

WELFARE: 8000 SERIES

Here you will find policies regarding student and employee Welfare.

WELFARE

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Required _____
Local _____

ELMONT UNION FREE SCHOOL DISTRICT
Elmont, New York

AIDS

8000 (a)

WELFARE

The Board of Education recognizes the public concern over the spread of Acquired Immune Deficiency Syndrome and the admission of students and employment of staff who suffer from this disease. The Board also recognizes the rights of those individuals so afflicted, be they staff or student, to continue education or employment where possible.

The School Board also recognizes that the HIV virus associated with AIDS is not easily transmitted and that there is no current medical evidence that AIDS can be transmitted by casual contact.

Hereafter, when the term AIDS is used in this policy, it shall mean infection with Human T-Cell Lymphotropic Virus Type III, Acquired Immune Deficiency Syndrome, HIV or AIDS related complex.

Upon learning that any student or employee is diagnosed as suffering from AIDS, the Superintendent shall seek authorization from the employee or parent or guardian of the student to have the individual examined by a physician appointed by the District Medical Advisor. The Medical Advisor, as needed, will consult with the local public health officer, the physician who made the AIDS diagnosis, and the student's parents or person in parental relationship where applicable. The Medical Advisor shall also refer the case to the Medical Review Panel of the Nassau County Department of Health for the purpose of ascertaining the Panel's decision on the issue of risk to student or staff population.

Upon refusal on the part of the individual or parent or guardian of the individual suspected of having AIDS to authorize an examination as described above, the Superintendent may seek a court order directing the employee or child's parents or guardian to furnish the District with his or her current medical status and permitting the District to conduct the required medical examination.

A committee of persons consisting of the Superintendent, as chairperson, the Nurse Teacher in Charge, physicians, the Medical Advisor, and, as appropriate, (a) the child's parent or guardian and the personnel associated with the proposed care or educational setting of the individual and (b) in the case of a staff member, the person's physician, shall be convened by the Superintendent for the purpose of assessing whether a child or staff member with AIDS shall be permitted to attend school.

In the case of a child, recommendations on the type of educational and care setting should be based on the behavior, neurological development, and physical condition of the child and the expected type of interaction with others in that setting. In each case, risks and benefits to both the infected child and to others in a regular school setting, those staff members involved in the direct care and education of the child shall be notified of the child's condition and be directed to respect the child's right to privacy. If it is recommended that the child be excluded or placed in a more restricted setting, appropriate provisions for alternative instruction will be provided to the extent possible.

All recommendations of the committee shall be forwarded by the Superintendent of Schools to the Board of Education and the Attorney of the Board. The Board of Education shall determine whether to adopt the recommendations of the Panel, to modify them, or to pursue another course of action.

Legal Reference

Policy

Adopted: 4/19/89 (approved at Board Meeting 4/18/89)

Amended: 4/20/05 (Approved at Board Meeting 4/19/05), 7/05/05

Required _____
Local _____

ELMONT UNION FREE SCHOOL DISTRICT
Elmont, New York

SMOKING

8010

WELFARE

The Board of Education, in recognition of recent scientific evidence circulated by the Federal government which concludes that secondhand cigarette smoke is a health hazard, especially to children, hereby adopts the following:

Smoking is hereby prohibited in any part of a school building or school property, school buses or other school vehicles used to transport students or school personnel.

Legal Reference

Chapter 565 of the Laws of 1994

Policy

Adopted: 12/16/87

Amended: 8/11/93, 11/16/94(approved at Board Meeting 11/15/94), 4/20/05, 7/05/05

ELMONT UNION FREE SCHOOL DISTRICT
Elmont, New York

ENVIRONMENTAL HAZARDS

8020 (a)

WELFARE

I. Introduction

The Superintendent of Schools shall continue to apprise the Board of its obligations under the New York State Asbestos Safety Act (SASA) of 1979; the Asbestos Hazard Emergency Act (AHERA) of 1986; the Environmental Protection Agency (EPA) Final Rule and Notice of October 30, 1987; and the OSHA Hazard Communication Standard. To implement the Board's compliance with these statutes and regulations, the following policy is adopted:

A. Asbestos

It shall be the policy of this Board to expeditiously eliminate asbestos conditions found to be an imminent hazard to health. Recognizing that state and federal statutes regulating asbestos abatement may at times conflict, the Board accepts that, where there are differences in the statutes, the more stringent provisions shall apply and serve as the basis for its actions.

