

**BOARD OF EDUCATION  
AGENDA  
June 10, 2014  
Elementary School LGR**

6:00 p.m. Call to Order/Executive Session (ES Library)  
7:30 p.m. General Session Business Meeting

I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

II. ROLL CALL OF BOARD MEMBERS

III. RECOGNITION

IV. MINUTES

**The Board approves the minutes of the following meetings:**

Budget Hearing & Regular Meeting held May 13, 2014  
Special Meeting held May 20, 2014  
Special Meeting held May 27, 2014

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

VI. REPORTS

- A. Student Representative
- B. Superintendent of Schools
  - Professional Development Plan – Maureen Hull
  - AIS Plan Revisions – Maureen Hull
- C. Board President
- D. Committees
- E. Other

VII. BOARD CONSENT AGENDA

**As recommended by the Superintendent of Schools, the Board approves the following resolutions appearing on the June 10, 2014 consent agenda:**

- A. Personnel - resolutions numbered 1- 21
- B. Finance - resolutions numbered 1-10
- C. Facilities and Operations – resolution numbered 1
- D. Education - resolutions numbered 1-3

VIII. OLD BUSINESS

1. Policy 4710 Grading Systems – delete present policy and accept replacement policy as presented for a second reading and adoption.
2. Policy 4760 Make-Up Opportunities – accept revisions as presented for a second reading and adoption.

IX. NEW BUSINESS

1. Policy 9310 Physical and Mental Exams – accept revisions as presented for a first reading.

X. PUBLIC COMMENT

XI. ADJOURNMENT

**A. Personnel**

1. Appointment – Student Intern I

The Board approves the appointment of Jonathan Famularo as Student Intern I at the rate of \$10.00 per hour for the 2014-2015 school year.

2. Appointment – Substitutes 2014-2015

The Board approves the following substitute appointments for the 2013-2014 school year:

Teacher	Jennifer Guerrazzi
Clerical	Cathy Hoffman

3. Appointment – Substitutes 2014-2015

The Board approves the following clerical substitute appointments, as needed, for the 2014-2015 school year, at their respective contractual daily rate of pay:

Kathleen Archacki  
Lorraine Dunkel (pending fingerprint clearance)  
Barbara Kolonoskie  
Belinda Rowan

4. Appointment – Summer Guards

The Board approves the appointment of the following Guards for the summer 2014, as needed, at their 2014-2015 contractual rate of pay:

Randolph Burgos  
Reinaldo Delvalle  
Amy Goldstein  
Robin Sacco  
Michael Stiles  
Robert Wood

5. Summer 2014 CSE

The Board approves the following staff, as needed, for the summer 2014 Committee on Special Education, from July 1, 2014 to August 31, 2014 (with the exception of July 4, 2014):

Psychologist	Allyson Carlson Kristen Wendel
Teachers	Christina Carlson Monica Consalvo Sandra Eybs Robert Farenaga Allison Giannusa Megan Ryan Darlene Wells

6. Summer Music Camp

The Board approves the services of Mark Abbonizio and Christian Neubert as music teachers for the summer 2014 music camp, at the rate of \$50.00 per hour.

7. Appointments – Special Education Extended School Year Program

The Board approves the appointment of the following staff, as needed, for the 2014 Special Education Extended School Year Program, July 7, 2014 – August 15, 2014, Monday – Friday, 9:00 a.m. – 12:00 p.m.:

Nurses	Susan Federico
	Arin Hampson
Teachers	Andrea Erland
	Michelle Landetta
	Kristen Poulos
	Tory Malvetti
	Stacia Schoen (Speech)
Substitute Teachers	Michele Connolly
	Gina Fedler
	Margaret Hyams
	Allyson Wolff
Teaching Assistants	Debra Hartmann
	Patricia Koehnlein
	Hope Post
	Laura Wickel
Substitute Assistants	Elizabeth Cavanaugh
	Michele Connolly
	Rosemary Griffin
	Karen Harvey
	Bonnie Kelsch
	Lynne Scofield
	Allyson Wolff
Social Worker	Kristin Britt

8. Resignation – P/T Guard

The Board accepts the resignation of Lachone Jackson as a part-time Guard effective May 5, 2014.

