



Commack U.F.S.D. Public Hearing

DISTRICT-WIDE EMERGENCY RESPONSE PLAN 2021-2022

District – Wide Emergency Response Plan

Purpose:

- Provide instructions, procedures and guidelines to all for the overall safety of students, staff and visitors in an emergency situation

Scope:

- For all buildings (including rental buildings)
- Each building will prepare a customized emergency plan based from District-Wide plan

Authority:

- District-Wide Incident Commander is Superintendent of Schools (or designee)
- Building Incident Commander is Principal (or designee)
- NYS requires all school districts to have written plan in place and review annually

Emergency Response Plan Process



July 15, 2021
Public Hearing

- Public Comment/Review begins
- Public Comment/Review closes on August 14, 2021 (30 Days)

District-Wide
Emergency Response
Plan

- On our website:
- Go to Homepage/District Office/District-Wide Emergency Response Plan
- <https://www.commackschools.org/Downloads/DistrictWideEmergencyResponsePlan21-22.pdf>

Public Comments

- Email to:
spopky@commack.k12.ny.us

July 15, 2021 to
August 12, 2021

- Reviewed by District Officials and Various Staff

August 2021

- Administration Completes Review of District-Wide Emergency Plan
- Board of Education adopts District-Wide Emergency Plan

**Commack School District
Hubbs Administration
Building**

Emergency Response Plan

2021-2022

Date of Acceptance/Revision:

