

GENERAL BROWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION
17643 Cemetery Road - P.O. Box 500 - Dexter, New York 13634

REGULAR MEETING
January 10, 2022 – 5:30 p.m.

The Board of Education will meet in the auditorium of the Jr.-Sr.High School.
COVID-19 physical distancing guidelines will be followed.

Preliminary
AGENDA

REGULAR MEETING – 5:30 P.M.

Call to Order – Pledge of Allegiance

A. APPROVAL OF AGENDA

B. PRESENTATION

C. PUBLIC COMMENT REQUESTS

D. CONSENT AGENDA

1. Approval of Minutes as listed:
 - December 6, 2021 – Regular Meeting
2. Approval of Buildings and Grounds Requests as listed:
 - JSHS new gymnasium – Saturday, January 8 and 22, 2022 from 3:30 p.m. to 5:00 p.m. – 4th Grade Girls' Youth Basketball
3. Approval of Conferences and Workshops as listed:
 -
4. Approval of Conferences and Workshops as per *My Learning Plan Report*
5. Approval of Financial Reports / Warrants – November 2021

E. REGULAR AGENDA

Other Discussion and Action Items:

Board Member Reports/Staff Member Reports and Presentations

1. Comments / Information shared by Board Members
2. Staff Member Reports
3. Staff Member Presentations

Items for Board Information/Discussion

4. Board Information –

Items for Board Discussion/Action

5. Board Action – Policy adoption
 - **2nd Reading/Adoption: Policy #3460 – Diversity, Equity and Inclusion in Public Education**
6. Board Action – Approval is requested for the ***LaFargeville Central School District to combine with the General Brown Central School District, (as host)***, for the purpose of athletic competition, pending the approval of the NYSPHSAA Section III, to compete in the sport of ***Football*** at the Varsity, Junior Varsity, and Modified levels for the ***2022-2023 school year, provided COVID-19 restrictions are conducive to this request.***
7. Board Action – Approval is requested for the ***Committee on Special Education Reports***

F. ITEMS FOR BOARD ACTION – PERSONNEL

8. Board Action – Approval is requested for **2021-2022 Substitute Instructional and Non-Instructional Personnel Item #11-D**, as continued from the Organizational meeting held July 1, 2021:
 - **Dustyn Helmer** – Substitute Teacher
9. Board Action – Approval is requested to accept a request from **Nancy K. Hardwick to rescind her letter of resignation for the purpose of retirement**, which was to be effective on July 1, 2022, and was previously accepted by the Board of Education at their meeting held December 6, 2021. There will be no change in position, salary, or tenure status.

G. ITEMS FOR BOARD ACTION – PERSONNEL continued

10. Board Action – Retirements:

11. Board Action – Resignations:

Name	Position	Effective Date
Julia LaVere	School Social Worker	01/14/2022

12. Board Action – Appointments:

Name	Position	Annual Salary or Rate of Pay	Probationary or Tenure Track Appt. (if appl.)	Effective Date
Chloe S. Moore	Substitute Teacher/Substitute Aide	\$95/day \$12.90/hour	n/a	Emergency appt. Eff: 12/09/2021
Brendan W. Eyestone	Substitute Teacher/Substitute Aide	\$95/day \$12.90/hour	n/a	Emergency appt. Eff: 12/09/2021
Akasha N. Gaige	Substitute Teacher	\$95/day	n/a	Emergency appt. Eff: 12/15/2021
Megan D. Milkowich	Substitute Teacher	\$95/day	n/a	Emergency appt. Eff: 12/17/2021
Monique Merchant	Teacher Aide	\$13.20/hour	n/a	Emergency appt. Eff: 12/23/2021
David R. Fleming	4-Hour Bus Driver	\$17.36/hour	n/a	Emergency appt. Eff: 01/03/2022
Mallory Marks	Substitute Aide	\$13.20/hour	n/a	01/11/2022
Crystal R. O’Hara	Substitute Teacher	\$110/day	n/a	01/11/2022

H. ITEMS FOR BOARD ACTION - FINAL FINGERPRINT CLEARANCE

13. Board Action - Upon the recommendation of the Superintendent of Schools – WHEREAS, on behalf of the General Brown Central School District, two sets of the following prospective employees’ fingerprints for employment have been submitted to NYSED, along with the signed Consent Form, and a request for conditional clearance. The following employees have received FINAL CLEARANCE from SED:
 - **Chloe S. Moore** – Substitute Teacher
 - **Brendan W. Eyestone** – Substitute Teacher
 - **Akasha N. Gaige** – Substitute Teacher
 - **Megan D. Milkowich** – Substitute Teacher
 - **Emily A. Morett** – Student Teacher
 - **Crystal R. O’Hara** – Substitute Teacher

I. SUPERINTENDENTS’ REPORTS

14. Assistant Superintendent Smith
15. Superintendent Case

J. CORRESPONDENCE & UPCOMING EVENTS

16. Correspondence Log

K. ITEMS FOR NEXT MEETING

17. **February 7, 2022 – Regular Meeting** to begin at 5:30 p.m.

