

**BOARD OF EDUCATION  
AGENDA  
July 1, 2014  
Elementary School Large Group Room**

5:30 p.m.      *Call to Order / Executive Session*  
7:00 p.m.      *Reorganization Meeting*  
7:30 p.m.      *Regular Business Meeting*

I.      PLEDGE OF ALLEGIANCE

II.     ROLL CALL OF BOARD MEMBERS

III.    RECOGNITION

IV.    MINUTES

**The Board approves the minutes of the following meeting:**  
Regular Meeting held June 10, 2014

V.     PUBLIC COMMENT (*limited to 15 minutes - priority given to Agenda related items*)

VI.    REPORTS

- A.      Student Representative
- B.      Superintendent of Schools  
         - New York State Report Card – *Maureen Hull*
- C.      Board President
- D.      Committees
- E.      Other

VII.   BOARD CONSENT AGENDA

**As recommended by the Superintendent of Schools, the Board approves the following resolutions appearing on the July 1, 2014 consent agenda:**

- A.      Personnel - resolutions numbered 1-20
- B.      Finance - resolutions numbered 1-11
- C.      Facilities and Operations – resolutions numbered 1-4
- D.      Education - resolutions numbered 1-9

VIII.   OLD BUSINESS

- 1.      Policy 9310 Physical and Mental Exams – accept revisions for a second reading and adoption.

IX.    NEW BUSINESS

X.     PUBLIC COMMENT

XI.    ADJOURNMENT

**CONSENT AGENDA**

**July 1, 2014**

**A. Personnel**

1. Curriculum Mapping

The Board approves the following teachers for Curriculum Mapping Projects for 2014-2015 in accordance with the negotiated agreement with the Port Jefferson Teachers' Association:

Full-Year Course - Building Map and District Map, 20 hours total, shared  
Brian Chalmers and Robert Kyle Dunlop – World of Technology

Full-Year Course – Shared Map, Building Map and District Map, 20 hours total, shared  
Nicole Pennino-Costa and Celiana Gandolfo – Italian Ib

Half-Year Course – Building Map 7 hours and District Map, 2 hours  
Jessica Pastor: Classroom Music, Grades K, 1, and 2

2. Curriculum Plan Writing

The Board approves the following teachers for Curriculum Plan Writing for the iPad Initiative and curriculum mapping for technology classes at Edna Louise Spear Elementary School, in accordance with the negotiated agreement with the Port Jefferson Teachers Association:

Ipod Initiative – Classroom Apps; and K-5 Technology - 36 Lessons in Atlas  
45 hours shared:

Janelle Bellotti	Melissa Martin	Carleen Parmegiani
Dana St. Pierre	Darlene Wells	

3. Part-time Teaching Appointments

The Board approves the following part-time teaching appointments for the 2014-2015 school year:

Robert Dunlop	.7 FTE	Technology
Paige Macleod	.9 FTE	English
Elizabeth Manly	.7 FTE	Physical Education
Christian Neubert	.6 FTE	Music
Lisa Scrom	.5 FTE	Music

4. Part-time School Communications Aide

The Board approves the appointment of Thomas Serabian as part-time School Communications Aide for the 2014-2015 school year, at a salary of \$16 per hour, not to exceed 20 hours per week.

5. Part-time Energy Specialist

The Board approves the appointment of Brian Sandak as part-time Energy Specialist, for the 2014-2015 school year, in accordance with the agreement between the District and Cenergistic Energy Conservation Company, at the rate of \$5,000.00 per annum.

6. Appointment – Part-time Guards

The Board approves the appointments of the following as part-time guards, for the 2014-2015 school year, at the rate of \$21.00 per hour, 17.5 hours per week:

Reinaldo Delvalle      Robin Sacco

7. Appointment - .5 FTE Custodial Worker

The Board approves the appointment of Zafar Choudhry as a .5 FTE Custodial Worker, in accordance with the negotiated agreement with the Port Jefferson Custodial Workers Unit, at the rate of \$14.04 per hour.

