



East Greenbush Central School District

ADMINISTRATION CENTER

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Marissa Cannon

Director of Human Resources

MEMORANDUM

TO: Jeffrey P. Simons, Superintendent of Schools

FROM: Marissa Cannon, Director of Human Resources *MC*

DATE: June 5, 2019

RE: 2019-2020 Code of Conduct

The New York State Education Department requires that each public school district annually review and revise the Code of Conduct.

The Code of Conduct Committee met to review, evaluate and revise the East Greenbush Central School District Code of Conduct. The Committee reviewed the language in the Code of Conduct and led a discussion surrounding the strengths of the Code and areas that are in need of revision.

Attendees at Committee meeting:

Lindsey Conboy, Student
John Caporta, Principal
Jennifer Cutler, Teaching Assistant & Parent
Audra DiBacco, School Social Worker
Patty Farnan, Assistant Principal
Dan Garab, Principal
Wayne Grignon, Principal
Marty Mahar, Principal
Tim Malloy, Assistant Principal
Jared Meisel, Student
Patti Shaw, Teacher
Helen Squillace, Director of PPS
JoAnn Taylor, Board member
Jenna Turnbull, Teacher
Jeff Weir, School Safety Supervisor

The Committee recommends the following changes:

1. Under definitions, add Police (pg. 3)
2. The Dignity Act Coordinator for Red Mill will be the new 1.0 FTE Social Worker. Once a candidate has been selected and appointed, I will update this section to reflect the change in personnel. Maria Fontaine was the DAC at Red Mill this year, but she

will be full time at Green Meadow in the 2019-20 year. We have added Maria as the second DAC at Green Meadow. The second DAC at Columbia High School, Lois Rondeau, has been added to this section (pg. 7-8).

3. Under Behavioral Expectations for Grades 9-12 Level I Infractions (pg. 18), possible police contact was added to the consequences of violation: "Possession, use or distribution of tobacco products including but not limited to cigarettes, dip and chew, cigar, pipe, electronic cigarettes, all devices associated with vapes and electronic cigarettes, smokeless tobacco and vapes on school grounds".
4. Under Behavioral Expectations for Grades 9-12 Level I Infractions (pg. 18), violation: "Pulling of fire alarm or activating door alarm" was modified to also include making a false 911 call.
5. Under Behavioral Expectations for Grades K-8 Level I Infractions (pg. 13) and Grades 9-12 Level I Infractions (pg. 20), language was added regarding the violation of interference with fire and safety drills. The consequence for this violation across grade levels is out-of-school suspension for 1-5 days.
6. Under Behavioral Expectations for Grades 9-12 Level II Infractions (pg. 21), language regarding electronic devices was updated to include air pods and headphones. The device, MP3 player, was eliminated due to lack of relevance in present day.
7. Under Behavioral Expectations for Grades 9-12 Level II Infractions (pg. 22), electronic device violation, the following language was added, "Additionally, air pods and headphones cannot be used in the hallways".
8. Under Behavioral Expectations for Grades K-8 Level II Infractions (pg. 14) and Grades 9-12 Level II Infractions (pg. 22), violation - Use of Electronic Devices, the following language was added to the "no gathering of information statement":
 - Student to student
 - Student to employee
 - Employee to student
 - Employee to employee
9. Under Behavioral Expectations for Grades 9-12 Level II Infractions (pg. 25), violation - Forgery/lying, was modified to also include verbal and written statements.
10. Sexual harassment language was revised to include the following: "Should the matter involve allegations of sexual harassment the District's Title IX coordinator will be consulted and involved in the investigation" (pg. 28). This language is in accordance with the new NYS sexual harassment legislation.

The Committee also discussed the use of cell phones. It was agreed that the Code addresses the use of cell phones appropriately and there is no need to revise language surrounding this electronic device at this time.

I am requesting to review the Code of Conduct with you and the Board of Education at the June 12, 2019 Board of Education meeting, followed by a 30-day review period. Following the 30-day review, the Board of Education would adopt the 2019-2020 Code of Conduct at the July 24, 2019 meeting.

Thank you.

Enc. Draft 2019-20 Code of Conduct