

ADMINISTRATION

JASON A. MITCHELL

Superintendent

BRIAN J. LAPELLA

*Director of Curriculum,
Instruction and Special
Education*

LARRY NICHOLS

Middle/High School Principal

LEEANN CUCCI

Elementary Principal

MELANIE BROUILLETTE

Treasurer



BOARD OF EDUCATION

JENNIFER LAVOIE

President

JONA SNYDER

Vice President

TOBIAS ABRAMS

LAURA BILLINGS

JESSICA CLARK

BRETT REITER

JENNAH TURNER

TRACEY LEWIS

District Clerk

Madison Central School District

7303 State Route 20, Madison, NY 13402

315-893-1878 • 315-893-7111 Fax

madisoncentralny.org

BOARD OF EDUCATION REGULAR MEETING

DECEMBER 20, 2022

6:00 P.M. – AUDITORIUM

- I. Call to Order
- II. Executive Session
 - a. To discuss the long-term suspension of a particular student
 - b. To discuss the medical, financial, credit or **employment history** of a particular person or corporation or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation
- III. Adjourn Executive Session and resume Regular Meeting
- IV. Agenda Additions
- V. Consent Agenda
 - a. Approval of Agenda for this meeting
 - b. Approval of Minutes
 1. November 15, 2022 Regular Meeting Minutes
- VI. Public Forum
- VII. Reports
 - a. Treasurer
 1. Internal Claims Auditor's Report
 2. Treasurer's Report dated November 30, 2022
 3. Detail Warrants
 - a. Warrant Number 23 - Fund A - 11/10/22 - 6 pages
 - b. Warrant Number 24 - Fund A - 11/29/22 - 4 pages
 - c. Warrant Number 25 - Fund A - 12/6/22 - 1 page
 - d. Warrant Number 21 - Fund A - 12/6/22 - 4 pages
 - e. Warrant Number 9 - Fund C - 11/10/22 - 2 pages
 - f. Warrant Number 10 - Fund C - 11/29/22 - 1 page
 - g. Warrant Number 3 - Fund HBUS - 11/10/22 - 1 page
 - h. Warrant Number 4 - Fund HBUS - 11/29/22 - 1 page
 - i. Warrant Number 7 - Fund FA23 - 11/10/22 - 1 page
 - j. Warrant Number 8 - Fund FA23 - 11/29/22 - 1 page

- b. Superintendent – Information Items
 - 1. Crossing guard
 - 2. Healthy Kids Before/After School Program
 - 3. School Boards Institute Meeting
 - 4. Partnership with Manufacturers Association of Central NY
 - 5. Minimum wage discussion
- c. Superintendent – Approval Items
 - 1. Approval of Non-Resident student
 - a. Currently attending in the 11th grade

VIII. Committee Reports

IX. Policy

- a. Second Reading of Policy # 5403 entitled “Use of Copyrighted Materials”
- b. First Reading of Policy # 6101 entitled “Probation and Tenure (Educational Positions)”
- c. Notice of Superintendent’s approval of Regulation #6001.1 entitled “Staff Recruitment, Selection and Employment Procedures)

X. Old Business

XI. Board of Education Discussion Items

XII. New Business

- a. Personnel
 - 1. Appointments
 - a. Elise Karasik - Long-Term Substitute School Counselor effective January 3, 2023 through approximately March 21, 2023
 - b. Paige Cordone - Teacher Aide effective December 7, 2022 at Step 1, as per contract
 - 2. Resignations
 - a. Kiah Duffy - Long-Term Substitute Teacher effective December 2, 2022
 - 3. Leave Requests
 - a. Jennifer Buckley - FMLA from approximately January 3 through March 21, 2023 utilizing sick time and sick bank time to complete the disability period and unpaid leave for the remainder of the absence. The anticipated date of return would be March 22, 2023
 - b. Nicole Bodner - FMLA from approximately February 20 through April 28, 2022 utilizing sick time for the disability period and two additional weeks as unpaid leave with a return to work date of May 1, 2023

- b. CSE/CPSE Recommendations – in official packet

- c. Principal / Director Reports

XIII. Correspondence

- a. Library Report for November 2022
- b. Christmas card from March Associates

XIV. Question & Answer Opportunity

XV. Adjournment

The Regular Meeting of the Board of Education of Madison Central School was held on November 15, 2022 at 6:00 pm in the auditorium.