L. MOTION FOR ADJOURNMENT

18. **There being no further business or discussion**, a motion is requested adjourn the regular meeting.

*Indicates items added after the preliminary agenda was provided to the Board of Education.

GENERAL BROWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION
17643 Cemetery Road - P.O. Box 500 - Dexter, New York 13634

REGULAR MEETING
December 6, 2021
Jr.-Sr. High School Auditorium

COVID-19 physical distancing guidelines were followed.

Unapproved
MINUTES

REGULAR MEETING – The meeting was called to order at 5:31 p.m. by President Milkowich, followed by the Pledge of Allegiance.

MEMBERS PRESENT – Kelly Milkowich, President; Sandra Young Klindt, Vice President; Natalie Hurley; Albert Romano, Jr.; Tiffany Orcesi; Jamie Lee

OTHERS PRESENT – Barbara J. Case, Superintendent; Lisa K. Smith, Assistant Superintendent; Kathaleen Beattie, Director of Student Services; David Ramie, Principal Jr.-Sr. High School; Joseph Folino, Assistant Principal Jr.-Sr. High School; Michael Parobeck, Network Administrator; Joseph Watson, Director of Facilities; Faculty, Students and Community Members

— Superintendent Case, Clerk Pro-Tem will record the actions of the meeting in the absence of Mrs. Bennett.

A. APPROVAL OF AGENDA

Motion for approval by Tiffany Orcesi, seconded by Natalie Hurley, with motion approved 6-0.

- B. PRESENTATION – *2021 Annual Fire Inspection Report*** was presented by Mr. John Warneck – NCE Environmental Consultants. The District was cited for fabric coverings on classroom lights in a few rooms. Mr. Warneck shared options such as LED colored lights as an alternative to the coverings. The District will explore options. A motion was made for approval of the Fire Inspection Report by Sandra Young Klindt, seconded by Tiffany Orcesi, with motion approved 6-0.

- C. PUBLIC COMMENT REQUESTS** – No requests at this time.

D. CONSENT AGENDA

A motion for approval of the following items as listed under the CONSENT AGENDA is made by Albert Romano, Jr., and seconded by Natalie Hurley, with motion approved 6-0.

1. Approval of Minutes as listed:
 - November 8, 2021 – Regular Meeting
2. Approval of Buildings and Grounds Requests as listed:
 - JSHS weight room – Wednesdays from December 1, 2021 to April 6, 2022 – 7:00 p.m. to 8:15 p.m. – Dexter Pop Warner cheer practice
 - JSHS weight room – Tuesdays and Thursdays from December 1, 2021 to April 6, 2022 – 7:00 p.m. to 8:15 p.m. – Dexter Pop Warner Jr. Pee Wee cheer practice
 - DEX gymnasium – December 4, 2021 from 9:00 a.m. to 11:00 a.m. – Youth Girls' Basketball practice
3. Approval of Conferences and Workshops as listed:
 - Barbara J. Case – Jefferson Lewis School Board Association Workshop – *Superintendent/Board Roles & Responsibilities*” presented by Barry Entwistle of NYSSBA – December 2, 2021 – JLBOCES or Virtual
 - Lisa K. Smith – Jefferson Lewis School Board Association Workshop – *Superintendent/Board Roles & Responsibilities*” presented by Barry Entwistle of NYSSBA – December 2, 2021 – JLBOCES or Virtual
 - Sandra Young Klindt – Jefferson Lewis School Board Association Workshop – *Superintendent/Board Roles & Responsibilities*” presented by Barry Entwistle of NYSSBA – December 2, 2021 – JLBOCES or Virtual
4. Approval of Conferences and Workshops as per *My Learning Plan Report*
5. Approval of Financial Reports / Warrants – October 2021

E. REGULAR AGENDA

Other Discussion and Action Items:

Board Member Reports/Staff Member Reports and Presentations

1. Comments / Information shared by Board Members

— Information was shared regarding the recent NYSSBA workshop regarding the Board’s roles, responsibilities and best practices. Workshops regarding the Board’s role in curriculum and the Board’s influence on culture will be available in the new year as well. The JLSBA Legislative Breakfast is scheduled for February 4, 2022.