8. Appointment – Equipment Manager

The Board approves the appointment of Nicole Poulianos as Equipment Manager, for the 2014-2015 school year, at the rate of \$14.00 per hour.

9. Summer Employment – Aides

The Board approves the appointment of the following as aides for the summer 2014, at the rate of \$11.00 per hour:

Suzanne Uldal (not to exceed 6 days) to assist with copying and mailings

Connie Bermel (not to exceed 6 days) to assist with copying and mailings

Mary O’Sullivan (not to exceed 2 days) to assist with copying and mailings

Maureen Colon (not to exceed 20 hours) to assist with sports physicals

10. Appointment - Facility Use Monitors

The Board approves the following Facility Use Monitor appointments, for the 2014-2015 school year, as needed, at the rate of \$20.00 per hour:

Maureen Colon      Bernadine Devlin      Hope Post

11. Appointment – Athletic Trainer

The Board approves the appointment of Michele Matera as Athletic Trainer, for the 2014-2015 school year, at the rate of \$36.00 per hour.

12. Appointment – Substitute Athletic Trainers

The Board approves the appointment of the following substitute Athletic Trainers, for the 2014-2015 school year, at the rate of \$38.00 per hour:

Stephanie Dunn

Jason Lee, pending AT certification

Hannah Kuemmel

### 13. Appointment – Lifeguards

The Board approves the appointment of the following lifeguards for the 2014-2015 school year for Community Swim at Edna Louise Spear Elementary School pool:

Head Lifeguards at the rate of \$15.00 per hour:

Benjamin Bajus

Emily Fleckenstein – pending CPR & Lifeguard certification

Mary Fleckenstein

Kevin Rowett

Francoise Schachner – pending FA & CPR certification

Loraine Serabian

Lifeguards (students) at the rate of \$12.00 per hour:

Jake Cavanaugh – pending CPR, FA & Lifeguard certification

Tammy Serabian – pending CPR, FA & Lifeguard certification

### 14. Appointment – Substitute/Leave Replacement Guidance Counselor

The Board approves the appointment of Jennifer Rodgers as a substitute Guidance Counselor for the 2014-2015 school year; and, in accordance with the negotiated agreement with the Port Jefferson Teachers Association on a substitute basis for the period August 27, 2014 to on or about October 14, 2014 and on a leave replacement basis, at Level MA Step 1, effective on or about October 15, 2014 to on or about January 31, 2015 (for Kerri Neligon).

### 15. Appointment – Special Education Teacher

The Board approves the appointment of Paige Lohmann as a teacher of Special Education, on a probationary basis, effective August 27, 2014, at Level MA, Step 1, in accordance with the negotiated agreement with the Port Jefferson Teachers Association

### 16. Appointment – Clerk Typist

The Board approves the appointment of Merrill Dona as a Clerk Typist, on a contingent probationary basis, effective July 2, 2014, in accordance with the Suffolk County Civil Service Department and the negotiated agreement with the Port Jefferson Office Staff Association, at a salary of \$32,136 per annum, pending fingerprint clearance by the New York State Education Department.

### 17. Appointment – Community Fitness Center Instructors

The Board approves the following Community Fitness Center Instructors, for the 2014-2015 school year, at the rate of \$20.00 per hour:

Benjamin Bajus

Kelly Bates – pending CPR certification

Dinarae Camarda

Michael Caravello, pending First Aid certification

Andrew Cosci, pending First Aid certification

Michael Maletta

Traci MyGlynn

James Mimnaugh  
Alycia Petitto  
Jesse Rosen  
Loraine Serabian  
John Serignese, pending CPR and First Aid certification

18. Appointment – Fitness Center Instructors

The Board approves the following Fitness Center Instructors, for the 2014-2015 school year, in accordance with the negotiated agreement with the Port Jefferson Teachers Association:

Michael Maletta – Fall season / Spring season shared  
James Mimnaugh – Winter season / Spring season shared

19. Appointment – Coaches

The Board approves the appointment of Coaches, on the attached list, for the 2014-2015 school year, in accordance with the negotiated agreement with the Port Jefferson Teachers Association.

