



Wilson Central School

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WILSON CENTRAL SCHOOL DISTRICT WILSON, NEW YORK

District Shared Decision Making Team

October 16, 2024

Agenda

1. Welcome/Introductions/Sign-In
2. Review of Minutes of 9/25/24
3. Educational Study Council Grants-Update
4. New Club Proposals- None
5. District Goals-Update
 - a. Building Level SDMT Update
 - b. 2024-2025 Goals
 - c. CDEP Action Plans
6. Review and Comment on Policy 5840- Artificial Intelligence (AI) **Tabled**
7. Review and Comment on Policy 7555- Educational Services for Married/Pregnant Students
8. Review and Comment on Policy 8130- Equal Educational Opportunities
9. Superintendent's Conference Day 11/5/24-Review Plan
10. Curriculum Committee Report-
11. Round Table-

Shared Decision Making Team
Meeting Minutes
Wednesday, September 25, 2024

Attendance: T. Carter, J. Woolson, S. Benton, J. Wilkie (virtual), M. Shank, B. Simpson, A. Seeley, J. Andrews, J. Hardy (virtual), S. Harvey (virtual), C. McCarthy, P. Glagovich, B. Hart

Mr. Carter brought the meeting to order at: 3:33 in person and Google Meet

May Minutes Review- Accepted and submitted- **Approved**

New Business

Educational Study Grant

- Starting balance-\$2845.89
- Requesting additional amount from BOE and WTA, waiting to hear back
- Justine Mercurio- 6 beginner digital keyboards- approved

New Club Proposals- *Moving to BOE for approval*

- Middle School History Club- helping to foster knowledge of historical events and history, 10-70 students are anticipated and will meet biweekly to monthly. Submitted by Karen Aloisio
- Laker Book Club- read books of interest for discussion, thoughts, interpretations- 10-15 (20 max) students are anticipated and will meet weekly/monthly. Submitted by Lindsey Gallagher
- 6th Grade Kindness/Leadership Club- Promote acts of kindness for our school and community, 10-15 students are anticipated and will meet 2 times a month. Submitted by Theresa Reagan
- The Garden Club- was tabled last year, is declined this year
- Model UN Government -Being brought back. 15-20 students are anticipated, weekly meetings, and an official event will take place in March. Submitted by Nicole Tiffany-West
- Seal of Civic Readiness Club - weekly meetings for students who are working towards the NYS Seal of Civic Readiness for graduation.

District Goals-

- Building Level SDMT Update
- 2024-2025- Goals- in draft form currently
- CDEP Action Plans

Policies-

- **Policy 5840- Artificial Intelligence (AI)- *Tabled***
May need to go to building level to be looked at.
This is brand new, just the beginning stages
- **Policy 6140- Employee Medical Exam- *Moving to BOE for Approval***
Revisions made for clarity and consistency
- **Policy 6150- Alcohol, Tobacco, Drugs and Other Substances (Staff)- *Moving to BOE for Approval***
Revised- Law sections updated, clarity and consistency
- **Policy 6220- Temporary Personnel- *Moving to BOE for Approval***
Revised- no maximum for number of days worked if uncertified
- **Policy 6550- Leaves of Absence- *Moving to BOE for Approval***
Revised due to update in labor laws
- **Policy 6560- Determination of Employment Status: Employee or Independent Contractor- *Moving to BOE for Approval***
Reviewed by the business office, NYS data
- **Policy- 7320- Alcohol, Tobacco, Drugs and Other Substances (Students)- *Moving to BOE for Approval***
Quarterly review
- **Policy 7442 Student Voter Registration and Pre-Registration- *Moving to BOE for Approval***
Change in law
- **Policy 7512- Student Physicals- *Moving to BOE for Approval***
Revised- annual audit, reviewed by school nurses
- **Policy 7521- Student and Life-Threatening Health Conditions- *Moving to BOE for Approval***
Revised- reviewed by school nurses, updated old terminology

Superintendent's Conference Day- 11/5/24

- October meeting- more comprehensive plan to come, notify staff of details
- Mandatory trainings and options for the remainder of the day.
- All staff training for mandated reporting
- 2nd Superintendent's Conference Day in March

Curriculum Committee Report-

- Met with all core departments and elementary grade level teams.
- Had first curriculum meeting yesterday to discuss what is new this year, what we are working on, and some wish list items to ensure Wilson students are able to attain the new "portrait of a graduate" expectations of what NYSED
- Planning to meet with the arts, business, tech, facs, WL, PE, Health next month.

