

# AGENDA

## BOARD OF EDUCATION • LEVITTOWN, NEW YORK

LEVITTOWN UNION FREE SCHOOL DISTRICT • TOWN OF HEMPSTEAD • LEVITTOWN, NEW YORK  
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BUDGET PLANNING SESSION

LEVITTOWN MEMORIAL EDUCATION CENTER

Wednesday, January 20, 2016

Immediately following the Special Meeting

Success for Every Student

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(Note: Items on this Budget Planning Session appear in order of intended discussion. As per previous understanding with the Board, any items which are not reached during the meeting will be carried forward to subsequent Budget Planning Sessions, Planning Sessions or Ad Hoc portion of Regular Meetings.)

I. CALL TO ORDER

II. INFORMATIONAL ITEMS

1. Northside School Academic Presentation

"Using the Common Core to Integrate Social Studies with Writing"

2. Building Condition Survey

3. Board Policies

First Read:

Policy No. 7551 - Sexual Harassment of Students

Policy No. 8130 - Equal Educational Opportunities

Second Read:

Policy No. 6110 - Code of Ethics for Board Members and All District Personnel

4. Budget Overview - William Pastore

Budget Presentation Athletics - Keith Snyder

Budget Presentation Extracurricular Activities - Darlene Rhatigan

Budget Presentation Facilities - Chris Milano

# DISTRICT SUMMARY

## Five-Year Capital Facilities Plan - Facility Totals



PAGE	BUILDING / FACILITY	IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2 PRIORITY	YEAR 3 PRIORITY	MONITOR (YEAR 4)	MONITOR (YEAR 5)	BUILDING TOTAL	CAPITAL PLAN (YEAR 1&2)
1	LEVITTOWN MEMORIAL	\$1,489,720	\$2,041,549	\$182,125	\$35,000	\$0	\$3,748,394	\$3,531,269
2	SALK MS	\$2,396,952	\$249,500	\$487,444	\$97,500	\$0	\$3,231,396	\$2,646,452
3	DIVISION AVENUE HS	\$2,751,127	\$1,606,472	\$1,134,827	\$87,500	\$0	\$5,579,926	\$4,357,599
4	SUMMIT LANE ES	\$1,548,915	\$406,800	\$216,795	\$74,280	\$0	\$2,246,790	\$1,955,715
5	SEAMANS NECK RD.	\$1,106,490	\$486,000	\$270,000	\$59,000	\$0	\$1,921,490	\$1,592,490
6	LAUREL LANE	\$865,765	\$1,098,758	\$143,000	\$239,100	\$0	\$2,346,623	\$1,964,523
7	NORTHSIDE ES	\$1,407,225	\$432,000	\$357,438	\$161,277	\$0	\$2,357,940	\$1,839,225
8	LEE ROAD ES	\$774,175	\$260,000	\$140,400	\$132,714	\$0	\$1,307,289	\$1,034,175
9	WISDOM LANE MS	\$1,782,115	\$528,674	\$18,000	\$108,000	\$0	\$2,436,789	\$2,310,789
10	GARDINERS AVE ES	\$1,903,455	\$3,403,214	\$165,000	\$171,123	\$0	\$5,642,792	\$5,306,669
11	EAST BROADWAY ES	\$1,967,040	\$398,500	\$293,658	\$68,400	\$0	\$2,727,598	\$2,365,540
12	ABBEY LANE ES	\$2,256,090	\$773,080	\$767,808	\$1,579,868	\$0	\$5,376,846	\$3,029,170
13	MACARTHUR HS	\$1,453,830	\$1,839,864	\$2,530,569	\$135,000	\$0	\$5,959,263	\$3,293,694
14	LPS TRANSPORTATION	\$87,525	\$0	\$1,571,506	\$63,500	\$0	\$1,722,531	\$87,525
15	LPS MAINTENANCE	\$118,275	\$60,000	\$285,540	\$94,500	\$0	\$558,315	\$178,275
16	LPS BUS GARAGE	\$104,525	\$55,000	\$121,500	\$98,500	\$0	\$379,525	\$159,525
17	LITTLE RED SCHOOL	\$93,400	\$0	\$95,000	\$44,000	\$0	\$232,400	\$93,400
	<b>GRAND TOTAL CONSTRUCTION COST</b>	<b>\$22,106,624</b>	<b>\$13,639,411</b>	<b>\$8,780,610</b>	<b>\$3,249,262</b>	<b>\$0</b>	<b>\$47,775,907</b>	<b>\$35,746,035</b>
	<b>SOFT COSTS 18%</b>							<b>\$6,434,286</b>
	<b>CONTINGENCY 10%</b>							<b>\$3,574,604</b>
	<b>GRANT TOTAL (Yr. 1&amp;2)</b>							<b>\$45,754,925</b>

NOTE: The above construction costs are based on removal and replacement only and does not include hazardous material abatement, if any, unless noted (VAT).

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

# LEVITTOWN MEMORIAL (-0001)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	H, S & W ITEM
					KEY	NOTE	
						ARCHITECTURAL	
	\$1,275,758				A	Replace balance of roof	
	\$165,000				A	Masonry Phase 2 - Gym & Courtyard	
	\$385,791				A	Elastomeric Coating of Masonry	
	\$162,000				A	ADA Toilet Renovations (Also see Plumbing)	
	\$36,000				A	Exterior Door Replacement	
	\$17,000				A	ADA Ramp at Entrance	
		\$182,125			A	Flooring Replacement (VAT)	
			\$97,250		A	Replace Door Hardware to meet ADA	
\$0	\$2,041,549	\$182,125	\$0	\$0		SUBTOTAL ARCHITECTURAL	
						CIVIL	
			\$35,000		C	Sidewalk Replacement	
\$0	\$0	\$0	\$35,000	\$0		SUBTOTAL CIVIL	
						MECHANICAL	
\$260,000					M	Univents	
\$25,000					M	Fan repair/clean	
\$5,000					M	Damper repair	
\$50,000					M	Control repair	
\$100,000					M	Vibration dampers	
\$15,000					M	Install steam trap	
\$5,000					M	Repair condensate vacuum pump	
\$150,000					M	Install steam zone valve	
\$610,000	\$0	\$0	\$0	\$0		SUBTOTAL MECHANICAL	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

						<b>PLUMBING</b>		
\$10,000					P	Trap primers		
\$200,000					P	ADA bathrooms		
\$5,000					P	Fixture repair		
<b>\$215,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL PLUMBING</b>		
						<b>ELECTRICAL</b>		
\$1,140					E	Receptacles		
\$1,800					E	Light fixtures		
\$57,000					E	Occupancy sensors		
\$2,280					E	Switches		
\$75,000					E	Panels		
\$150,000					E	Feeders		
\$12,000					E	Service distribution		
\$275,000					E	PA system		
\$10,000					E	Clock controller		
\$18,000					FP	Exit signs		
\$23,750					FP	Emergency lights		
\$7,500					FP	Fire alarm devices		
\$31,250					FP	Classroom smoke detectors		
<b>\$664,720</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>		
<b>\$0</b>	<b>\$2,041,549</b>	<b>\$182,125</b>	<b>\$35,000</b>	<b>\$0</b>		<b>SUBTOTAL A/C</b>		
<b>\$1,489,720</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>TOTAL M/E/P/FP</b>		
<b>\$1,489,720</b>	<b>\$2,041,549</b>	<b>\$182,125</b>	<b>\$35,000</b>	<b>\$0</b>		<b>TOTALS BY YEAR</b>		

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

NOTE 1: All costs listed above are construction costs only.

NOTE 2: The above construction costs are based on removal and replacement only (no abatement)

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

# JONAS SALK MIDDLE SCHOOL (-0002)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	H, S & W ITEM
					KEY	NOTE	
						ARCHITECTURAL	
	\$24,000				A	Replace Exterior Doors	
	\$4,500				A	Replace Areaway Stair Nosings to Lockers	
\$1,091,417					A	Locker Room Renovations	
	\$15,000				A	Roof Repairs	
		\$167,400			A	Flooring Replacement (VAT)	
		\$320,044			A	Ceiling Replacement - Classrooms	
	\$105,000				A	ADA Toilet Renovations (Also see Plumbing)	
			\$87,500		A	Replace Door Hardware to meet ADA	
\$1,091,417	\$148,500	\$487,444	\$87,500	\$0		SUBTOTAL ARCHITECTURAL	
						CIVIL	
	\$48,000				C	West Lot Pavement	
			\$10,000		C	Courtyard Greenhouse Repairs	
	\$53,000				C	Sidewalk Replacement	
\$0	\$101,000	\$0	\$10,000	\$0		SUBTOTAL CIVIL	
						MECHANICAL	
\$130,000					M	Univents	
\$40,000					M	Fan repair/clean	
\$20,000					M	Control repair	
\$15,000					M	Install steam trap	
\$5,000					M	Repair condensate vacuum pump	
\$210,000	\$0	\$0	\$0	\$0		SUBTOTAL MECHANICAL	
						PLUMBING	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$40,000					P	Trap primers		
\$200,000					P	ADA bathrooms		
\$10,000					P	Fixture repair		
\$10,000					P	Pipe insulation		
<b>\$260,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL PLUMBING</b>		
						<b>ELECTRICAL</b>		
\$2,280					E	Receptacles		
\$3,600					E	Light fixtures		
\$34,200					E	Occupancy sensors		
\$2,280					E	Switches		
\$75,000					E	Panels		
\$150,000					E	Feeders		
\$12,000					E	Service distribution		
\$275,000					E	PA system		
\$10,000					E	Clock controller		
\$175,000					E	Service		
\$16,800					FP	Exit signs		
\$25,000					FP	Emergency lights		
\$7,500					FP	Fire alarm devices		
\$46,875					FP	Classroom smoke detectors		
<b>\$835,535</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>		
<b><u>\$1,091,417</u></b>	<b><u>\$249,500</u></b>	<b><u>\$487,444</u></b>	<b><u>\$97,500</u></b>	<b><u>\$0</u></b>		<b><u>SUBTOTAL A/C</u></b>		
<b><u>\$1,305,535</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>		<b><u>SUBTOTAL M/E/P/FP</u></b>		
<b>\$2,396,952</b>	<b>\$249,500</b>	<b>\$487,444</b>	<b>\$97,500</b>	<b>\$0</b>		<b>TOTALS BY YEAR</b>		

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Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