20. Agreement

BE IT RESOLVED that the President of the Board of Education and Superintendent of Schools are authorized to execute a certain Agreement, dated June 30, 2014, with a member of the professional staff, which Agreement has been reviewed by the Board of Education.

**B. Finance**

1. Financial Reports

The Board approves the following financial reports:

Claims Audit Report - Month of May  
Cash Flow Analysis - Month of May  
Fund Balance Projected  
New Budget Transfers  
May Warrants & Treasurer Reports

<u>Fund Name</u>	<u>Warrant #</u>
General Fund	63-67
School Lunch Fund	19-20
Federal Fund	26
Capital Fund	None
Trust & Agency	None
Payroll	24-25
Royal Fund	5-6
Scholarship Fund	2

Trial Balance - July 2013 – May 2014  
Revenue Budget Status - July 2013-June 2014  
Appropriation Status Report - July 2013-June 2014  
Budget Transfers - Month of May  
ExtraClassroom Activity Quarterly Report Ending March 2014

2. Tax Anticipation Notes

The Board approves the attached resolution authorizing the issuance of Tax Anticipation Notes in anticipation of the receipt of taxes to be levied for the fiscal year ending June 30, 2015.

3. Tax Shelter Annuity Companies

The Board approves the following tax shelter annuity companies for the 2014-2015 school year:

Ameriprise Financial Services, Inc.	MetLife
AXA Equitable Life Insurance Company	Mutual, Inc.
Employee Benefit Account (Legend)	ING National Trust
GWN Marketing/Employee Deposit Account	
Oppenheimer Shared Holder Services	

4. Interscholastic Competitions

The Board approves the attendance by qualifying teams/individuals at the following interscholastic competitions held beyond the Long Island area, for the 2014-2015 school year:

Boys and Girls Track and Cross Country:

Rhode Island Cross Country Inv., Brown University (tentative)  
Rhode Island Classic, Providence, RI  
Yale Invitational, Yale University, CT  
Penn Relays, University of Pennsylvania, PA  
Dartmouth Relays, Dartmouth University  
Eddy Games, Union College, Schenectady, NY  
Footlocker X-C Nationals, San Diego, CA  
Disney Cross Country Classic, Orlando, FL  
National Track & Field Championships, Greensboro, NC

5. Student Residency Investigator

The Board approves the appointment of Clifford S. Trotter Associates, Inc., as the District's student residency investigator for the 2014-2015 school at the hourly rate of \$65.00, with the option to renew on a yearly basis.

6. State Audit

The Board accepts the corrective action response to the State of New York, Office of the State Comptrollers Audit; and further, the Assistant Superintendent for Business is authorized to submit the action plan to the New York State Comptroller's office.

7. Risk Assessment Report

The Board accepts the response to the internal auditor's Risk Assessment Report for the 2013-2014 school year; and further, the Assistant Superintendent for Business is authorized to submit the management letter and action plan to the New York State Comptroller's office.

8. Award of Bid – Grounds Maintenance Supplies

The Board awards the Grounds Maintenance Supplies bid, for the 2014-2015 school year, to Vigliotti Garden, the lowest responsible bidder meeting specifications.

9. Award of Bid – Electrical Service

The Board awards the Electrical Service bid, for the 2014-2015 school year, to Facility Solutions Group, the lowest responsible bidder meeting specifications.

10. Award of Bid – Plumbing Services

The Board awards the Plumbing Services bid, for the 2014-2015 school year, to Sentry General Contracting Company, Inc.