XXXXXX



Emergency Response Plan

Conclusion of Public Hearing



Commack U.F.S.D. Administrative Report

BOARD OF EDUCATION MEETING

JULY 15, 2021

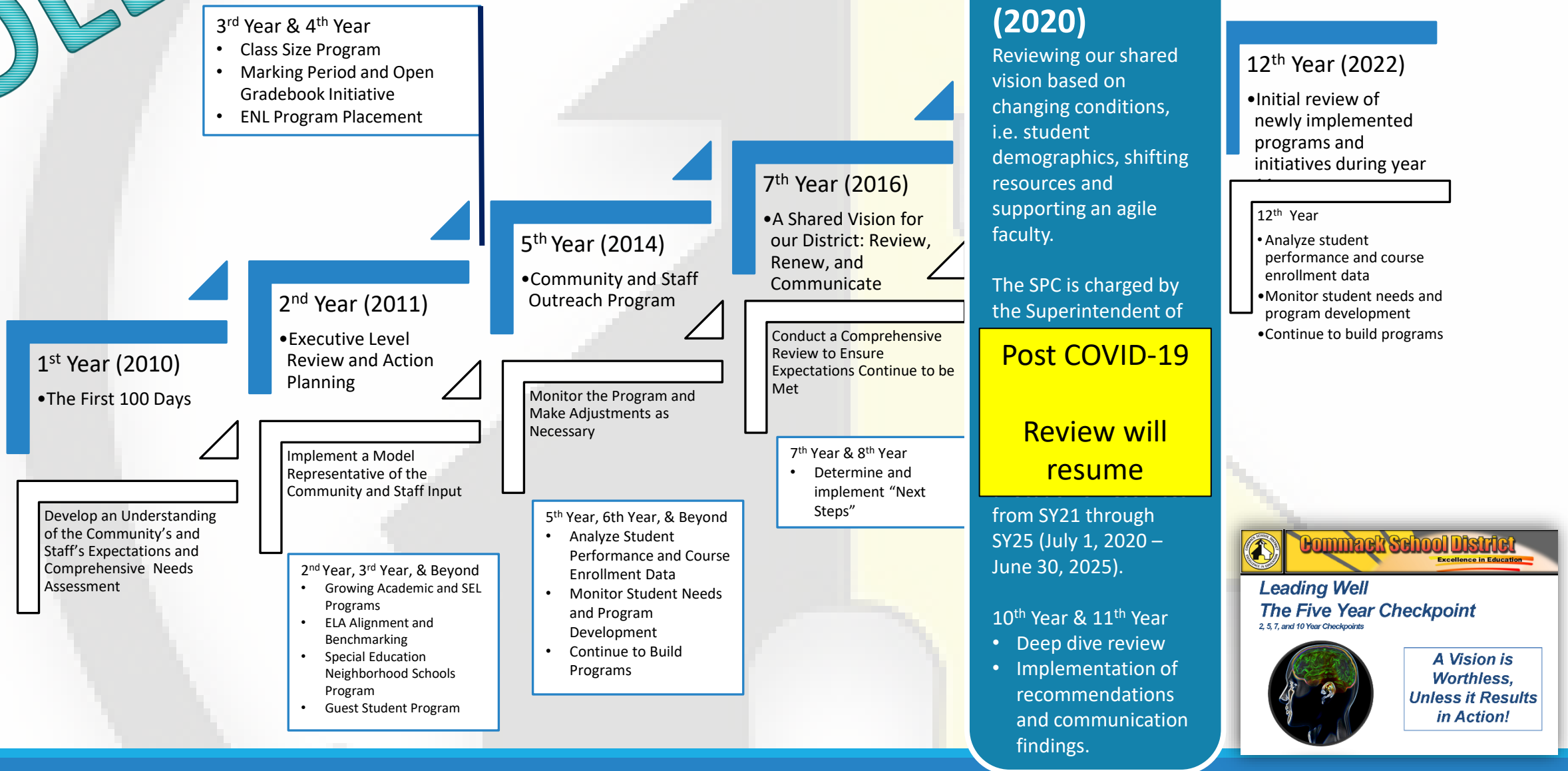
Tonight's Agenda

10th & 11th
Year Review

Labor
Relations
Update

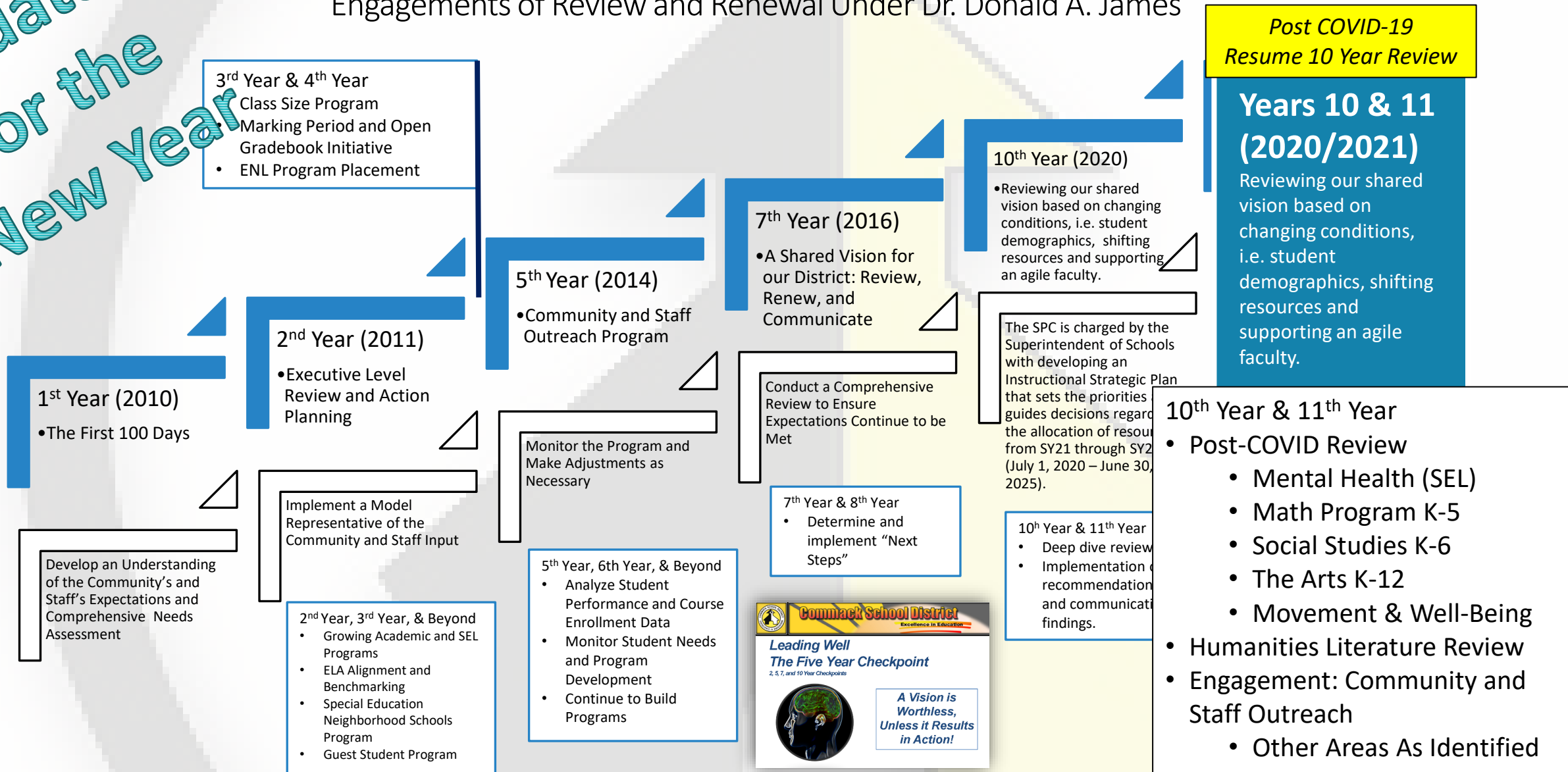
The Past, Present, and Future of the Commack School District: Engagements of Review and Renewal Under Dr. Donald A. James