MEMBERS PRESENT: Mr. Tobias Abrams
Mrs. Laura Billings
Ms. Jessica Clark
Mrs. Jennifer Lavoie
Mr. Brett Reiter
Mr. Jona Snyder
Ms. Jennah Turner

MEMBERS ABSENT: None

OTHERS PRESENT: Mr. Jason Mitchell, Superintendent
Mrs. LeeAnn Cucci, Elementary Principal
Mr. Larry Nichols, MS/HS Principal
Mr. Brian Latella, Director of Curriculum
Mrs. Melanie Brouillette, Treasurer

- I. Call to Order
 - a. Mrs. Lavoie called the meeting to order at 5:30 pm.
- II. Enter Executive Session

MOTION # 1 - ENTER EXECUTIVE SESSION

ON THE MOTION of Mr. Snyder, seconded by Ms. Clark, the Board moved to enter into Executive Session at 5:30 pm to review material regarding an appeal of a recent Superintendent's Hearing decision. Motion carried 7 yes, 0 no.

- III. Adjourn Executive Session and begin regular meeting with Call to Order

MOTION # 2 - ADJOURN EXECUTIVE SESSION AND BEGIN REGULAR MEETING

ON THE MOTION of Mr. Snyder, seconded by Ms. Clark, the Board moved to adjourn Executive Session and begin the Regular Meeting at 6:00 pm. Motion carried 7 yes, 0 no.

The Regular Meeting was called to order at 6:03 pm.

- IV. Agenda Additions
- V. Consent Agenda
 - a. Approval of Agenda for this meeting

MOTION # 3 - APPROVAL OF AGENDA

ON THE MOTION of Mr. Snyder, seconded by Ms. Clark, the Board moved to approve the agenda for this meeting. Motion carried 7 yes, 0 no.

- b. Approval of Minutes
 - 1. October 18, 2022 Audit and Regular Meeting Minutes

MOTION # 4 - APPROVAL OF MINUTES

ON THE MOTION of Mrs. Billings, seconded by Mrs. Lavoie, the Board moved to approve the minutes from the October 18, 2022 Audit and Regular Meeting, with amendment. Motion carried 7 yes, 0 no.

- VI. Public Forum
 - a. None

- VII. Reports
 - a. Treasurer
 - 1. Internal Claims Auditor's Report

MOTION # 5 - APPROVAL OF INTERNAL CLAIMS AUDITOR'S REPORT

ON THE MOTION of Mr. Snyder, seconded by Mrs. Billings, the Board moved to approve the Internal Claims Auditor's Report. Motion carried 7 yes, 0 no.

- 2. Treasurer's Report dated October 31, 2022

MOTION # 6 - APPROVAL OF TREASURER'S REPORT

ON THE MOTION of Mr. Snyder, seconded by Mrs. Billings, the Board moved to approve the Treasurer's Report dated October 31, 2022. Motion carried 7 yes, 0 no.

- 3. Detail Warrants

MOTION # 7 - APPROVAL OF DETAIL WARRANTS

ON THE MOTION of Mr. Snyder, seconded by Mrs. Billings, the Board moved to approve the Detail Warrants as follow: Warrant Number 18 - Fund A - 11/4/22 - 2 pages, Warrant Number 19 - Fund A - 10/14/22 - 7 pages, Warrant Number 20 - Fund A - 10/28/22 - 6 pages, Warrant Number 16 - Fund A - 11/4/22 - 4 pages, Warrant Number 7 - Fund C - 10/14/22 - 1 page, Warrant Number 8 - Fund C - 10/28/22 - 2 pages, Warrant Number 5 - Fund FA23 - 10/14/22 - 1 page, Warrant Number 6 - Fund FA23 - 10/28/22 - 1 page. Motion carried 7 yes, 0 no.