11. Award of Bid – Printing Supplies

The Board awards the Printing Supplies bid, for the 2014-2015 school year, to the lowest responsible bidders meeting specifications as follows:

Savon Printing                  Tobay Printing                  Courier Printing

**C. Facilities & Operations**

1. School Calendar

The Board approves the following revision to the 2014-2015 school year calendar:

May 26	make-up day #1
May 22	make-up day #2
April 1	make-up day #3
April 2	make-up day #4

2. Surplus Handheld Radios

The Board declares the following radios obsolete; and, authorizes the Assistant Superintendent for Business to dispose of same in the best interest of the district:

Motorola Handheld Radio, inventory #009510  
Mag One by Motorola Handheld Radio, S/N 0278 HB1517  
Mag One by Motorola Handheld Radio, S/N 0278 HB1518  
Motorola Radius CP200 Handheld Radio, S/N 018TDE8539  
Mag One by Motorola Handheld Radio, S/N 0278 HB1512  
Mag One by Motorola Handheld Radio, S/N0278 HB1519  
Motorola Radius M120 Mobile Radio, S/N 799TUSA937  
Motorola Radius CP200 Handheld Radio, S/N 018TDE8379  
Motorola HT750 Handheld Radio, S/N 672TAU8734  
Motorola HT750 Handheld Radio, S/N 672TBC1110  
Motorola MaxTrac Mobile Radio, S/N 356TAS1213

3. Surplus Graphing Calculators

The Board declares (36) TI-92 (1995) Graphing Calculators obsolete; and, authorizes the Assistant Superintendent for Business to dispose of same in the best interest of the district.

4. Surplus Textbooks

The Board declares the textbooks, on the attached list, as surplus property; and, authorizes the Assistant Superintendent for Business to dispose of same in the best interest of the district:

**D. Education**

1. Committees on Special Education

The Board approves the recommendations of the Committees on Special Education: Annual Review Meetings May 9 – May 27, 2014

2. Driver Education Program

The Board extends the Drivers Education Program with Jim's Cornerstone Driving School, Inc., for the provision of driver education for the 2014-2015 school year, which include the summer, fall and spring sessions.

3. Driver Education Program Instructors

The Board approves the appointment of the following instructors for the 2014-2015 Driver Education program:

Carlo R. Busso

Elke Moeller

James V. Perretta, Sr.

Nicole Sanford, pending fingerprint clearance from NYS Education Department

Joseph Vicich

4. Implementation of Investment Club

The Board approves the implementation of an Investment Club at the high school, commencing with the 2014-2015 school year, with a stipend representing 5% of BA Step 1, in accordance with the negotiated agreement with the Port Jefferson Teachers Association.

5. Professional Development Plan

The Board approves the adoption of the Professional Development Plan for the period 2014-2016.

6. Academic Intervention Services Plan

The Board approves the adoption of the Academic Intervention Services Plan for the period of 2013-2015.

7. Textbook Adoption

The Board approves the adoption of the following textbooks: *Etkina, College Physics AP® Edition*, 1st Edition, with Mastering Physics, by Pearson, for AP Physics; and *Business and Personal Finance*, by Glencoe McGraw Hill, for Career and Financial Management.

8. Special Education Service Providers

The Board approves the following special education service providers for the 2014-2015 school year:

Accessible Learning	Maryhaven Center of Hope
Achieve Beyond	Mennella, Dr. Michael
Acoustic Achievement	Metro Therapy
AHRC	Naviance
Allen, Myra	O'Neill, Nicole
Behavior Consultant	OutEast Therapy
Berk, Amy	Russell, Monique
Burkhard, Dr. Karin	Sachem School District
Career and Employment Options	Seyfert, David
Centris Group	Sivic Management
Complete Rehabilitation	Smithtown School District
Comsewogue School District	Solomon, Dr. Ilene
Consulting That Makes A Difference	South Country School District
Creative Tutoring	South Huntington School District
DaVinci Education and Research	St. Charles Hospital
Developmental Disabilities Institute	St. James Tutoring
Education, Inc.	Stony Brook Hospital
Empowering Minds	Summit School
Family Residences & Essential Enterprises	The Community Programs Center of L.I.
Gayle Kligman Therapeutic Resources	Three Village School District
Gil, Dr. John	Top Grade Tutoring
Horizon Healthcare	Willis, Joanne
Interim Healthcare	
Islip Tutoring	
Learning Ally	