# DIVISION AVENUE HIGH SCHOOL (-0003)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	H, S & W ITEM
					KEY	NOTE	
						ARCHITECTURAL	
	\$165,000				A	Masonry Phase 2 (not incl. Alt Gym windows)	
	\$613,030				A	Replace NorthWest Wing Roof	
	\$678,942				A	Replace SouthWest Wing Roof	
	\$18,000				A	Replace Exterior Doors	
	\$2,500				A	Replace Areaway Stair Nosings to Lockers	
\$1,091,417					A	Locker Room Renovations	
		\$354,000			A	Flooring Replacement (VAT)	
		\$415,000			A	Ceiling Replacement - Classrooms	
	\$241,000				A	ADA Toilet Renovations (Also see Plumbing)	
			\$87,500		A	Replace Door Hardware to meet ADA	
\$1,091,417	\$1,553,472	\$769,000	\$87,500	\$0		SUBTOTAL ARCHITECTURAL	
						CIVIL	
		\$365,827			C	Parking Lot Replacement	
	\$53,000				C	Sidewalk Replacement	
\$0	\$53,000	\$365,827	\$0	\$0		SUBTOTAL CIVIL	
						MECHANICAL	
\$180,000					M	Univents	
\$20,000					M	Fan repair/clean	
\$2,000					M	Cover Radiators	
\$10,000					M	Steam Pipe Repair	
\$150,000					M	Control Repair	
\$40,000					M	Tank Test	
\$15,000					M	Install Steam Trap	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$5,000					M	Repair Condensate Vacuum Pump		
\$1,500					M	Repair Boiler		
\$120,000					M	Replace Expansion Tanks		
<b>\$543,500</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL MECHANICAL</b>		
						<b>PLUMBING</b>		
\$300,000					P	ADA bathrooms		
\$10,000					P	Fixture repair		
\$10,000					P	Sanitary pipe repair		
\$5,000					P	Kitchen update		
<b>\$325,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL PLUMBING</b>		
						<b>ELECTRICAL</b>		
\$2,280					E	Receptacles		
\$6,000					E	Light fixtures		
\$96,900					E	Occupancy sensors		
\$2,280					E	Switches		
\$75,000					E	Panels		
\$150,000					E	Feeders		
\$12,000					E	Service distribution		
\$275,000					E	PA system		
\$10,000					E	Clock controller		
\$18,000					FP	Exit signs		
\$25,000					FP	Emergency lights		
\$12,500					FP	Fire alarm devices		
\$106,250					FP	Classroom smoke detectors		
<b>\$791,210</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>		
<b><u>\$1,091,417</u></b>	<b><u>\$1,606,472</u></b>	<b><u>\$1,134,827</u></b>	<b><u>\$87,500</u></b>	<b><u>\$0</u></b>		<b><u>SUBTOTAL A/C</u></b>		
<b><u>\$1,659,710</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>		<b><u>TOTAL M/E/P/FP</u></b>		
<b>\$2,751,127</b>	<b>\$1,606,472</b>	<b>\$1,134,827</b>	<b>\$87,500</b>	<b>\$0</b>		<b>TOTALS BY YEAR</b>		

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Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)



# SUMMIT LANE ELEMENTARY SCHOOL (-0005)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	H, S & W ITEM
					KEY	NOTE	
						ARCHITECTURAL	
	\$66,550				A	Replace MPR Roof	
	\$9,250				A	Replace Roof Strainers	
	\$49,000				A	Replace Exterior Doors, incl Roof Door	
		\$68,875			A	Flooring Replacement (VAT)	
		\$1,500			A	Add EJ at Corridor	
		\$54,000			A	Ceiling Replacement - Classrooms	
	\$207,000				A	ADA Toilet Renovations (Also see Plumbing)	
			\$74,280		A	Replace Door Hardware to meet ADA	
\$0	\$331,800	\$124,375	\$74,280	\$0		SUBTOTAL ARCHITECTURAL	
						CIVIL	
		\$92,420			C	Parking Lot Replacement	
	\$75,000				C	Sidewalk Replacement	
\$0	\$75,000	\$92,420	\$0	\$0		SUBTOTAL CIVIL	
						MECHANICAL	
\$40,000					M	Tank test	
\$10,000					M	Fan repair/clean	
\$325,000					M	Univents	
\$15,000					M	Retire heat	
\$290,000					M	Replace HV units	
\$25,000					M	Control repair	
\$15,000					M	Install steam trap	
\$5,000					M	Repair condensate vacuum pump	
\$75,000					M	Replace heat pumps	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$800,000	\$0	\$0	\$0	\$0		SUBTOTAL MECHANICAL		
						PLUMBING		
\$35,000					P	Trap primers		
\$100,000					P	ADA bathrooms		
\$135,000	\$0	\$0	\$0	\$0		SUBTOTAL PLUMBING		
						ELECTRICAL		
\$3,800					E	Receptacles		
\$3,600					E	Light fixtures		
\$37,050					E	Occupancy sensors		
\$1,140					E	Switches		
\$50,000					E	Panels		
\$150,000					E	Feeders		
\$12,000					E	Service distribution		
\$275,000					E	PA system		
\$10,000					E	Clock controller		
\$13,200					FP	Exit signs		
\$15,625					FP	Emergency lights		
\$5,000					FP	Fire alarm devices		
\$37,500					FP	Classroom smoke detectors		
\$613,915	\$0	\$0	\$0	\$0		SUBTOTAL ELECTRICAL		
\$0	\$406,800	\$216,795	\$74,280	\$0		SUBTOTAL A/C		
\$1,548,915	\$0	\$0	\$0	\$0		TOTAL M/E/P/FP		
\$1,548,915	\$406,800	\$216,795	\$74,280	\$0		TOTALS BY YEAR		

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Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

# SEAMANS NECK ROAD SCHOOL (-0006)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	H, S & W ITEM
					KEY	NOTE	
						<b>ARCHITECTURAL</b>	
	\$210,000				A	Masonry Repair	
	\$18,000				A	Chimney Repointing	
	\$9,000				A	ADA Ramp at Entrance	
		\$90,000			A	Flooring Replacement (VAT)	
	\$207,000				A	ADA Toilet Renovations (Also see Plumbing)	
			\$54,000		A	Replace Door Hardware to meet ADA	
			\$5,000		A	Provide ADA Directional signage	
<b>\$0</b>	<b>\$444,000</b>	<b>\$90,000</b>	<b>\$59,000</b>	<b>\$0</b>		<b>SUBTOTAL ARCHITECTURAL</b>	
						<b>CIVIL</b>	
		\$180,000			C	Parking Lot & Driveway Replacement	
	\$42,000				C	Sidewalk Replacement	
<b>\$0</b>	<b>\$42,000</b>	<b>\$180,000</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL CIVIL</b>	
						<b>MECHANICAL</b>	
\$130,000					M	Univents	
\$20,000					M	Fan repair/clean	
\$25,000					M	Control repair	
\$15,000					M	Install steam trap	
\$5,000					M	Repair condensate vacuum pump	
<b>\$195,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL MECHANICAL</b>	
						<b>PLUMBING</b>	
\$20,000					P	Trap primers	
\$200,000					P	ADA bathrooms	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$15,000					P	Fixture repair		
<b>\$235,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL PLUMBING</b>		
						<b>ELECTRICAL</b>		
\$950					E	Receptacles		
\$1,500					E	Light fixtures		
\$68,400					E	Occupancy sensors		
\$1,140					E	Switches		
\$50,000					E	Panels		
\$150,000					E	Feeders		
\$12,000					E	Service distribution		
\$275,000					E	PA system		
\$10,000					E	Clock controller		
\$15,000					FP	Exit signs		
\$17,500					FP	Emergency lights		
\$12,500					FP	Fire alarm devices		
\$62,500					FP	Classroom smoke detectors		
<b>\$676,490</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>		
<b>\$0</b>	<b>\$486,000</b>	<b>\$270,000</b>	<b>\$59,000</b>	<b>\$0</b>		<b>SUBTOTAL A/C</b>		
<b>\$1,106,490</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>TOTAL M/E/P/FP</b>		
<b>\$1,106,490</b>	<b>\$486,000</b>	<b>\$270,000</b>	<b>\$59,000</b>	<b>\$0</b>		<b>TOTALS BY YEAR</b>		

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

NOTE 1: All costs listed above are construction costs only.

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# LAUREL LANE SCHOOL (-0007)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	
					KEY	NOTE	
						ARCHITECTURAL	
	\$54,000				A	Exterior Door Replacement	
	\$24,000				A	ADA Ramp at Entrance	
	\$374,000				A	Replace Windows	
	\$439,758				A	Roof Replacement	
		\$55,000			A	Chimney Repair	
		\$88,000			A	Flooring Replacement (VAT)	
	\$207,000				A	ADA Toilet Renovations (Also see Plumbing)	
			\$54,500		A	Replace Door Hardware to meet ADA	
\$0	\$1,098,758	\$143,000	\$54,500	\$0		SUBTOTAL ARCHITECTURAL	
						CIVIL	
			\$175,000		C	Replace Driveway & Rear Lot	
			\$9,600		C	Sidewalk Replacement	
\$0	\$0	\$0	\$184,600	\$0		SUBTOTAL CIVIL	
						MECHANICAL	
\$5,000					M	Fresh air	
\$5,000					M	Fan repair/clean	
\$30,000					M	Control repair	
\$400,000					M	Replace boilers	
\$25,000					M	Replace burners	
\$5,000					M	Replace water heater	
\$15,000					M	Install steam trap	
\$5,000					M	Repair condensate vacuum pump	
\$490,000	\$0	\$0	\$0	\$0		SUBTOTAL MECHANICAL	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

						<b>PLUMBING</b>	
\$10,000					P	Fixture repair	
<b>\$10,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL PLUMBING</b>	
						<b>ELECTRICAL</b>	
\$380					E	Receptacles	
\$300					E	Light fixtures	
\$11,400					E	Occupancy sensors	
\$760					E	Switches	
\$50,000					E	Panels	
\$0					E	Feeders	
\$275,000					E	PA system	
\$10,000					E	Clock controller	
\$4,800					FP	Exit signs	
\$3,750					FP	Emergency lights	
\$3,750					FP	Fire alarm devices	
\$5,625					FP	Classroom smoke detectors	
<b>\$365,765</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>	
<b><u>\$0</u></b>	<b><u>\$1,098,758</u></b>	<b><u>\$143,000</u></b>	<b><u>\$239,100</u></b>	<b><u>\$0</u></b>		<b><u>SUBTOTAL A/C</u></b>	
<b><u>\$865,765</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>		<b><u>TOTAL M/E/P/FP</u></b>	
<b>\$865,765</b>	<b>\$1,098,758</b>	<b>\$143,000</b>	<b>\$239,100</b>	<b>\$0</b>		<b>TOTALS BY YEAR</b>	

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

NOTE 1: All costs listed above are construction costs only.

NOTE 2: The above construction costs are based on removal and replacement only (no abatement)

# NORTHSIDE ELEMENTARY SCHOOL (-0008)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	
					KEY	NOTE	
						ARCHITECTURAL	
	\$18,000				A	Foundation Wall Crack Repair	
	\$30,000				A	Repair slab at Boiler Room	
			\$15,000		A	Repaint Exterior Structural Steel	
	\$15,000				A	Roof Repairs	
		\$55,000			A	Chimney Repair	
	\$24,000				A	Replace Exterior Doors & Frames	
		\$195,000			A	Flooring Replacement (VAT)	
		\$99,938			A	Replace Interior Ceilings	
\$20,400					A	Remove Asbestos pipe insulation - Basement	
	\$345,000				A	ADA Toilet Renovations (Includes Plumbing)	
		\$7,500			A	Replace Library Doors	
			\$12,500		A	Replace Door Hardware to meet ADA	
\$20,400	\$432,000	\$357,438	\$27,500	\$0		SUBTOTAL ARCHITECTURAL	
						CIVIL	
			\$133,777		C	Replace Bus Loop & Rear Lot	
\$0	\$0	\$0	\$133,777	\$0		SUBTOTAL CIVIL	
						MECHANICAL	
\$260,000					M	Univents	
\$40,000					M	Fan repair/clean	
\$30,000					M	Retire heat	
\$100,000					M	Control repair	
\$125,000					M	Replace pilot burners	
\$15,000					M	Install steam trap	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$5,000					M	Repair condensate vacuum pump	
\$2,000					M	Remove propane tanks	
\$10,000					M	Replace oil pumps	
<b>\$587,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL MECHANICAL</b>	
						<b>PLUMBING</b>	
\$17,500					P	Trap primers	
\$2,500					P	Kitchen update	
\$15,000					P	Fixture repair	
<b>\$35,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL PLUMBING</b>	
						<b>ELECTRICAL</b>	
\$1,900					E	Receptacles	
\$3,000					E	Light fixtures	
\$25,650					E	Occupancy sensors	
\$950					E	Switches	
\$50,000					E	Panels	
\$150,000					E	Feeders	
\$12,000					E	Service distribution	
\$275,000					E	PA system	
\$10,000					E	Clock controller	
\$175,000					E	Service	
\$13,200					FP	Exit signs	
\$17,500					FP	Emergency lights	
\$2,500					FP	Fire alarm devices	
\$28,125					FP	Classroom smoke detectors	
<b>\$764,825</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>	
<b><u>\$20,400</u></b>	<b><u>\$432,000</u></b>	<b><u>\$357,438</u></b>	<b><u>\$161,277</u></b>	<b><u>\$0</u></b>		<b><u>SUBTOTAL A/C</u></b>	
<b><u>\$1,386,825</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>		<b><u>TOTAL M/E/P/FP</u></b>	
<b>\$1,407,225</b>	<b>\$432,000</b>	<b>\$357,438</b>	<b>\$161,277</b>	<b>\$0</b>		<b><u>TOTALS BY YEAR</u></b>	

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

NOTE 1: All costs listed above are construction costs only.