Round Table-

- None

Meeting adjourned @ 4:21

Next Meeting: October 16, 2024 @ 3:30

**Submitted by,
Jackie Hardy**

Students

SUBJECT: EDUCATIONAL SERVICES FOR MARRIED/PREGNANT STUDENTS**Overview**

The District is committed to creating and maintaining an environment which is free from discrimination and harassment. This policy addresses educational services for married/pregnant students. It is just one component of the District's overall commitment to maintaining a discrimination and harassment-free educational and work environment.

The opportunity to participate in all of the education programs and activities operated by the District will not be restricted or denied because of a student's current, potential, or past parental, family, or marital status.

The District does not discriminate in its education program or activity against any student based on the student's current, potential, or past pregnancy or related conditions. It does not constitute prohibited discrimination when the District allows a student, based on pregnancy or related conditions, to voluntarily participate in a separate portion of its education program or activity, provided the District ensures that the separate portion is comparable to that offered to students who are not pregnant and do not have related conditions.

Definitions

For purposes of this policy, the following definitions apply:

- a) "Parental status" means the status of a person who, with respect to another person who is under the age of 18 or who is 18 or older but is incapable of self-care because of a physical or mental disability, is:
 - 1. A biological parent;
 - 2. An adoptive parent;
 - 3. A foster parent;
 - 4. A stepparent;
 - 5. A legal custodian or guardian;
 - 6. In loco parentis with respect to such a person; or
 - 7. Actively seeking legal custody, guardianship, visitation, or adoption of such a person

(Continued)

Students

**SUBJECT: EDUCATIONAL SERVICES FOR MARRIED/PREGNANT STUDENTS
(Cont'd.)**

- b) "Pregnancy or related conditions" means:
 - 1. Pregnancy, childbirth, termination of pregnancy, or lactation;
 - 2. Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
 - 3. Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

Preventing Discrimination and Ensuring Equal Access

Under Title IX, the District must take specific actions to promptly and effectively prevent sex discrimination and ensure equal access to the District's education program or activity once the student, or a person who has a legal right to act on behalf of the student, notifies the Title IX Coordinator of the student's pregnancy or related conditions. The Title IX Coordinator must coordinate these actions.

The District will not require supporting documentation for any of these actions unless the documentation is necessary and reasonable for the District to determine the reasonable modification to make or whether to take additional specific actions. Examples of situations when requiring supporting documentation is not necessary and reasonable include, but are not limited to:

- a) When the student's need for a specific action is obvious, such as when a student who is pregnant needs a bigger uniform;
- b) When the student has previously provided the District with sufficient supporting documentation;
- c) When the reasonable modification because of pregnancy or related conditions at issue is allowing a student to carry or keep water nearby and drink, use a bigger desk, sit or stand, or take breaks to eat, drink, or use the restroom;
- d) When the student has lactation needs; or
- e) When the specific action is available to students for reasons other than pregnancy or related conditions without submitting supporting documentation.

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Students

**SUBJECT: EDUCATIONAL SERVICES FOR MARRIED/PREGNANT STUDENTS
(Cont'd.)**Reasonable Modifications

The District will make reasonable modifications to the District's policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access to the District's education program or activity. Each reasonable modification must be based on the student's individualized needs. In determining what modifications are required, the District must consult with the student. A modification that the District can demonstrate would fundamentally alter the nature of its education program or activity is not a reasonable modification.

The student has discretion to accept or decline each reasonable modification offered by the District. If a student accepts the District's offered reasonable modification, the District must implement it.

Reasonable modifications may include, but are not limited to: breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom; intermittent absences to attend medical appointments; access to online or homebound education; changes in schedule or course sequence; extensions of time for coursework and rescheduling of tests and examinations; allowing a student to sit or stand, or carry or keep water nearby; counseling; changes in physical space or supplies (for example, access to a larger desk or a footrest); elevator access; or other changes to policies, practices, or procedures.

Voluntary Access to Separate and Comparable Portion of the District's Education Program or Activity

The District will allow the student to voluntarily access any separate and comparable portion of the District's education program or activity.

Voluntary Leaves of Absence

The District will allow the student to voluntarily take a leave of absence from the District's education program or activity to cover, at minimum, the period of time deemed medically necessary by the student's licensed healthcare provider. To the extent that a student qualifies for leave under a leave policy maintained by the District that allows a greater period of time than the medically necessary period, the District must permit the student to take voluntary leave under that policy instead if the student so chooses.

When the student returns to the District's education program or activity, the student must be reinstated to the academic status and, as practicable, to the extracurricular status that the student held when the voluntary leave began.