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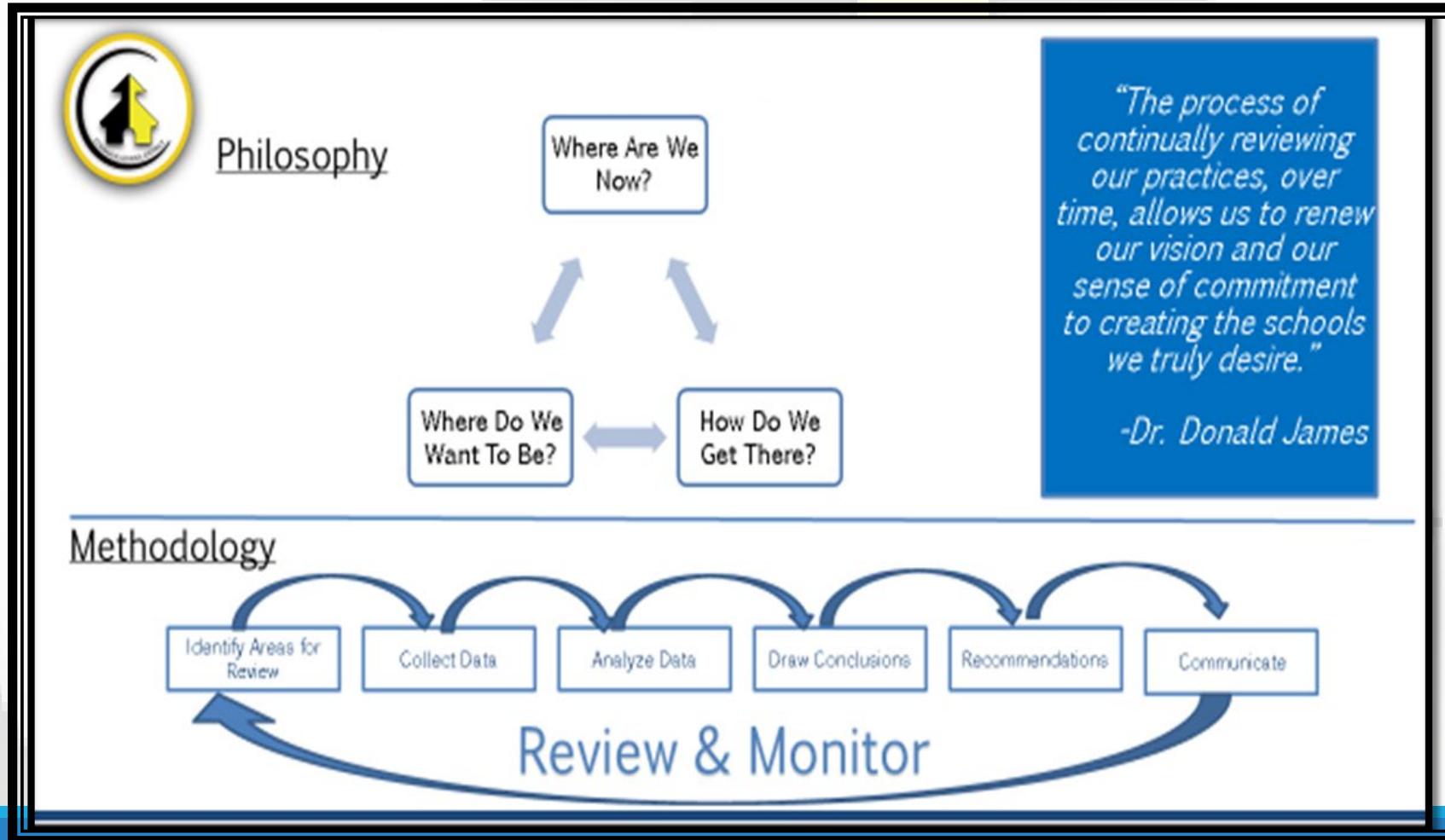


