Session Resumes Beginning with Item #3]
3. Approval of minutes of previous meeting(s): Regular Meeting: August 26, 2014
4. Statement of the Board and/or Superintendent
5. Statement of West Babylon Teachers' Association Representatives
6. Statement of School Administrators' Association Representatives
7. Statement of C.S.E.A. Representatives
8. Statement of Student Association Representatives
9. Statement of PTA Council Representatives
10. Statement of Residents re: agenda items [15 minutes-limited to 3 minutes per speaker]*
11. Report of the Superintendent and/or Educational Presentation:

Capital Project
BBS Architects
12. Business Agenda [****Consent Agenda Items**]
 - A. **BOARD OF EDUCATION**
 - ** (R) Approval of Independent Contractor Agreement with Innovative Behavior Interventions to provide Parent Training Services (Res. #BE-1)
 - ** (R) Approval of SCO Family of Services/Madonna Heights, Service Provider, to Establish, Conduct, Operate and Maintain an Educational Program for Handicapped West Babylon School District Resident Students during the 2014-2015 School Year (Res. #BE-2)
 - ** (R) Approval of Payment/Compensation – August 13, 2014 (Res. #BE-3)
 - B. **PERSONNEL**
 - ** (R) 14-P-5 Professional Personnel
 - ** (R) 14-C-5 Civil Service Personnel (Res. #PE-1)

13. Policy Review:
 - A. Board Review – Interscholastic Athletics (Review) (File:5280)
14. Board of Education Committee Reports
15. Old Business
16. New Business
17. Follow-Up to Residents' Statements
18. Statements of Residents re: other district items [15 minutes-limited to 3 minutes per speaker]*
19. Adjournment [This should take place by 11:00 P.M.]

*Per Board Policy 1230: The Board of Education encourages participation of residents at open Board meetings. The President of the Board shall ask for brief statements from residents and set a time limit (three minutes per resident) on such statements. To allow for public participation, a period not to exceed 15 minutes shall be set aside during the first and last part of each Board meeting. The President shall be responsible for the orderly conduct of the meeting and shall rule on such matters as the time to be allowed for public discussion and the appropriateness of the subject being presented. The President shall have the right to discontinue any presentation which violates this policy. Residents wishing to speak should identify themselves, their address, any organization they may be representing at the meeting, and the topic they wish to discuss. Statements during the first part of the meeting will relate to agenda items. Statements during the second part of the meeting will relate to other district matters.

Follow-Up to Residents' Unanswered Questions

Date	Residents' Questions	Responses
August 26, 2014	-----	-----
August 12, 2014	-----	-----
July 22, 2014	-----	-----
July 8, 2014	-----	-----
June 24, 2014	-----	-----

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MONDAY – SEPTEMBER 8, 2014

RESOLUTIONS

BOARD OF EDUCATION

***BE-1

RESOLVED: that the West Babylon Board of Education approves the following independent contractor to provide parent training services for West Babylon School District resident students:

Innovative Behavior Interventions

***BE-2

RESOLVED: that the West Babylon Board of Education approves the following service provider to establish, conduct, operate and maintain an educational program for handicapped West Babylon School District resident students during the 2014-2015 school year:

SCO Family of Services/Madonna Heights

***BE-3

WHEREAS, on August 13, 2014, the District experienced unprecedented rainfall and consequential flooding of the West Babylon High School which required the District to cancel the high school morning regents program and the special education summer school program for the day; and

WHEREAS, many other District employees were not able to report to work as a result thereof, and many employees were physically unable to get to work because the road conditions on Long Island were impassable; and

WHEREAS, the District is desirous of providing payment for personnel assigned to work in the District's summer program on August 13, 2014, and the District is also desirous of providing additional leave time to employees who reported to work despite these conditions;

NOW, THEREFORE, BE IT RESOLVED, that 12 month clerical and buildings and grounds staff members assigned to the District shall be compensated (without the use of personal time) for August 13, 2014 based upon the unique circumstances present that day as outlined herein; and

BE IT FURTHER RESOLVED, that those 12 month clerical and buildings and grounds staff members, who were able to report to work on August 13, 2014 when others could not, shall be provided with an additional personal day to be used during the 2014-2015 school year.