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Students

**SUBJECT: EDUCATIONAL SERVICES FOR MARRIED/PREGNANT STUDENTS
(Cont'd.)****Lactation Space**

The District must ensure that the student can access a lactation space, which must be a space other than a bathroom, that is clean, shielded from view, free from intrusion from others, and may be used by a student for expressing breast milk or breastfeeding as needed.

Comparable Treatment to Other Temporary Medical Conditions

To the extent consistent with law and regulation, the District will treat pregnancy and related conditions in the same manner and under the same policies as any other temporary medical conditions with respect to any medical or hospital benefit, service, plan, or policy the District administers, operates, offers, or participates in with respect to students admitted to the District's education program or activity.

Certification to Participate

The District does not require a student who is pregnant or has related conditions to provide certification from a healthcare provider or any other person that the student is physically able to participate in the District's class, program, or extracurricular activity unless:

- a) The certified level of physical ability or health is necessary for participation in the class, program, or extracurricular activity;
- b) The District requires such certification of all students participating in the class, program, or extracurricular activity; and
- c) The information obtained is not used as a basis for discrimination prohibited by Title IX.

Notification

When a student, or a person who has a legal right to act on behalf of the student, informs any District employee of the student's pregnancy or related conditions, unless the employee reasonably believes that the Title IX Coordinator has been notified, the employee must promptly:

- a) Provide that person with the Title IX Coordinator's contact information;
- b) Inform that person that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the District's education program or activity.

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Students

**SUBJECT: EDUCATIONAL SERVICES FOR MARRIED/PREGNANT STUDENTS
(Cont'd.)**

Additionally, the District must promptly inform the student, and, if applicable, the person who notified the Title IX Coordinator of the student's pregnancy or related condition and has a legal right to act on behalf of the student, of the District's related obligations under Title IX and provide the District's notice of nondiscrimination under Title IX.

34 CFR Part 106

Adoption Date

SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES**Overview**

~~The District provides equal opportunity for students and does not discriminate against any student enrolled in (or any candidate for admission to) its programs and activities on the basis of actual or perceived race, color, national origin, sex, disability, or age. Further, the District does not discriminate on the basis of weight, ethnic group, religion, religious practice, sexual orientation, gender, or any other basis prohibited by state or federal non-discrimination laws, and provides equal access to its facilities to the Boy Scouts and other designated youth groups.~~

The District is committed to creating and maintaining an environment which is free from discrimination and harassment. This policy addresses the provision of equal educational opportunities to students. It is just one component of the District's overall commitment to maintaining a discrimination and harassment-free educational and work environment.

Consistent with this commitment and in accordance with law and regulation, the District provides equal opportunity for students and does not discriminate against any student enrolled in (or any candidate for admission to) its programs and activities on the basis of any legally protected class or category including, but not limited to: race; color; religion; disability; national origin; sexual orientation; gender identity or expression; military status; sex; age; marital status; pregnancy; parental status; weight; ethnic group; or religious practice. Further, the District provides equal access to its facilities to any group officially affiliated with the Boy Scouts of America or any other youth group listed in Title 36 (as a patriotic society).

The District adopts this policy as part of its effort to provide for the prompt and equitable resolution of complaints of discrimination. The District will promptly respond to reports of discrimination, ensure that all investigations are conducted within a reasonably prompt time frame and under a predictable fair grievance process that provides due process protections, and impose disciplinary measures and implement remedies when warranted.

Inquiries about this policy may be directed to the District's Civil Rights Compliance Officer(s) (CRCO(s)).

~~Educational Services for Married/Pregnant Students~~

~~The District will not discriminate against students based on their parental or marital status. The opportunity to participate in all of the programs, and activities of the District will not be restricted or denied because of pregnancy, parenthood, or marriage.~~

~~Pregnant students will be encouraged to remain and participate in District programs. The forms of instruction provided to these students may include any or all of the following:~~

(Continued)

InstructionStudents

- a) ~~Remain in school with provisions for special instruction, scheduling, and counseling as needed;~~
- b) ~~Receive home instruction;~~
- c) ~~Attend BOCES programs.~~

~~— In this regard, the Superintendent or designee, in consultation with student services staff, the school physician, and the student's personal physician, may make program modifications which are feasible and necessary to accommodate the special needs of these students.~~

Reporting Allegations of Discrimination

In order for the District to enforce this policy, and to take corrective action as warranted, it is essential that students who believe that they have been a victim of discrimination, as well as any other person who has knowledge of or witnesses any possible discrimination, immediately report the alleged conduct or incident. Reports of discrimination may be made orally or in writing to any District employee including, but not limited to, a teacher, building principal, or Civil Rights Compliance Officer (CRCO).