9. Resignation – District Treasurer

The Board accepts the resignation of Lorraine Dunkel, as School District Treasurer, effective June 30, 2014.

10. Appointment – Interim District Treasurer

The Board approves the appointment of Sandra Mellon as Interim School District Treasurer, effective July 1, 2014, at the salary of \$173.00 per day.

11. Change in Title – Senior Clerk Typist

The Board approves the change in title for Rose Darling from Clerk Typist to Senior Clerk Typist, effective July 1, 2014, in accordance with the negotiated agreement with the Port Jefferson Office Staff Association and the Suffolk County Department of Civil Service.

12. Appointment – Clerk Typist

The Board approves the appointment of Cathy Hoffman as Clerk Typist, on a probationary basis effective July 1, 2014, at a salary of \$32,136 per annum in accordance with the negotiated agreement with the Port Jefferson Office Staff Association and the Suffolk County Department of Civil Service, pending fingerprint clearance by the New York State Education Department.

13. Appointment – Senior Clerk Typist

The Board approves the appointment of Felicia Demsen as Senior Clerk Typist, on a contingent probationary basis effective July 1, 2014, at a salary of \$35,873 per annum in accordance with the negotiated agreement with the Port Jefferson Office Staff Association and the Suffolk County Department of Civil Service, pending fingerprint clearance by the New York State Education Department.

14. Amendment to Employment Agreement – Assistant Superintendent for Business

The Board approves a certain Amendment to the Employment Agreement of the Assistant Superintendent for Business, dated June 10, 2014, the Board having reviewed same; and further, the Board authorizes the President of the Board of Education to execute said agreement on behalf of the Board.

15. Amendment to Employment Agreement – Executive Director Curriculum & Instruction

The Board approves a certain Amendment to the Employment Agreement of the Executive Director of Curriculum and Instruction, dated June 10, 2014, the Board having reviewed same; and further, the Board authorizes the President of the Board of Education to execute said agreement on behalf of the Board.

16. Amendment to Employment Agreement – Executive Director Pupil Personnel Services

The Board approves a certain Amendment to the Employment Agreement of the Executive Director of Pupil Personnel Services, dated June 10, 2014, the Board having reviewed same; and further, the Board authorizes the President of the Board of Education to execute said agreement on behalf of the Board.

17. Appointment – Summer Teacher Aide

The Board approves the appointment of Karen Harvey as a Teacher Aide for four weeks during the summer 2014, excluding the start of the school year for staff, to assist in the IT Department, at the rate of \$13.62 per hour.

18. Extension of Leave Appointment – Library Media Specialist

The Board extends the leave replacement appointment of Selinda Moore, Library Media Specialist, for the 2014-2015 school year, in accordance with the negotiated agreement with the Port Jefferson Teachers Association.

19. Regents Scoring

The Board approves the following teachers to score the new Common Core Algebra Regents, on Saturday, June 14, 2014 and/or after school hours, 40 hours total to be shared by the approved teachers:

Matt Garafola	Kristine Vaccaro	Sarah Ogden
Dennis Christofor	Christina Morgan	Kristina Miccalizzi

20. Terms of Employment

The Board extends the terms of employment for Janice Baisley, Confidential Secretary to the Superintendent of Schools, in accordance with the Employment Agreement dated June 10, 2014.

21. Substitute Appointment – Summer 2014 Custodian

The Board approves the substitute custodian appointment of Micaela Gallagher for the summer 2014 at the rate of \$10.00 per hour, not to exceed 90 days of employment.

**B. Finance**

1. Financial Reports

The Board approves the following financial reports:

Claims Audit Report - Month of April

Cash Flow Analysis - Month of April

Fund Balance Projected

New Budget Transfers

April Warrants & Treasurer Reports

<u>Fund Name</u>	<u>Warrant #</u>
General Fund	57-59, 61-62
School Lunch Fund	16-18
Federal Fund	22-25
Capital Fund	None
Trust & Agency	5
Payroll	20-21

Royal Fund 3-4  
 Scholarship Fund None  
 Trial Balance - July 2013 – April 2014  
 Revenue Budget Status - July 2013-June 2014  
 Appropriation Status Report - July 2013-June 2014  
 Budget Transfers - Month of April

2. Cooperative Purchasing Program

The Board authorizes Port Jefferson Union Free School District to participate in the cooperative purchasing program with Educational Data Systems for the 2014-2015 school year.

