

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

**BABYLON SCHOOL BOARD REGULAR BUSINESS MEETING  
AGENDA  
NOVEMBER 9, 2015**

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**Meeting protocol: Please state your name when addressing the Board of Education.**

- 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 Meeting Law will be considered. Following executive session the Board will reconvene in the Babylon Junior-Senior High School library at approximately 7:30 p.m.
- III. Pledge of Allegiance - 7:30 p.m.
- IV. Approval of Minutes of the Regular Business Meeting of October 5, 2015, Work/Study Meeting of October 19, 2015 and Special Meeting of October 26, 2015.
- V. Approval of Treasurer's and Business Office Financial Reports and Extra Curricular Fund Report for September 2015.
- VI. Superintendent's Report
  - a. Grade School Recognition by the ALS Ride for Life Foundation and Founder Mr. Christopher Pendergast
  - b. Board of Education Recognition
  - c. Student Delegate Report
  - d. News & Updates Around the District
  - e. Presentation on 2015-2016 BOE Priorities and District SMART Goals
- VII. Committee Reports
  - a. Audit Committee
  - b. Finance Committee
  - c. Buildings & Grounds
  - d. Technology Committee
  - e. Curriculum Committee
  - f. Policy Committee
- VIII. Board Agenda Items
  - a. Questions from Visitors on Agenda Items - Please approach the podium and state your name.
  - b. Discussion
- IX. New Business
  1. **APPROVAL OF INDEPENDENT AUDIT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education accepts and approves the independent audit of the Babylon Union Free School District as prepared by the independent auditing firm of Cullen & Danowski for the 2014-2015 school year.
  2. **LEAVE OF ABSENCE: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the request from Matthew Turk for an unpaid family medical leave of absence effective October 13, 2015 to December 11, 2015.
  3. **LEAVE OF ABSENCE: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the request from Joan Hughes for an unpaid family medical leave of absence effective November 18, 2015 to November 23, 2015.
  4. **APPOINTMENT PART-TIME ART TEACHER: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of Stacey Schneider-Famiglietti as a part-time (.5) art teacher, effective October 21, 2015 to June 30, 2016. Compensation for this assignment to be .5 FTE of Step1/BA of the 2015-2016 Babylon Teachers' Association salary schedule prorated. Mrs. Schneider-Famiglietti holds a certificate in Visual Arts.

5. **RESCIND CASUAL APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education rescinds the following casual appointments for the 2015-2016 school year:  
Junior-Senior High School  
Tri-M Honor Society Advisor - Angela Turk  
Technology Club Advisor - Peter Mankes
6. **CASUAL APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of the following casual appointments for the 2015-2016 school year. Compensation for these positions to be in accordance with the 2015-2016 Babylon Teachers' Association Contract.  
Junior-Senior High School  
Tri-M Honor Society Co-Advisors - Angela Turk/Daniel Krueger  
Technology Club Advisor - Brian Katz  
  