- 4. The Financial Status Report was shared.

- b. Superintendent – Information Items
 - 1. Mr. Mitchell discussed the options available for before and after school child care programs.
- c. Superintendent – Approval Items
 - 1. Approval of Corrective Action Plan for the 2021-22 Audit Report

MOTION # 8 - APPROVAL OF CORRECTIVE ACTION PLAN

ON THE MOTION of Mr. Snyder, seconded by Mrs. Lavoie, the Board moved to approve the Correction Action Plan for the 2021-22 Audit Report. Motion carried 7 yes, 0 no.

- 2. Approval to combine fall and winter sports with Morrisville Eaton Central School for the 2022-23 school year
 - a. Football - all levels
 - b. Wrestling - all levels
 - c. Girls Volleyball - all levels

MOTION # 9 - APPROVAL TO COMBINE SPORTS

ON THE MOTION of Mr. Snyder, seconded by Mrs. Billings, the Board moved to approve Madison Central School to combine fall and winter sports with Morrisville Eaton Central School for the 2022-23 school year for all levels of football, wrestling and girls volleyball. Motion carried 7 yes, 0 no.

- 3. Approval of Playground resolution

MOTION # 10 - APPROVAL OF PLAYGROUND RESOLUTION

ON THE MOTION of Mr. Snyder, seconded by Mrs. Billings, the Board moved to approve the Playground Resolution. Motion carried 7 yes, 0 no.

- VIII. Committee Reports
 - a. None

- IX. Policy
 - a. The First Reading of Policy # 5403 entitled "Use of Copyrighted Materials" was done.
 - b. Notice of Superintendent's approval of Regulation # 5401.1 entitled "Support Operations" was given.
- X. Old Business
 - a. None
- XI. Board of Education Discussion Items
 - a. None
- XII. New Business
 - a. Personnel
 - 1. Appointments
 - a. Adam Jennett - Probationary Full-Time Art Teacher effective December 12, 2022, with tenure anticipated December 12, 2026 in the area of Art at M1, Step 4, as per contract and pending certification
 - b. Alexandra Palese - Probationary Full-Time Vocal Music Teacher effective November 7, 2022, with tenure anticipated November 7, 2026 in the area of Music at B1, Step 1, as per contract pending certification
 - c. Colton Mennig - Long-Term Substitute Teacher for Elementary Special Education position effective October 4, 2022 at B1, Step 1, as per contract
 - d. Shaya Curtin - Non-Certified Substitute Teacher effective December 9, 2022

MOTION # 11 - APPROVAL OF APPOINTMENTS

ON THE MOTION of Ms. Turner, seconded by Ms. Clark, the Board moved to approve the following appointments:

- a. Adam Jennett - Probationary Full-Time Art Teacher effective December 12, 2022, with tenure anticipated December 12, 2026 in the area of Art at M1, Step 4, as per contract and pending certification
- b. Alexandra Palese - Probationary Full-Time Vocal Music Teacher effective November 7, 2022, with tenure anticipated November 7, 2026 in the area of Music at B1, Step 1, as per contract pending certification
- c. Colton Mennig - Long-Term Substitute Teacher for Elementary Special Education position effective October 4, 2022 at B1, Step 1, as per contract
- d. Shaya Curtin - Non-Certified Substitute Teacher effective December 9, 2022

Motion carried 7 yes, 0 no.

2. Resignations

- a. Ken Chapman - Bus Driver effective November 11, 2022
- b. Kimberly Crossway - Teacher Aide effective November 22, 2022

MOTION # 12 - ACCEPTANCE OF RESIGNATIONS

ON THE MOTION of Mr. Snyder, seconded by Ms. Clark, the Board moved to accept the following resignations:

- a. Ken Chapman - Bus Driver effective November 11, 2022
- b. Kimberly Crossway - Teacher Aide effective November 22, 2022

Motion carried 7 yes, 0 no.

3. Appointment Correction
 - a. Mikaela Reeder - from Teaching Assistant to Teacher Aide

MOTION # 13 - APPROVAL OF APPOINTMENT CORRECTION

ON THE MOTION of Ms. Clark, seconded by Mr. Snyder, the Board moved to approve the appointment correction for Mikaela Reeder from Teaching Assistant to Teacher Aide. Motion carried 7 yes, 0 no.

4. Coaching Appointments
 - a. Girls JV Basketball Coach - Alexis Tubbs

MOTION # 14 - APPROVAL OF COACHING APPOINTMENT

ON THE MOTION of Mrs. Billings, seconded by Mr. Snyder, the Board moved to approve the appointment of Alexis Tubbs and Girls JV Basketball Coach for the 2022-23 season. Motion carried 7 yes, 0 no.

5. Basketball Volunteers
 - a. Amy Coleman

MOTION # 15 - APPROVAL OF VOLUNTEER

ON THE MOTION of Ms. Clark, seconded by Mrs. Billings, the Board moved to approve Amy Coleman as a volunteer to the girls basketball program for the 2022-23 season. Motion carried 7 yes, 0 no.

6. Mentors
 - a. Courtney Heim for Colton Mennig with a stipend of \$500
 - b. Tina Bergeron for Kiah Duffy with a stipend of \$500 prorated
 - c. Ryan Hobart for Alexandra Palese with a stipend of \$500 prorated
 - d. Seth Howard for Adam Jennett with a stipend of \$500 prorated

MOTION # 16 - APPROVAL OF MENTORS

ON THE MOTION of Mrs. Billings, seconded by Ms. Turner, the Board moved to approve the following mentors for the 2022-23 school year:

- a. Courtney Heim for Colton Mennig with a stipend of \$500
- b. Tina Bergeron for Kiah Duffy with a stipend of \$500 prorated
- c. Ryan Hobart for Alexandra Palese with a stipend of \$500 prorated
- d. Seth Howard for Adam Jennett with a stipend of \$500 prorated

Motion carried 7 yes, 0 no.

7. Unpaid Leave
 - a. Jessie Rocker - 11/4/2022 & 11/7/2022
 - b. Kimberly Holic - 10/24 -11/2 full days and 10/26 - ½ day

MOTION # 17 - APPROVAL OF UNPAID LEAVE

ON THE MOTION of Ms. Clark, seconded by Mr. Snyder, the Board moved to approve the following unpaid leaves:

- a. Jessie Rocker - 11/4/2022 & 11/7/2022
- b. Kimberly Holic - 10/24 -11/2 full days and 10/26 - ½ day

Motion carried 7 yes, 0 no.

- b. CSE/CPSE Recommendations – in official packet

MOTION # 18 - APPROVAL OF CSE/CPSE RECOMMENDATIONS

ON THE MOTION of Mr. Snyder, seconded by Mrs. Billings, the Board moved to approve the CSE/CPSE Recommendations as found in the official packet. Motion carried 7 yes, 0 no.

- c. Principal / Director Reports

1. Mrs. Cucci reminded the Board of the upcoming parent/teacher conferences. She also shared that the 5th grade had a field trip to the VisLab and the 4th grade had a REV theater performance. Lastly, the 3 & Me program will be held Thursday night and the 1st Math Community Night is being planned.
2. Mr. Nichols shared that Mrs. Bowen (CCS) and Bridges would be looking into anti-vaping programs for the upper elementary and middle school students. He and Officer March held mini-assemblies for secondary level students to discuss what is not appropriate communication between each other - primarily discussions that revolve around firearms.
3. Mr. Latella discussed the No Shave November event, the PBIS celebration of the MADked Singer, the Barnes & Noble field trip for the 6th grade as well as Ruler Training, Data and the Building Leadership Team. Mr. Latella also discussed the CSI Designation.

XIII. Correspondence

- a. A Thank you note from the family of Michael Hayduk was shared.
- b. The October 2022 Library Report was shared.

XIV. Question & Answer Opportunity

- a. None

XV. Executive Session

MOTION # 19 - ENTER EXECUTIVE SESSION

ON THE MOTION of Mr. Snyder, seconded by Mrs. Billings, the Board moved to enter into Executive Session at 6:23 pm to review an appeal of a recent Superintendent's Hearing decision with an invitation extended to the student and family. Motion carried 7 yes, 0 no.