Further, it is the Board's intent to make available for inspection copies of its management plans and other records mentioned in this policy, upon request, to staff, to parents, and to contractors working for the District. Copies of documents will be available in accordance with existing policy under Freedom of Information.

1. Environmental Compliance Officer

The Board shall appoint an Environmental Compliance Officer recommended by the Superintendent of Schools. Minimally, the Environmental Compliance officer shall have taken approved training leading to certification as an EPA Inspector. The Environmental Compliance Officer shall be responsible to insure that relevant regulations of SASA and AHERA are implemented in this District. He/She shall insure that inspections are made as required; that custodial and maintenance personnel are trained in accordance with AHERA regulations; that records are retained and kept current; that District response actions have been properly completed; that follow-up surveillance and re-inspections are made according to statute; and that the parties have access to information in accordance with this policy and with law. The Environmental Compliance Officer shall administer and maintain the District's Management Plan.

2. Inspections

Inspections and re-inspections of District buildings shall be made by an EPA accredited Inspector and Management Planner as recommended by the Superintendent of Schools and approved by the Board of Education. The inspector shall not be the Environmental Compliance Officer. Among other things, the Inspector shall visually inspect all areas of each building to determine the location of friable and non-friable asbestos; shall inventory all areas where samples are taken; and shall assess the condition of all asbestos and incorporate them into a Management Plan. All recommendations for action shall be reviewed and approved by the District Architect/Engineer who shall receive a copy of the Management Plan.

3. Management Plan

The Superintendent of Schools shall insure that the Board receives and maintains in a current status a Management Plan. The Management Plan shall include all required information relative to all inspections and testing results, an assessment of all asbestos conditions in each building, and such response actions approved by the Board of Education to deal with these conditions as required by AHERA. The Management Plan will be adopted by the Board of Education, signed by the Environmental Compliance Officer and forwarded to the State Education Department for approval. Recommendations for response actions shall be made by the Superintendent of Schools with the assistance of the District Architect/Engineer and the Environmental Compliance Officer. It shall be the responsibility of the Environmental Compliance Officer to see to it that copies of the District's Management Plan are kept in the general office of each school and in the Administrative Offices at Elmont Road and that the plan is available to public and staff in accordance with this policy and AHERA regulations.

4. Response Actions

Based upon the Management Plan and the findings of the Inspector, the Superintendent of Schools shall recommend to the Board of Education a series of response actions and the cost thereof. Implementation shall be in a timely fashion. Following Board action upon these recommendations, and their implementation, the Environmental Compliance Officer shall visually inspect each space where abatement work was conducted to determine that work was properly completed. The Board shall be duly informed of the finding of the Environmental Compliance Officer by the Superintendent of Schools.

5. Follow-Up

The Environmental Compliance Officer shall conduct surveillance inspections of all areas identified as containing asbestos at least once every six months or at such intervals as are required by law after the management plan has been implemented.

The Superintendent of Schools shall cause a re-inspection of District buildings to be made at least once every three years or at such intervals as are required by law. All records relative to the re-inspection as prescribed by AHERA regulations will be forwarded to the Environmental Compliance Officer for inclusion in the District's Management Plan.

B. OSHA Hazard Communication Program

The Elmont Public School District will implement the OSHA Hazard Communication Standard, as contained herein. The Environmental Compliance Officer shall have the overall responsibility for coordinating this program for the Elmont Public Schools. The Superintendent of Schools shall provide him/her with aid and assistance as necessary to implement this policy subject to the approval of the Board of Education.

1. Access to the Hazard Communication Program

All, or any part of this written Hazard Communication Program, shall be available to employees and residents of the District, and readily available under the Board of Education Freedom of Information Policy.

2. Hazard Determination

- a. The initial hazard determination shall be the responsibility of the Environmental Compliance Officer with the assistance of the District Safety Committee.
- b. Any substance listed in 29 CFR 1910, subpart Z, Toxic and Hazardous Substances, copies of which are available for inspection at the District office, will be considered a health or physical hazard, and therefore, hazardous.
- c. Furthermore, any substance proven to be hazardous will be included in the District's Hazard Communication Program.
- d. Every hazardous substance known to be present in the District will be listed in a Hazardous Chemicals Inventory. The Environmental Compliance Officer shall be responsible for maintaining this list in a current status.