All District employees who witness or receive an oral or written report of discrimination must immediately inform the CRCO. Failure to immediately inform the CRCO may subject the employee to discipline up to and including termination. If the CRCO is unavailable, including due to a conflict of interest or other disqualifying reason, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity. If the District has not designated another CRCO, the Superintendent will ensure that another person with the appropriate training and qualifications is appointed to act as the CRCO.

Additionally, District employees must comply with reporting requirements in any other applicable District policy or document. ~~Applicable policies or documents may include: Policy #3420, Non-Discrimination and Anti Harassment in the District; Policy #3421, Title IX and Sex Discrimination; Policy #7550, Dignity for All Students; and the District's Code of Conduct.~~

~~Investigation of Complaints and Grievances~~ Grievance Process for Complaints of Discrimination

The District will act to promptly, thoroughly, and equitably investigate all complaints, whether ~~verbal~~ oral or written, of discrimination and will promptly take appropriate action to protect individuals students ~~from further discrimination. All complaints will be handled in a manner consistent with the District's policies, procedures, and/or regulations regarding the investigation of discrimination and harassment complaints, including Policy #3420 — Non Discrimination and Anti Harassment in the School District and Policy #7551 — Sexual Harassment of Students.~~

~~Additional information regarding the District's discrimination and harassment complaint and grievance procedures, including, but not limited to, the designation of the Civil Rights Compliance Officer (CRCO), knowingly making false accusations, and possible corrective actions, can be found in Policy #3420 — Non-Discrimination and Anti Harassment in the School District.~~

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InstructionStudents**SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES (Cont'd.)**

Various District policies and documents address discrimination. These policies and documents may include: Policy #3420, Non-Discrimination and Anti-Harassment in the District; Policy #3421, Title IX and Sex Discrimination; Policy #7550, Dignity for All Students; and the District's *Code of Conduct*. All complaints will be handled in accordance with the applicable District policies and/or documents.

The determination as to which District policies and/or documents are applicable is fact-specific, and the CRCO may work with other District staff such as the District's Title IX Coordinator(s) and/or Dignity Act Coordinator(s) (DAC(s)) to determine which District policies and/or documents are applicable to the specific facts of the complaint.

If an investigation reveals that discrimination has occurred, the District will take immediate corrective action as warranted. This action will be taken in accordance with applicable law and regulation, as well as any applicable District policy, regulation, procedure, collective bargaining agreement, third-party contract, or other document such as the District's *Code of Conduct*.

Prohibition of Retaliatory Behavior (Commonly Known as "Whistle-Blower" Protection)

~~—The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participated in the investigation of a complaint of discrimination. Complaints of retaliation may be directed to the CRCO; however if the CRCO is the alleged offender, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity, or to the Superintendent.~~

The District prohibits retaliation against any individual because the individual made a report or complaint, testified, assisted, or participated or refused to participate in an investigation, proceeding, or hearing related to a complaint of discrimination.

Complaints of retaliation may be directed to the CRCO. If the CRCO is unavailable, including due to a conflict of interest or other disqualifying reason, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity. If the District has not designated another CRCO, the Superintendent will ensure that another person with the appropriate training and qualifications is appointed to act as the CRCO.

Where appropriate, follow-up inquiries will be made to ensure that the discrimination has not resumed and that those involved in the investigation have not suffered retaliation.

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SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES (Cont'd.)

Age Discrimination Act of 1975, 42 USC § 6101 et seq.
Americans with Disabilities Act (ADA), 42 USC § 12101 et seq.
Equal Educational Opportunities Act of 1974, 20 USC § 1701 et seq.
Section 504 of the Rehabilitation Act of 1973, 29 USC § 790 et seq.
Title IV of the Civil Rights Act of 1964, 42 USC § 2000c et seq.
Title VI of the Civil Rights Act of 1964, 42 USC § 2000d et seq.
Title IX, 20 USC § 1681 et seq.
28 CFR Part 35
34 CFR Parts 100, 104, 106, 110, and 270
45 CFR Part 86
Civil Rights Law §§ 40, 40-c, and 47-b
Education Law §§ 10-18, 313, 2801, 3201, and 3201-a
New York State Human Rights Law, Executive Law § 290 et seq.
8 NYCRR § 100.2
9 NYCRR § 466 et seq.

NOTE: Refer also to Policies #3281 -- Use of Facilities by the Boy Scouts of America and Patriotic Youth Groups
#3410 -- Code of Conduct
#3420 -- Non-Discrimination and Anti-Harassment in the District
#3421 -- Title IX and Sex Discrimination
#7550 -- Dignity for All Students
District Code of Conduct

Adopted: 2/9/99
Revised: 9/14/04; 7/14/09; 3/13/18