Updated
for the
New Year

The Past, Present, and Future of the Commack School District: Engagements of Review and Renewal Under Dr. Donald A. James



Review and Renewal: “Tried and True” Methodology Supported by Organizational Philosophy



What's Been Reviewed in the Past?

These are just some examples of dozens of reviews!

Elementary Homework

Monitoring Student Growth

ELA and Math Curriculum (Common Core)

Elementary and Middle School Enrichment Opportunities

Access and Opportunity at CHS

Band Requirements

- **Guiding Principles**

- District-Wide Engagement/ Community and Staff Outreach
- Informed Decision Making (Data)
- Research-Based Practices
- Balanced Programming
- Systemic Agility/Continuous Review

From these examples, **what was the result of “Review and Renewal?”**

- **Results (In a Nutshell)**

- Elementary HW: Research-based, best practices in homework
- ELA/Math: Homegrown, developmentally-appropriate curriculums
- Enrichment: Lunch-and-Learn, Enrichment for All, Movement In The Arts, Middle School “Wheel” Enrichment
- Access and Opportunity: College and Career Learning, Personalized Learning
- Band Requirements: Greater Student Access to Extracurriculars

The 10th & 11th Year Review Includes:

Reopening of
Schools

Social and
Emotional
Supports

Humanities
Literature
Review

And, More.

Reopening of Schools

The Reopening of Schools, as we have planned for it, will be continually monitored throughout the school year.

“This will ensure that Commack’s tradition of Excellence in Education will be stronger than before. Meaning, Commack will enhance and improve its programs based on what we’ve learned through our experiences, struggles, and successes over the past 18 months.”

***-Dr. Donald James
Superintendent of Schools***

Note: We continue to monitor guidance from the NYSED and Health Officials for any changes that may impact our plans.

Community Outreach



1. The District has engaged in focus group conversations with the school community in order to gather information as we plan for the reopening of schools in September 2021. Members of the District Office team met with parents/guardians, students, and staff in the following groups:
 - High School
 - Middle School
 - Intermediate
 - Primary
 - Special Education
 - Remote
2. The patterns and themes that emerged from the focus groups were:
 - A return to full day, every day
 - A full-time remote program
 - Transportation for all students
 - Personal protective equipment
 - Department and the Superintendent
 - Continue to maintain and improve
 - Additional academic and enrichment programs



Design Teams and Community Feedback

The Design Teams are developing draft plans to support the goals and themes from the Focus Groups. **4/27/21 to 5/14/21**

Draft plans will then be shared with focus groups for feedback to ensure alignment. **5/17/21 to 5/28/21**

Final draft will be shared with the community via virtual question and answer event. 6/02/21

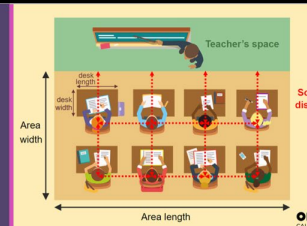
Final plan will be presented to the Board of Education for approval. **6/10/21**

Note: We have budgeted sufficient funds to support the programs that may come out of Focus Groups.