- e. The identity of the substance appearing in the Hazardous Chemicals Inventory will be the same name that appears on the manufacturer's label, in-house labels, and the Material Safety Data Sheets for that substance.

3. Material Safety Data Sheets

- a. A Material Safety Data Sheet (MSDS) containing the information required by the Hazard Communication Standards will be kept for each substance listed in our Hazardous Chemicals Inventory. The MSDS will be the most current one supplied by the chemical manufacturer, importer, or distributor. All employees have the right to view these. The Environmental Compliance Officer will be responsible for obtaining and maintaining the file of MSDS's.
- b. The MSDS's shall be filed in each school library-media center and shall be readily accessible to employees.

4. Labeling

- a. No hazardous chemicals will be accepted for use in the District unless labeled with at least the following information:
 - Identity of the hazardous chemical(s)
 - Appropriate hazard warnings
 - Name and address of the chemical manufacturer, importer, or other responsible party.

The Environmental Compliance Officer will be responsible for assuring compliance with this labeling requirement in accordance with 29 CFR 1910.1200.

- b. All containers of hazardous chemical will be labeled with at least the following information:
 - Identity of the hazardous chemical(s)
 - Appropriate hazard warnings
- c. In-house labels will be stored in the office of the Environmental Compliance Officer.

5. Employee Information and Training Program Policy

- a. All employees, including temporary employees, working with, or potentially exposed to, hazardous chemicals, will be appropriately informed and trained per 1910.1200(h), copies of which are available for inspection at the District office, concerning the potential hazards of the chemicals to which they may be exposed.
- b. All employees will be informed of the details of the Hazard Communication Program including an explanation of the labeling system and the Material Safety Data Sheets, and how employees can use the appropriate hazard information. The Environmental Compliance Officer shall be responsible for the overall coordination of the training program.
- c. The District will provide employees with training when new hazardous chemicals are introduced and added to the Hazardous Chemical Inventory.
- d. Retraining will be conducted as necessary.

6. District Contractors

Outside contractors shall be provided with all necessary information concerning the potential hazards of the substances within the District to which they may be exposed and the appropriate protective measures required to minimize exposure.

The contractor or contracted management will be responsible to obtain or create a list of the hazardous chemicals and the Material Safety Data Sheets for the materials their employees will be using in the course of their work in the Elmont Public School District. Such data shall be made available to the employees of the contractor and to the Environmental Compliance Officer of the District. In addition, this clause shall become part of all bid specifications relating to outside contractors written by the District.

Policy

Adopted: 11/16/88 (approved at Board Meeting 11/15/88), 4/20/05

Amended: 7/05/05

ELMONT UNION FREE SCHOOL DISTRICT
Elmont, New York

SCHOOL SAFETY PLANS AND TEAMS

8030 (a)

WELFARE

I. INTRODUCTION

Emergencies and violent incidents in schools are critical issues that must be addressed in an expeditious and effective manner. The Board of Education recognizes its responsibility to adopt and amend a comprehensive District-wide safety plan and building-level emergency response plan(s) regarding crisis intervention, emergency response and management.

Taken together, the District and building plans shall provide a comprehensive approach to addressing school safety and violence prevention, and provide the structure where all individuals can fully understand their roles and responsibilities for promoting the safety of the entire school community. The plans shall be designed to prevent or minimize the effects of serious violent incidents and emergencies and to facilitate the District's coordination with local and county resources. The plans shall also address risk reduction/prevention, response and recovery with respect to a variety of emergencies and violent incidents in District schools.

II. COMPREHENSIVE DISTRICT-WIDE SCHOOL SAFETY TEAM AND PLAN

The Board will appoint a District-wide school safety team that includes, but is not limited to, a representative from the Board, student, teacher, administrator, and parent organizations, school safety personnel and other school personnel. This team shall be responsible for the development and review of a comprehensive District-wide school safety plan. The plan shall cover all District school buildings and shall address crisis intervention, emergency response and management at the District level. It shall include all those elements required by law and regulation.

III. BUILDING-LEVEL EMERGENCY RESPONSE TEAMS AND PLANS

Each Building Principal shall be responsible for appointing a school safety team that includes representation from teachers, administrators, parent organizations, school safety personnel, other school personnel, local law enforcement officials, local ambulance and other emergency response agencies. The school safety team shall be responsible for the development and review of a building-level emergency response plan for each District building. The plan(s) shall address communication, emergency response, and evacuation at the building level and shall include all procedures required by law and regulation.