Elementary/Grade School  
Literacy Collaborative Co-Advisors - Christina Comeau/Danielle Vedder
7. **VOLUNTEER COACHING APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves Timothy Harrison as a volunteer varsity girls' basketball coach for the 2015-2016 school year in accordance with Board of Education policy 4532-School Volunteers.
8. **PART-TIME MONITOR APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the part-time monitor appointment of Bridget Schwarz effective November 10, 2015. Compensation for this assignment to be in accordance with the 2015-2016 aides' and monitors' association contract.
9. **PART-TIME AIDE APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the part-time clerical aide appointment of Elizabeth Leahy effective November 16, 2015, pending fingerprint clearance. Compensation for this assignment to be in accordance with the 2015-2016 aides' and monitors' association contract.
10. **PART-TIME AIDE APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the part-time aide appointment of Jennifer Martin effective September 21, 2015 to June 30, 2016 or earlier as determined by the student(s) IEP. Compensation for this appointment to be in accordance with the 2015-2016 aides' and monitors' association contract.
11. **PART-TIME AIDE APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the part-time aide appointment of Gina Vano effective September 22, 2015 to June 30, 2016 or earlier as determined by the student(s) IEP. Compensation for this appointment to be in accordance with the 2015-2016 aides' and monitors' association contract.
12. **APPOINTMENT AFTERSCHOOL AIDE: RESOLVED**, that the Board of Education approves the appointment of Doreen Bessemer as an afterschool aide for the 2015-2016 school year for a student participating in BOCES Surf Tech program. Compensation for this assignment to be in accordance with the 2015-2016 aides' and monitors' association contract.
13. **APPOINTMENT SUBSTITUTE AIDE/MONITOR: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves Roberta Carlock as a substitute aide/monitor effective September 25, 2015 to June 30, 2016. Compensation for this assignment to be \$13.60/hour.
14. **APPOINTMENT SUBSTITUTE AIDE/MONITORS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following substitute aide/monitor appointments effective November 10, 2015 to June 30, 2016. Compensation for these assignments to be \$13.60/hour.  
Naomi Kinalis Pamela White
15. **SUBSTITUTE AFTERSCHOOL AIDE/MONITOR APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves Marie Cannetti as a substitute afterschool aide/monitor for the 2015-2016 junior high cross country team on an as-needed basis when the appointed aide is out. Compensation for this assignment to be \$13.60/hour.

16. **PER DIEM SUBSTITUTE TEACHER APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, that the Board of Education approves the following per diem substitute teachers for the 2015-2016 school year. Compensation for these assignments to be \$110.00/day.  
Justine Dill      Alyssa Oliveri      Alyssa Workman      Brittany Pellerito
17. **STUDENT OVERNIGHT TRIP: RESOLVED**, that upon the recommendation of the Superintendent of Schools, that the Board of Education approves student participation for the varsity baseball team spring training overnight trip to Fort Lauderdale, Florida from March 10-14, 2016.
18. **LEAD EVALUATOR APPOINTMENT: BE IT RESOLVED THAT**, Linda J. Rozzi, Superintendent of Schools is hereby certified as the Qualified Lead Evaluator of the Babylon UFSD having successfully completed the following training requirements prescribed in 8 NYCRR §30-2.9 (b):
  - (1) The New York State Teaching Standards, and their related elements and performance indicators/the Leadership Standards and their related functions;
  - (2) Evidence-based observation techniques that are grounded in research;
  - (3) Application and use of the student growth percentile model and the value-added growth model as defined in 8 NYCRR §30-2.2;
  - (4) Application and use of the State-approved rubrics selected with the Babylon Teacher's Association and approved by the Babylon Board of Education for use in the evaluation of Babylon Teacher Association Members and the Babylon Principals including training on the effective application of such rubric to observe a classroom teacher and building principal practice;
  - (5) Application and use of the State-approved locally selected measures of student achievement used by the Babylon UFSD to evaluate classroom teachers and principals;
  - (6) The scoring methodology utilized by the Babylon UFSD to evaluate classroom teachers and principals under 8 NYCRR §30-2, including:
    - (a) How scores are generated for each subcomponent and the composite effectiveness score of classroom teachers and principals, and
    - (b) Application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the overall rating of classroom teachers and building principals and their subcomponent ratings; and
  - (7) Specific considerations in evaluating classroom teachers and building principals of English language learners and students with disabilities.
19. **SECOND READING OF POLICY 1800-DONATIONS, GIFTS, AND GRANTS TO THE DISTRICT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, that the Board of Education conduct a second reading of policy 1800-Donations, Gifts, and Grants to the District and **BE IT FURTHER RESOLVED**, that the Board of Education waive the formal second reading of policy 1800-Donations, Gifts, and Grants to the District, as attached.
20. **SECOND READING OF POLICY 5152-ADMISSION OF NON-RESIDENT STUDENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, that the Board of Education conduct a second reading of policy 5152-Admission of Non-Resident Students and **BE IT FURTHER RESOLVED**, that the Board of Education waive the formal second reading of policy 5152-Admission of Non-Resident Students 9645, as attached.
21. **SECOND READING OF POLICY 9645-DISCLOSURE OF WRONGFUL CONDUCT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, that the Board of Education conduct a second reading of policy 9645-Disclosure of Wrongful Conduct and **BE IT FURTHER RESOLVED**, that the Board of Education waive the formal second reading of policy 9645-Disclosure of Wrongful Conduct, as attached.
22. **ADOPTION OF POLICY 1800-DONATIONS, GIFTS, AND GRANTS TO THE DISTRICT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, that the Board of Education approve and adopt policy 1800-Donations, Gifts, and Grants to the District, as attached.
23. **ADOPTION OF POLICY 5152-ADMISSION OF NON-RESIDENT STUDENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, that the Board of Education approve and adopt policy 5152-Admission of Non-Resident Students, as attached.
24. **ADOPTION OF POLICY 9645-DISCLOSURE OF WRONGFUL CONDUCT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, that the Board of Education approve and adopt policy 9645-Disclosure of Wrongful Conduct, as attached.