PERSONNEL

****#PE-1**

RESOLVED: that the following schedules, as attached, are approved:

14-P-5

Professional Personnel

14-C-5

Civil Service Personnel

WEST BABYLON UNION FREE SCHOOL DISTRICT

REGULAR MEETING - BOARD OF EDUCATION - MONDAY - SEPTEMBER 8, 2014

PERSONNEL

(R) Schedules:	<u>14-P-5</u>	Professional Personnel
	<u>14-C-5</u>	Civil Service Personnel

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PROFESSIONAL PERSONNEL SCHEDULE

I. Professional Personnel Schedule 14-P-5

- A. Leave of Absence Request
- B. Declination of Part-Time Appointment
- C. PEL Recall
- D. Regular Substitute Appointment
- E. Salary Corrections
- F. Revised Annual Part-Time Appointments
- G. 2014-2015 Coaching
- H. 2014-2015 Student Intern
- I. 2014-2015 Per Diem Substitutes

CIVIL SERVICE PERSONNEL SCHEDULE

II. Civil Service Personnel Schedule 14-C-5

- A. Family Medical Leave
- B. Leave of Absence Requests
- C. Resignation/Retirement
- D. LOA Returnee
- E. Priority List Recall
- F. Probationary Appointment
- G. 2014-2015 Per Diem Substitute

SCHEDULE 14-P-5 Professional Personnel Schedule

Date of Meeting: September 8, 2014

Page 1 of 3 pages.

REPLACEMENT PAGE 1

NAME	POSITION	SCHOOL/ AREA	STEP/ SALARY	BEG/END APPT.	COMMENTS
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Delaney, Wendy	Special Ed. Tchr.	JH		First Semester, 2014-2015	Leave of Absence
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Carson, Jeffrey	PT/English Tchr. (.5)	HS/JH		8/27/14	Declined position [returned to English PEL]
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The following probationary teacher is being recalled from the Preferred Eligibility List:

Ludwig-Worgul, Cristina	PT/English Tchr. (.5)	HS/JH	Step A-9-10/ \$93,133. (prorate @ 50%)	9/9/14 - 6/30/15	[English PEL]
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Vella, Suzanne	Regular Substitute/ Special Ed. Tchr.	JH	Step A-5-1/ \$58,511. (prorate)	First Semester, 2014-2015	[Certs: SWD 1-6, SWD 7-12, PreK, K, & 1-6, Bus & Distr. Ed.]
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Salary Corrections:

White, Nicole	Special Ed. Tchr.	JH	Step A-6-3/ \$66,191.	9/1/14	
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White, Nicole	CSE Representative		\$55.16/hr.	Summer, 2014	
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SCHEDULE 14-P-5 Professional Personnel Schedule

Date of Meeting: September 8, 2014

Page 2 of 3 pages.

NAME	POSITION	SCHOOL/ AREA	STEP/ SALARY	BEG/END APPT.	COMMENTS
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Revised Annual Part-Time Appointments:

Alternative Evening HS/HS Suspension Program/Adult Education 2014-2015

Snyder, Scott	Director		\$11,000.
Lasito, Christopher	Asst. Director		\$5,350.
McGrath, Donna	Asst. Director		\$5,350.

Coaches:

Merlino, Michelle	JV Head	Cheerleading	\$4,170.	Fall, 2014	[pending FA, CPR, AED, Concussion Certs.]
Kalista, Kaley	JV Head	Field Hockey	\$5,189.		[repl. P. Goebel]

Merlino, Michelle	JV Head	Cheerleading	\$4,170.	Winter, 2014	[pending FA, CPR, AED, Concussion Certs.]
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Volunteer Choreographer:

Banks, Andre		Cheerleading	\$-0.-	Fall/Winter 2014-2015
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Psychology Intern:

Errico, Karen		SB		2014-2015
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Per Diem Substitute:

Bellino, Charles		JH	\$72./day	9/1/14 - 9/29/14, or earlier
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Per Diem Substitutes:

Ficarrotta, Jeena		DW	\$90./day	2014-2015
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Gibbons, Hubert

Makarius, Christine

McClernon, Timothy

Romeo, Kirsten

Schrank, John

[Cert: Visual Arts]

SCHEDULE 14-C-5 Civil Service Personnel Schedule

Date of Meeting: September 8, 2014

Page 3 of 3 pages.