NOTE 2: The above construction costs are based on removal and replacement only (no abatement)



# LEE ROAD ELEMENTARY SCHOOL (-0009)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	
					KEY	NOTE	
						ARCHITECTURAL	
	\$47,500				A	Masonry Phase 2	
	\$25,000				A	Chimney Repair	
			\$15,000		A	Repaint Exterior Structural Steel	
	\$17,500				A	Replace Exterior Doors & Frames	
	\$170,000				A	ADA Toilet Renovations (Includes Plumbing)	
		\$98,400			A	Flooring Replacement (VAT)	
		\$42,000			A	Replace Interior Ceilings	
			\$46,800		A	Replace Door Hardware to meet ADA	
\$0	\$260,000	\$140,400	\$61,800	\$0		SUBTOTAL ARCHITECTURAL	
						CIVIL	
			\$70,914		C	Replace Parking and Bus Loop	
\$0	\$0	\$0	\$70,914	\$0		SUBTOTAL CIVIL	
						MECHANICAL	
\$130,000					M	Univents	
\$4,000					M	Fan repair/clean	
\$16,000					M	Retire heat	
\$20,000					M	Control repair	
\$170,000	\$0	\$0	\$0	\$0		SUBTOTAL MECHANICAL	
						PLUMBING	
\$20,000					P	Trap primers	
\$7,500					P	Fixture repair	
\$2,500					P	Kitchen update	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$30,000	\$0	\$0	\$0	\$0		SUBTOTAL PLUMBING	
						ELECTRICAL	
\$3,800					E	Receptacles	
\$3,000					E	Light fixtures	
\$19,950					E	Occupancy sensors	
\$950					E	Switches	
\$50,000					E	Panels	
\$150,000					E	Feeders	
\$12,000					E	Service distribution	
\$275,000					E	PA system	
\$10,000					E	Clock controller	
\$12,600					FP	Exit signs	
\$15,000					FP	Emergency lights	
\$3,125					FP	Fire alarm devices	
\$18,750					FP	Classroom smoke detectors	
\$574,175	\$0	\$0	\$0	\$0		SUBTOTAL ELECTRICAL	
\$0	\$260,000	\$140,400	\$132,714	\$0		SUBTOTAL A/C	
\$774,175	\$0	\$0	\$0	\$0		TOTAL M/E/P/FP	
\$774,175	\$260,000	\$140,400	\$132,714	\$0		TOTALS BY YEAR	

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

NOTE 1: All costs listed above are construction costs only.

NOTE 2: The above construction costs are based on removal and replacement only (no abatement)

# WISDOM LANE MIDDLE SCHOOL (-0011)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	
					KEY	NOTE	
						ARCHITECTURAL	
	\$180,000				A	Masonry Phase 2 incl interior cracks	
	\$54,000				A	Chimney Reconstruction 42 courses	
	\$24,000				A	Reconstruct Main Entrance Bluestone	
	\$17,500				A	Replace Exterior Doors & Frames	
	\$170,000				A	ADA Toilet Renovations (Includes Plumbing)	
		\$18,000			A	Flooring Replacement (VAT) in HAC	
			\$66,000		A	Replace Door Hardware to meet ADA	
\$0	\$445,500	\$18,000	\$66,000	\$0		SUBTOTAL ARCHITECTURAL	
						CIVIL	
	\$83,174				C	Replace Pavement in South Lot	
			\$42,000		C	Sidewalk Replacement	
\$0	\$83,174	\$0	\$42,000	\$0		SUBTOTAL CIVIL	
						MECHANICAL	
\$40,000					M	Tank test	
\$70,000					M	Fan repair/clean	
\$78,000					M	Univents	
\$5,000					M	Server A/C	
\$100,000					M	Retire heat	
\$50,000					M	Control repair	
\$650,000					M	Replace boilers	
\$15,000					M	Install steam trap	
\$5,000					M	Repair condensate vacuum pump	
\$20,000					M	Remove boiler	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$1,033,000	\$0	\$0	\$0	\$0		SUBTOTAL MECHANICAL	
						PLUMBING	
\$15,000					P	Trap primers	
\$55,000					P	Repair sanitary piping	
\$2,000					P	Repair pipe leak	
\$72,000	\$0	\$0	\$0	\$0		SUBTOTAL PLUMBING	
						ELECTRICAL	
\$3,800					E	Receptacles	
\$1,500					E	Light fixtures	
\$51,300					E	Occupancy sensors	
\$1,140					E	Switches	
\$75,000					E	Panels	
\$150,000					E	Feeders	
\$12,000					E	Service distribution	
\$275,000					E	PA system	
\$10,000					E	Clock controller	
\$18,000					FP	Exit signs	
\$25,000					FP	Emergency lights	
\$7,500					FP	Fire alarm devices	
\$46,875					FP	Classroom smoke detectors	
\$677,115	\$0	\$0	\$0	\$0		SUBTOTAL ELECTRICAL	
\$0	\$528,674	\$18,000	\$108,000	\$0		SUBTOTAL A/C	
\$1,782,115	\$0	\$0	\$0	\$0		TOTAL M/E/P/FP	
\$1,782,115	\$528,674	\$18,000	\$108,000	\$0		TOTALS BY YEAR	

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

NOTE 1: All costs listed above are construction costs only.

NOTE 2: The above construction costs are based on removal and replacement only (no abatement)

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

# GARDINERS AVENUE ELEMENTARY (-0013)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	
					KEY	NOTE	
	\$220,000				A	Masonry Restoration	
	\$42,000				A	Chimney Repair	
	\$1,542,882				A	Roof Replacement - leaks throughout	
	\$24,000				A	Replace Exterior Doors, incl Roof Door	
	\$1,048,872				A	Replace DH Windows w/ Sliders	
	\$135,960				A	Replace Gym Windows	
	\$7,500				A	Repair path and gate to Boiler Room	
		\$165,000			A	Ceiling Replacement - Various	
	\$328,000				A	ADA Toilet Renovations (includes Plumbing)	
			\$90,000		A	Replace Door Hardware to meet ADA	
\$0	\$3,349,214	\$165,000	\$90,000	\$0		SUBTOTAL ARCHITECTURAL	
						CIVIL	
			\$81,123		C	Pavement Restoration - Play Area	
	\$54,000				C	Sidewalk Replacement	
\$0	\$54,000	\$0	\$81,123	\$0		SUBTOTAL CIVIL	
						MECHANICAL	
\$780,000					M	Univents	
\$20,000					M	Fan repair/clean	
\$25,000					M	Retire heat	
\$50,000					M	Control repair	
\$15,000					M	Install steam trap	
\$5,000					M	Repair condensate vacuum pump	
\$75,000					M	Replace heat pumps	
\$970,000	\$0	\$0	\$0	\$0		SUBTOTAL MECHANICAL	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

						<b>PLUMBING</b>	
\$28,000					P	Trap primers	
\$92,000					P	ADA bathrooms	
\$12,500					P	Fixture repair	
\$2,500					P	Kitchen update	
\$2,000					P	Repair pipe leak	
<b>\$137,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL PLUMBING</b>	
						<b>ELECTRICAL</b>	
\$3,800					E	Receptacles	
\$6,000					E	Light fixtures	
\$39,900					E	Occupancy sensors	
\$380					E	Switches	
\$50,000					E	Panels	
\$150,000					E	Feeders	
\$12,000					E	Service distribution	
\$275,000					E	PA system	
\$10,000					E	Clock controller	
\$175,000					E	Service	
\$15,000					FP	Exit signs	
\$20,000					FP	Emergency lights	
\$9,375					FP	Fire alarm devices	
\$30,000					FP	Classroom smoke detectors	
<b>\$796,455</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>	
<b>\$0</b>	<b>\$3,403,214</b>	<b>\$165,000</b>	<b>\$171,123</b>	<b>\$0</b>		<b>SUBTOTAL A/C</b>	
<b>\$1,903,455</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>TOTAL M/E/P/FP</b>	
<b>\$1,903,455</b>	<b>\$3,403,214</b>	<b>\$165,000</b>	<b>\$171,123</b>	<b>\$0</b>		<b>TOTALS BY YEAR</b>	

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

NOTE 1: All costs listed above are construction costs only.

NOTE 2: The above construction costs are based on removal and replacement only (no abatement)

# EAST BROADWAY ELEMENTARY (-0014)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *	FACILITY COMMENTS & OBSERVATIONS		H, S & W ITEM
					KEY	NOTE	
						<b>ARCHITECTURAL</b>	
	\$102,000				A	Masonry Restoration	
	\$78,000				A	Lintel Replacement	
	\$60,000				A	Chimney Repair	
	\$9,000				A	Foundation Repair - Acreway	
	\$27,500				A	Replace Exterior Doors & Frames	
	\$122,000				A	ADA Toilet Renovations (Also see Plumbing)	
		\$103,000			A	Flooring Replacement (VAT)	
		\$15,000			A	Replace Interior Ceilings	
			\$68,400		A	Replace Door Hardware to meet ADA	
<b>\$0</b>	<b>\$398,500</b>	<b>\$118,000</b>	<b>\$68,400</b>	<b>\$0</b>		<b>SUBTOTAL ARCHITECTURAL</b>	
						<b>CIVIL</b>	
		\$175,658			C	Replace South Parking, Flagstone Walls, SW	
<b>\$0</b>	<b>\$0</b>	<b>\$175,658</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL CIVIL</b>	
						<b>MECHANICAL</b>	
\$40,000					M	Tank test	
\$10,000					M	Fan repair/clean	
\$208,000					M	Univents	
\$50,000					M	Control repair	
\$650,000					M	Replace boilers	
\$15,000					M	Install steam trap	
\$5,000					M	Repair condensate vacuum pump	
\$75,000					M	Replace heat pumps	
<b>\$1,053,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL MECHANICAL</b>	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

						<b>PLUMBING</b>		
\$25,000					P	Trap primers		
\$100,000					P	ADA bathrooms		
\$10,000					P	Fixture repair		
<b>\$135,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL PLUMBING</b>		
						<b>ELECTRICAL</b>		
\$3,800					E	Receptacles		
\$3,000					E	Light fixtures		
\$37,050					E	Occupancy sensors		
\$1,140					E	Switches		
\$50,000					E	Panels		
\$150,000					E	Feeders		
\$12,000					E	Service distribution		
\$275,000					E	PA system		
\$10,000					E	Clock controller		
\$175,000					E	Service		
\$10,800					FP	Exit signs		
\$15,000					FP	Emergency lights		
\$7,500					FP	Fire alarm devices		
\$28,750					FP	Classroom smoke detectors		
<b>\$779,040</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>		
<b>\$0</b>	<b>\$398,500</b>	<b>\$293,658</b>	<b>\$68,400</b>	<b>\$0</b>		<b>SUBTOTAL A/C</b>		
<b>\$1,967,040</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>TOTAL M/E/P/FP</b>		
<b>\$1,967,040</b>	<b>\$398,500</b>	<b>\$293,658</b>	<b>\$68,400</b>	<b>\$0</b>		<b>TOTALS BY YEAR</b>		