25. **APPROPRIATION TRANSFERS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following appropriation transfers for the 2015-2016 school year:
1. From: A 2850.1508-01-000 Pupil Activ Serv-Instr Sal (10,000)  
To: A 2320.1517-00-000 Summer School 10,000  
This transfer is required as a result of the reinstatement of the Summer Music Program.
  2. From: A 2110.1383-01-000 Tch/Reg Sch-Career Incr (13,801)  
To: A 2810.1507-01-000 Guidance-Instr Sal 13,801  
This transfer is required as a result of additional days worked over the summer for Guidance Counselors.
  3. From: A 2110.1200-03-000 Tch/Reg Sch-Inst K-2 (15,000)  
To: A 2010.4150-05-000 Curr Develop/Supv-Travel/Conf 15,000  
This transfer is required to utilize funds originally budgeted for as a Literacy Coach (employee vs. Literacy Coach Consultant).
26. **TRANSPORTATION CONTRACTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the Regional Transportation Program and Non-Public Transportation Program contracts between the Babylon UFSD and Eastern Suffolk BOCES for the 2015-2016 school year.
27. **CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the consulting services contract between John Robertson Transportation Consulting, School Source Technologies, and the Babylon Union Free School District effective November 10, 2015 to June 30, 2016.
28. **AMENDED CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the amended consulting service contract for the 2015-2016 school year between Professional Athletic Training Services, PLLC, and the Babylon Union Free School District
29. **HEALTH AND WELFARE SERVICE AGREEMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the health and welfare services agreements between the Babylon UFSD and the following contractors: Amityville UFSD, Brentwood UFSD, Central Islip UFSD, Deer Park UFSD, Farmingdale UFSD, Longwood CSD, North Babylon UFSD, Wyandanch UFSD
30. **SPECIAL EDUCATION CONSULTANT SERVICES CONTRACTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the consultant services contract between the Babylon Union Free School District and Access 7 Services, Inc. (SECSC-2015.2016#19) and Creative Tutoring (SECSC-2015.16#20) on an as needed basis for the 2015-2016 school year.
31. **SPECIAL EDUCATION SERVICES CONTRACTS: RESOLVED**, that upon the recommendation of Superintendent of Schools, the Board of Education approves the service agreement for the 2015-2016 school year between the Babylon UFSD and the Brentwood UFSD (DOL#1 2015.16), Central Islip UFSD (DOL#2 2015.16), and East Islip UFSD (DOR#3)
32. **SPECIAL EDUCATION RECEIPT OF FEDERAL PART B FLOW-THROUGH ALLOCATIONS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the Receipt of Federal Part B Flow-Through Allocations for the 2015-2016 school year between the Babylon UFSD and Building Blocks Developmental Preschool (SEDCAR2015.16-3), Cleary School for the Deaf (SEDCAR2015-16-4), Developmental Disabilities Institute (SEDCAR2015.16#5), The Hagedorn Little Village School (SEDCAR2015.16-#6), Just Kids Early Childhood Learning Center (SEDCAR2015.16#7), Kids First Evaluation & Advocacy Center (SEDCAR2015.16#8), Kids in Action of L.I., Inc. (SEDCAR2015.16#9), Leeway School (SEDCAR2015.16-#11), United Cerebral Palsy Association of Greater Suffolk, Inc. (SEDCAR2015-16#13)
33. **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 Committee on Preschool Special Education for cases dated September 2015 to October 2015, be approved.