2. Staff Member Reports

- Mrs. Nohle shared information regarding PBIS activities, and the Backpack Program assisted 22 families.
- Mr. Ramie shared that Chromebooks for grades 10-12 are brought into classrooms daily. Grades 7-9 are scheduled next.
- Mr. Folino shared information regarding scholar athletes and spectator practices.
- Ms. Beattie shared information regarding actions taken and teacher support being provided by the Inclusion Coach, Jon Bick.

3. Staff Member Presentations – None at this time.

Items for Board Information/Discussion

4. Board Information / Discussion – Policy Review

- **1st Reading: Policy #3460 – Diversity, Equity and Inclusion in Public Education draft**

5. Board Information/Discussion – 1st Quarter Marking Period Data – Jr./Sr. High School

Items for Board Discussion/Action

6. Board Action – Approval is requested for the **Corrective Action Plan (CAP)** for the 2020-2021 fiscal year as attached. Motion for approval by Natalie Hurley, seconded by Tiffany Orcesi, with motion approved 6-0.

7. Board Action – Approval is requested for the following **Resolution for Lead Evaluator of Teacher:**
WHEREAS, the Board of Education has been provided evidence that the following have completed training which meets the requirements of 8 NYCRR 30-2.9 and the GBCSD Annual Professional Performance Review Plan for certification as a Lead Evaluator of Teachers, and upon recommendation of the Superintendent of Schools, the following be certified as Lead Evaluator of Teachers:

- **Kathaleen Beattie (11/10/2021)**

Motion for approval by Natalie Hurley, seconded by Sandra Klindt, with motion approved 6-0.

8. Board Action – Approval is requested for the **Spending Plan Development Schedule** for the 2022-2023 school year. Motion for approval by Jamie Lee, seconded by Tiffany Orcesi, with motion approved 6-0.

9. Board Action – Approval is requested for the **Committee on Special Education Reports**. Motion for approval by Albert Romano, seconded by Natalie Hurley, with motion approved 6-0.

F. ITEMS FOR BOARD ACTION – PERSONNEL

A motion for approval of the following PERSONNEL CHANGES, with *effective dates* as listed, is made by Albert Romano, seconded by Sandra Klindt, with motion approved 6-0.

10. Board Action – Retirements:

Name	Position	Effective Date
Nancy K. Hardwick	Elementary Teacher	07/01/2022
Martha McIntosh	UPK Teacher	07/01/2022

11. Board Action – Resignations:

Name	Position	Effective Date
Monique Merchant	Teacher Aide	12/23/2021

12. Board Action – Appointments:

Name	Position	Annual Salary or Rate of Pay	Probationary or Tenure Track Appt. (if applicable)	Effective Date
Virginia M. Devine	Substitute Nurse	\$20.45 hourly	n/a	Emergency appt. eff. 12/01/2021
Richard L. Mentry	Substitute Cleaner	\$12.90 hourly	n/a	12/07/2021
Brendon M. Scordo	Substitute Teacher	\$95 daily	n/a	12/07/2021
Kelly L. Henderson	Elementary Teacher	\$59,715 annually (Step 11, MB+39)	4-year probationary tenure appt. in the area of Elementary Education	12/07/2021
David P. Jenner	Substitute Teacher	\$95 daily	n/a	12/07/2021
Brandon C. Farr	Substitute Teacher	\$95 daily	n/a	12/07/2021
Amber Gorden	Substitute Teacher	\$95 daily	n/a	12/07/2021
David R. Fleming	Substitute Bus Driver	\$17.36 hourly	Conditional appointment eff. 12/07/2021 or upon successful completion of administrative prerequisites in accordance with 19-A regulations.	Conditional 12/07/2021
Nathan S. Jaring	Substitute Teacher	\$100 daily	n/a	12/07/2021
Mallory R. Marks	Substitute Teacher	\$95 daily	n/a	12/07/2021
Makenzie Goutremout	Substitute Teacher	\$100 daily	n/a	12/07/2021
	Substitute Aide	\$12.90 hourly	n/a	
Mark B. Frickman	Asst. Trans. Director	\$60,000 annually	52-week provisional appointment	12/28/2021

G. ITEMS FOR BOARD ACTION – PERSONNEL continued – Coaching Appointments

13. Board Action – In the event that the season is shortened, stipends will be prorated in proportion to the actual duration of service.