NAME	POSITION	SCHOOL/ AREA	STEP/ SALARY	BEG/END APPT.	COMMENTS
Lawson, Aaron	Custodial Wrkr. I	SA		9/15/14 -	Family Medical Leave
Dooley, Laura	Paraprofessional (special ed. aide)	SB		9/1/14 - 1/5/15	Leave of Absence
Keil, Janice	Paraprofessional (special ed. aide)	JH		9/2/14 - 3/2/15	Leave of Absence
Palminteri, Charles	Maintenance Mechanic III and PT/Maintenance Supervisor	DW		11/8/14	Resignation to Retire
Matarese, Maryann	Paraprofessional (special ed. aide)	TA		8/29/14	Resignation
Caputo, Catherine	Paraprofessional (hall monitor)	HS		9/1/14	Returned from LOA
<u>The following paraprofessional is being recalled from the Priority List:</u>					
Flaack, Sandra	Paraprofessional (school monitor)	JK	Step 2/ \$14.02/hr.	9/1/14	
Diaz, Tania	Food Service Wrkr. 'B'	SB	Step 1/ \$11.61/hr.	9/9/14	Probationary Appt.
<u>Per Diem Substitute:</u> Pisano, Anna		DW	\$9./hr.	2014-2015	Paraprofessional

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POLICY

- A. Board Review-Interscholastic Athletics (Review) (File:5280)**

INTERSCHOLASTIC ATHLETICS

Interscholastic athletics for boys and girls is an integral and desirable part of the district's secondary school educational program. Individual and team sports shall be based upon comprehensive physical education instruction and intramural activities, seeking broad participation from all eligible secondary students. Lifetime or carry-over sports are to be particularly encouraged and supported. Parity in the number and kind of sports activities for girls and boys is a clear objective of the district.

Student eligibility for participation on interscholastic teams shall include:

1. authorization by the school physician (physical) prior to the first tryout date for the team;
2. written parent or guardian consent (permission slip) prior to the first tryout date for the team;
3. written parent or guardian consent for receipt of information regarding mild traumatic brain injury (TBI) prior to the first tryout date for the team;
4. Information regarding policies and procedures is available electronically on the Athletics Department website. An electronic parent/guardian acknowledgement or written parent/guardian acknowledgement must be received for every student selected for a team roster on or before the last day of the tryout period for that team. This parent/guardian acknowledgement will be valid for all sport seasons in the same school year. If on the first day of tryouts an electronic parent/guardian acknowledgement has not been received, the coach of that team will provide the student with a paper copy of the policies and procedures with a parent/guardian acknowledgement form. The signed parent/guardian acknowledgement form must be returned to the coach on or before the last day of tryouts for that team. If it is not returned, the student will not be eligible for inclusion on the team roster.
5. Endorsement by the Building Principal based on established rules and various league and State Education Department regulations.

Although the district will take reasonable care to protect student athletes, students may still sustain injuries. In order to most effectively ensure student safety, open communication between students, parents and coaches about the child's medical condition is critical. Coaches, and other appropriate staff, will receive guidance and training regarding recognition of injury and removal of the student athlete from play in the event of injury. Parents and/or students are expected to report injuries so that student health can be protected.

In the case of a suspected or actual head injury, a student must be removed from play immediately. In order to resume participation following injury, including head injury, the student needs to receive medical clearance. The Superintendent, in consultation with appropriate district staff, including the school physician, will develop regulations and procedures to guide the process of return to play.

In recognition of the importance of appropriately managing head injuries, the Board authorizes the creation of a Concussion Management Team (CMT). The CMT will be comprised of: the athletic director, a school nurse, the school physician, a coach of an interscholastic team, an athletic trainer and other appropriate personnel designated by the Superintendent. The CMT is charged with overseeing compliance with state training requirements, developing guidelines for use by coaches and physical education teachers and developing information for distribution to parents and students.

Athletic Selection/Classification

The Selection/Classification Program is a process for screening students to determine their readiness to compete in interscholastic athletic competition by evaluating their physical maturity, fitness and skill. The intent of this program is to permit students in grades 8 through 12 to safely participate at an appropriate level of competition (either Junior Varsity or Varsity) based upon readiness rather than age and grade. Students do not mature at the same rate and there can be a tremendous range of developmental differences between students of the same age. This program has been designed to assess a student's physical maturation, physical fitness and

skill, so the student may be placed at a level of competition which should result in increased opportunity, a fairer competitive environment, reduced injury and greater personal satisfaction.

The Selection/Classification Program was designed for mature and exceptionally skilled students to advance to an upper level. It is aimed at the few select students who can benefit from such placement because of their level of readiness. It will also be more fair to the other students on the modified teams.