Mr. Reiter, Mrs. Lavoie and the family left Executive Session at 6:45 pm.

XVI. Adjourn Executive Session

MOTION # 20 - ADJOURN EXECUTIVE SESSION

ON THE MOTION of Ms. Clark, seconded by Mrs. Billings, the Board moved to adjourn Executive Session at 6:52 pm. Motion carried 7 yes, 0 no.

Mr. Reiter, Mrs. Lavoie and the family were present at 6:53 when the Board reassembled.

MOTION # 21 - MOTION TO UPHOLD SUPERINTENDENT'S HEARING DECISION

ON THE MOTION of Mr. Snyder, seconded by Mrs. Billings, the Board moved to uphold the decision of the Superintendent for the Superintendent's Hearing held on October 11, 2022. Motion carried 5 yes, 0 no and 2 abstain. Mr. Reiter and Mrs. Lavoie abstained.

XVII. Adjournment

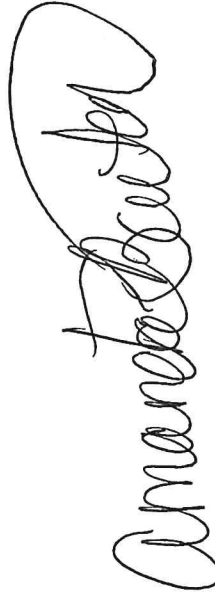
MOTION # 21 - ADJOURNMENT

ON THE MOTION of Ms. Clark, seconded by Mr. Reiter, the Board moved to adjourn for the evening at 7:00 pm. Motion carried 7 yes, 0 no.

Internal Claims Auditor Report

November 2022

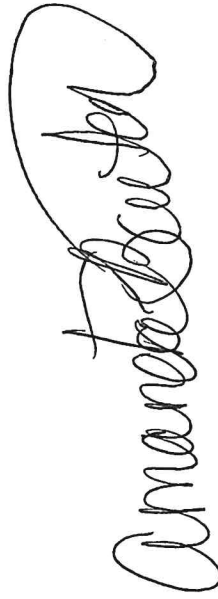
<u>Warrant Number</u>	<u>Warrant Date</u>	<u>Check # Sequence</u>	<u>Fund</u>	<u>Date of ICA Review</u>	<u>Amount of Warrant</u>	<u>Internal Claims Auditor Findings/Questions</u>	<u>Final Findings</u>
23	11/1-11/11/2022	23903-23939	A	11/18/2022	\$220,913.01	OK	OK
9	11/1-11/11/2022	4391-4399	C	11/18/2022	\$6,585.81	OK	OK
7	11/1-11/11/2022	3738-3741	FA23	11/18/2022	\$2,107.45	OK	OK
3	11/1-11/11/2022	1299	HBUS	11/18/2022	\$1,500.00	OK	OK
24	11/12-11/25/2022	23940-23962	A	12/2/2022	\$42,819.25	OK	OK
4	11/12-11/25/2022	1300	HBUS	12/2/2022	\$7,500.00	OK	OK
8	11/12-11/25/2022	3742	FA23	12/2/2022	\$51,480.00	OK	OK
10	11/12-11/25/2022	4400-4404	C	12/2/2022	\$1,484.72	OK	OK



Internal Claims Auditor Report

November 2022

<u>Warrant Number</u>	<u>Warrant Date</u>	<u>Check # Sequence</u>	<u>Fund</u>	<u>Date of ICA Review</u>	<u>Amount of Warrant</u>	<u>Internal Claims Auditor Findings/Questions</u>	<u>Final Findings</u>
23	11/1-11/11/2022	23903-23939	A	11/18/2022	\$220,913.01	OK	OK
9	11/1-11/11/2022	4391-4399	C	11/18/2022	\$6,585.81	OK	OK
7	11/1-11/11/2022	3738-3741	FA23	11/18/2022	\$2,107.45	OK	OK
3	11/1-11/11/2022	1299	HBUS	11/18/2022	\$1,500.00	OK	OK
24	11/12-11/25/2022	23940-23962	A	12/2/2022	\$42,819.25	OK	OK
4	11/12-11/25/2022	1300	HBUS	12/2/2022	\$7,500.00	OK	OK
8	11/12-11/25/2022	3742	FA23	12/2/2022	\$51,480.00	OK	OK
10	11/12-11/25/2022	4400-4404	C	12/2/2022	\$1,484.72	OK	OK



SUPPORT OPERATIONS

USE OF COPYRIGHTED MATERIALS

I. Policy

It is the policy of the District to follow the United States Copyright Law of 1976, as amended. Any use of computer or duplicating facilities by employees or students for infringing use of copyrighted materials is subject to appropriate disciplinary action as well as those civil remedies and criminal penalties that may be provided under federal law.

II. Copyrighted Materials

Only copyrighted materials are subject to the restrictions of this policy. Uncopyrighted materials may be copied freely and without restriction. As a copyright notice is not required for copyright protection of works published on or after March 1, 1989, most works (except those authored by the US Government) should be presumed to be copyright-protected, unless further information from the copyright holder or express notice reveals that the copyright holder intends the work to be in the public domain. Works published prior to March 1, 1989 generally require a copyright notice in order to be protected.

III. Computer Software

Copyrighted software may be copied without the copyright owner's permission only in accordance with the Copyright Act. Section 117 of the act permits making an archival back-up copy. Most software, however, is licensed to the user and the terms of the license agreement may give the user permission to make copies of the software in excess of the archival copy permitted by the Copyright Act. Each software license agreement is unique. As a result, the user's right to copy licensed software beyond that permitted under the Copyright Act may only be determined by reading the user's license agreement. Any copying or reproduction of copyrighted software on District or system computing equipment must be in accordance with the Copyright Act and the pertinent software license agreement. Further, employees and students may not use unauthorized copies of software on District or system computers or networks.

IV. Fair Use

A. The "fair use" doctrine provides for limited use of copyrighted materials without the copyright owner's permission for such purposes as teaching, scholarship or research as well as criticism, comment, news reporting and parody.

B. "Fair use" is not a blanket exception and each use must be analyzed by applying the four standards to the desired use:

1. The purpose and character of the use.

COPYRIGHT LAW

The use must be for such purposes as teaching or scholarship and must be nonprofit.

2. The nature of the copyrighted work.

Use of a work that is factual in nature weighs toward a finding of fair use. Use of imaginative works is more likely to require permission.

3. The amount and substantiality of the portion used.

Using only a small portion of a copyrighted material tips toward fair use, while using large portions indicates a need for permission.

4. The effect of the use upon the potential market for or value of the copyrighted work.

Where a work is available for purchase or license from the copyright owner, copying all or a significant portion of the work (in lieu of purchasing or licensing a sufficient number of “authorized” copies) would likely be unfair.

- C. Even if a copyright infringement occurs, a court may refuse to award damages if the infringer reasonably believed that the use was fair. Regulation 5403.1 establishes general guidelines for applying the four factors, adapted from the Conference on Fair Use (CONFU) guidelines.

IV. Permitted Performances and Displays/Teaching

Copyright law also provides educators with a separate set of rights in addition to “fair use”, to display (show) and perform (show or play) others’ works in the classroom.

1. An educator may show or perform any work related to the curriculum, regardless of medium face-to-face in the classroom.
2. The Technology, Education and Copyright Harmonization Act (TEACH Act) provides for the use of non-dramatic literary works in distance learning courses.

V. Off-air Recording

Specific guidelines have been established for the off-air recording of broadcast programming for educational purposes.

SUPPORT OPERATIONS

COPYRIGHT LAW

1. Such videotaping must generally be by teacher request and the use of such videotape shall be limited within the first ten (10) days of the broadcast.
2. Additional use of the videotape shall be permitted for reinforcement and/or evaluation.
3. The videotape should be erased within 45 days of the broadcast.