A motion for approval of the following coaching appointments, with *effective dates* as listed, is made by Tiffany Orcesi, seconded by Natalie Hurley, with motion approved 6-0.

(A) PAID Coaching Appointments:

Name	Sport / Season Winter 2021-2022	Coaching Certification	Effective Date
Chelsea V. VanTassel	Basketball Girls' Modified-8 th Gr.	Temporary Coaching License****	01/04/2022
Brett Neddo	Basketball Girls' Modified-7 th Gr.	Teacher Coach*	01/04/2022
Nicholas Nortz	Basketball Boys' Modified-7 th Gr.	Teacher Coach*	01/04/2022

(B) UNPAID Coaching Appointments:

Name	Sport / Season Winter 2021-2022	Coaching Certification	Effective Date
Brett Neddo	Basketball Boys' Varsity Assistant	*Teacher Coach	Emergency appt. eff. 11/15/2021

Coaches possess the following [as mandated by NYSED]:

Teaching Certificate: Child Abuse / School Violence / DASA / First Aid / CPR / Concussion Workshop / Fingerprint Clearance / [Philosophies & Principals / Theories and Techniques [sport specific] / Health Sciences as required] *

Non-Teaching Temporary or Professional Coaching License and/or 2nd-4th Renewal as required: Child Abuse/School Violence/ DASA/ First Aid CPR/Concussion Workshop/ Philosophies & Principals/Theories and Techniques [sport specific] /Health Sciences/Fingerprint Clearance ****

H. ITEMS FOR BOARD ACTION - FINAL FINGERPRINT CLEARANCE

14. Board Action - Upon the recommendation of the Superintendent of Schools – WHEREAS, on behalf of the General Brown Central School District, two sets of the following prospective employees’ fingerprints for employment have been submitted to NYSED, along with the signed Consent Form, and a request for conditional clearance. The following employees have received FINAL CLEARANCE from SED:

- Virginia M. Devine – Substitute Nurse
- Richard L. Mentry – Substitute Cleaner
- Brendon M. Scordo – Substitute Teacher
- David P. Jenner – Substitute Teacher

- **Brandon C. Farr** – Substitute Teacher
- **Chelsea V. VanTassel** – Coach
- **Nathan S. Jaring** – Substitute Teacher
- **Mallory R. Marks** – Substitute Teacher
- **Mackenzie Goutremout** – Substitute Teacher
- **Mark B. Frickman** – Assistant Transportation Director

Motion for approval by Tiffany Orcesi, seconded by Sandra Young Klindt, with motion approved 6-0.

I. SUPERINTENDENTS' REPORTS

- 15. Assistant Superintendent Smith
- 16. Superintendent Case

J. CORRESPONDENCE & UPCOMING EVENTS

- 17. Correspondence Log

K. ITEMS FOR NEXT MEETING

- 18. *January 10, 2022 – Regular Meeting* to begin at 5:30 p.m.

L. MOTION FOR ADJOURNMENT

- 19. **There being no further business or discussion**, a motion is requested adjourn the regular meeting.
Motion for approval by Tiffany Orcesi, seconded by Jamie Lee, with motion approved 6-0. Time 6:25 p.m.

Respectfully submitted:

Barbara J. Case, Clerk Pro-Tem

Supporting documents may be found in supplemental file dated December 6, 2021.