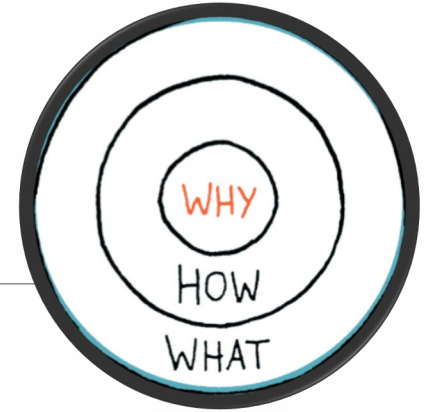
The Commack Plan for Re-Opening

These things will take place as long as the State does not change regulations!

- We will offer full-day, every day, in person brick-and-mortar school for all students!
- Students will be in classrooms with desks no less than three (3) feet apart
 - Desks will no longer have sneeze guards
 - At this time, the State still requires that masks be worn in schools – if that changes, we will adjust accordingly
- Students will eat lunch in the cafeteria no less than six (6) feet apart
 - Students will remove masks during lunch



Social and Emotional Supports



Why?

- The pandemic has impacted, to varying degrees, the well-being of students. Further, students will be returning to the new school year, some may return with “transition” challenges.

How?

- A comprehensive Mental Health COVID Response Plan has been developed to proactively put supports in place. All students will have access to these supports.

What?

- Teachers and staff will engage in **professional development** on; trauma-informed teaching, social-emotional learning, and coping in a pandemic.
- We will **expand our drug and alcohol prevention and intervention groups**, emphasizing prevention and positive coping.
- We are **exploring research-based mental health curriculums** to teach coping, emotional regulation, and executive functioning.
- Commack will be providing **additional counseling groups** focused on: socialization, anxiety, transition, and executive functioning skills for students across all grade levels.
- **Before and/or after school counseling** service will be available, if needed.
- **Parent Resource Center** will be available to families and will provide parent training and support. If necessary, the Resource Center will connect parents with outside community resources.

Humanities Literature Review

In his 18 years as a Superintendent, Dr. James has never approved the banning of a book.

Terminology

Standards

Curriculum

Instructional
Materials
(e.g. Books,
Manipulatives)

Age
Appropriate

Books are not curriculum

Book vs. Textbook

- Book – Works of literature, e.g. fiction/non-fiction
- Textbook – e.g. McGraw-Hill U.S. History Textbook

Required Book

- All students must read during the course of study
 - All students in a particular grade are required to read a certain novel (e.g. classic literature)
 - All student in a particular elective may be required to read a particular book

Recommended Book

- Teacher or department suggested book that supplements learning to reach instructional goals

Humanities Literature Review: Educator Team

Educator		Department	Building	Grade(s)
Leslie	Boritz	Principal	District	K-12
Andrea	Bryan	English	CHS	9-12
Denis	Conroy	Social Studies	CHS	9, 10, 11, 12, IB
Jordan	Cox	Exec. Director	District	K-12
Sara	Decker	Social Worker	CHS	(9-12)
James	Desmond	English	CHS	IB Lang, IB Lit
Lindia	Garcia	English	CMS	8
Gary	Giacchetto	Social Studies	CHS	10, 11
Robby	Harris	Psychologist	CHS	(6-12)
MaryEllen	Herbold	English	CMS	6
Michael	Jeziorski	Social Studies	CHS	1B 12
Matt	Keltos	Vice Principal	CHS	9-12)
Lucia	Kozlowsky	English	CHS	9
Michael	Larson	Principal	CMS	(6-8)
Carrie	Lipenholtz	Principal	CHS	(9-12)
Annmarie	Marusevich	English	CHS	10, IB Lit