Within each building, the school safety team shall designate:

- an emergency response team that includes appropriate school personnel, local law enforcement officials and representatives from local, regional and/or state emergency response agencies to assist the school community in responding to a serious violent incident or emergency; and
- a post-incident response team that includes appropriate school personnel to assist the community in coping with the aftermath of a serious violent incident or emergency.

The Building Principal shall be responsible for conducting at least one test every school year of the emergency response procedures under this plan including procedures for sheltering and early dismissal.

To maintain security and in accordance with law, the building-level emergency response plan(s) shall be confidential and shall not be subject to disclosure under the Freedom of Information Law or any other law.

V. TEAM APPOINTMENTS

The members of all District and building-level teams shall be appointed on an annual basis. In appointing team members, the Board and the Building Principal will make an effort to include other persons beyond those groups identified in law and policy who can contribute to ensuring continuity among the plans.

IV. ANNUAL REVIEW AND REPORT

Each plan shall be reviewed by the appropriate school safety team by July 1st every year and updated as needed. Each team shall submit a report to the Board annually stating that it has reviewed the plans and setting forth its recommendations for revisions, if any, to the plan. In conducting the review, the building-level teams shall consider any changes in personnel, local conditions, and other factors including and evaluation of the results of the annual test of the emergency response procedures which may necessitate updating of plans.

The Superintendent of Schools shall be responsible for filing the District-level school safety plan and any amendments to the plan with the Commissioner within 30 days after their adoption. Each Building Principal shall be responsible for filing the building-level safety plan for his or her building and any amendments to the plan with the appropriate local law enforcement agency and the state police with 30 days after their adoption.

Legal Reference

Education Law § 2801-a (school safety plans)

Executive Law §2B (state and local natural and manmade disaster preparedness)

8 NYCRR Part 155 (Educational Facilities)

Project SAVE Guidance Document for School Safety Plans, New York State Education Department, April 2001

Policy

Adopted:

Amended:

ELMONT UNION FREE SCHOOL DISTRICT
Elmont, New York

**WELLNESS POLICY ON PHYSICAL
ACTIVITY AND NUTRITION**

8040 (a)

WELFARE

Introduction:

Effective schools provide children with access to healthy foods and opportunities to be physically active in order to grow, learn, and thrive. The Elmont Union Free School District recognizes that good health fosters student attendance and education. Therefore, the District is committed to providing a school environment that enhances the learning and development of life long wellness practices.

The Elmont Union Free School District recognizes the importance of community participation in the development and implementation of a successful school wellness policy.

The District will work toward the following goals:

- I. Maintaining a Food and Nutrition Services program that complies with federal, state and local requirements and is accessible to all children.

School Health & Wellness Committee

- ≈ The school District will organize a local wellness committee(s) comprised of parents, teachers, administrators, students, health professionals, board members, and community representatives to develop, implement, monitor and improve nutrition and physical activity in the school environment.
- ≈ The committee will serve as a resource to schools for implementing nutrition and physical activity policies.

- II. Providing and promoting a sequential and interdisciplinary nutrition education program.

Nutrition Education

- ≈ Nutrition concepts will be integrated into various subject areas, such as math, science, social studies, and language arts, etc.
- ≈ Good nutrition will be reinforced during classroom snack times, in addition to school meal times.
- ≈ Students will be encouraged to start each day with a healthy breakfast.
- ≈ Nutrition education will involve sharing information with parents and the broader community to help and encourage families to teach

- ≈ Children about health and nutrition, thereby, positively impacting the health of the community.
- III. Establishing patterns of meaningful physical activity which connect to students' lives outside of physical activity.