3. Award of Bid – Musical Instruments Rental

The Board awards the Musical Instruments Rental Bid to the lowest responsible bidder meeting specifications; namely, Advantage Music, in accordance with the bid specification for the 2014-2015 school year.

4. Award of Bid – Music Supplies and Sheet Music

The Board awards the Music Supplies and Sheet Music Bid to the lowest responsible bidders meeting specifications, as follows:

- Advantage Music - in the amount of \$798.75
- National Discount Music – in the amount of \$963.47
- Washington Music – in the amount of \$ 32.25
- Music & Arts Centers – in the amount of \$143.15

5. Transfer of Reserves

The Board approves the following resolution:  
 WHEREAS, by action of the Board of Education, the Port Jefferson Union Free School District has previously established certain reserves having the following balances as of the fiscal year ending June 30, 2013:

<i>Reserves</i>	<i>Fiscal Year Ending 6/30/13</i>
Workers' Compensation	1,530,711
Unemployment	1,342,002
Compensated Absences	2,228,730
Employees' Retirement	1,971,976
Debt Service	2,802,040
Deferred Revenue	1,018,501
<b>Total Reserves</b>	<b>10,893,960</b>

And, WHEREAS, the Port Jefferson Board of Education wishes to utilize and or contribute additional funds where appropriate,

NOW BE IT RESOLVED that the Port Jefferson Board of Education hereby authorizes transfers of 2013-14 fund balance to any of the properly established reserves not exceed:

<i>Reserves</i>	<i>Transfers Not to Exceed</i>
Workers' Compensation	250,000
Unemployment	250,000
Compensated Absences	500,000
Employees' Retirement	500,000
Deferred Revenue	0
<b><i>Total Reserves</i></b>	<b>1,500,000</b>

6. Library Services Contract

The Board approves the Library Services Contract between the district and the Port Jefferson Free Library for the 2014-2015 school year.

7. Multi-Year Service Agreement

The Board approves the attached resolution authorizing and approving agreement between the District and Eastern Suffolk BOCES for the lease of copiers/printers to be used throughout the district effective upon execution by both parties and ending October 2018.

8. Energy Conservation Measures

The Board approves the following Resolution for the District Wide Implementation of Energy Conservation Measures on a Performance Contracting Basis Project:

WHEREAS, the Board of Education requested proposals from energy performance contractors for the "District Wide Implementation of Energy Conservation Measures on a Performance Contracting Basis Project" (the "Project") on January 28, 2014; and

WHEREAS, the Board of Education received proposals for this Project on March 4, 2014; and

WHEREAS, the School District Administrators and the School District's Architect, John A. Grillo Architects, P.C. ("JAG") reviewed and evaluated the proposals submitted by the energy performance contracting firms in connection with the Project; and

WHEREAS, based upon said review and evaluation of the proposals, the School District Administrators and JAG recommend that the Board of Education authorize Johnson Controls, Inc. to conduct a Comprehensive Energy Audit in accordance with the request for proposals issued by the School District at no cost to the School District; and

WHEREAS, based upon said recommendation, the Board of Education has determined that it is in the best interest of the School District to appoint Johnson Controls, Inc. as its energy performance contractor for the purpose of conducting a Comprehensive Energy Audit.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby appoints Johnson Controls, Inc. as the School District's Energy Performance Contractor for the purpose of conducting a Comprehensive Energy Audit at Johnson Controls, Inc.'s sole cost and expense for the purpose of determining the feasibility of entering into an Energy Performance Contract with the School District.

9. Capital Improvement Project

The Board awards the Capital Improvement Project to the lowest responsible bidder; Valco, Inc., for various improvement projects at the Tech Ed building

10. Consultant Agreement

BE IT RESOLVED that the Superintendent of Schools is authorized to enter into separate consultant agreements with Thomas Rabbitt and Shannon Brennan to audit and assess the School District's counseling programs, which agreements have been reviewed by the Board of Education.