Educator		Department	Building	Grade(s)
Sean	Prahalis	Social Studies	CHS	9, 12
Katina	Price	Lead Teacher of Advanced Studies / World Language	CHS	(9-12)
Kim	Radziul	Social Worker	CHS	(9-12)
Laura	Revera	English (Special Ed.)	CHS	(9-12)
Keith	Reyling	English	CMS	7
Joe	Santiago	Admin. Assoc.	District	K-12
Jennifer	Santorello	Curr. Assoc.	District	K-12
Jeff	Sautner	Director of Humanities	District	K-12
Allison	Schouten	English & SS (Special Ed.)	CMS	6
Mark	Schwartz	Counselor	CMS	(6-8)
Lauren	Sturchio	English	CMS	7
Richard	Suchopar	Social Studies	CHS	APW, 11 IB
Joseph	Zaidinski	Social Studies	CHS	9, 11, IB
John	Kelly	Psychologist	CHS	Psych
Sonia	Moronta	English	CMS	8
Dana	McNeill	English	CHS	10

Humanities Literature Review Committee

Why



Phase 1 – Identify a Need, Purpose, and Engage a Commission

As a result of our culture of continuous review and improvement, the Humanities Literature Review Committee was initiated in an effort to assure we are utilizing books that are age-appropriate, fair and balanced so that no student is put in a position where they feel “less than” others.



How



Phase 2 – Activate the “Humanities Literature Review Committee” to identify, review and analyze all full length texts within the Humanities Departments



What

Phase 3 –
Committee may recommend adjustments to reading lists and timeline of implementation

Questions from the Board of Education?



Labor Relations Update

The 2020-2021 school year included negotiations with three of Commack's collective bargaining units:

- Commack School Secretarial Association (CSSA)
- Commack Teachers Association (CTA)
- Local 237, International Brotherhood of Teamsters (IBT)

Thank you! The District is pleased to announce multi-year agreements with all three units and are grateful to each for their continued understanding of fiscal constraints and efforts in maintaining positive labor relations.

The Board of Education's Negotiating Team includes:

- Superintendent of Schools
- Office of Human Resources Leadership
- Office of Business and Operations Leadership



Labor Relations Update: Overview of Current Agreements

Guiding Principles

“Package
Bargaining”

The Agreement
Must Remain
Within The
Estimated Tax-cap

Enhanced working
conditions that
benefit students,
parents, and staff

Both Short- And
Long-term Savings
To Support
Stability

As a reminder, [previous](#) contract negotiations have results in:

CTA (2014)

- “Smoothed” step increases
- An extended number of steps
- A reduced starting salary; the reduced overall cost of newly-hired teachers

The District will save approximately \$250,000 over the course of a 30-year career for newly-hired teachers.

CSSA (2016)

- 1% salary increase upon ratification in 2016-17
- Step +1.25% in 2017-18
- Step +1.75% in 2018-19 & 2019-20

Buildings & Grounds (2016)

- 0.5% salary increase upon ratification in 2016-17
- Step +1.5% in 2017-18
- Step +1.75% in 2018-19 and 2019-20
- Percent increases apply to shift differentials and longevity

Labor Relations Update: Overview of Recommended Agreements

All agreements stay within
the shares of the Tax Cap and
are in the budget.

All of Commack's bargaining units have contracts in effect. The recommended 2021 agreements include:

CTA (expired June 30, 2021)	CSSA (expired June 30, 2020)	Buildings & Grounds (expired June 30, 2020)
<ul style="list-style-type: none">• Step + 1.5% in 21-22• Step + 1.5% in 22-23• All provisions of the prior agreement remain in place.	<ul style="list-style-type: none">• 1% salary increase upon ratification in 20-21 (June 8)• Step + 1.5% in 21-22• Step + 1.5% in 22-23• All provisions of the prior agreement remain in place and general housekeeping items addressed (e.g. health insurance buyout).	<ul style="list-style-type: none">• 1.1% salary increase upon ratification in 20-21 (June 8)• Step + 1.5% in 21-22• Step + 1.5% in 22-23• Revision to Holiday Schedule• All provisions of the prior agreement remain in place and general housekeeping items addressed (e.g. health insurance buyout).
635 Members 1.5% in 21-22 = \$1.086M 1.5% in 22-23 = \$1.103M	64 Members 1% June 2021 = \$2.5K 1.5% in 21-22 = \$57K 1.5% in 22-23 = \$59K	86 Members 1.1% June 2021 = \$4K 1.5% in 21-22 = \$89K 1.5% in 22-23 = \$91K

Questions from the Board of Education?