Physical Activity

- ≈ The District-wide physical education program will create an environment where students learn, practice and are assessed on developmentally appropriate motor skills, social skills and knowledge.
 - ≈ Physical education includes the instruction in individual activities as well as competitive and non-competitive team sports to encourage life-long physical activity and well-being.
 - ≈ State-certified physical education instructors will teach all physical education classes.
 - ≈ Physical activity will be integrated across core curricula areas and throughout the school day.
 - ≈ In accordance with national and state recommended guidelines, the District recognizes the benefits of providing, to the extent practicable, opportunities for students to participate in appropriate physical activity each day. Opportunities include: formal physical education, recess, intramural sports, physical activity programs, etc.
 - ≈ Each school should strive, in scheduling programs and activities, to include a daily recess period of at least 20 minutes, which is not used as a punishment or a reward.
 - ≈ Adequate equipment will be available for all students to participate in physical activity.
 - ≈ Physical activity facilities on school grounds will be safe and well-maintained.
 - ≈ The school District will provide information to families and community members to help them incorporate physical activity into their lives and institute programs that support physical activity, such as walking and intramural programs, etc.
 - ≈ It is the intent of the policy to support recreational and other after-school programs for students and community members by allowing access to the District's physical activity facilities outside of the normal school day.
- IV. Ensuring that foods and beverages sold on school grounds during the school day meet or excel the program requirements and nutrition standards found in state or federal regulations.

Other School Based Activities

- ≈ After-school programs will encourage physical activity and healthy lifestyles.
 - ≈ The District's wellness policy goals will be considered when planning school-based activities (such as school events, field trips, dances, assemblies and celebrations).
 - ≈ Foods and beverages sold at fundraisers and school-sponsored events should meet the nutrition standards set-forth in federal regulations for whole grain, fruits, vegetables, calories, fat, saturated fats, trans fat, sugar, sodium and caffeine.
 - ≈ Student groups or outside organizations conducting fund-raisers which take place outside the school day are encouraged to follow this policy.
- V. Providing a safe comfortable and pleasing environment, as well as ample time for eating meals and engaging in physical activity.

Nutrition Guidelines for Foods Available in School during the Day

- ≈ Foods and beverages sold in school during the school day will offer a variety of age-appropriate, healthy choices and will include selections must meet USDA's "*All Foods Sold in Schools Standards*" (Smart Snacks to Schools)
 - ≈ Food & Nutrition Services will take every measure to ensure that the foods and beverages they offer meet the nutrition requirements established by local, state and federal regulations/guidelines.
 - ≈ Snacks in the classroom will support healthy choices, emphasizing fruits, vegetables, whole grain, water or recommendations from USDA's *My Plate*.
- VI. Discouraging the use of food and/or physical activity for rewards or punishments.

Food Safety/Environment

- ≈ All foods and beverages available in school should comply with the state and local food safety and sanitation regulations.
- ≈ Schools, to the extent possible, will provide students adequate time to eat.
- ≈ To encourage children to eat breakfast, schools will, to the extent possible, operate the School Breakfast Program, and notify parents and students of its availability.
- ≈ Lunch periods will be scheduled as near the middle of the school day as possible.

- ≈ Schools should not schedule tutoring, club, or organizational meetings or activities during mealtimes, unless students may eat during such activities.
- ≈ Dining areas will be clean and have enough space for seating students.
- ≈ Students will be reminded and encouraged to clean their hands before eating.
- ≈ Food will not be used as a reward or a punishment for student behaviors, unless it is endemic to a student's special needs.
- ≈ Students will be instructed not to share their foods or beverages with one another during meal or snack times, given concerns about sanitation, allergies and other restrictions on some children's diets.

VII. Food & Nutrition Services Program

- ≈ Food & Nutrition Services is an essential educational support that aims to be financially self-supporting.
- ≈ Food & Nutrition Services will ensure that all students have affordable access to the varied and nutritious foods they need to stay healthy and learn well.
- ≈ The District will employ a food & nutrition services manager, who is knowledgeable in all aspects of administrating the school food service program.
- ≈ All school food service personnel shall have adequate training in food service operations, and are considered an integral part of the school community.
- ≈ Schools will prevent the overt identification of students eligible for free and reduced-price school meals by using a computer application.
- ≈ For the safety and security of the food and facility, access to the food service operations are limited to food service staff and authorized personnel.

VIII. Monitoring/Review

- ≈ The Superintendent (or designee) will ensure compliance with established District-wide nutrition and physical activity wellness policies.
- ≈ School Food Service staff will ensure compliance with nutrition policies within school food service areas and will report on this matter to the superintendent or designee.

Ref:

Healthy, Hunger Free Kids Act of 2010; Section 204
NLSP/SBP Participation Requirements; Standards for lunches, snacks and competitive
foods
Richard B. Russel National School Lunch Act (7 CFR 210, 215, 220)

Legal Reference

Policy

Adopted: 07/07/06 (approved at Board Meeting 07/06/06)

Amended: 8/1/18