VI. Library Copyright Exemption

The Copyright Act establishes certain exemptions for libraries and archives to reproduce copyrighted works.

VII. Obtaining Permission to Use Copyrighted Material

- A. In the event that a material is copyrighted and the use would exceed that permitted by any exception, license or “fair use”, it is likely that such use would be unfair and permission should be obtained from the copyright owner.
- B. Before forwarding a request for permission, check with the appropriate library to see if there is a blanket permission covering the material to be used.
- C. A request to use copyrighted material should be sent to the permission department of the publisher of the work. Permission requests should include:
 - Title, author/editor and edition
 - Exact material to be used
 - Number of copies to be made
 - Intended use of material e.g. educational
 - Form of distribution e.g. hard copy, posted on Internet
 - Whether material is to be sold e.g. as part of a course pack
- D. Written permission should be obtained and kept by the department or individual receiving permission. If oral permission only is obtained, a written record should be kept of the oral permission.

VIII. Works Made for Hire

The District is the holder of the copyright for works made for hire (materials prepared by an employee within the scope of his/her employment, including instructional texts, tests, answer sheets, etc., and materials specifically commissioned). The District shall be considered the author unless there is an agreement that the employee will own the copyright. Any material created during school hours and/or on school machinery, shall be

POLICY

Draft 11/9/22
5403

SUPPORT OPERATIONS

COPYRIGHT LAW

the property of the District, which will own the copyright. When a work is specially commissioned and the author is not an employee of the District, there should be a written agreement providing that the commissioned work shall be considered a "work for hire," and that the District shall be considered the author for copyright purposes.

~~IX.~~ Notice

~~The District shall post a notice reflecting this policy at all computer and photocopying stations that may be used for reproducing copyrighted materials e.g. copying rooms and at or near computer stations.~~

Madison Central School District
Legal Ref: Title 17, United States Code
Adopted: 02/25/99
Revised: 04/22/14, _____

PROBATION AND TENURE (EDUCATIONAL POSITIONS)

I. Scope of Policy

This Policy applies to all appointments of professional educators to full-time service in one or more positions in which tenure may be acquired in accordance with the provisions of the Education Law. This includes administrators, teachers in the classroom service, teachers in pupil personnel services, and teaching assistants.

II. Board Appointments

A. Appointments of professional educators are made by a majority vote of the Board upon recommendation of the Superintendent. The Board shall appoint and assign a full-time professional educator so that at least 40% of the educator's time is devoted to a designated tenure area.

B. Each resolution of the Board making a probationary appointment or an appointment on tenure to a full-time position shall set forth:

1. the name of the appointee,
2. each tenure area in which the professional educator will devote at least 40 % of their time,
3. the beginning date of the appointment,
4. the expiration date of the appointment, if probationary, and
5. the certification status of the appointee in reference to the position(s) to which appointed.

C. Tenure Areas

1. The tenure area designated in each Board resolution of appointment to a full-time teacher or teaching assistant position shall be in conformance with Part 30 of the Regents' Rules. Administrative tenure areas shall be determined by the Board, upon recommendation from the Superintendent.
2. If, at the time of initial appointment, the Board proposes to assign an educator to devote 40% of their time to more than one tenure area, the Board resolution shall designate each such tenure area.
3. After initial appointment, no professional educator may be assigned to devote 40% or more of their time to a different tenure area without their

POLICY

PERSONNEL

6101

PROBATION AND TENURE (EDUCATIONAL POSITIONS)

written consent. When an educator consents to such an assignment, a separate resolution of probationary appointment in the new area shall be adopted by the Board.

D. Probationary Period

It is the policy of the Board to provide responsible administrators with the maximum allowable time to evaluate each professional educator before a tenure determination is made. Therefore, appointments will be made for a full three (3) year period except where a shorter period is provided for by law. FOUR (4)

III. Tenure Determinations

A. Superintendent Recommendation

With respect to each professional educator serving under a probationary appointment, the Superintendent shall provide the Board with a written recommendation as to whether that person should be awarded an appointment with tenure. The recommendation shall be provided in time for Board action on the recommendation to be taken at least thirty (30) days before the end of the probationary appointment.

B. Board Action

1. Where the Superintendent recommends an appointment upon tenure, the Board may accept that recommendation and make such an appointment by majority vote.
2. Where the Superintendent recommends an appointment upon tenure, the Board may nevertheless vote to deny tenure, which shall be considered a tentative action by the Board and shall be reconsidered at a second Board meeting, and the educator shall be provided at least thirty (30) days notice of the Board's intent to deny tenure and the date set for final action.
3. Where the Superintendent recommends against an award of tenure, the Board shall adopt a resolution removing the individual from service with the District.
4. Where a professional educator has been appointed to devote 40% of their time to more than one tenure area, tenure shall be separately conferred or denied in each area.

POLICY

PERSONNEL

6101

PROBATION AND TENURE (EDUCATIONAL POSITIONS)

Madison Central School District

Legal Ref: Sections 3012, 3014 and 2509, New York State Education Law; 8 N.Y.C.R.R. 30;
Matter of Griswold, Ed. Rept. 527 (1960).

Adopted: 1984

Revised: 03/18/99, 04/21/15

Madison Central School District

SUPERINTENDENT'S REGULATION

PERSONNEL

6001.1

STAFF RECRUITMENT, SELECTION AND EMPLOYMENT PROCEDURES

- I. Whenever a position is vacated, or a new position is created, the following procedure will be followed:
 - A. The Superintendent shall determine if the position is recommended to be filled.
 - B. Whenever a permanent full-time professional position (Administrative and Teachers' positions) becomes vacant or a new position is created during the school year, it will be posted on a bulletin board in the Teacher' Room; and a notice will be sent to the Association President. The notice shall be made as far in advance of the appointment as possible.
 - C. During the summer recess, teachers who are interested in permanent full-time professional positions (Administrative and Teachers' positions) shall leave their names in the Business Office. The Association president will be provided with a written notice of vacancies during the summer.
- II. Interview and Selection of Candidates
 - A. The Superintendent shall interview final candidates for all teaching and administrative and professional positions.
 - B. The appropriate administrator shall:
 - a. Conduct personal interviews.
 - b. Contact by phone at least three (3) previous employers and/or character references concerning the candidate's suitability for employment. Individual applicants shall be given a form or application containing a release/consent from the employee for references requested from prior employers, which shall indemnify the prior employer.
 - c. ~~Contact all educational institutions attended by the candidate concerning suitability for employment in our Board of Cooperative Educational Services.~~
 - d. Verify the candidate's employment eligibility using U.S. Government Form I-9.
 - C. The appropriate administrator shall compile and forward to the Superintendent the following items for each candidate recommended to be hired:

DELETE

Madison Central School District

SUPERINTENDENT'S REGULATION

PERSONNEL

6001.1

STAFF RECRUITMENT, SELECTION AND EMPLOYMENT PROCEDURES

- a. References of at least three (3) previous employers.
 - b. Character Reference phone inquiries.
 - c. Credentials (Placement Folder).
 - d. College transcripts.
 - e. A completed "Federal Employment Eligibility Form", Form I-9, along with photocopies of identity documents.
- III. Final selections shall be made by the Superintendent, subject to approval by the Board.

Approved by the Superintendent: 04/21/15



Madison Central School

NOVEMBER 2022 LIBRARY REPORT

834 books checked
out/renewed during
the month of
November

Most Popular book
Creepy Carrots!

53 books added
to the library
collection

Highlights of November

- Third grade received free dictionaries from the Oriskany Falls Rotary Club. After we are done learning how to use them, students will be able to take them to the classroom to use and eventually home to keep.
- Elementary classes learned coding through Code.org website, how to find nonfiction books in the library, and how to use the library online catalog
- Books read during the month of November: Leaf Man by Lois Ehlert, Dude! by Aaron Reynolds, Aaron Slater Illustrator by Andrea Beatty, and many more.
- Added more children to the Dolly Parton's Imagination Library
- Emailed MS/HS students and advertised for Battle of the Books Competition that will be held in May.

**Thank you for all your continued support of our
school library.**