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

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Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)



# ABBEY LANE ELEMENTARY SCHOOL (-0015)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	H, S & W ITEM
					KEY	NOTE	
						ARCHITECTURAL	
			\$1,561,868		A	Roof Replacement - Blistering	
	\$18,000				A	Replace Exterior Doors	
	\$478,080				A	Replace DH Storefront w/ new SF w/ Sliders	
		\$18,000			A	Flooring Replacement (VAT)	
		\$3,000			A	Add EJ at Corridor Intersection	
		\$221,248			A	Ceiling Replacement - Classrooms	
		\$181,250			A	Ceiling Replacement - Corridors and other	
	\$262,000				A	ADA Toilet Renovations (Also see Plumbing)	
			\$18,000		A	Replace Door Hardware to meet ADA	
\$0	\$758,080	\$423,498	\$1,579,868	\$0		SUBTOTAL ARCHITECTURAL	
						CIVIL	
		\$344,310			C	Parking Lot Replacement	
	\$15,000				C	Sidewalk Replacement	
\$0	\$15,000	\$344,310	\$0	\$0		SUBTOTAL CIVIL	
						MECHANICAL	
\$364,000					M	Univents	
\$10,000					M	Fan repair/clean	
\$16,000					M	Retire heat	
\$50,000					M	Control repair	
\$800,000					M	Replace boilers	
\$5,000					M	Replace water valve	
\$15,000					M	Install steam trap	
\$5,000					M	Repair condensate vacuum pump	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$75,000					M	Replace heat pumps		
<b>\$1,340,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL MECHANICAL</b>		
						<b>PLUMBING</b>		
\$20,000					P	Trap primers		
\$100,000					P	ADA bathrooms		
\$15,000					P	Fixture repair		
<b>\$135,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL PLUMBING</b>		
						<b>ELECTRICAL</b>		
\$1,900					E	Receptacles		
\$0					E	Light fixtures		
\$35,340					E	Occupancy sensors		
\$0					E	Switches		
\$50,000					E	Panels		
\$150,000					E	Feeders		
\$12,000					E	Service distribution		
\$275,000					E	PA system		
\$10,000					E	Clock controller		
\$175,000					E	Service		
\$15,600					FP	Exit signs		
\$20,000					FP	Emergency lights		
\$7,500					FP	Fire alarm devices		
\$28,750					FP	Classroom smoke detectors		
<b>\$781,090</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>		
<b>\$0</b>	<b>\$773,080</b>	<b>\$767,808</b>	<b>\$1,579,868</b>	<b>\$0</b>		<b>SUBTOTAL A/C</b>		
<b>\$2,256,090</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>TOTAL M/E/P/FP</b>		
<b>\$2,256,090</b>	<b>\$773,080</b>	<b>\$767,808</b>	<b>\$1,579,868</b>	<b>\$0</b>		<b>TOTALS BY YEAR</b>		

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

NOTE 1: All costs listed above are construction costs only.

NOTE 2: The above construction costs are based on removal and replacement only (no abatement)

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

# DOUGLAS MACARTHUR HIGH SCHOOL (-0018)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	H, S & W ITEM
					KEY	NOTE	
						ARCHITECTURAL	
		\$25,000			A	Masonry Restoration - East Side	
		\$60,000			A	Chimney Repair - Cap & crack repair	
			\$50,000		A	Window Sash Replacement	
	\$350,172				A	Roof Replacement Gables	
	\$1,429,692				A	Roof Replacement Flat - Not incl Addition	
		\$1,750,000			A	Renovate Auditorium (not incl. HVAC)	
	\$45,000				A	Replace Exterior Doors	
			\$25,000		A	Flooring Replacement (VAT)	
		\$182,000			A	ADA Toilet Renovations (Also see Plumbing)	
		\$7,500			A	Replace Corridor Expansion Joints	
			\$60,000		A	Replace Door Hardware to meet ADA	
\$0	\$1,824,864	\$2,024,500	\$135,000	\$0		SUBTOTAL ARCHITECTURAL	
						CIVIL	
	\$15,000				C	Sidewalk Replacement	
		\$206,069			C	Parking Lot Replacement	
\$0	\$15,000	\$206,069	\$0	\$0		SUBTOTAL CIVIL	
						MECHANICAL	
\$130,000					M	Univents	
\$10,000					M	Fan repair/clean	
\$460,000					M	Replace HV units	
\$50,000					M	Control repair	
\$15,000					M	Server A/C	
\$5,000					M	Water valve repair	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$15,000					M	Install steam trap		
\$5,000					M	Repair condensate vacuum pump		
\$1,200					M	Replace heat pumps		
<b>\$691,200</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL MECHANICAL</b>		
						<b>PLUMBING</b>		
\$25,000					P	Trap primers		
		\$300,000			P	ADA bathrooms		
\$10,000					P	Fixture repair		
<b>\$35,000</b>	<b>\$0</b>	<b>\$300,000</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL PLUMBING</b>		
						<b>ELECTRICAL</b>		
\$2,850					E	Receptacles		
\$0					E	Light fixtures		
\$82,650					E	Occupancy sensors		
\$2,280					E	Switches		
\$75,000					E	Panels		
\$150,000					E	Feeders		
\$12,000					E	Service distribution		
\$275,000					E	PA system		
\$10,000					E	Clock controller		
\$21,600					FP	Exit signs		
\$37,500					FP	Emergency lights		
\$11,250					FP	Fire alarm devices		
\$47,500					FP	Classroom smoke detectors		
<b>\$727,630</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>		
<b>\$0</b>	<b>\$1,839,864</b>	<b>\$2,230,569</b>	<b>\$135,000</b>	<b>\$0</b>		<b>SUBTOTAL A/C</b>		
<b>\$1,453,830</b>	<b>\$0</b>	<b>\$300,000</b>	<b>\$0</b>	<b>\$0</b>		<b>TOTAL M/E/P/FP</b>		
<b>\$1,453,830</b>	<b>\$1,839,864</b>	<b>\$2,530,569</b>	<b>\$135,000</b>	<b>\$0</b>		<b>TOTALS BY YEAR</b>		

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

NOTE 1: All costs listed above are construction costs only.

NOTE 2: The above construction costs are based on removal and replacement only (no abatement)

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

# LPS TRANSPORTATION BUILDING (-1035)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	H, S & W ITEM
					KEY	NOTE	
						ARCHITECTURAL	
			\$20,000		A	ADA Toilet Renovations (Also see Plumbing)	
		\$1,500			A	Clean roof leaders	
			\$3,500		A	Replace Door Hardware to meet ADA	
\$0	\$0	\$1,500	\$23,500	\$0		SUBTOTAL ARCHITECTURAL	
						CIVIL	
		\$1,565,506			C	Pavement Replacement - Entire Complex	See Note 3
		\$4,500			C	Sidewalk Replacement - East Side	
\$0	\$0	\$1,570,006	\$0	\$0		SUBTOTAL CIVIL	
						MECHANICAL	
\$25,000					M	Fresh air	
\$2,000					M	Repair pipe leak	
\$27,000	\$0	\$0	\$0	\$0		SUBTOTAL MECHANICAL	
						PLUMBING	
			\$40,000		P	ADA bathrooms (2)	
\$0	\$0	\$0	\$40,000	\$0		SUBTOTAL PLUMBING	
						ELECTRICAL	
\$30,000					E	Misc. wiring	
\$2,400					FP	Exit signs	
\$2,500					FP	Emergency lights	
\$15,625					FP	Fire alarm devices	
\$10,000					FP	FACP	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$60,525	\$0	\$0	\$0	\$0		SUBTOTAL ELECTRICAL		
<u>\$0</u>	<u>\$0</u>	<u>\$1,571,506</u>	<u>\$23,500</u>	<u>\$0</u>		<u>SUBTOTAL A/C</u>		
<u>\$87,525</u>	<u>\$0</u>	<u>\$0</u>	<u>\$40,000</u>	<u>\$0</u>		<u>TOTAL M/E/P/FP</u>		
<b>\$87,525</b>	<b>\$0</b>	<b>\$1,571,506</b>	<b>\$63,500</b>	<b>\$0</b>		<b>TOTALS BY YEAR</b>		

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

NOTE 1: All costs listed above are construction costs only.

NOTE 2: The above construction costs are based on removal and replacement only (no abatement)

NOTE 3: Sitework total noted above reflects pavement replacement for ENTIRE Complex. Bus Driver Lot at Transportation in fair condition.

# LPS OPERATIONS & MAINTENANCE (-3012)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *	FACILITY COMMENTS & OBSERVATIONS		H, S & W ITEM
					KEY	NOTE	
						<b>ARCHITECTURAL</b>	
		\$161,040			A	Roof Recovery over Metal Roof	
		\$32,000			A	Replace Skylights on raised curbs	
			\$20,000		A	ADA Toilet Renovations (Also see Plumbing)	
		\$14,500			A	Replace Gutters & leaders	
			\$14,500		A	Replace Door Hardware to meet ADA	
\$0	\$0	\$207,540	\$34,500	\$0		<b>SUBTOTAL ARCHITECTURAL</b>	
						<b>CIVIL</b>	
		\$0			C	Pavement Replacement - Entire Complex	See Note 3
		\$18,000			C	Sidewalk Replacement - At Seamans Neck	
\$0	\$0	\$18,000	\$0	\$0		<b>SUBTOTAL CIVIL</b>	
						<b>MECHANICAL</b>	
\$20,000					M	Fresh air	
\$20,000	\$0	\$0	\$0	\$0		<b>SUBTOTAL MECHANICAL</b>	
						<b>PLUMBING</b>	
			\$60,000		P	ADA bathrooms	
\$60,000	\$60,000	\$60,000	\$60,000	\$0		<b>SUBTOTAL PLUMBING</b>	
						<b>ELECTRICAL</b>	
\$5,000					E	Misc. wiring	
\$600					E	Light fixtures	
\$10,800					FP	Exit signs	
\$18,750					FP	Emergency lights	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$3,125					FP	Fire alarm devices		
<b>\$38,275</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>		
<b>\$0</b>	<b>\$0</b>	<b>\$225,540</b>	<b>\$34,500</b>	<b>\$0</b>		<b>SUBTOTAL A/C</b>		
<b>\$118,275</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$0</b>		<b>TOTAL M/E/P/FP</b>		
<b>\$118,275</b>	<b>\$60,000</b>	<b>\$285,540</b>	<b>\$94,500</b>	<b>\$0</b>		<b>TOTALS BY YEAR</b>		

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

NOTE 1: All costs listed above are construction costs only.

NOTE 2: The above construction costs are based on removal and replacement only (no abatement)

NOTE 3: Sitework total noted under Building -1035 reflects pavement replacement for ENTIRE Complex.