ReportResults

My Learning Plan Report for BOE Approval January 10, 2022

Building_Name	Last_First_Name	Activity_Title	Start_Date	End_Date
DISTRICT OFFICE	Beattie, Kathaleen	Instructional Technology Leadership Training	9/2/2021	9/2/2021
DISTRICT OFFICE	Beattie, Kathaleen	Overview of the ELL ID Process (Virtual)	10/25/2021	10/25/2021
DISTRICT OFFICE	Beattie, Kathaleen	Transition in the IEP	10/27/2021	10/27/2021
DISTRICT OFFICE	Beattie, Kathaleen	Lead Evaluator Recertification	11/10/2021	11/10/2021
DISTRICT OFFICE	Beattie, Kathaleen	Grading for Equity Book Study - Session 3	1/12/2022	1/12/2022
DISTRICT OFFICE	Beattie, Kathaleen	ONLINE: ELL Program Administrators Meeting (4)	5/17/2022	5/17/2022
DISTRICT OFFICE	CASE, BARBARA	LEAF Meeting	1/20/2022	1/20/2022
BGP	COMINS, LORRAIN	General Brown - SDI Work	9/2/2021	9/2/2021
JR-SR HS	CUDDEBACK, MAR	Developing and Strengthening Teacher and Student Relationships: 9/27/21 - 10/4/2	9/27/2021	9/27/2021
JR-SR HS	CUDDEBACK, MAR	Educators Helping Educators - Recorded Sessions for You	10/12/2021	10/12/2021
JR-SR HS	DETTMER, SABRIN	Developing and Strengthening Teacher and Student Relationships: 9/27/21 - 10/4/2	9/27/2021	9/27/2021
JR-SR HS	DETTMER, SABRIN	Developing Engaging Tasks to Support Student Empowerment: 10/4 - 10/18	10/4/2021	10/4/2021
JR-SR HS	DETTMER, SABRIN	Effective Feedback for Strengthening Student Learning: 10/18 - 10/25	10/18/2021	10/18/2021
JR-SR HS	DETTMER, SABRIN	The 7 Habits of Highly Effective People: 11/8/21 - 11/22/21	11/8/2021	11/8/2021
DEXTER	DILLABOUGH, TASH	Instructional Technology Leadership Training	9/2/2021	9/2/2021
DEXTER	DILLABOUGH, TASH	The Science of Reading: Foundational Knowledge and Skills Series	1/20/2022	1/27/2022
DEXTER	DUPEE, KRISTA	General Brown - SDI Work	9/2/2021	9/2/2021
BGP	DUPEE, REBECCA	Grading for Equity Book Study - Session 3	1/12/2022	1/12/2022
DISTRICT OFFICE	FLATH, REBECCA	Financial User Group: Calendar Year End Processing - Part 1	11/8/2021	11/8/2021
JR-SR HS	Folino, Joseph	Secondary Principals Meeting	11/9/2021	11/9/2021
BGP	Foss, Kimberly	Back to School with Sora	10/14/2021	10/14/2021
DEXTER	Foss, Kimberly	Back to School with Sora	10/14/2021	10/14/2021
DEXTER	Gerstenschlager, Jer	General Brown - SDI Work	9/2/2021	9/2/2021
DEXTER	Gerstenschlager, Jer	Effective Teaching Level 1	3/1/2022	4/19/2022
BGP	HAMILTON, DIONNE	General Brown - SDI Work	9/2/2021	9/2/2021
BGP	HAMILTON, DIONNE	Grading for Equity Book Study - Session 3	1/12/2022	1/12/2022
JR-SR HS	Hanson, Lindsay	Instructional Technology Leadership Training	9/2/2021	9/2/2021
JR-SR HS	Hanson, Lindsay	General Brown - SDI Work	9/2/2021	9/2/2021
BGP	HARDWICK, NANCY	Developing and Strengthening Teacher and Student Relationships: 9/27/21 - 10/4/2	9/27/2021	9/27/2021
DEXTER	HARDWICK, NANCY	Developing and Strengthening Teacher and Student Relationships: 9/27/21 - 10/4/2	9/27/2021	9/27/2021
BGP	HARDWICK, NANCY	Developing Engaging Tasks to Support Student Empowerment: 10/4 - 10/18	10/4/2021	10/4/2021
DEXTER	HARDWICK, NANCY	Developing Engaging Tasks to Support Student Empowerment: 10/4 - 10/18	10/4/2021	10/4/2021
BGP	HARDWICK, NANCY	Using Social Emotional Apps for SEL	10/21/2021	10/21/2021
DEXTER	HARDWICK, NANCY	Using Social Emotional Apps for SEL	10/21/2021	10/21/2021

ReportResults

BGP	HARDWICK, NANCY	OurStoryBridge: Connecting the Past and the Present	10/27/2021	10/27/2021
DEXTER	HARDWICK, NANCY	OurStoryBridge: Connecting the Past and the Present	10/27/2021	10/27/2021
BGP	HARDWICK, NANCY	Effective Teaching Level 1	3/1/2022	4/19/2022
DEXTER	HARDWICK, NANCY	Effective Teaching Level 1	3/1/2022	4/19/2022
DEXTER	HARTLE, MICHAEL	Introduction to the New Physical Education Standards	9/29/2021	9/29/2021
BGP	HUNT, AYESHA	Grading for Equity Book Study - Session 3	1/12/2022	1/12/2022
JR-SR HS	JENNER, PHILIP	General Brown - SDI Work	9/2/2021	9/2/2021
JR-SR HS	Johnson, Wendy	Introduction into Culturally Responsive-Sustaining Education	12/14/2021	12/14/2021
JR-SR HS	Johnson, Wendy	Inclusion: How to Make It Happen K-12 **ONLINE** presented by Diane Ripple - 4-t	1/13/2022	1/13/2022
DEXTER	Jones, Ashley	The Science of Reading: Foundational Knowledge and Skills Series	1/20/2022	1/27/2022
DEXTER	KEENAN, KATHRYN	The Science of Reading: Foundational Knowledge and Skills Series	1/20/2022	1/27/2022
BGP	KETCHAM, HELEN	General Brown - SDI Work	9/2/2021	9/2/2021
DEXTER	KIECHLE, ALICIA	The Science of Reading: Foundational Knowledge and Skills Series	1/20/2022	1/27/2022
JR-SR HS	LABIENDO, LINDSA	Grading for Equity Book Study - Session 3	1/12/2022	1/12/2022
JR-SR HS	LASAGE, CARRIE	Deliver Engaging Lessons Using Lumio	1/11/2022	1/11/2022
JR-SR HS	LASAGE, CARRIE	Developing Digital Detectives Book Study	2/2/2022	3/23/2022
BGP	LaVere, Julia	Erin's Law	9/29/2021	9/29/2021
JR-SR HS	Longamore, Katelyn	General Brown - SDI Work	9/2/2021	9/2/2021
DEXTER	LOTHROP, ASHLEY	General Brown - SDI Work	9/2/2021	9/2/2021
DEXTER	LOTHROP, ASHLEY	The Science of Reading: Foundational Knowledge and Skills Series	1/20/2022	1/27/2022
DEXTER	MARTIN, STACI	VIRTUAL: Tech Sandbox: Discover, Play, and Engage with the Newest Edtech Tool	1/3/2022	5/31/2022
DEXTER	MARTIN, STACI	Grading for Equity Book Study - Session 3	1/12/2022	1/12/2022
JR-SR HS	MENAPACE, SUSAN	Instructional Technology Leadership Training	9/2/2021	9/2/2021
JR-SR HS	MENAPACE, SUSAN	General Brown - SDI Work	9/2/2021	9/2/2021
JR-SR HS	Mesires, Maria	Grading for Equity Book Study - Session 3	1/12/2022	1/12/2022
BGP	Nabinger, Melissa	Elementary Principals Meeting	9/14/2021	9/14/2021
BGP	Nabinger, Melissa	Elementary Principals Meeting	10/12/2021	10/12/2021
BGP	Nabinger, Melissa	Let's Talk about Data	10/28/2021	1/13/2022
BGP	Nabinger, Melissa	APL Supervision for Administrators	12/10/2021	12/17/2021
JR-SR HS	NEWVINE, STEPHA	Seal of Biliteracy Meeting	12/15/2021	12/15/2021
JR-SR HS	NEWVINE, STEPHA	Seal of Biliteracy Meeting	1/18/2022	1/18/2022
JR-SR HS	NEWVINE, STEPHA	World Language Assessment Committee Meeting	2/16/2022	2/16/2022
JR-SR HS	NEWVINE, STEPHA	Seal of Biliteracy Meeting	4/6/2022	4/6/2022
JR-SR HS	NEWVINE, STEPHA	Seal of Biliteracy Meeting	5/9/2022	5/9/2022
BGP	NICHOLS, SHERI	General Brown - SDI Work	9/2/2021	9/2/2021
JR-SR HS	Nieves-Soto, Julia	Grading For Equity Book Study - Session 1	10/20/2021	10/20/2021
JR-SR HS	Nieves-Soto, Julia	Grading for Equity Book Study - Session 3	1/12/2022	1/12/2022