**C. Facilities & Operations**

1. Surplus Property

The Board declares the technology items listed on the attached sheet as obsolete; and, authorizes the Assistant Superintendent for Business to dispose of same in the best interest of the district.

**D. Education**

1. Committees on Special Education

The Board approves the following recommendations of the Committees on Special Education: Annual Review Meetings April 7, 2014 - May, 2014

2. Agreement - Special Services

The Board approves the agreement between Accessible Learning Technology Alternatives and Port Jefferson School District for the period May 1, 2014 to June 30, 3014.

3. Agreement – Special Services

The Board approves the agreement between DaVinci Education & Research, LLC and the Port Jefferson School District for the period May 6, 2014 to June 30, 2014.



Resolution Authorizing and Approving Agreement Between  
The District and  
The Board of Cooperative Educational Services,  
First Supervisory District of Suffolk County  
For the Acquisition and Installation of Networked Copiers,  
Related Software and Other Services

WHEREAS, the District (District) and the Board of Cooperative Educational Services, First Supervisory District of Suffolk County (BOCES), desire, pursuant to §109-b and §119-o of the General Municipal Law, and Section 1950(4)(aa) of the Education Law, to undertake a Technology Project consisting of the acquisition and installation of networked copiers, and other services as indicated in said Technology Project, and

WHEREAS, the cost of the Administrative Technology Project #PJ-31-042314-2014-2018 // Xerox Networked Copiers is \$166,602.41 to be paid in equal installments over a four-year period.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the District as follows:

The President of the Board of Education and the Superintendent of Schools are hereby authorized, on behalf of the District, to execute and deliver the Eastern Suffolk BOCES Multi-Year Service Agreement; the execution thereof by the President of the Board of Education and Superintendent of Schools to constitute conclusive evidence of such approval.

The officers, employees and agents of the District are hereby authorized and directed for and in the name and on behalf of the District to do all acts and things required or provided for by the provisions of the Eastern Suffolk BOCES Multi-Year Service Agreement, including all acts and things necessary to ensure the payments due thereunder, and deliver all additional certificates, instruments and documents, to pay all such fees, charges and expenses and to do all such further acts and things as may be necessary or, in the opinion of the officers, employee or agent acting, desirable and proper to effect the purpose of the foregoing resolution and to cause compliance by the District with all of the terms, covenants and provisions of the Eastern Suffolk BOCES Multi-Year Service Agreement, binding upon the District.

<u>Model</u>	<u>Serial Number</u>
Dell Optiplex 745	2RDTQC1
Dell Optiplex 745	4XDTQC1
Dell Optiplex 745	FWDTQC1
Dell Optiplex 745	35S6RC1
Dell Optiplex 745	DTDTQC1
Dell Optiplex 745	JFNRQC1
Dell Optiplex 745	G9S6RC1
Dell Optiplex 745	47QRRD1
Dell Optiplex 745	8BNRQC1
Dell Optiplex 745	H9RTQC1
Dell Optiplex 745	9VDTQC1
Dell Optiplex 745	1DS6RC1
Dell Optiplex 745	H6DRQC1
Dell Optiplex 745	D7DRQC1
Dell Optiplex 745	5TDTQC1
Dell Optiplex 745	66DRQC1
Dell Optiplex 745	B6DRQC1
Dell Optiplex 745	DBNRQC1
Dell Optiplex 745	GCS6RC1
Dell Optiplex 745	6GS6RC1
Dell Optiplex 745	69SRQC1
Dell Optiplex 745	8GS6RC1
Dell Optiplex 745	DGS6RC1
Dell Optiplex 745	BCS6RC1
Dell Optiplex 745	88DRQC1
Dell Optiplex 745	B8SRQC1
Dell Optiplex 745	2TWTQC1
Dell Optiplex 745	54RTQC1
Dell Optiplex 745	CGS6RC1
Dell Optiplex 745	3BS6RC1
Dell Optiplex 745	54S6RC1
Dell Optiplex GX240	30YFC11
Dell Optiplex GX280	53C0L61
Dell Optiplex GX280	13DRK61
Dell Optiplex GX280	8LC0L61
Dell Optiplex GX280	8RS2L61
Dell Optiplex GX280	20DRK61
Dell Optiplex GX280	4QS2L61
Dell Optiplex GX280	9XB0L61
Dell Optiplex GX280	4XB0L61
Dell Optiplex GX280	D3C0L61
Dell Optiplex GX280	6NS2L61
Dell Optiplex GX280	10DRK61
Dell Optiplex GX280	21C0L61
Dell Optiplex GX280	4RMFT71