# LPS BUS GARAGE (-5033)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *		FACILITY COMMENTS & OBSERVATIONS	H, S & W ITEM
					KEY	NOTE	
						<b>ARCHITECTURAL</b>	
	\$15,000				A	Foundation Repair at areaway & Boiler Rm	
			\$30,000		A	Window Replacement - Front	
			\$6,000		A	Replace Door Hardware to meet ADA	
			\$22,500		A	Cupola Restoration	
<b>\$0</b>	<b>\$15,000</b>	<b>\$0</b>	<b>\$58,500</b>	<b>\$0</b>		<b>SUBTOTAL ARCHITECTURAL</b>	
						<b>CIVIL</b>	
		\$65,000			C	Pavement Replacement	
		\$16,500			C	Replace asphalt walk	
<b>\$0</b>	<b>\$0</b>	<b>\$81,500</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL CIVIL</b>	
						<b>MECHANICAL</b>	
\$15,000					M	Fresh air	
\$5,000					M	Condensate routing	
\$1,000					M	Repair boiler	
\$1,000					M	Address boiler alarm	
<b>\$22,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL MECHANICAL</b>	
						<b>PLUMBING</b>	
			\$40,000		P	ADA bathrooms	
<b>\$40,000</b>	<b>\$40,000</b>	<b>\$40,000</b>	<b>\$40,000</b>	<b>\$0</b>		<b>SUBTOTAL PLUMBING</b>	
						<b>ELECTRICAL</b>	
\$8,000					E	Misc. wiring	
\$6,000					E	Light fixtures	

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$1,900					E	Receptacles		
\$6,000					FP	Exit signs		
\$15,625					FP	Emergency lights		
\$5,000					FP	Fire alarm devices		
<b>\$42,525</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>		
<b>\$0</b>	<b>\$15,000</b>	<b>\$81,500</b>	<b>\$58,500</b>	<b>\$0</b>		<b>SUBTOTAL A/C</b>		
<b>\$104,525</b>	<b>\$40,000</b>	<b>\$40,000</b>	<b>\$40,000</b>	<b>\$0</b>		<b>TOTAL M/E/P/FP</b>		
<b>\$104,525</b>	<b>\$55,000</b>	<b>\$121,500</b>	<b>\$98,500</b>	<b>\$0</b>		<b>TOTALS BY YEAR</b>		

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NOTE 1: All costs listed above are construction costs only.

NOTE 2: The above construction costs are based on removal and replacement only (no abatement)

NOTE 3: Sitework total noted under Building -1035 reflects pavement replacement for ENTIRE Complex.

# LITTLE RED SCHOOLHOUSE (-7010)

## Five-Year Capital Facilities Plan - Facility Totals



IMMEDIATE NEED / HIGH PRIORITY H&S	YEAR 2	YEAR 3 *	YEAR 4 *	YEAR 5 *	KEY	FACILITY COMMENTS & OBSERVATIONS		H, S & W ITEM
						NOTE		
						<b>ARCHITECTURAL</b>		
			\$20,000		A	ADA Toilet Renovations (Also see Plumbing)		
		\$7,500			A	Chimney Reconstruction		
		\$6,000			A	Replace Boiler Room Door		
			\$16,500		A	Window Replacement		
			\$7,500		A	Replace Door Hardware to meet ADA		
<b>\$0</b>	<b>\$0</b>	<b>\$13,500</b>	<b>\$44,000</b>	<b>\$0</b>		<b>SUBTOTAL ARCHITECTURAL</b>		
						<b>CIVIL</b>		
		\$65,000			C	Pavement Replacement		
		\$16,500			C	Replace asphalt walk		
<b>\$0</b>	<b>\$0</b>	<b>\$81,500</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL CIVIL</b>		
						<b>MECHANICAL</b>		
\$40,000					M	Univents		
\$20,000					M	Tank test		
<b>\$60,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL MECHANICAL</b>		
						<b>PLUMBING</b>		
\$5,000					P	Fixture repair		
\$5,000					P	Pipe insulation		
<b>\$10,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL PLUMBING</b>		
						<b>ELECTRICAL</b>		
\$8,000					E	Misc. wiring		
\$3,000					E	Service Disc. Switch		

Attachment: LUFSD Five Year Cap Plan January 2016 (2114 : Building Condition Survey)

\$2,400					FP	Exit signs		
\$3,750					FP	Emergency lights		
\$6,250					FP	Fire alarm devices		
<b>\$23,400</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>SUBTOTAL ELECTRICAL</b>		
<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$95,000</u></b>	<b><u>\$44,000</u></b>	<b><u>\$0</u></b>		<b><u>SUBTOTAL A/C</u></b>		
<b><u>\$93,400</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>		<b><u>TOTAL M/E/P/FP</u></b>		
<b>\$93,400</b>	<b>\$0</b>	<b>\$95,000</b>	<b>\$44,000</b>	<b>\$0</b>		<b><u>TOTALS BY YEAR</u></b>		

\* Cost Estimates in this column may not accurately reflect long term escalation costs for materials

NOTE 1: All costs listed above are construction costs only.

NOTE 2: The above construction costs are based on removal and replacement only (no abatement)

**SUBJECT: CODE OF ETHICS FOR BOARD MEMBERS AND ALL DISTRICT PERSONNEL****General Provisions**

Pursuant to the provisions of General Municipal Law Section 806, the Board of Education of the Levittown Union Free School District recognizes that there are rules of ethical conduct for members of the Board and employees of the District that must be observed if a high degree of moral conduct is to be obtained in our unit of local government. It is the purpose of this policy to promulgate these rules of ethical conduct for the Board members and employees of the District. These rules shall serve as a guide for official conduct of the Board members and employees of the District. The rules of ethical conduct of this policy, as adopted, shall not conflict with, but shall be in addition to any prohibition of Article 18 of the General Municipal Law Sections 800-809 or any other general or special law relating to ethical conduct and interest in contracts of Board members and employees.

**Standards of Conduct**

Every Board member or employee of the Levittown Union Free School District shall be subject to and abide by the following standards of conduct:

**Gifts**

Pursuant to General Municipal Law Section 805-a, he/she shall not, directly or indirectly, solicit any gift or accept or receive any gift having a value of seventy-five dollars or more, whether in the form of money, services, loan, travel, entertainment, hospitality, thing or promise, or any other form, under circumstances in which it could reasonably be inferred that the gift was intended or expected to influence him/her in the performance of official duties or was intended as a reward for any official action on his/her part.

**Confidential Information**

No person shall disclose confidential information acquired by him/her in the course of his/her official duties or use such information to further his/her personal interest.

**Conflicts of Interest**

Except as permitted by law, no person may have an interest in any contract with the District when he/she, individually, or as a member of the Board, has the power or duty or: negotiate, prepare, authorize, or approve the contract or authorize or approve payment under the contract; audit bills or claims under the contract; or appoint an officer or employee who has any of these powers or duties.

Likewise, unless permitted by law, no chief fiscal officer, treasurer or his/her deputy or employee, may have an interest in a bank or trust company designated as a depository, paying agent, registration agent, or for investment of funds of the District.

“Interest,” as used in this policy, means a direct or indirect pecuniary or material benefit accruing to a District officer or employee as the result of a contract with the District. A District officer or employee will be considered to have an interest in the contract of: his/her spouse, minor children and dependents, except a contract of employment with the District; a firm, partnership or association of which he/she is a member or employee; a corporation of which he/she is an officer, director or employee; and a corporation any stock of which is owned or controlled directly or indirectly by him/her.

**LEVITTOWN SCHOOLS****POLICY # 6110**

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**PERSONNEL****SUBJECT: CODE OF ETHICS FOR BOARD MEMBERS AND ALL DISTRICT PERSONNEL (Cont'd.)**

The provisions of the preceding three paragraphs should not be construed to preclude the payment of lawful compensation and necessary expenses of any District officer or employee in one or more positions of public employment, the holding of which is not prohibited by law.

Disclosure of Interest in Contracts and Resolutions

Any District officer or employee, as well as his/her spouse, who has, will have, or later acquires an interest in any actual or proposed contract, purchase agreement, lease agreement or other agreement, including oral agreements or resolutions before the Board of Education, with the District shall publicly disclose the nature and extent of such interest in writing to his/her immediate supervisor and to the Board of Education as soon as he/she has knowledge of such actual or prospective interest. Such written disclosure shall be made part of and set forth in the Board minutes.

Representing Others in Matters before the District

He/she shall not receive, or enter into any agreement, express or implied, for compensation for services to be rendered in relation to any matter before the District. Likewise, no one may receive, or enter into any agreement, express or implied, for compensation for services rendered in relation to any matter before the District where the individual's compensation is contingent upon any action by the District with respect to the matter.

Investments in conflict with official duties

No person shall invest or hold any investment directly or indirectly in any financial, business, commercial, or other private transaction, that creates a conflict with his/her official duties or that would otherwise impair his/her independence of judgment in the exercise or performance of his/her official powers or duties.

Private employment

No person shall engage in, solicit, negotiate for or promise to accept private employment or render services for private interests when such employment or service creates a conflict with or impairs the proper discharge of his/her official duties.

Future employment

No person shall, after the termination of service or employment with the District, appear before any board or agency of the Levittown Union Free School District in relation to any case, proceeding, or application in which he/she personally participated during the period of his/her service or employment or which was under his/her active consideration.

Facilities Usage

When necessary to enable students to pursue the following courses of study, services through the automotive shops, cosmetology program, or any other program, of the district may be made available to employees and officials.

**LEVITTOWN SCHOOLS****POLICY # 6110**

Page 3 of 4

**PERSONNEL****SUBJECT: CODE OF ETHICS FOR BOARD MEMBERS AND ALL DISTRICT PERSONNEL (Cont'd.)**

No school district equipment, supplies or materials may be used by any person, employee or non-employee, for any purpose not directly related to the school program unless Board approval has been granted. Any off premises use for directly related school purposes (e.g., home use of projector to preview film for future classroom use; usage of typewriter to type examinations), etc. must be approved, in writing.

**Legal Remedies**District Officers

In accordance with the Penal Law Section 60.27(5), if a District officer is convicted of a violation against the District under Penal Law Article 155 relating to larceny, the courts may require an amount of restitution up to the full amount of the offense or reparation up to the full amount of the actual out-of-pocket loss suffered by the District.

Board Members and Employees

Nothing herein shall be deemed to bar or prevent the timely filing by a present or former Board member or employee of any claim, account, demand or suit against the Levittown Union Free School District, or any agency thereof on behalf of himself/herself or any member of his/her family arising out of any personal injury or property damage or for any lawful benefit authorized or permitted by law.

**Distribution/Posting of Code of Ethics**

The Superintendent of the Levittown Union Free School District shall cause a copy of this code of ethics to be distributed to every Board member and employee of the School District within thirty (30) days after the effective date of this policy. Each Board member and employee elected or appointed thereafter shall be furnished a copy before entering upon the duties of his/her office or employment. The Superintendent shall also cause a copy of General Municipal Law 809Article 18 to be kept posted in each building in the District in a place conspicuous to its Board members and employees. Failure to distribute any such copy of this code of ethics or failure of any Board member or employee to receive such copy, as well as failure to post any such copy of General Municipal Law 809Article 18, shall have no effect on the duty of compliance with such code of ethics or General Municipal Law 809Article 18, nor with the enforcement of provisions thereof.

**Penalties**

In addition to any penalty contained in any other provision of law, any person who shall knowingly and intentionally violate any of the provisions of this code may be fined, suspended or removed from office or employment, as the case may be, in the manner provided by law.

Attachment: Policy 6110 with accepted changes from 1 13 16 (2113 : Board Policies)

***LEVITTOWN SCHOOLS*****POLICY # 6110**

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**PERSONNEL**

**SUBJECT: CODE OF ETHICS FOR BOARD MEMBERS AND ALL DISTRICT  
PERSONNEL (Cont'd.)**

**Effective Date**

This policy shall take effect immediately.

Education Law Section 410  
General Municipal Law Article 18 and Sections 800-809  
Labor Law Section 201-d  
Penal Law Article 155 and Section 60.27(5)

**Re-Adopted: October 10, 2012**

Attachment: Policy 6110 with accepted changes from 1 13 16 (2113 : Board Policies)



# POLICY

2014

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Students

## SUBJECT: SEXUAL HARASSMENT OF STUDENTS

The Board of Education affirms its commitment to provide an environment free from sex-based discrimination and sexual harassment, including sexual violence and intimidation. The Board, therefore, prohibits all forms of sexual harassment against students by other students, employees, school volunteers, and non-employees such as contractors and vendors, which occur on school grounds or at school-sponsored events, programs, or activities, including those that take place at locations off school premises.