ReportResults

DEXTER	Nohle, Laurie	Let's Talk about Data	10/28/2021	1/13/2022
DEXTER	Nohle, Laurie	APL Supervision for Administrators	12/10/2021	12/17/2021
JR-SR HS	O'Brien, Allison	General Brown - SDI Work	9/2/2021	9/2/2021
JR-SR HS	O'Brien, Allison	Transition in the IEP	10/27/2021	10/27/2021
JR-SR HS	O'Brien, Allison	Transition Assessment Training	11/2/2021	11/2/2021
BGP	Orcesi, Mauro	Effective Teaching Level 1	3/1/2022	4/19/2022
JR-SR HS	O'RILEY, AMY	General Brown - SDI Work	9/2/2021	9/2/2021
DEXTER	PACINI, MISTY	The Science of Reading: Foundational Knowledge and Skills Series	1/20/2022	1/27/2022
BGP	PAIGE, MARY	Instructional Technology Leadership Training	9/2/2021	9/2/2021
DEXTER	PARKER, STEPHAN	General Brown - SDI Work	9/2/2021	9/2/2021
DISTRICT OFFICE	PAROBECK, MICHA	Data Warehouse Fall Workshop	10/5/2021	10/5/2021
DISTRICT OFFICE	PAROBECK, MICHA	NYSED Technology Plan User Group	10/6/2021	10/6/2021
DISTRICT OFFICE	PAROBECK, MICHA	Technology Leadership Meeting - Virtual	10/13/2021	10/13/2021
DISTRICT OFFICE	PAROBECK, MICHA	Lightspeed Relay Regional Training	10/27/2021	10/27/2021
DISTRICT OFFICE	PAROBECK, MICHA	Data Protection Officer User Group	11/2/2021	11/2/2021
DISTRICT OFFICE	PAROBECK, MICHA	ClassLink: Virtual Learning Event	12/8/2021	12/8/2021
DISTRICT OFFICE	PAROBECK, MICHA	Technology Leadership Meeting - Virtual	12/15/2021	12/15/2021
JR-SR HS	RAMIE, DAVID	Instructional Technology Leadership Training	9/2/2021	9/2/2021
JR-SR HS	RAMIE, DAVID	Secondary Principals Meeting	9/14/2021	9/14/2021
JR-SR HS	RAMIE, DAVID	Secondary Principals Meeting	10/12/2021	10/12/2021
JR-SR HS	RAMIE, DAVID	Secondary Principals Meeting	11/9/2021	11/9/2021
JR-SR HS	RAMIE, JENNIFER	General Brown - SDI Work	9/2/2021	9/2/2021
JR-SR HS	SEYMOUR, FRANCI	Instructional Technology Leadership Training	9/2/2021	9/2/2021
DEXTER	Slate, Gabrielle	Effective Teaching Level 1	3/1/2022	4/19/2022
JR-SR HS	SMITH, AMY	General Brown - SDI Work	9/2/2021	9/2/2021
DISTRICT OFFICE	SMITH, LISA	Assistant Superintendents Meeting	11/9/2021	11/9/2021
JR-SR HS	ST. PIERRE, KATIE	General Brown - SDI Work	9/2/2021	9/2/2021
JR-SR HS	Stephens, Elizabeth	Developing and Strengthening Teacher and Student Relationships: 9/27/21 - 10/4/2	9/27/2021	9/27/2021
JR-SR HS	Stephens, Elizabeth	Developing Engaging Tasks to Support Student Empowerment: 10/4 - 10/18	10/4/2021	10/4/2021
JR-SR HS	Taylor, Rebecca	General Brown - SDI Work	9/2/2021	9/2/2021
JR-SR HS	Taylor, Rebecca	Developing and Strengthening Teacher and Student Relationships: 9/27/21 - 10/4/2	9/27/2021	9/27/2021
JR-SR HS	Taylor, Rebecca	Meeting the Needs of Students Through Assessments while Supporting and Encour	10/25/2021	10/25/2021
BGP	Tibbles, Kelsey	Effective Teaching Level 1	3/1/2022	4/19/2022
DEXTER	TYO, LISA	Instructional Technology Leadership Training	9/2/2021	9/2/2021
DEXTER	TYO, LISA	General Brown - SDI Work	9/2/2021	9/2/2021
BGP	VODICKA, MARY	Grading for Equity Book Study - Session 3	1/12/2022	1/12/2022
BGP	WIDRICK, ALISON	General Brown - SDI Work	9/2/2021	9/2/2021

ReportResults

BGP	WORDEN, DEXTER	The National Reading Panel Report: Implications for Instruction	11/19/2021	11/19/2021
JR-SR HS	Yerdon, Alexiah	Educators Helping Educators - Recorded Sessions for You: 1/10/22 - 6/13/22	1/10/2022	1/10/2022
JR-SR HS	Yerdon, Alexiah	Grading for Equity Book Study - Session 3	1/12/2022	1/12/2022
JR-SR HS	Yerdon, Alexiah	Effective Strategies for All Classrooms: January 24 - January 31	1/24/2022	1/24/2022
DEXTER	Yodice, Wendy	General Brown - SDI Work	9/2/2021	9/2/2021
DEXTER	Yodice, Wendy	The Science of Reading: Foundational Knowledge and Skills Series	1/20/2022	1/27/2022
DEXTER	Yodice, Wendy	Effective Teaching Level 1	3/1/2022	4/19/2022
DEXTER	ZEHR, TINA	General Brown - SDI Work	9/2/2021	9/2/2021
DEXTER	ZEHR, TINA	The Science of Reading: Foundational Knowledge and Skills Series	1/20/2022	1/27/2022

GENERAL COMMITMENTS

DIVERSITY, EQUITY AND INCLUSION IN PUBLIC EDUCATION

I. Statement of Policy

A. Recognizing Diversity

The Board of Education recognizes that the students we serve come from a community that is diverse in many ways, including race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, educational attainment, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental and physical ability, genetic information, and learning styles. Each student reflects an individual amalgam of these identities, and it is the goal of the District to deliver differentiated instruction, and to interact with our community, in a manner that recognizes each individual's background.

B. Including All Viewpoints

The Board of Education recognizes that to meet the goal of fully serving our community's diverse members, it is important to take action toward ensuring that the experiences and viewpoints of all different backgrounds are included in the District's educational programs and also in public discussions about the District's goals, strategies, and operations.

C. Providing Opportunities Equitably

The Board of Education commits the District to providing public education to its diverse community in an equitable manner, recognizing that assuring fair treatment, access, opportunity, and advancement for all requires an ongoing alertness to identify and eliminate barriers that may have hindered the full participation of individuals sharing one or multiple identities.

II. Areas of Focus

A. Teaching and Learning

The Superintendent shall lead the District's administrators, instructional staff, and noninstructional staff in identifying and implementing practices that will enable the District to reach these goals of providing full and equitable opportunities to learn for all students:

1. Instructional Practices

- a. using inclusive and culturally responsive curricula in all content areas;

GENERAL COMMITMENTS

DIVERSITY, EQUITY AND INCLUSION IN PUBLIC EDUCATION

- b. using books and instructional materials that are inclusive and culturally responsive;
- c. implementing pedagogical practices and choosing professional development opportunities that support inclusion and cultural responsiveness; and
- d. using multiple assessment measures to support inclusion and cultural responsiveness.

2. Diverse Schools and Learning Opportunities

- a. ensure coursework, programs, and activities are accessible to all students, regardless of their disability status, native language, income level, or any other status;
- b. identify creative ways to enhance the level of diversity across all potential identities within school buildings and when making classroom groupings.

3. Student Supports, Discipline, and Wellness

- a. focus on the well-being of the whole child by always considering, and providing student support systems for, all developmental pathways;
- b. implement programs and practices that enhance all students' self-identity, self-confidence, and self-esteem; and
- c. implement the District's Code of Conduct and related discipline practices on a non-discriminatory basis.

B. Family and Community Engagement

Community support is essential to maintaining a vibrant public education program, and family engagement is an important determinant of student success. The District is committed to building community and family engagement and will conduct its engagement practices to build mutual trust, confidence, and respect.

GENERAL COMMITMENTS

DIVERSITY, EQUITY AND INCLUSION IN PUBLIC EDUCATION

C. Workforce Diversity

Exposing students to a diverse range of school leaders, teachers, and school support staff can offer role models for students, reduce stereotypes, and prepare students for an increasingly global society. Consistent with the District’s goal of offering a quality educational experience for its students, when filling a vacancy the District shall take steps to ensure that a broad cross-section of our community is made aware of the opportunity and, when searches extend beyond our community, shall take steps to ensure that the opportunity is advertised to a diverse audience of potential candidates.

III. Inclusion of Community Viewpoints

- A. The Board authorizes the creation of a District Committee on Diversity, Equity and Inclusion that is representative of all stakeholders including students. The Board shall appoint at least one of its members to be a liaison to the Committee.
- B. The Committee shall be chaired by the Superintendent of Schools or their designee. The members of the Committee shall be appointed by the Board upon the recommendation of the Superintendent. The size of the Committee shall be large enough to be representative of the diverse identities in the school community, but compact enough to permit reasonable scheduling of meetings and practicable discussion among Committee members at those meetings.
- C. The scope of work of the Committee shall be to develop recommendations to the Superintendent for advancing the District goals described in this Policy.

IV. Communication of Policy

This Policy shall be posted in an accessible part of the District’s website.

General Brown Central School District

Cross Ref: Code of Conduct
Equal Opportunity and Prohibition of Discrimination and Harassment Including Sexual Harassment (General Commitments)
Nondiscrimination in Public Accommodations (General Commitments)
Prohibition of Discrimination and Harassment Including Sexual Harassment in Employment (Section Personnel)
Prohibition of Discrimination and Harassment Including Sexual Harassment and Bullying (Section Students)
Nondiscrimination in and Educational Setting (Section Students)

Adopted: _____