<u>Model</u>	<u>Serial Number</u>
Dell Optiplex GX280	DHS2L61
Dell Optiplex GX280	7PC0L61
Dell Optiplex GX280	63DRK61
Dell Optiplex GX280	G9RRP61
Dell Optiplex GX280	6RMFT71
Dell Optiplex GX280	91QQL21
Dell Optiplex GX280	CP4RM21
Dell Optiplex GX280	55G7P41
Dell Optiplex GX280	8S8KW31
Dell Optiplex GX280	2T8KW31
Dell Optiplex GX280	DYVJW31
Dell Optiplex GX280	CYB0L61
Dell Optiplex GX620	12SPGC1
Dell Optiplex GX620	FDKCM91
Dell Optiplex GX620	HWD4P91
Dell Optiplex GX620	8Y1QGC1
Dell Optiplex GX620	DWD4P91

**Inactive Projectors**

<u>Make</u>	<u>Model</u>	<u>Barcode</u>	<u>Location</u>	<u>Serial #</u>
INFOCUS	LP790	012593	SGY-CONTAINER	AFXN322200013
MITSUBISHI	XD500U	007118	SGY-401	0005672
MITSUBISHI	XL5U	015742	SGY-401	0005971
MITSUBISHI	XD500U	007077	SGY-CONTAINER	0015465
MITSUBISHI	XD250U	20111490	SGY-CONTAINER	0003751
MITSUBISHI	XD250U	20111489	SGY-CONTAINER	8018864
MITSUBISHI	XD500U	007229	SGY-CONTAINER	0009112
MITSUBISHI	XD250U	008900	SGY-CONTAINER	6619000
MITSUBISHI	XD500U	007218	SGY-CONTAINER	0005662
MITSUBISHI	XD205R	015823	SGY-CONTAINER	6712643
MITSUBISHI	XL4U	012844	SGY-CONTAINER	0007766
MITSUBISHI	XD250U		SGY-CONTAINER	8018863
NEC	VT470	008972	SGY-401	5700133FE
NEC	VT470	013058	SGY-401	5700071NE
NEC	VT595	016308	SGY-401	7403386FD
NEC	VT595	016311	SGY-401	7403380FD
NEC	VT470	016546	SGY-401	4Y00304FK
NEC	VT595	016310	SGY-CONTAINER	7403390FD
NEC	VT470	016552	SGY-CONTAINER	5700132FE
NEC	VT695	016201	SGY-CONTAINER	7402011FE
NEC	VT470	013060	SGY-CONTAINER	5700092NE
OPTOMA	TS400	015950	SGY-401	082M618AAACUU0051
Smart-Technologies	UF55	008949	ELV-TECHED	B012BE0900164
Smart-Technologies	UF55		ELV-TECHED	B012BE0900186
Smart-Technologies	UF55		ELV-TECHED	B012CC20A0132
Smart-Technologies	UF55	20111393	SGY-Science	B012BE0800603
Smart-Technologies	UF55	008907	SGY-Science	B012BE0900189

## GRADING SYSTEMS

Grading is considered a positive tool to indicate achievement and development in each class or subject in which a student is enrolled. The Board of Education recognizes that the classroom teacher has the primary responsibility to evaluate students and determine student grades.

It is to be recognized that a student is an individual with his/her own abilities and capabilities. Grading shall be based upon student performance, achievement, and participation in classroom discussions and activities. Regular reports will be provided to parents indicating student progress. The elementary school grading system shall be based on the grade specific report cards.

For the purposes of grade reporting, the Port Jefferson Middle School and the Earl L. Vandermeulen High School shall use a uniform grading system based on numerical grades. Classroom teachers shall evaluate students and assign grades according to the system. Students can earn a minimum grade of 55 for reporting quarters one, two, and three and a minimum of 40 for quarter four. For semester courses, the minimum grade shall be 55. Certain courses shall utilize a grading system of Pass/Fail as deemed appropriate by the administrator.