### Sexual Harassment

Sexual harassment is unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. For the purposes of this policy, sexual harassment also includes sexual violence. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. Sexual violence includes, but is not limited to: rape, sexual assault, sexual battery, and sexual coercion.

Sexual harassment can originate from a person of either sex against a person of the opposite or same sex, and from students, District employees, or third parties such as visitors or school volunteers.

### Prohibited Conduct

Sexual harassment can be verbal, non-verbal, or physical. Examples of such conduct may include, but are not limited to, the following:

- a) Verbal abuse or ridicule, including innuendoes, stories and jokes that are sexual in nature and/or gender-related. This might include inappropriate sex-oriented comments on appearance, including dress or physical features.
- b) Direct or indirect threats or bribes for unwanted sexual activity.
- c) Asking or commenting about a person's sexual activities.
- d) Unwelcome and unwanted physical contact of a sexual nature including, but not limited to, physical acts such as assault, impeding or blocking movement, offensive touching, or any physical interference with normal work or movement.
- e) Displaying or distributing pornographic or other sexually explicit materials such as magazines, pictures, internet material, cartoons, etc.
- f) The use of profanity and/or other obscenities that are sexually suggestive or degrading in nature.

(Continued)

# POLICY

2014

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Students

## SUBJECT: SEXUAL HARASSMENT OF STUDENTS (Cont'd.)

- g) Unwelcome staring, leering, or gesturing which is sexually suggestive in nature.
- h) Unwelcome and/or offensive public displays of sexual/physical affection.
- i) Clothing that reflects sexually obscene and/or sexually explicit messages, slogans, or pictures.
- j) Demanding sexual favors of a student, insinuating that refusal to acquiesce in such favors will adversely affect a student's grades, references, academic/scholastic placement, and/or participation in extracurricular activities.
- k) Engaging in sexual conduct with an individual who is unable to consent due to his/her age, use of drugs or alcohol, intellectual disability, or other disability.
- l) Any other unwelcome and unwanted sexually oriented and/or gender-based behavior which is sexually demeaning, belittling, intimidating, or perpetrates sexual stereotypes and attitudes.

### Investigation of Complaints and Grievances

In order for the Board to enforce this policy, and to take corrective measures as may be necessary, it is essential that any student who believes he/she has been a victim of sexual harassment in the school environment, as well as any other person who is aware of and/or who has knowledge of or witnesses any possible occurrence of sexual harassment, should immediately report such alleged harassment. The District recognizes that sexual harassment is a sensitive issue and that students may choose to inform any trusted staff member of suspected discrimination or harassment. Staff members who receive such complaints will immediately inform the Civil Rights Compliance Officer. Where appropriate, the Civil Rights Compliance Officer may seek the assistance of the relevant Dignity Act Coordinator in investigating, responding to, and remedying student complaints of discrimination and/or harassment. In the event that the Civil Rights Compliance Officer is the alleged offender, the report will be directed to another Civil Rights Compliance Officer, if the District has designated an additional individual to serve in such capacity, or to the Superintendent.

The School District will act to promptly, thoroughly, and equitably investigate all complaints, whether verbal or written, of sexual harassment and will promptly take appropriate action to protect individuals from further sexual harassment. All such 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 Administrative Regulation #3420R -- Non-Discrimination and Anti-Harassment in the School District.

(Continued)

# POLICY

2014

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Students

## SUBJECT: SEXUAL HARASSMENT OF STUDENTS (Cont'd.)

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, knowingly making false accusations, and possible corrective actions, can be found in Policy #3420 -- Non-Discrimination and Anti-Harassment in the School District and Administrative Regulation #3420R -- Non-Discrimination and Anti-Harassment in the School District.

### Prohibition of Retaliatory Behavior

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 sexual harassment. Complaints of retaliation may be directed to the Civil Rights Compliance Officer. In the event the Civil Rights Compliance Officer is the alleged offender, the report will be directed to another Civil Rights Compliance Officer, if the District has designated another individual to serve in such a capacity, or to the Superintendent.

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

Civil Rights Act of 1991, 42 USC Section 1981(a)  
Title IX of the Education Amendments of 1972, 20 USC Section 1681 et seq.  
34 CFR Section 100 et seq.  
Education Law Section 2801(1)  
OCR Dear Colleague Letter, April 4, 2011

Adoption Date

**LEVITTOWN SCHOOLS****POLICY # 7551**

Page 1 of 3

**STUDENTS****SUBJECT: SEXUAL HARASSMENT OF STUDENTS**

The Board of Education affirms its commitment to non-discrimination and recognizes its responsibility to provide for all District students an environment that is free of sexual harassment and intimidation. Sexual harassment is a violation of law and stands in direct opposition to District policy. Therefore, the Board prohibits and condemns all forms of sexual harassment by employees, school volunteers, students, and non-employees such as contractors and vendors which occur on school grounds and at all school-sponsored events, programs and activities including those that take place at locations off school premises or those that take place in another state. Generally, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct or communication of a sexual nature when:

- a) Submission to or rejection of such sexually harassing conduct and/or communication by a student affects decisions regarding any aspect of the student's education, including participation in school-sponsored activities;
- b) Conditions exist within the school environment that allow or foster obscene pictures, lewd jokes, sexual advances, requests for sexual favors or other harassing activities of a sexual nature; and
- c) Such conduct and/or communication has the purpose or effect of substantially or unreasonably interfering with a student's academic performance or participation in an educational or extracurricular activity, or creating an intimidating, hostile or offensive learning environment; and/or effectively bars the student's access to an educational opportunity or benefit.

The Board acknowledges that in determining whether sexual harassment has occurred the totality of the circumstances, expectations, and relationships should be evaluated including, but not limited to, the ages of the harasser and the victim; the number of individuals involved; and the type, frequency and duration of the conduct. The Board recognizes that sexual harassment can originate from a person of either sex against a person of the opposite or same sex, and from a third party such as a school visitor, volunteer, or vendor, or any other individual associated with the School District. Sexual harassment may occur from student-to-student, from staff-to-student, from student-to-staff, as well as staff-to-staff. The District will designate, at a minimum, two (2) Complaint Officers, one (1) of each gender.

In order for the Board to enforce this policy, and to take corrective measures as may be necessary, it is essential that any student who believes he/she has been a victim of sexual harassment in the school environment, as well as any other person who is aware of and/or who has knowledge of or witnesses any possible occurrence of sexual harassment, immediately report such alleged harassment; such report shall be directed to or forwarded to the District's designated Complaint Officers through informal and/or formal complaint procedures as developed by the District. Such complaints are recommended to be in writing, although verbal complaints of alleged sexual harassment will also be promptly investigated in accordance with the terms of this policy. In the event that the Complaint Officer is the alleged offender, the report will be directed to the next level of supervisory authority.

(Continued)

**LEVITTOWN SCHOOLS****POLICY # 7551**

Page 2 of 3

**STUDENTS****SUBJECT: SEXUAL HARASSMENT OF STUDENTS (Cont'd.)**

Upon receipt of an informal/formal complaint (even an anonymous complaint), the District will conduct a thorough investigation of the charges. However, even in the absence of a complaint, if the District has knowledge of or has reason to know of or suspect any occurrence of sexual harassment, the District will investigate such conduct promptly and thoroughly. To the extent possible, within legal constraints, all complaints will be treated as confidentially and privately as possible. However, disclosure may be necessary to complete a thorough investigation of the charges, and any disclosure will be provided on a "need to know" basis.

Based upon the results of the investigation, if the District determines that an employee and/or student has violated the terms of this policy and/or accompanying regulations, immediate corrective action will be taken as warranted. Should the offending individual be a student, appropriate disciplinary measures will be applied, up to and including suspension, in accordance with District policy and regulation, the Code of Conduct, and applicable laws and/or regulations. Should the offending individual be a school employee, appropriate disciplinary measures will be applied, up to and including termination of the offender's employment, in accordance with legal guidelines, District policy and regulation, the Code of Conduct and the applicable collective bargaining agreement(s). Third parties (such as school volunteers, vendors, etc.) who are found to have violated this policy and/or accompanying regulations will be subject to appropriate sanctions as warranted and in compliance with law.

**Prohibition of Retaliatory Behavior**

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 sexual harassment. Follow-up inquiries shall be made to ensure that sexual harassment has not resumed and that all those involved in the investigation of the sexual harassment complaint have not suffered retaliation.

**Finding That Harassment Did Not Occur**

At any level/stage of investigation of alleged harassment, if a determination is made that harassment did not occur, the Complaint Officer will so notify the complainant, the alleged offender and the Superintendent of this determination. Such a finding does not preclude the complainant from filing an appeal pursuant to District policy or regulation and/or pursuing other legal avenues of recourse.

However, even if a determination is made that harassment did not occur, the Superintendent/designee reserves the right to initiate staff awareness and training, as applicable, to help ensure that the school community is not conducive to fostering harassment in the workplace.

In all cases, the Superintendent will inform the Board of Education of the results of each investigation involving a finding that harassment did not occur.

(Continued)

**LEVITTOWN SCHOOLS****POLICY # 7551**

Page 3 of 3

**STUDENTS****SUBJECT: SEXUAL HARASSMENT OF STUDENTS (Cont'd.)****Knowingly Makes False Accusations**

Employees and/or students who *knowingly* make false accusations against another individual as to allegations of harassment may also face appropriate disciplinary action.

**Privacy Rights**

As part of the investigation, the District has the right to search all school property and equipment including District computers. Rooms, desks, cabinets, lockers, computers, etc. are provided by the District for the use of staff and students, but the users do not have exclusive use of these locations or equipment and should not expect that materials stored therein will be private.

**Development and Dissemination of Administrative Regulations**

Regulations will be developed for reporting, investigating and remedying allegations of sexual harassment. An appeal procedure will also be provided to address any unresolved complaints and/or unsatisfactory prior determinations by the applicable Complaint Officer(s).

Such regulations will be developed in accordance with federal and state law as well as any applicable collective bargaining agreement(s).

The Superintendent/designee(s) will affirmatively discuss the topic of sexual harassment with all employees and students, express the District's condemnation of such conduct, and explain the sanctions for such harassment. Appropriate training and/or "awareness" programs will be established for staff and students to help ensure knowledge of and familiarity with the issues pertaining to sexual harassment in the schools, and to disseminate preventative measures to help reduce such incidents of prohibited conduct. Furthermore, special training will be provided for designated supervisors and managerial employees, as may be necessary, for training in the investigation of sexual harassment complaints.

A copy of this policy and its accompanying regulations will be available upon request and may be posted at various locations in each school building. The District's policy and regulations on sexual harassment will be published in appropriate school publications such as teacher/employee handbooks, student handbooks, and/or school calendars.