9. Concussion Management Services

The Board approves the following Chief School Medical Officer Concussion Management service appointments for the 2014-2015 school year, at no cost to the district:

Orthopedics Associates of Long Island  
St. Charles Hospital's *Think Smart Concussion Management Program*

**2014-2015 COACHES****PERSONNEL A.19**

Field Hockey Varsity	Deborah Edgar-Brown
X-Country Varsity Boys	Roderick Cawley
X-Country Varsity Girls	Donald Slingerland
Golf Varsity Boys	Charles Ruoff
Soccer Varsity Boys	John Poulianos
Soccer JV Boys	James Poulianos – pending professional license
Soccer Varsity Girls	Allyson Wolff
Soccer MS Girls	Christian Neubert & Taylor Forstell (Co-Coaches) pending CPR & First Aid
Tennis Varsity Girls	Dennis Christofor
Football Varsity	Andrew Cosci – pending First Aid
Football Assistant Varsity (1)	Thomas Foley
Football Assistant Varsity (2)	Keith Buehler – pending CPR
Football JV – Head	Patrick Cawley – pending temporary license & First Aid
Football JV – Assistant	James Mimnaugh
Football MS - Head	Jesse Rosen
Football MS – Assistant	Joseph Dessi
Volleyball Varsity Girls	Elizabeth Manly
Volleyball JV Girls	Dinarae Camarda
Cheerleading Varsity (Fall & Winter)	Jamie Schlageter – pending CPR & First Aid
Gymnastics Varsity	Alycia Petitto
Basketball Varsity Girls	Edward Duddy – pending CPR & First Aid
Basketball JV Girls	Allyson Wolff
Winter Track Varsity Boys	Roderick Cawley
Winter Track Varsity Boys Assistant	Andrew Cosci – pending First Aid
Winter Track Varsity Girls	Donald Slingerland
Wrestling Varsity	Michael Maletta
Wrestling –Assistant Varsity	Ian McEwen – pending temporary license & CPR
Basketball 7/8 Boys	Charles Ruoff
Basketball 7/8 Girls	Paige Macleod – pending First Aid
Volleyball 7/8 Girls	Elizabeth Manly
Independent Varsity Swimming (Boys/Girls)	Mary Fleckenstein – pending professional license
Spring Track Varsity Boys	Roderick Cawley
Spring Track Varsity Boys Assistant	Andrew Cosci – pending First Aid
Spring Track Varsity Girls	Dinarae Camarda
Spring Track Assistant Varsity Girls	Donald Slingerland
Lacrosse JV Girls	Christopher Veit
Tennis Varsity Boys	Dennis Christofor
Baseball Varsity	Jesse Rosen
Gymnastics 7/8 Girls	Alycia Petitto
Spring Track 7/8 Boys	Keith Buehler – pending CPR
Spring Track 7/8 Girls	Joseph Dessi
Lacrosse 7/8 Girls	Elizabeth Manly
All Sports – Assistant Coach	Debra Ferry

**TAX ANTICIPATION NOTE RESOLUTION OF PORT JEFFERSON UNION FREE SCHOOL DISTRICT, NEW YORK, ADOPTED JULY 1, 2014, AUTHORIZING THE ISSUANCE OF NOT TO EXCEED \$12,000,000 TAX ANTICIPATION NOTES IN ANTICIPATION OF THE RECEIPT OF TAXES TO BE LEVIED FOR THE FISCAL YEAR ENDING JUNE 30, 2015**