X. Other Business

XI. Representatives of Organizations - Please approach the podium and state your name.

XII. Questions from Visitors - Please approach the podium and state your name.

XIII. Future Board Meetings:

Work/Study Meeting  
Monday, November 23, 2015  
7:30 p.m. - BHS Library

XIV. Adjournment

## Second Reading & Adoption Policy 1800

### DONATIONS, GIFTS, AND GRANTS TO THE DISTRICT

#### Unsolicited Gifts and Donations from the Public

The Board of Education welcomes and appreciates gifts and donations from the public. Gifts and donations of money, property, equipment and materials may be accepted by the Board.

The Board reserves the right to refuse to accept any gift which does not contribute towards the achievement of the district's goals, or the ownership of which would deplete the resources of the district. In granting or withholding its consent, the Board will review the following factors:

1. The terms of the gift must identify:
  - a. the subject of the gift;
  - b. the purpose of the gift;
  - c. the beneficiary or beneficiaries if any; and
  - d. all conditions or restrictions that may apply.
2. The gift must not benefit a particular or named individual or individuals.
3. If the purpose of the gift is an award to a single student, the determination of the recipient of such award shall be made on the basis that all students shall have an equal opportunity to qualify for it in conformance with federal and state law.
4. If the gift is in trust, the obligation of the investment and reinvestment of the principal shall be clearly specified and the application of the income or investment proceeds shall be clearly set forth.
5. No gift or trust will be accepted by the Board unless:
  - a. it is in support of and a benefit to all or to a particular public school in the district; or
  - b. it is for a purpose for which the school district could legally expend its own funds; or
  - c. it is for the purpose of awarding scholarships to students graduating from the district.

Any gift rejected by the Board shall be returned to the donor or his/her estate within 60 days together with a statement indicating the reasons for the rejection of such gift.

#### Soliciting and Accepting Gifts, Grants or Donations

Prior to seeking any grant or donation, the applicant must obtain prior approval from the district. Teachers seeking grants or donations for their classroom must obtain approval from the Building Principal. Other staff or administrators seeking grants or donations to benefit an entire school or the district as a whole must obtain approval from the Superintendent or his/her designee.

Approval shall depend on factors including, but not limited to: compatibility with the district's educational program and standards; availability of existing district resources; whether ownership would deplete district resources; and its impact on the equitable distribution of district resources.

All grants and donations must benefit the district and be congruent with the following principles:

1. The district's mission, vision, core values and beliefs.
2. The district and school goals that positively impact student performance.
3. The district's instructional priorities and strategies.
4. Equity in funding.
5. Conform to district governance and decision-making procedures of the Board, central office and building-level staff.
6. Provide a value or benefit that is greater than the obligation under the grant award.

7. Not violate management and/or bargaining unit rights and responsibilities.
8. Not carry any conditions that would divert school or district efforts away from the district's primary mission.

The Board reserves the right to deny approval of solicitation of any funding or grant application which does not contribute towards the achievement of the district's goals, or which would deplete the resources of the district. The Board may approve seeking grants which require a match of district funds or resources when the initiative has been identified as a priority by the Board and when such funds are planned as part of the district budget process or can be accommodated by the current budget.