Teachers (grades 6-12) shall provide students, parents, and the Building Principal with a written explanation of the grading system and grading procedures they use. This information shall be distributed within the first 5 days of schools and distributed at Back-to-School Night. It is expected that teachers will provide explanation of grades upon parental inquiry.

Grading shall not be used for disciplinary purposes, i.e., inappropriate behavior, although a lower grade can be given for failure to complete assigned work or for lack of class participation. However, a student's misconduct that is directly related to his/her academic performance (e.g., plagiarism, cheating on a test, avoiding an exam to secure more time to study), may be reflected in the student's grade.

All students are expected to complete the assigned class work and homework as directed. Students are also expected to participate meaningfully in class discussions and activities in order to receive course credit. If work is missed due to absence, the student is expected to make up the work. No distinction may be made between excused and unexcused absences for makeup work purposes. The student and/or the student's parent(s) or guardian(s) should discuss with the student's teacher an appropriate means of making up the missed work. With the possible exception of absences intended by the student as a means of gaining an unfair academic advantage (e.g., to secure more time to study for a test), a reasonable effort will be made to provide students with the opportunity and assistance to make up all work missed as a result of absence from class (see 4760, Makeup Opportunities).

The professional judgment of the teacher shall be respected. Once a grade is assigned to a student by a teacher, the grade may only be changed by the building principal after notification to the teacher of the reason for such change. Should a principal enforce a grade change, he/she shall prepare a report to the Superintendent of Schools.

Ref: Education Law §§3202; 3205 et seq  
*Matter of Hegarty*, 31 EDR 232 (1992)  
*Matter of Handicapped Child*, 32 EDR 83 (1992)  
*Matter of Augustine*, 30 EDR 13 (1990)  
*Matter of Burns*, 29 EDR 103 (1989)  
*Matter of Dickershaid*, 26 EDR 112 (1986)  
*Matter of Gibbons*, 22 EDR 134 (1982)

*Matter of Nathaniel D.*, 32 EDR 67 (1992)  
*Matter of Shepard*, 31 EDR 315 (1992)  
*Matter of Ackert*, 30 EDR 31 (1990)  
*Matter of Boylan*, 24 EDR 421 (1985)  
*Matter of Chipman*, 10 EDR 224 (1971)  
*Matter of Fitchett-Delk*, 25 EDR 178 (1985)

Presented for:

1<sup>st</sup> reading – 5/13/14

2<sup>nd</sup> reading & adoption – 6/10/14

## MAKEUP OPPORTUNITIES

Students who are absent shall be given reasonable time to make up assignments missed during their absence. ~~When necessary and applicable, assignments may be sent home and teachers shall be available to render necessary assistance. Students whose misconduct is directly related to the student's academic performance (e.g., plagiarism) may be denied the opportunity to make up work.~~ It is the student's responsibility to request all makeup assignments from subject teachers following absence from class. The student must request assignments ~~early enough to allow adequate time for completion prior to the end of the marking quarter.~~ *within a reasonable time frame from the date of return to class.*

*No distinction may be made between excused and unexcused absences for makeup work purposes. The student and/or the student's parent(s) or guardian(s) should discuss with the student's teacher an appropriate means of making up the missed work. With the possible exception of absences intended by the student as a means of gaining an unfair academic advantage (e.g., to secure more time to study for a test), a reasonable effort will be made to provide students with the opportunity and assistance to make up all work missed as a result of absence from class.*

~~In grades 9, 10 and 11 if a student fails English, social studies or physical education, and does not successfully complete a makeup in a duly authorized summer school, the student must retake the same course again the following year. Students will not be permitted to double up until the senior year in order to make up failed courses.~~

Ref:     *Matter of Augustine*, 30 EDR 13 (1990)  
          *Matter of Shannon*, 26 EDR 218 (1986)  
          *Matter of Falcigno*, 22 EDR 599 (1983)

Note:     Policy added

Revisions presented for:

1<sup>st</sup> reading – 5/13/14

2<sup>nd</sup> reading & adoption – 6/10/14

### PHYSICAL AND MENTAL EXAMS

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

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

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

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

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

Revision presented for  
1<sup>st</sup> reading: 6/10/14