RESOLVED BY THE BOARD OF EDUCATION OF PORT JEFFERSON UNION FREE SCHOOL DISTRICT, IN THE COUNTY OF SUFFOLK, NEW YORK, AS FOLLOWS:

Section 1. Tax Anticipation Notes (herein called "Notes") of Port Jefferson Union Free School District, in the County of Suffolk, New York (herein called "District"), in the principal amount of not to exceed \$12,000,000, and any notes in renewal thereof, are hereby authorized to be issued pursuant to the provisions of Sections 24.00 and 39.00 of the Local Finance Law, constituting Chapter 33-a of the Consolidated Laws of the State of New York (herein called "Law").

Section 2. The following additional matters are hereby determined and declared:

- (a) The Notes shall be issued in anticipation of the collection of real estate taxes to be levied for school purposes for the fiscal year commencing July 1, 2014 and ending June 30, 2015, and the proceeds of the Notes shall be used only for the purposes for which said taxes are levied.
- (b) The Notes shall mature within the period of one year from the date of their issuance.
- (c) The Notes are not issued in renewal of other notes.
- (d) The total amount of such taxes remains uncollected at the date of adoption of this resolution.

Section 3. The Notes hereby authorized shall contain the recital of validity prescribed by Section 52.00 of the Law and shall be general obligations of the District, and the faith and credit of the District are hereby pledged to the punctual payment of the principal of and interest on the Notes and unless the Notes are otherwise paid or payment provided for, an amount sufficient for such payment shall be inserted in the budget of the District and a tax sufficient to provide for the payment thereof shall be levied and collected.

Section 4. Subject to the provisions of this resolution and the Law, and pursuant to Sections 50.00, 56.00, 60.00 and 61.00 of the Law, the power to sell and issue the Notes authorized pursuant hereto, or any renewals thereof, and to determine the terms, form and contents, including the manner of execution, of such Notes, and to execute arbitrage certifications relative thereto, is hereby delegated to the President of the Board of Education, the chief fiscal officer of the District.

Section 5. The Notes shall be executed in the name of the District by the manual signature of the President of the Board of Education, the Vice President of the Board of Education, the District Treasurer, the District Clerk, or such other officer of the District as shall be designated by the chief fiscal officer of the District, and shall have the corporate seal of the District impressed or imprinted thereon which corporate seal may be attested by the manual signature of the District Clerk.

Section 6. This resolution shall take effect immediately.

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**SURPLUS BOOKS**

**FACILITIES C.4.**

**Edna Louise Spear Elementary School**

Title	Quantity	ISBN #
<i>Houghton Gr. 5 Math</i>	22	978-0-618-53095-7
<i>Houghton Gr. 4 Math</i>	23	978-0-618-59094-0
<i>Everyday Math – Gr. 3</i>	86	978-0-618-59093-3
<i>Everyday Math – Gr. 3</i>	46	0-07584485-0
<i>Everyday Math – Gr. 3</i>	7	1-57039941-7
<i>Everyday Math, Gr. 3, Vol. 1, TE</i>	4	978-0-618-59115-2
<i>Everyday Math, Gr. 3, Vol. 2, TE</i>	4	978-0-618-59116-9
<i>Houghton Gr. 4 Math</i>	22	978-0-618-590940
<i>Houghton Gr. 4 Math, Vol. 1, TE (New)</i>	1	978-0-618-59118-3
<i>Houghton Gr. 4 Math, Vol. 1, TE</i>	1	978-0-618-59118-3
<i>Houghton Gr. 4 Math, Vol. 2, TE (New)</i>	1	978-0-618-59117-6
<i>Houghton Gr. 4 Math, Vol. 2, TE</i>	1	978-0-618-59117-6
<i>Houghton Gr. 3 Math Flip Chart</i>	1	978-0-618-39122-6
<i>Houghton Gr. 5 Math</i>	42	978-0-618-59095-7
<i>Houghton Gr. 4 Math</i>	25	978-0-618-59094-0
<i>Houghton Gr. 3 Math</i>	19	978-0-618-59093-3
<i>Houghton Gr. 3 Math, Vol. 1, TE</i>	1	978-0-618-59115-2
<i>Houghton Gr. 3 Math, Vol. 2, TE</i>	1	978-0-618-59116-9

**Port Jefferson Middle School:**

125 copies of *The Language of Literature, Grade 6*, McDougal-Littell, ISBN #: [0618136614](#)

35 copies of *Beginnings in Literature-America Reads*, Scott, Foresman and Company, ISBN [0673270009](#)

125 copies of *Literature-Copper*, Prentice Hall, ISBN #: [0138382026](#)

154 copies of *The Language of Literature - Grade 7*, ISBN #: 0-395-73702-8

1 copy of *The Language of Literature - Grade 7*, ISBN #: 0-395-73709-5

**Earl L. Vandermeulen High School:**

Title	Quantity	ISBN #
<i>Elements of Literature: Third Course</i>	74	0-03-096831-3
<i>Patterns in Literature</i>	24	0-673-29379-3
<i>The Humanities: Volume Two</i>	23	0-669-41658-4
<i>The Humanities: Volume One</i>	6	0-669-41657-6
<i>Major British Writers</i>	13	0-15-339650-4
<i>Ideas and Patterns in Literature IV</i>	65	N/A
<i>American Literature: A Chronological Approach</i>	54	0-07-009844-1
<i>The Wasteland</i> by T.S. Eliot	16	0-15-694870-2
<i>Elements of Literature: Sixth Course</i>	65	0-03-067284-8
<i>The Holt Reader An interactive Work Text Sixth Course</i>	88	0-03-067552-9
<i>Question and Form in Literature</i>	25	0-673-12933-0
<i>American Mosaic Multicultural Reading in Context</i>	16	0-395-53690-1
<i>Warriner's English Grammar and Composition</i>	132	N/A
<i>Composition: Models and Exercises, Grade 9</i>	84	N/A
<i>Writing: Unit Lessons in Composition</i>	6	N/A
<i>English Grammar and Composition, Complete Course</i>	13	N/A
<i>English Grammar and Composition, Grade 9</i>	16	N/A
<i>English Grammar and Composition, Grade 11</i>	22	N/A
<i>Advanced Composition: A Book of Models for Writing</i>	22	N/A
<i>Elements of Literature: Fifth Course</i>	15	0-03-096833-X

### PHYSICAL AND MENTAL EXAMS

The Board of Education seeks to provide a healthful and safe working environment for the total school community. The Board seeks to employ individuals who have physical and mental capacity which will enable such employee to reasonably perform the duties required of the position, and to assure that all employees have a standard of health that will contribute to the safe, healthy and efficient performance of work.

The Board requires that all job offers be conditioned upon a satisfactory medical evaluation, ~~and all probationary employees who are eligible for tenure, as well as employees recommended in writing by their supervisor, undergo a medical exam by their~~ **the candidate's** own physician or by the school physician. Failure to undergo a required medical exam ~~is~~ **may be** grounds for disqualification ~~or dismissal~~.

No applicant ~~or employee~~ will be discriminated against because of any disability or speculation that such person's future health would be at risk in performing his/her duties. ~~Inability to perform the essential functions of the job with or without reasonable accommodation may be grounds for disqualification or dismissal.~~

Note: Policy added (replacing prior policy, Policy Manual, 4114)

Revision presented for  
1st reading: 9/9/08  
2<sup>nd</sup> reading & adoption: 10/14/08

Revision presented for  
1<sup>st</sup> reading: 6/10/14  
2<sup>nd</sup> reading & adoption: 7/1/14