All solicited grants and donations must be formally accepted by the Board.

#### Coordinating with Support Organizations

The district encourages independent support organizations (e.g., booster clubs, parent-teacher associations, education foundations) seeking to make a contribution of money or property to first meet with the Superintendent to identify the terms and conditions of the proposed gift and the needs of the district. The Board must approve such gifts and donations prior to any public announcement of the contribution.

#### Accounting for, and Oversight of, all Donations, Gifts, and Grants

All gifts, donations, grants, funds, property, and materials received by the district become the property of the district. Such items may not be returned without the approval of the Board. All items are subject to the same controls and regulations as other district property, and shall be deposited or inventoried accordingly.

The Board shall receive a report annually of all gifts, donations, grants, funds, property, and materials received by the district during the school year, and where each was used. It is the goal of the Board to properly account for all district resources and to monitor the distribution of those resources to minimize disparities between schools within the district.

Cross-ref:        1222, Relationship with Booster Organizations  
                      1225, Relationship with Local Educational Foundations  
                      2160, School District Officer and Employee Code of Ethics  
                      5251, Student Fund Raising Activities  
                      6640, Inventories

Ref:        Education Law §1709(12)

Adoption date: April 2, 2001  
Revised: December 12, 2011  
Revised: January 13, 2014  
Revised:

## **Second Reading & Adoption Policy 5152**

### **ADMISSION OF NON-RESIDENT STUDENTS**

Generally, non-resident students will not be accepted for attendance in the Babylon Schools, except where required under State Law. However, the Board of Education recognizes that there are certain circumstances under which non-resident students may be permitted to attend the Babylon Schools without payment of tuition. Final approval shall be made by the Board with the recommendation of the Superintendent of Schools. The district will not provide transportation to non-resident students who attend the Babylon Schools.

Circumstances under which a non-resident student may be permitted to attend the Babylon Schools are:

1. Students who enter their senior year, in good academic standing, and who no longer reside in the district after November 1 of their senior year. A student in good standing is defined as a student who has earned sufficient credit to complete all graduation requirements in one year with a regular class load.
2. Non-resident students of parents who can furnish proof prior to the beginning of a school year that they establish residency, as that term is defined by the Commissioner of Education, in the district no later than November 30. Proof may consist of the closing papers for the purchase of a home or a lease of rental property. The Superintendent and or the Board may request additional proof, as may be required in the circumstance.
3. Students in grades K-11 who no longer reside in the district after April 1 may remain in the Babylon Schools until the end of the school year.

This policy shall have no application to the admission of non-resident students pursuant to Education Law § 4401 (2) (b). Such admissions, however, shall be on the recommendation of the Superintendent of Schools in finding that such admission is in the best interests of the District and the particular student.

Adoption date: June 10, 2002

Revised date:



## Second Reading & Adoption Policy 9645

### DISCLOSURE OF WRONGFUL CONDUCT

The Board of Education expects officers and employees of the district to fulfill the public's trust and to conduct itself in an ethical manner, abiding by all district policies and regulations and by all applicable state and federal laws and regulations.

However, when district officers or employees know or have reasonable cause to believe that serious instances of wrongful conduct (e.g., mismanagement of district resources, unethical behavior, violations of law or regulation, and/or abuse of authority) have occurred, they should report such wrongful conduct to the Superintendent of schools, the Deputy Superintendent, the Board of Education, or an appropriate member of the central administration staff.

For purposes of this policy, the term "wrongful conduct" shall be defined to include:

- theft of district money, property, or resources;
- misuse of authority for personal gain or other non-district purpose;
- fraud;
- actions that compromise the security and integrity of the district's or state's testing program;
- conflicts of interest or abuse by another employee relating to his/her office or employment;
- violations of applicable federal and state laws and regulations; and/or
- serious violations of district policy, regulation, and/or procedure.