Normally a student is eligible for senior high athletic competition in a sport during each of four consecutive seasons commencing with the youngster's entry into the ninth grade. However, by satisfying the requirements of the Selection/Classification Program a student may receive extended eligibility to permit participation during five consecutive seasons in the approved sport after entry into the eighth grade.

Athletics are a part of the regular school program and the Director of Health, Physical Education and Athletics will be responsible for implementing the district's Selection/ Classification Process.

Selection Classification Athletics Implementation Guidelines

- A. In compliance with Board of Education policy, a student will be considered for the Selection/Classification Process when a request is made by the student, parent, coach, or a physical education teacher. No recommendation shall be made without first receiving the consent of the athlete's parent.
- B. The evaluation process, will consist of the following steps which must be completed in sequence:
 - a. A written request will be submitted to the Director of Health, Physical Education and Athletics between: April 15th and June 15th for a Fall Sport, July 15th and September 15th for a Winter Sport, November 1st and January 1st for a Spring Sport using the district form.
 - b. A meeting with the Director of Health, Physical Education and Athletics will take place within a week of the filing deadlines above with a parent or guardian and the student to explain the process or phases and attain permission (Attachment C, NYSPHSAA) to begin Phase Two (Determining Potential) as described in the New York State Public High Schools Athletic Association's (NYSPHSAA) Handbook. Junior High School students may not leave a team mid-season to be classified for a high school team.
 - c. A review committee consisting of: the Director of Health, Physical Education and Athletics, the Senior and Junior High School Principals (or Assistant Principals), Guidance Counselor, Psychologist, Social Worker and PE teacher (who had the student for at least one semester and is not the coach of the sport) will meet within two weeks after permission is attained to decide if the student possesses appropriate level of physical fitness, sport specific skills, social and emotional maturity and that his/her academic performance is up to potential. The committee's decision shall be final.
 - d. If the committee denies the request, the parent or guardian (and requestor if different) will be notified by the Director of Health, Physical Education and Athletics. If the committee approves the request then the Director will proceed to administer Phase Three and Four (Screening) as outlined in the NYSPHSAA Handbook to the standards of the varsity level for the specified sport.
 - i. Parent Permission (Attachment C, NYSPHSAA), previously attained
 - ii. Permission from the School Physician- Health and Developmental Rating within two weeks of committee's approval. The confidentiality of the child shall be protected and arrangements regarding the exam will be as inconspicuous and discrete as possible. (Attachments D (male) or E (female), NYSPHSAA)
 - iii. Sport Skill Evaluation by the Coach (Attachment G, NYSPHSAA) within one week of physician's approval
 - iv. Performance Testing (Attachment F, NYSPHSAA) within one week of coach's evaluation. The Athletic Performance Test will be administered by the Athletic Director

or his designee who is not a coach in the specific program for which the student is being evaluated.

- v. Phase Five (Try out Period) When ever possible all the coaches in the specific sport program will evaluate the candidate during the allowable maximum tryout period (NYSPHSAA p. 137) to verify that the student exhibits exceptional skills. Respective students will be placed at the level of competition appropriate to their physiological maturity, physical fitness and skills in relationship to other pupils. The Director of Physical Education/Athletics will approve the candidate if all of the steps have been successfully completed and if there is consensus among the evaluating coaches that the student is exceptional. If there is not consensus, or if the Director believes that the intent of the program is being misconstrued, the Director will meet with the coaches involved, after which the Director will make a decision regarding the candidate's participation. This decision is final.
- vi. Phase Six (Notification) Email or fax to opposing schools, and Section XI, Attachment H, (NYSPHSAA) and inform the parents of outcome and any limitations for their child.
- vii. Phase Seven (Records) The Director of Health, Physical Education and Athletics will take the appropriate steps to keep a permanent file for each student who qualifies in the Director's office. This file will include attachments B, C, D or E, F, G, H (NYSPHSAA) and a copy of the letter sent to the parent or guardian.

Adopted: July 9, 2013

Revised: April 24, 2014

Cross-ref: 5420, Student Health Services

Ref: Education Law §§ 305(42), 1709 (8-a); 3001-b
8 NYCRR §§135.4, 136.5

Santa Fe Indep. Sch. Dist. V. Doe, 520 U.S. 290 (2000) (constitutionality of student-led prayers at interscholastic athletic activities)

Concussion Management Support Materials, www.nysphsaa.org