Civil Rights Act of 1991, 42 United States Code (USC) Section 1981(a)  
 Title VII of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000e et seq.  
 Title IX of the Education Amendments of 1972, 20 United States Code (USC) Section 1681 et seq.  
 34 Code of Federal Regulations (CFR) Section 100 et seq.  
 29 Code of Federal Regulations (CFR) Section 1604.11(a)  
 Education Law Section 2801(1)  
 Executive Law Sections 296 and 297

**Re-Adopted: January 25, 2012**







# LEVITTOWN SCHOOLS

## POLICY # 7551

Page 1 of 4

### STUDENTS

#### SUBJECT: SEXUAL HARASSMENT OF STUDENTS

The Board of Education affirms its commitment to non-discrimination and recognizes its responsibility to provide for all District students an environment that is free of sexual harassment and intimidation. Sexual harassment is a violation of law and stands in direct opposition to District policy. Therefore, the Board prohibits and condemns all forms of sexual harassment by employees, school volunteers, students, and non-employees such as contractors and vendors which occur on school grounds and at all school-sponsored events, programs and activities including those that take place at locations off school premises or those that take place in another state. ~~Generally, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct or communication of a sexual nature when:~~

- ~~a) Submission to or rejection of such sexually harassing conduct and/or communication by a student affects decisions regarding any aspect of the student's education, including participation in school-sponsored activities;~~
- ~~b) Conditions exist within the school environment that allow or foster obscene pictures, lewd jokes, sexual advances, requests for sexual favors or other harassing activities of a sexual nature; and~~
- ~~c) Such conduct and/or communication has the purpose or effect of substantially or unreasonably interfering with a student's academic performance or participation in an educational or extracurricular activity, or creating an intimidating, hostile or offensive learning environment; and/or effectively bars the student's access to an educational opportunity or benefit.~~

#### Sexual Harassment

~~Sexual harassment is unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. For the purposes of this policy, sexual harassment also includes sexual violence. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. Sexual violence includes, but is not limited to: rape, sexual assault, sexual battery, and sexual coercion.~~

~~Sexual harassment can originate from a person of either sex against a person of the opposite or same sex, and from students, District employees, or third parties such as visitors or school volunteers.~~

#### Prohibited Conduct

~~Sexual harassment can be verbal, non-verbal, or physical. Examples of such conduct may include, but are not limited to, the following:~~

- ~~a) Verbal abuse or ridicule, including innuendoes, stories and jokes that are sexual in nature and/or gender-related. This might include inappropriate sex-oriented comments on appearance, including dress or physical features.~~

(Continued)

**LEVITTOWN SCHOOLS****POLICY # 7551**

Page 2 of 4

**STUDENTS****SUBJECT: SEXUAL HARASSMENT OF STUDENTS (Cont'd)**

- b) Direct or indirect threats or bribes for unwanted sexual activity.
- c) Asking or commenting about a person's sexual activities.
- d) Unwelcome and unwanted physical contact of a sexual nature including, but not limited to, physical acts such as assault, impeding or blocking movement, offensive touching, or any physical interference with normal work or movement.
- e) Displaying or distributing pornographic or other sexually explicit materials such as magazines, pictures, internet material, cartoons, etc.
- f) The use of profanity and/or other obscenities that are sexually suggestive or degrading in nature.
- g) Unwelcome staring, leering, or gesturing which is sexually suggestive in nature.
- h) Unwelcome and/or offensive public displays of sexual/physical affection.
- i) Clothing that reflects sexually obscene and/or sexually explicit messages, slogans, or pictures.
- j) Demanding sexual favors of a student, insinuating that refusal to acquiesce in such favors will adversely affect a student's grades, references, academic/scholastic placement, and/or participation in extracurricular activities.
- k) Engaging in sexual conduct with an individual who is unable to consent due to his/her age, use of drugs or alcohol, intellectual disability, or other disability.
- l) Any other unwelcome and unwanted sexually oriented and/or gender-based behavior which is sexually demeaning, belittling, intimidating, or perpetrates sexual stereotypes and attitudes.

The Board acknowledges that in determining whether sexual harassment has occurred the totality of the circumstances, expectations, and relationships should be evaluated including, but not limited to, the ages of the harasser and the victim; the number of individuals involved; and the type, frequency and duration of the conduct. The Board recognizes that sexual harassment can originate from a person of either sex against a person of the opposite or same sex, and from a third party such as a school visitor, volunteer, or vendor, or any other individual associated with the School District. Sexual harassment may occur from student-to-student, from staff-to-student, from student-to-staff, as well as staff-to-staff. The District will designate, at a minimum, two (2) Complaint Officers, one (1) of each gender.

In order for the Board to enforce this policy, and to take corrective measures as may be necessary, it is essential that any student who believes he/she has been a victim of sexual harassment in the school environment, as well as any other person who is aware of and/or who has knowledge of or witnesses any possible occurrence of sexual harassment, immediately report such alleged harassment; such report shall be directed to or forwarded to the District's designated Complaint Officers through informal and/or formal complaint procedures as developed by the District. Such complaints are recommended to be in writing, although verbal complaints of alleged sexual harassment will also be promptly investigated in accordance with the terms of this policy. In the event that the Complaint Officer is the alleged offender, the report will be directed to the next level of supervisory authority.

(Continued)

**LEVITTOWN SCHOOLS****POLICY # 7551**

Page 3 of 4

**STUDENTS****SUBJECT: SEXUAL HARASSMENT OF STUDENTS (Cont'd.)**

Upon receipt of an informal/formal complaint (even an anonymous complaint), the District will conduct a thorough investigation of the charges. However, even in the absence of a complaint, if the District has knowledge of or has reason to know of or suspect any occurrence of sexual harassment, the District will investigate such conduct promptly and thoroughly. To the extent possible, within legal constraints, all complaints will be treated ~~as~~ confidentially and privately ~~as possible~~. However, disclosure may be necessary to complete a thorough investigation of the charges, and any disclosure will be provided on a "need to know" basis.

Based upon the results of the investigation, if the District determines that an employee and/or student has violated the terms of this policy and/or accompanying regulations, immediate corrective action will be taken as warranted. Should the offending individual be a student, appropriate disciplinary measures will be applied, up to and including suspension, in accordance with District policy and regulation, the Code of Conduct, and applicable laws and/or regulations. Should the offending individual be a school employee, appropriate disciplinary measures will be applied, up to and including termination of the offender's employment, in accordance with legal guidelines, District policy and regulation, the Code of Conduct and the applicable collective bargaining agreement(s). Third parties (such as school volunteers, vendors, etc.) who are found to have violated this policy and/or accompanying regulations will be subject to appropriate sanctions as warranted and in compliance with law. Staff members who receive such complaints will immediately inform the Civil Rights Compliance Officer. Where appropriate, the Civil Rights Compliance Officer may seek the assistance of the relevant Dignity Act Coordinator in investigating, responding to, and remediating student complaints of discrimination and/or harassment. In the event that the Civil Rights Compliance Officer is the alleged offender, the report will be directed to another Civil Rights Compliance Officer, if the District has designated an additional individual to serve in such capacity, or to the Superintendent.

**Prohibition of Retaliatory Behavior**

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 sexual harassment. Follow-up inquiries shall be made to ensure that sexual harassment has not resumed and that all those involved in the investigation of the sexual harassment complaint have not suffered retaliation.

**Finding That Harassment Did Not Occur**

At any level/stage of investigation of alleged harassment, if a determination is made that harassment did not occur, the Complaint Officer will so notify the complainant, the alleged offender and the Superintendent of this determination. Such a finding does not preclude the complainant from filing an appeal pursuant to District policy or regulation and/or pursuing other legal avenues of recourse.

However, even if a determination is made that harassment did not occur, the Superintendent/designee reserves the right to initiate staff awareness and training, as applicable, to help ensure that the school community is not conducive to fostering harassment in the workplace.

In all cases, the Superintendent will inform the Board of Education of the results of each investigation involving a finding that harassment did not occur.

(Continued)

**LEVITTOWN SCHOOLS****POLICY # 7551**

Page 4 of 4

**STUDENTS****SUBJECT: SEXUAL HARASSMENT OF STUDENTS (Cont'd.)****Knowingly Makes False Accusations**

Employees and/or students who *knowingly* make false accusations against another individual as to allegations of harassment may also face appropriate disciplinary action.

**Privacy Rights**

As part of the investigation, the District has the right to search all school property and equipment including District computers. Rooms, desks, cabinets, lockers, computers, etc. are provided by the District for the use of staff and students, but the users do not have exclusive use of these locations or equipment and should not expect that materials stored therein will be private.

**Development and Dissemination of Administrative Regulations**

Regulations will be developed for reporting, investigating and remedying allegations of sexual harassment. An appeal procedure will also be provided to address any unresolved complaints and/or unsatisfactory prior determinations by the applicable Complaint Officer(s).

Such regulations will be developed in accordance with federal and state law as well as any applicable collective bargaining agreement(s).

The Superintendent/designee(s) will affirmatively discuss the topic of sexual harassment with all employees and students, express the District's condemnation of such conduct, and explain the sanctions for such harassment. Appropriate training and/or "awareness" programs will be established for staff and students to help ensure knowledge of and familiarity with the issues pertaining to sexual harassment in the schools, and to disseminate preventative measures to help reduce such incidents of prohibited conduct. Furthermore, special training will be provided for designated supervisors and managerial employees, as may be necessary, for training in the investigation of sexual harassment complaints.

A copy of this policy and its accompanying regulations will be available upon request and may be posted at various locations in each school building. The District's policy and regulations on sexual harassment will be published in appropriate school publications such as teacher/employee handbooks, student handbooks, and/or school calendars.

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 Title VII of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000e et seq.  
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 34 Code of Federal Regulations (CFR) Section 100 et seq.  
 29 Code of Federal Regulations (CFR) Section 1604.11(a)  
 Education Law Section 2801(1)  
 Executive Law Sections 296 and 297

Re-Adopted: January 25, 2012

**Revised:**





**LEVITTOWN SCHOOLS****DRAFT****POLICY # 7551**

Page 1 of 4

**STUDENTS****SUBJECT: SEXUAL HARASSMENT OF STUDENTS**

The Board of Education affirms its commitment to non-discrimination and recognizes its responsibility to provide for all District students an environment that is free of sexual harassment and intimidation. Sexual harassment is a violation of law and stands in direct opposition to District policy. Therefore, the Board prohibits and condemns all forms of sexual harassment by employees, school volunteers, students, and non-employees such as contractors and vendors which occur on school grounds and at all school-sponsored events, programs and activities including those that take place at locations off school premises or those that take place in another state.

**Sexual Harassment**

Sexual harassment is unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. For the purposes of this policy, sexual harassment also includes sexual violence. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. Sexual violence includes, but is not limited to: rape, sexual assault, sexual battery, and sexual coercion.

Sexual harassment can originate from a person of either sex against a person of the opposite or same sex, and from students, District employees, or third parties such as visitors or school volunteers.

**Prohibited Conduct**

Sexual harassment can be verbal, non-verbal, or physical. Examples of such conduct may include, but are not limited to, the following:

- a) Verbal abuse or ridicule, including innuendoes, stories and jokes that are sexual in nature and/or gender-related. This might include inappropriate sex-oriented comments on appearance, including dress or physical features.
- b) Direct or indirect threats or bribes for unwanted sexual activity.
- c) Asking or commenting about a person's sexual activities.
- d) Unwelcome and unwanted physical contact of a sexual nature including, but not limited to, physical acts such as assault, impeding or blocking movement, offensive touching, or any physical interference with normal work or movement.
- e) Displaying or distributing pornographic or other sexually explicit materials such as magazines, pictures, internet material, cartoons, etc.
- f) The use of profanity and/or other obscenities that are sexually suggestive or degrading in nature.
- g) Unwelcome staring, leering, or gesturing which is sexually suggestive in nature.
- h) Unwelcome and/or offensive public displays of sexual/physical affection.
- i) Clothing that reflects sexually obscene and/or sexually explicit messages, slogans, or pictures.
- j) Demanding sexual favors of a student, insinuating that refusal to acquiesce in such favors will adversely affect a student's grades, references, academic/scholastic placement, and/or participation in extracurricular activities.

**LEVITTOWN SCHOOLS****DRAFT****POLICY # 7551**

Page 2 of 4

**STUDENTS****SUBJECT: SEXUAL HARASSMENT OF STUDENTS (Cont'd)**

- k) Engaging in sexual conduct with an individual who is unable to consent due to his/her age, use of drugs or alcohol, intellectual disability, or other disability.
- l) Any other unwelcome and unwanted sexually oriented and/or gender-based behavior which is sexually demeaning, belittling, intimidating, or perpetrates sexual stereotypes and attitudes.

The Board acknowledges that in determining whether sexual harassment has occurred the totality of the circumstances, expectations, and relationships should be evaluated including, but not limited to, the ages of the harasser and the victim; the number of individuals involved; and the type, frequency and duration of the conduct. The Board recognizes that sexual harassment can originate from a person of either sex against a person of the opposite or same sex, and from a third party such as a school visitor, volunteer, or vendor, or any other individual associated with the School District. Sexual harassment may occur from student-to-student, from staff-to-student, from student-to-staff, as well as staff-to-staff. The District will designate, at a minimum, two (2) Complaint Officers, one (1) of each gender.

In order for the Board to enforce this policy, and to take corrective measures as may be necessary, it is essential that any student who believes he/she has been a victim of sexual harassment in the school environment, as well as any other person who is aware of and/or who has knowledge of or witnesses any possible occurrence of sexual harassment, immediately report such alleged harassment; such report shall be directed to or forwarded to the District's designated Complaint Officers through informal and/or formal complaint procedures as developed by the District. Such complaints are recommended to be in writing, although verbal complaints of alleged sexual harassment will also be promptly investigated in accordance with the terms of this policy. In the event that the Complaint Officer is the alleged offender, the report will be directed to the next level of supervisory authority.

Upon receipt of an informal/formal complaint (even an anonymous complaint), the District will conduct a thorough investigation of the charges. However, even in the absence of a complaint, if the District has knowledge of or has reason to know of or suspect any occurrence of sexual harassment, the District will investigate such conduct promptly and thoroughly. To the extent possible, within legal constraints, all complaints will be treated confidentially and privately. However, disclosure may be necessary to complete a thorough investigation of the charges, and any disclosure will be provided on a "need to know" basis.

Based upon the results of the investigation, if the District determines that an employee and/or student has violated the terms of this policy and/or accompanying regulations, immediate corrective action will be taken as warranted. Should the offending individual be a student, appropriate disciplinary measures will be applied, up to and including suspension, in accordance with District policy and regulation, the Code of Conduct, and applicable laws and/or regulations. Should the offending individual be a school employee, appropriate disciplinary measures will be applied, up to and including termination of the offender's employment, in accordance with legal guidelines, District policy and regulation, the Code of Conduct and the applicable collective bargaining agreement(s). Third parties (such as school volunteers, vendors, etc.) who are found to have violated this policy and/or accompanying regulations will be subject to appropriate sanctions as warranted and in compliance with law. Staff members who receive such complaints will immediately inform the Civil Rights Compliance Officer. Where appropriate, the Civil Rights Compliance Officer may seek the assistance of the relevant Dignity Act Coordinator in investigating, responding to, and remedying student complaints of discrimination and/or harassment. In the event that the Civil Rights Compliance Officer is the alleged offender, the report will be directed to another Civil Rights Compliance Officer, if the District has designated an additional individual to serve in such capacity, or to the Superintendent.

(Continued)



**LEVITTOWN SCHOOLS****POLICY # 7551**

Page 3 of 4

**DRAFT****STUDENTS****SUBJECT: SEXUAL HARASSMENT OF STUDENTS (Cont'd.)****Prohibition of Retaliatory Behavior**

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 sexual harassment. Follow-up inquiries shall be made to ensure that sexual harassment has not resumed and that all those involved in the investigation of the sexual harassment complaint have not suffered retaliation.

**Finding That Harassment Did Not Occur**

At any level/stage of investigation of alleged harassment, if a determination is made that harassment did not occur, the Complaint Officer will so notify the complainant, the alleged offender and the Superintendent of this determination. Such a finding does not preclude the complainant from filing an appeal pursuant to District policy or regulation and/or pursuing other legal avenues of recourse.

However, even if a determination is made that harassment did not occur, the Superintendent/designee reserves the right to initiate staff awareness and training, as applicable, to help ensure that the school community is not conducive to fostering harassment in the workplace.

In all cases, the Superintendent will inform the Board of Education of the results of each investigation involving a finding that harassment did not occur.

**Knowingly Makes False Accusations**

Employees and/or students who *knowingly* make false accusations against another individual as to allegations of harassment may also face appropriate disciplinary action.

**Privacy Rights**

As part of the investigation, the District has the right to search all school property and equipment including District computers. Rooms, desks, cabinets, lockers, computers, etc. are provided by the District for the use of staff and students, but the users do not have exclusive use of these locations or equipment and should not expect that materials stored therein will be private.

**Development and Dissemination of Administrative Regulations**

Regulations will be developed for reporting, investigating and remedying allegations of sexual harassment. An appeal procedure will also be provided to address any unresolved complaints and/or unsatisfactory prior determinations by the applicable Complaint Officer(s).

Such regulations will be developed in accordance with federal and state law as well as any applicable collective bargaining agreement(s).

(Continued)

Attachment: Accepted Policy 7551 (2113 : Board Policies)

**LEVITTOWN SCHOOLS****DRAFT****POLICY # 7551**

Page 4 of 4

**STUDENTS****SUBJECT: SEXUAL HARASSMENT OF STUDENTS (Cont'd.)**

The Superintendent/designee(s) will affirmatively discuss the topic of sexual harassment with all employees and students, express the District's condemnation of such conduct, and explain the sanctions for such harassment. Appropriate training and/or "awareness" programs will be established for staff and students to help ensure knowledge of and familiarity with the issues pertaining to sexual harassment in the schools, and to disseminate preventative measures to help reduce such incidents of prohibited conduct. Furthermore, special training will be provided for designated supervisors and managerial employees, as may be necessary, for training in the investigation of sexual harassment complaints.

A copy of this policy and its accompanying regulations will be available upon request and may be posted at various locations in each school building. The District's policy and regulations on sexual harassment will be published in appropriate school publications such as teacher/employee handbooks, student handbooks, and/or school calendars.

Civil Rights Act of 1991, 42 United States Code (USC) Section 1981(a)  
 Title VII of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000e et seq.  
 Title IX of the Education Amendments of 1972, 20 United States Code (USC) Section 1681 et seq.  
 34 Code of Federal Regulations (CFR) Section 100 et seq.  
 29 Code of Federal Regulations (CFR) Section 1604.11(a)  
 Education Law Section 2801(1)  
 Executive Law Sections 296 and 297

Re-Adopted: January 25, 2012

**Revised:**

Attachment: Accepted Policy 7551 (2113 : Board Policies)



# POLICY

2014

8130  
1 of 2

Instruction

## SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES

The \_\_\_\_\_ School 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.

### Educational Services for Married/Pregnant Students

Public schools may not discriminate against students based on their parental and/or marital status. The opportunity to participate in all of the services, programs, and activities of the school district shall not be restricted or denied because of pregnancy, parenthood, or marriage.

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

- 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 his/her 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 such students.

### Investigation of Complaints and Grievances

The School District will act to promptly, thoroughly, and equitably investigate all complaints, whether verbal or written, of discrimination and will promptly take appropriate action to protect individuals from further discrimination. All such 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; Policy #7551 -- Sexual Harassment of Students; and Administrative Regulation #3420R -- Non-Discrimination and Anti-Harassment in the School District.

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, knowingly making false accusations, and possible corrective actions, can be found in Policy #3420 -- Non-Discrimination and Anti-Harassment in the School District and Administrative Regulation #3420R -- Non-Discrimination and Anti-Harassment in the School District.

(Continued)

# POLICY

2014

8130

2 of 2

Instruction

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

### **Prohibition of Retaliatory Behavior**

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 Civil Rights Compliance Officer. In the event the Civil Rights Compliance Officer is the alleged offender, the report will be directed to another Civil Rights Compliance Officer, if the District has designated another individual to serve in such a capacity, or to the Superintendent.

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

Americans With Disabilities Act, 42 USC Section 12101 et seq.  
 Section 504 of the Rehabilitation Act of 1973, 29 USC Section 794 et seq.  
 Title VI of the Civil Rights Act of 1964, 42 USC Section 2000d et seq.  
 Title IX of the Education Amendments of 1972, 20 USC Section 1681 et seq.  
 20 USC Section 1701, et seq.  
 45 CFR Section 84.40

Adoption Date

**LEVITTOWN SCHOOLS****POLICY # 8130**

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**INSTRUCTION****SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES**

It is the policy of this District that each student attending its public schools shall have equal educational opportunities and will not be excluded or prevented from participating in or having admittance to the educational courses, programs or activities; school services; and extracurricular events on the basis of race, color, creed, religion, national origin, political affiliation, sex, sexual orientation, age, marital status, military status, disability, or use of a recognized guide dog, hearing dog or service dog. Sexual orientation is defined as heterosexuality, homosexuality, bisexuality, or asexuality, whether actual or perceived.

Administration shall establish grievance procedures that provide for the prompt and equitable resolution of complaints pertaining to discrimination on the basis of race, color, creed, religion, national origin, political affiliation, gender, sexual orientation, age, marital status, military status, disability, or use of a recognized guide dog, hearing dog or service dog.

**Prohibition of Retaliatory Behavior**

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. Follow-up inquiries shall be made to ensure that discrimination has not resumed and that all those involved in the investigation of the discrimination complaint have not suffered retaliation.

Age Discrimination in Employment Act, 29 United States Code Section 621

Americans With Disabilities Act, 42 United States Code (USC) Section 12101 et seq.

Prohibits discrimination on the basis of disability.

Section 504 of the Rehabilitation Act of 1973, 29 United States Code (USC) Section 794 et seq.

Title VI of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000d et seq.

Prohibits discrimination on the basis of race, color or national origin.

Title VII of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000e et seq.

Prohibits discrimination on the basis of race, color, religion, sex or national origin.

Title IX of the Education Amendments of 1972, 20 United States Code (USC) Section 1681 et seq.

Prohibits discrimination on the basis of sex.

Civil Rights Law Section 40-c

Prohibits discrimination on the basis of race, creed, color, national origin, sex, marital status, sexual orientation or disability.

Executive Law Section 290 et seq.

Prohibits discrimination on the basis of age, race, creed, color, national origin, sex, sexual orientation, disability, military status, marital status, or use of a recognized guide dog, hearing dog or service dog.

**Re-Adopted: October 12, 2011**



**LEVITTOWN SCHOOLS****POLICY # 8130**

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**Educational Services for Married/Pregnant Students**

Public schools may not discriminate against students based on their parental and/or marital status. The opportunity to participate in all of the services, programs, and activities of the school district shall not be restricted or denied because of pregnancy, parenthood, or marriage.

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

- 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 his/her 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 such students.

~~Administration shall establish grievance procedures that provide for the prompt and equitable resolution of complaints pertaining to discrimination on the basis of race, color, creed, religion, national origin, political affiliation, gender, sexual orientation, age, marital status, military status, disability, or use of a recognized guide dog, hearing dog or service dog.~~

**Investigation of Complaints and Grievances**

The School District will act to promptly, thoroughly, and equitably investigate all complaints, whether verbal or written, of discrimination and will promptly take appropriate action to protect individuals from further discrimination. All such 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; Policy #7551 -- Sexual Harassment of Students; and Administrative Regulation #3420R -- Non-Discrimination and Anti-Harassment in the School District.

(Continued)



**LEVITTOWN SCHOOLS****POLICY # 8130**

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**INSTRUCTION****SUBJECT: EQUAL EDUCATIONAL OPPORTUNITIES (Cont'd)**

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, knowingly making false accusations, and possible corrective actions, can be found in Policy #3420 -- Non-Discrimination and Anti-Harassment in the School District and Administrative Regulation #3420R -- Non-Discrimination and Anti-Harassment in the School District.

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Re-Adopted: October 12, 2011

**Revised:**

**LEVITTOWN SCHOOLS****POLICY # 8130****DRAFT**

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(Continued)

**LEVITTOWN SCHOOLS****POLICY # 8130****DRAFT**

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Re-Adopted: October 12, 2011

**Revised:**

Attachment: Accepted Policy 8130 (2113 : Board Policies)