#### Disclosure and Investigation

Employees and officers who know or have reasonable cause to believe that wrongful conduct has occurred shall report such mismanagement, fraud or abuse to the Superintendent of Schools, the Deputy Superintendent, or the Board of Education. Each of these Board-designated officers, upon receiving a report of alleged wrongful conduct, shall take immediate steps to conduct an investigation. The Superintendent shall notify the Board of Education of any such reports.

Staff members who suspect that a violation of state testing procedures has occurred by a certified educator, or non-certified individual involved in the state testing program, must report their concerns to the State Education Department (SED) in the manner prescribed by the Commissioner of Education, and must also report concerns to the Superintendent or Board of Education. Any Building Principal receiving such a report shall relay this information to the Superintendent.

The Superintendent or his/her designee, shall maintain a written record of the allegation and results of an investigation. The Superintendent may also refer the matter to the appropriate unit (auditors, police, SED, etc.) The Superintendent will investigate the disclosure, and notify the Board when appropriate to do so.

Except as otherwise provided in either state and/or federal law, the Board-designated officer shall make all reasonable attempts to protect the identity of the employee making the disclosure in a confidential manner, as long as doing so does not interfere with conducting an investigation of the specific allegations or taking corrective action.

The district shall not take adverse employment action against an employee who has notified the district of wrongdoing, allowing the district the opportunity to investigate and correct the misconduct. The district shall not take adverse action against an employee who has reported misconduct when mandated to do so by federal or state law or regulation.

#### Complaints of Reprisal

Employees who have a reasonable belief that the conduct about which he or she complains constitutes a violation of law, rule or regulation are protected by Civil Service Law §75-b. Accordingly, the district shall not terminate or take any other disciplinary adverse personnel action against an employee because he or she disclosed information to a governmental body regarding a violation of law, rule or regulation where the violation: (1) creates and presents a substantial and specific danger to the public health or safety; or (2) is one which the employee reasonably believes to be true and reasonably believes constitutes an improper school district action.

Before reporting any such information to another governmental agency, and in order to obtain the protections of Civil Service Law §75-b, an employee must make a good faith effort to provide the Superintendent, or where the allegations involve the Superintendent, the Board of Education, with the information to be disclosed and a reasonable time and opportunity to take appropriate action to correct the improper activity, policy or practice, unless there is imminent or serious danger to public health and safety. This "Whistleblower Protection" shall extend to retaliation consisting of adverse personnel action affecting an employee's compensation, appointment, promotion, transfer, assignment, reassignment or evaluation of performance.

Further protection of a school employee who reports information regarding illegal or inappropriate financial practices shall be accorded the employee pursuant to Education Law §3028-d. Any employee of the district having reasonable cause to suspect that the fiscal practices or actions of an employee or officer of the district violate any local, state, or federal law, rule and/or regulation relating to the financial practices of the district, and, who, in good faith, reports such information to an official of the district or to the Office of the State Comptroller, the Commissioner of Education, or to law enforcement authorities, shall have immunity from any civil liability that may arise from the making of such report. Neither the district nor its employees or officers shall take, request, or cause a retaliatory action against any employee who makes such a report.

Nothing in this policy is intended to interfere with legitimate employment decisions.

The Superintendent of Schools, or his /her designee, shall establish regulations necessary to implement this policy.

This policy and accompanying regulations shall be published in employee handbooks, posted in employee lounges and given to all employees with fiscal accounting and/or money handling responsibilities on an annual basis.

Ref: Civil Service Law §75-b  
Labor Law §740  
Ed Law 3028-d  
8 NYCRR §§102.3, 102.4 (testing misconduct)  
*Garrity v. University at Albany*, 301 A.D. 2d 1015 (3<sup>d</sup> Dept. 2003)  
*Matter of Brey v. Bd. of Educ.*, 245 A.D. 2d 613 (3<sup>d</sup> Dept. 1997)

Adoption date: February 11, 2013

Revised date: