

# **Wilson Central School District**

## **District-Wide School Safety Plan**

**2025 - 2026 School Year**

**Revised June 2025**

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# **INTRODUCTION**

Every board of education of a school district, every board of cooperative educational services and county vocational education and extension board and the chancellor of the City School District of the City of New York shall adopt by July 1, 2001, and shall update by July 1st for the 2002-2003 through the 2015-2016 school years and by September 1st for the 2016 – 2017 school year and each subsequent September 1st thereafter, a comprehensive District-Wide School Safety Plan and Building-Level Emergency Response Plans regarding crisis intervention and emergency response and management, provided that in the City School District of the City of New York, such plans shall be adopted by the chancellor of the city school district. Such plans shall be developed by a District-Wide School Safety Team and a Building-Level Emergency Response Planning Team, per 8 NYCRR 155.17, as such terms are defined in subdivision (b) of this section, and shall be in a form developed by the commissioner in consultation with the Division of Criminal Justice Services, the superintendent of the State Police and any other appropriate State agencies. Each District-Wide School Safety Plan and Building-Level Emergency Response Plan shall be reviewed by the appropriate school safety team on at least an annual basis, and updated as needed.

## **GENERAL CONSIDERATIONS AND PLANNING GUIDELINES**

### **Purpose**

The **Wilson Central School District-Wide School Safety Plan** was developed pursuant to Commissioner's Regulation 155.17. At the direction of the **Wilson Central School District Board of Education, the Superintendent of Wilson Central School District** appointed a District-Wide School Safety Team and charged it with the development and maintenance of the District-Wide School Safety Plan.

### **Identification of School Teams**

The **Wilson Central School District** has appointed a District-Wide School Safety Team consisting of, but not limited to:

- School board
- Teacher organizations
- Administrator organizations
- Parent organizations
- School safety personnel
- Other school personnel including bus drivers and monitors
- Student\*

\*At the discretion of the board of education a student may be allowed to participate on the safety team, provided that no portion of a confidential building-level emergency response plan shall be shared with such student nor shall be present when details of a confidential building-level emergency response plan or confidential portions of a district wide emergency response strategies are discussed. CR 155.17(b)(14)

| Requirement                                                                                                                                                                                                                                                                                          | Required Action                                                                                                                                                                                | Date                                 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
| The District-Wide School Safety Team was appointed by the Board of Education.                                                                                                                                                                                                                        | Appointed by the Board of Education on:                                                                                                                                                        | July 8, 2025                         |
| The District Chief Emergency Officer is:<br>Name: Timothy P. Carter<br>Title: Superintendent<br>Telephone Number: 716-751-9341, Ext. 120<br>Email: <a href="mailto:tcarter@wilsoncsd.org">tcarter@wilsoncsd.org</a>                                                                                  | District Chief Emergency Officer Appointed on:                                                                                                                                                 | July 8, 2025                         |
| The District-Wide School Safety Team conducted annual review and updates to the District-Wide School Safety Plan.                                                                                                                                                                                    | Annual Review and Updates completed on:                                                                                                                                                        | June 12, 2025                        |
| The District-Wide School Safety Plan was made available for public comment at least thirty days prior to its adoption by the Board of Education.<br><br>It is recommended that a DRAFT version of the plan be posted on the district website for the 30-day comment period (watermark is suggested). | Public Comment Period Start Date:<br><br>Public Comment Period End Date:                                                                                                                       | June 24, 2025<br><br>August 12, 2025 |
| At least one public hearing that provided for the participation of school personnel, parents, students, and any other interested parties, was held prior to adoption of the plan.                                                                                                                    | Date of Public Hearing/Adoption (by September 1 <sup>st</sup> ):                                                                                                                               | June 24, 2025                        |
| The District-Wide School Safety Plan must be submitted to the commissioner within 30 days after its adoption, and no later than October 1 <sup>st</sup> .                                                                                                                                            | District plan submitted in the NYSED business portal (no later than October 1 <sup>st</sup> ):                                                                                                 | October 1, 2025                      |
| The date the Board Adopted District-Wide School Safety Plan was posted on the District Website: Within 30 days from adoption and no later than October 1 <sup>st</sup> .                                                                                                                             | Date Posted (no later than October 1 <sup>st</sup> ):<br><br>[ADD URL] of District-Wide School Safety Plan on District Website:<br><br>URL was verified/checked to be sure the link is working | October 1, 2025                      |
| Date training was provided to staff on Building-Level Emergency Response Plans, school violence prevention and mental health by September 15 <sup>th</sup> .                                                                                                                                         | Date of Training:                                                                                                                                                                              | September 2, 2025                    |

## Concept of Operations

The District-Wide School Safety Plan is directly linked to the individual Building-Level Emergency Response Plan for each of the school buildings. Protocols reflected in the District-Wide School Safety Plan will guide the development and implementation of the individual Building-Level Emergency Response Plan.

The District-Wide School Safety Plan includes the designation of the school Superintendent or school Superintendent's designee, as the school district's Chief Emergency Officer, who is responsible for coordinating communication between school staff, law enforcement and other first responders.

- The Chief Emergency Officer will ensure that the district-wide school safety team shall complete and update annually and as necessary the district-wide and building-level emergency plans as designated by the commissioner.
- The Chief Emergency Officer shall ensure staff understanding of the district-wide school safety plan.
- The Chief Emergency Officer shall assist in the selection of security related technology and development of procedure for the use of each technology.
- The Chief Emergency Officer shall coordinate appropriate safety, security and emergency training for district and school staff, including required training in the emergency response plan.
- The Chief Emergency Officer shall ensure that the required evacuation and lockdown drills in all district buildings are completed as required by Education Law 807.
- In the event of an emergency or violent incident, the initial response to all emergencies at an individual school will be by that school's Building Principal or Designee.

With authorization from the Building Principal or Designee and or the Superintendent of Schools, local emergency response personnel (fire/police/EMS) shall be notified. If deemed necessary by the Building Principal or Designee and or the Superintendent of Schools, activation of the Building-Level Emergency Response Planning Team shall take place.

Additional local/county/state resources could supplement the district efforts through existing protocols or emergency response actions, including post incident response, may be supplemented by county and state resources through existing protocols.

## **Plan Review and Public Comment**

Pursuant to Commissioner's Regulation, Section 155.17 the statute and regulation requires that each district charter school and BOCES in the state designate a District-Wide School Safety Team.

Alyssa's Law, Chapter 227 of the Laws of 2022 (Chapter 227) which became effective immediately. Chapter 227 amends Education Law § 2801-a to require that district-wide school safety teams of public schools, boards of cooperative educational services, and county vocational education extension boards shall consider the usefulness of silent panic alarm systems when reviewing and amending district-wide school safety plans.

Prior to adoption, the district must hold at least one public hearing that provides school personnel, students, parents and public participation and must be made available for public comment for at least 30 days.

Each district must post their District-Wide School Safety Plan on their district's website. The URL must be submitted to the Education Department within 30 days of adoption, but no later than October 1st of each year via the LEA District Safety Plan URL and information report in SED monitoring to comply with the requirement that the plan be submitted to the commissioner.

The District-Wide School Safety Plan was formally adopted by the Board of Education on June 18, 2001.

The Building-Level Emergency Response Plan shall be reviewed by the Building-Level Emergency Response Planning Team at least annually and updated as necessary and must be adopted by the school board by September 1st. This plan must be kept CONFIDENTIAL. A copy of the plan must be filed with the State Police and local law enforcement within 30 days of adoption, but no later than October 1st each year.

To comply with the requirement to submit to State Police, schools must enter their plans in the Safe Schools Application on the State Education Department Business Portal.

Full copies of the District-Wide School Safety Plan shall be posted on the district's web site or can be requested in writing. The District-Wide School Safety Plan is located in the office of the Superintendent.

### **The District Chief Emergency Officer is:**

|                   |                                                                  |
|-------------------|------------------------------------------------------------------|
| Name:             | Timothy P. Carter                                                |
| Title:            | Superintendent                                                   |
| Telephone number: | 716-751-9341, Ext. 120                                           |
| Email:            | <a href="mailto:tcarter@wilsoncsd.org">tcarter@wilsoncsd.org</a> |

## **RISK REDUCTION / PREVENTION AND INTERVENTION**

### **Prevention / Intervention Strategies for Faculty**

The **Wilson Central School District** continues to develop and investigate various strategies regarding violence prevention and intervention. These strategies may include but are not limited to:

- Compliance with the District's Code of Conduct.
- Will conduct a yearly district-wide "Forum" for the purpose of sharing information, reviewing best practices and providing training from local and National Experts on Safe Schools.
- Strategies for Crisis Intervention and Prevention (SCIP) technique training.
- An Alternative Placement Program for intervention of violent students who cannot function in a regular school environment is operated by BOCES.
- Alternative Education programs are operated by BOCES and address the criteria under the section entitled Early Detection of Potentially Violent Behaviors.
- A Community Intervention Program, composed of children and family services, school districts, law enforcement and professionals from the community, meets and discusses, among other topics, character and civility issues with school officials quarterly.

The **Wilson Central School District** encourages students to report school violence and any symptoms of potentially violent behavior to counselors, principals, student coordinators, psychologists, and teachers or any other mentor without fear of retaliation. This is communicated to all students at the beginning of the school year and periodically throughout the school year as appropriate. The district is committed to the Dignity for All Students Act (DASA).

The **Wilson Central School District** is committed to the safety and security of our employees. Workplace violence presents a serious occupational safety hazard to our District, staff, and students. Threats, threatening behavior, or acts of violence against **Wilson Central School District** employees where any work-related duty is performed will be thoroughly investigated and appropriate action will be taken, including summoning criminal justice authorities when warranted. All employees are responsible for helping to create an environment of mutual respect for each other as well as students, following all policies, procedures and program requirements, and for assisting in maintaining a safe and secure work environment.

All **Wilson Central School District** staff will display identification while on campus or representing the district at a school sponsored function off campus.

All visitors will be issued a temporary identification badge from the main office.

## **Program Initiatives: Prevention / Students**

The **Wilson Central School District** encourages students to report school violence and any symptoms of potentially violent behavior to counselors, principals, student coordinators, psychologists, and teachers or any other mentor without fear of retaliation by communicating this to all students at the beginning of the school year and periodically throughout the school year as appropriate.

## **Program Initiatives: Intervention**

Peer Mediation, Conflict Resolution, Group Sessions, Community Support Center, De-Escalation Training, Formal School Emergency Plans, School Resource Officer, Liaisons with law enforcement agencies and judicial system, Counseling Program, Communication Plan

## **Program Initiatives: Post-Intervention**

Formal Debriefing Meetings, Liaisons with law enforcement agencies and judicial system, School Crisis Plan, Long-Range Intervention, Formal School Emergency Plans



## **Training, Drills, and Exercises**

The school understands the importance of training, drills, and exercises in being prepared to deal with an incident. To ensure that school personnel and community responders are aware of their responsibilities under the School ERP, the following training and exercise actions should occur.

### **Training**

All school staff, students, and others deemed appropriate by the school should receive training during the school year to better prepare them for an incident.

- Roles and Responsibilities – Deliver at start of school year
- Incident Command System (ICS) Training – Training should be completed prior to assignment to an ICS role. Online training is available through the FEMA Independent Study Program at [www.training.fema.gov](http://www.training.fema.gov). ICS classes are offered through the NYS Division of Homeland Security and Emergency Services (DHSES) at [www.dhSES.ny.gov](http://www.dhSES.ny.gov) or by contacting your local emergency management agency.

#### **Annual training**

- Review ERP with staff
- Conduct full staff briefings on roles to perform during an emergency
- Ensure all staff have been briefed in the communications and notifications requirements set forth in the ERP
- Conduct student briefings on roles they perform during an emergency

### **Drills and Exercises**

Training procedures and frequency of lockdown plan drills are discussed at periodic District-Wide and Building-Level Emergency Response Planning Team safety meetings.

At a minimum, the school will conduct the following exercises/drills annually:

Drills and training must be conducted in a trauma-informed, developmentally and age-appropriate manner; drills and training not include props, actors, simulations, or other tactics intended to mimic a school shooting, incident of violence, or other emergency; and students and staff be informed when a school is conducting a drill.

Section 807 of the Education Law requires that New York State public and nonpublic schools conduct four lockdown and eight evacuation drills each school year. Four of which shall be through fire escapes, where fire escapes are provided. Should the district not have fire escapes, four of the drills shall use an identified use of secondary means of egress.

Drill dates (September 1 - June 30), with at least eight of the required drills being conducted by December 31 of each school year, the remaining four drills shall be conducted by June 30th each school year.

Two additional evacuation drills must be conducted during summer school (July 1 - August 30).

Such drills shall test the usefulness of the communications and transportation system during emergencies.

8 NYCRR Section 155.17 - each school district and board of cooperative educational services shall, at least once every school year, and where possible in cooperation with local county emergency preparedness plan officials, conduct one test of its emergency response procedures under each of its Building-Level Emergency Response Plans, including sheltering, lockdown, or early dismissal, at a time not to occur more than 15 minutes earlier than the normal dismissal time.

The district will conduct an Early Dismissal drill annually wherein students are dismissed no more than 15 minutes before the normal dismissal time. Parents will be notified of these drills at least one week prior. Transportation Officials and District staff may also take place in conducting and evaluation of this drill. This drill also allows the district to test the usefulness of the communications and transportation system during emergencies.

In the case of after-school programs, events or performances which are conducted within a school building and which include persons who do not regularly attend classes in such school building, the principal or other person in charge of the building shall require the teacher or person in charge of such after-school program, event or performance to notify persons in attendance at the beginning of each such program, event or performance, of the procedures to be followed in the event of an emergency so that they may be able to respond in a timely, orderly manner.

Policies and procedures for annual school safety training for students and staff:

- The school board will ensure that information about drills be provided in the teacher's manual or handbook.
- The district must certify (via BEDS in October each year) to the commissioner that all staff received (by September 15 each school year) annual training on the emergency response plan, and that the school safety training include violence prevention and components on mental health;
- New employees hired after the start of the school year shall receive training within 30 days of hire or as part of a district's existing new hire training program, whichever is sooner.

## School Security

The **Wilson Central School District** is committed to providing a safe working and learning environment at each of its schools. To help ensure the personal safety of staff and students the following has been adopted.

The district buildings use limited points of entry. All doors are locked. Signs are in place directing visitors to sign-in at the reception desk at each school. Main doors are controlled by remote “buzzer” entry during normal school hours.

All schools have greeters or office staff members just inside the entrance to each school in the district. These individuals ensure visitor sign-in procedures and help supervise building traffic flow. The building principals are responsible for supervision of the greeters and other staff.

- Staff members are required to wear visible identification badges.
- Visitors are required to sign in and wear visitor identification.
- Visitor access is limited to specific areas of the school building.

### **Security Personnel – Safety Resource Officers, Safety Officers, Safety Monitor etc.**

A district-wide security patrol will routinely patrol assigned buildings and may be assigned to other schools based on need.

All security personnel hired by the **Wilson Central School District** are Niagara County Sheriffs, active and retired Niagara County Sheriffs, as well as a full-time school resource officer from the Niagara County Sheriff’s Office. All security personnel are trained in violence prevention and intervention.

Security personnel’s work is performed under the supervision of the Superintendent of Schools with leeway allowed to exercise independent judgment in performance of assignments.

Typical work activities of Security:

- Patrols school corridors, stairwells, restrooms, courtyards, entrances, parking lots and other parts of school buildings and grounds to protect persons and property, maintain order and ensure compliance with school rules;
- Inspects corridor passes and other passes when classes are in session and escorts persons lacking passes to the principal’s office;
- Welcomes and oversee visitors to the building and directs them to the appropriate school offices or escorts them out of the building if they are not authorized visitors;
- Escorts disruptive or uncooperative students from areas in which they are under teacher supervision to an administrator’s office for disciplinary action;

- Provides security at evening or weekend events;
- Inspects lockers and conducts searches for controlled substances or alcohol;
- Provides traffic control, monitors parking permits and investigates transportation discipline issues;
- Acts as security consultant to Administrators and as liaison with courts and law enforcement agencies;
- Maintains records and makes oral and written reports related to the work.

The district routinely utilizes teachers to maintain a presence in hallways during passing times and maintain a presence in the cafeteria and outside the buildings at the beginning and end of school day.

All teachers have received two days of training in violence prevention, de-escalation and intervention. This training is in addition to their annual violence prevention and multi-hazard training.

## **School Resource Information**

Each Building-Level Emergency Response Plan will include the following information:

- School population
- Number of staff
- Transportation needs
- Office, cell, and home telephone numbers of key officials of each educational agency

The Building-Level Emergency Response Planning Teams will ensure that this information is updated routinely and is accurate.

## Early Detection of Potentially Violent Behaviors

There are early warning signs in most cases of violence to self and others. Certain emotional and behavioral signs that, when viewed in context, can signal a troubled student. The more signs a student exhibits, the more likely he/she may need intervention. Such early warning signs may include but are not limited to the following:

- Social withdrawal
- Excessive feelings of isolation
- Excessive feelings of rejection
- Being the victim of violence
- Feeling of being picked on
- Low school interest and poor academic performance
- Expression of violence in writing and drawings
- Uncontrolled anger
- Patterns of impulsive, chronic hitting and bullying
- History of discipline problems
- History of violent and aggressive behavior
- Intolerance for differences and prejudicial attitudes
- Alcohol and drug usage
- Affiliation with gangs
- Inappropriate access / use of firearms
- Serious threats of violence

The above comes from the United States Department of Education's "Early Warning, Timely Response" document. This information will be available for all staff relating to early identification of potentially violent behaviors.

Informative materials regarding the early detection of potentially violent behaviors will be made available to teachers, administrators, parents and others in parental relation to students of the school district or board, students and others deemed appropriate to receive such information.

If a teacher or administrator feels help for a student is warranted, it will be discussed with the appropriate school personnel to determine the next step.

Interpersonal violence prevention education packages will be taught as appropriate.

The Superintendent will set specific time for the building principal(s) in conjunction with the **Wilson Central School District Professional Development Plan** to organize activities of particular concern.

## Hazard Identification of Sites of Potential Emergencies

The **Wilson Central School District** has established procedures in the Building-Level Emergency Response Plan for the identification of potential internal and/or external hazards that may be present in them. These procedures have been developed in coordination with local emergency management office personnel, fire department, and law enforcement agencies. They are as follows:

| On Site:                                    | Off Site: |
|---------------------------------------------|-----------|
| Administration Building                     |           |
| Middle / High School                        |           |
| Wilson Elementary                           |           |
| District Construction Areas - if applicable |           |
| Industrial Arts Building                    |           |
| Athletic Field Concession Stand/Press Boxes |           |
| Athletic Fields                             |           |
|                                             |           |
|                                             |           |
|                                             |           |

Areas of Potential Emergencies – On Site: for addresses and telephone numbers see the school building information in the Building-Level Emergency Response Plan.

Areas of Potential Emergencies – Off Site: emergencies will be handled by the County Emergency Management procedures.

For detailed Situational Responses – Threat and Hazard Specific Annexes refer to Criminal Offenses, Natural Hazards, Technological Hazards, Fire, Systems Failure, Medical Emergencies, and School Building sections in the Building-Level Emergency Response Plan.

## **RESPONSE**

### **Notification and Activation of Internal and External Communications**

Upon being notified of an emergency, the Building Principal or Designee will contact law or emergency personnel in accordance with stated response protocol and request the closest response agency to ensure that the response to the incident is as rapid as possible.

In an event of an emergency, the Building Principal or Designee will notify all building occupants to take the appropriate protective action. Follow established procedures as listed in the Building-Level Emergency Response Plan.

The district disseminates educational material, including but not limited to emails and formal brochures, encouraging parents and visitors to tell school staff about any direct or implied threat of violence or actual acts of violence by students, teachers, other school personnel and visitors to the school, including threats by students against themselves.

The following systems may be utilized as forms of communications:

|              |                        |
|--------------|------------------------|
| Telephone    | District Radio Systems |
| Intercom     | Emergency Alert System |
| Fax / E-mail | NOAA Weather Radio     |
| Local Media  |                        |

### **Notification of Educational Agencies**

In the event of an emergency or disaster within the **Wilson Central School District**, the Superintendent or Designee will:

1. Contact Orleans/Niagara BOCES District Superintendent:

Orleans/Niagara BOCES  
4232 Shelby Basin Road  
Medina, New York 14103  
Phone: 716-731-6800, ext. 2202

2. Contact and act as the communications liaison for the public/non-public Educational Agencies associated with **Wilson Central School District**.

The Building-Level Emergency Response Plan also details the appropriate responses for the following:

### **School Cancellation**

- The Superintendent or their designee will monitor any situation that may warrant a school cancellation and will make the determination to do so.
- The Public Information Officer will activate use of the district's mass communication system.
- The Public Information Officer will contact local media, post the information on the website and social media sites utilized by the district.

### **Early Dismissal**

- The Superintendent or their designee will monitor any situation that may warrant an early dismissal and will make the determination to do so.
- The Operations Chief will designate people to arrange transportation for students.
- The Public Information Officer will activate use of the District's mass communication system.
- The Public Information Officer will contact local media, post the information on the website and social media sites utilized by the District.
- The Liaison Officer will notify each of the building principals.

### **Evacuation**

- The Superintendent or their designee will determine the level of the threat.
- The Operations Chief will contact the transportation supervisor to arrange transportation. They will also arrange for student-parent reunification.
- The Safety Officer will clear all evacuation routes and sites prior to evacuation.
- Principal(s) will evacuate all staff and students to prearranged evacuation sites as outlined in building plans. They will report to the Superintendent or their designee any missing staff or students.
- Sheltering Sites (internal and external).
- The Superintendent or their designee will determine the level of the threat and communicate with building principal(s) who are affected by the emergency.
- The Logistics Chief will make appropriate arrangements for human needs in the event of a long-term situation.



## Functional Annexes

The information in this section was developed utilizing the Federal Emergency Management Administration's Guide for Developing High Quality School Emergency Operations Plans.

The Functional Annexes within this section, should provide schools with a comprehensive set of guides for responding to and functioning during an emergency. The Building-Level Emergency Response Planning Team should assess and develop annexes to meet the unique needs of each school building.

Functional Annexes provide standard language and procedures, and are intended to be transferable to schools statewide and modifications are not recommended.

- Evacuate / Evacuation
- Shelter / Shelter-In-Place
- Lockdown
- Hold / Hold-In-Place
- Secure Lockout

These annexes contain elements required by 8 NYCRR Section 155.17. Completion of these annexes utilizing the recommended actions will help the school comply with State law.

- Crime Scene Management
- Communications
- Medical Emergency and Mental Health

The Building-Level Emergency Response Planning Team also recommends that schools complete the following annexes utilizing the recommended actions.

- Accounting for All Persons
- Reunification
- Continuity of Operations
- Recovery
- Security

## **Situational Responses - Threat and Hazard Specific Annexes**

The district's multi-hazard response plans for taking actions in the following emergencies are included in the Building-Level Emergency Response Plan. In the event of an emergency the Chief Emergency Officer or designee will notify all educational agencies, staff, students, parents/guardians within their district any pertinent information. They are as follows:

### **Criminal Offenses**

- Bomb Threat
- Telephone / Verbal / Social Media Threats
- Suspicious Packages
- Bomb Threat Response Form
- Civil Disturbance / Prison Break
- Hostage Taking / Kidnapping
- Intrusion
- Suspected Student / Staff / Visitor with a Weapon
- Active Shooter
- Suicide Threat
- Missing Students

### **Natural Hazards**

- Severe Thunderstorm / Tornado
- Winter Storm / Ice Storm
- Hurricane / Tropical Storm
- Flood
- Reservoir / Canal / Dam Failure
- Earthquake

### **Technological Hazards**

- Anthrax / Biological Threat On-Site
- Air Pollution
- Aircraft Crash
- Gas Leak
- Carbon Monoxide Detection (Battery)
- Carbon Monoxide Detection (Wired)
- Hazardous Material Incident – On Site
- Hazardous Material incident – Off Site
- Radiological Incident
- Water Emergency

### **Fire**

- Fire Emergency

### **Systems Failure**

- Building Structure Failure
- Cyber Failure / Computer Loss
- Electrical System Failure
- Heating System Failure
- Extreme Heat Condition
- Sewage System Failure
- Fire Alarm or Phone System Failure
- Transportation Fleet Loss

### **Medical Emergencies**

- School Bus Accident
- Communicable Diseases
- Epidemic / Pandemic

## **Acts of Violence**

The **Wilson Central School District** recognizes that appropriate response to acts of violence by students, teachers, other school personnel and visitors varies greatly depending upon the actual threat or act as well as the magnitude of such emergency. The Building-Level Emergency Response Plan and District Code of Conduct details the appropriate response to such emergencies utilizing the following procedure:

- The threat level will be determined
- If the situation warrants, the immediate area will be isolated and evacuated if deemed necessary
- Administration will be notified
- If necessary, lockdown procedures will be initiated and appropriate law enforcement officials will be notified
- The situation will be monitored and the appropriate response will be adjusted accordingly. If necessary, early dismissal, sheltering or evacuation procedures may be initiated.

## **Responses to Acts of Violence / Implied or Direct Threats**

The school district has adopted policies and procedures dealing with acts of violence and responses to acts of violence. These policies and procedures deal with the safety of the school community as well as the range of discipline of those making the threat or committing the acts of violence. The normal procedures to respond to implied or direct threats of violence will be:

- Use of staff trained in de-escalation or other strategies to diffuse the situation
- Use of the Districts Workplace Violence Prevention Program Student / Staff / Visitors shall inform building principal of implied or direct threat immediately
- Determine level of threat with Superintendent / Designee
- Contact appropriate law enforcement agency if necessary
- Monitor situation, adjust response as appropriate, include the possible use of the Emergency Response Team

## **Arrangements for Obtaining Emergency Assistance from Local Government**

During emergencies, local government agencies, including emergency services, can be obtained by contacting the county Emergency Management Coordinator. The Incident Commander will authorize the request for assistance from these agencies.

**Niagara County: 911 or 716-438-3171**

## **Procedures for Obtaining Advice and Assistance from Local Government Officials**

If the nature of the emergency necessitates advice and/or assistance from local governmental officials, the Incident Commander will notify the county Emergency Management Coordinator at:

**Niagara County: 911 or 716-438-3171**

and/or the highest ranking local governmental official for obtaining the advice and assistance. The district resources, which may be available during an emergency, include the following but not limited to:

|                         |                                         |
|-------------------------|-----------------------------------------|
| Red Cross               | NYS Dept. of Environmental Conservation |
| Fire Department         | NYS Dept. of Transportation             |
| Police                  | NYS Dept. of Health                     |
| Private Industry        | Village / Town Officials                |
| Private Individuals     | State Emergency Mgmt Office (SEMO)      |
| Religious Organizations | Other                                   |

Specific resources are identified in the Building-Level Emergency Response Plan.

## **District Resources Available for Use in an Emergency**

The district has committed the full inventory of its resources to be available for use during an emergency. These resources will be utilized in line with the Building-Level Emergency Response Plan as deemed appropriate by the Incident Commander. Specific resources are identified in the Building-Level Emergency Response Plan.

## **Procedures to Coordinate the Use of School District Resources and Manpower during Emergencies**

The district uses the Incident Command system model for emergency actions. For district-wide emergencies the incident commander will be the Superintendent or his/her designee. In building-level emergencies, the administrator in charge or his/her designee will act as the Incident Commander. The Incident Commander is authorized to activate such resources and personnel as are appropriate to the incident. The Incident Commander is empowered to render such decisions as may be necessary in keeping with the response actions as identified in the Building-Level Emergency Response Plan.

# **RECOVERY**

## **District Support for Buildings**

After a critical incident has occurred, the District is committed to a thorough and comprehensive recovery for students, staff, and families. To achieve this goal, the Post Incident Response Team should consider the following steps:

Step 1: Consult with administrators and others to:

- Determine advisability of team involvement
- Determine nature of team involvement
- If team is needed, acquire release from currently assigned responsibility
- Inform Superintendent of nature of incident

Step 2: Acquire facts and circumstances as to the nature of the trauma/loss

Step 3: Determine those groups and/or individuals most affected by the trauma/loss (target population)

Step 4: Assist building administrator in the following:

- Arrange for staff meeting
- Formulate staff meeting agenda
- Dissemination of information to staff, parents, students, media, etc. (e.g., letters, etc.)
- Determine logistical needs (e.g., workspace, crisis center, counseling rooms, class schedules, etc.)

Step 5: Assignment of team members and other staff to individual tasks

Step 6: Provide Post Incident Response Team Services

- Conduct faculty meeting with all building staff
- Provide educational information to teachers to be used in class
- Conduct classroom meetings with team member and teacher in seriously affected classes
- Assess needs and arrange for follow-up meetings with individuals and small groups
- End of day staff meeting to update staff and administrator and plan for next day
- Crisis Team “debriefing” at the end of day
- Provide substitutes and aides as back-up staff for teachers
- Offer a separate room for parent contact, if necessary
- Crisis workers in offices to aid office staff to deal with parents’ telephone calls and questions

Remind staff about “Teachable Moments”

- Death and grief education
- Personal safety
- Sorting rumor from fact
- Anatomy of the injury (e.g., what type, extent, what it means)

Step 7: Assist in creating a committee that can coordinate and plan for memorial contributions, expressions of sympathy, scholarship funds, etc., should be composed of staff students, and parents

Step 8: Follow-up plans for ending Post Incident Response Team involvement

- Staff meeting
- Alert staff to individual staff questions and needs
- Respond to individual staff questions and needs
- Provide feedback to teachers regarding individual student needs referral of literature
- Refer students and others to appropriate building personnel or other helping resources in the community
- Arrange for meeting with Post Incident Response Team to determine effectiveness of the Post Incident Response Plan in addressing the needs in this particular incident

## **Medical and Mental Health Emergency Annex**

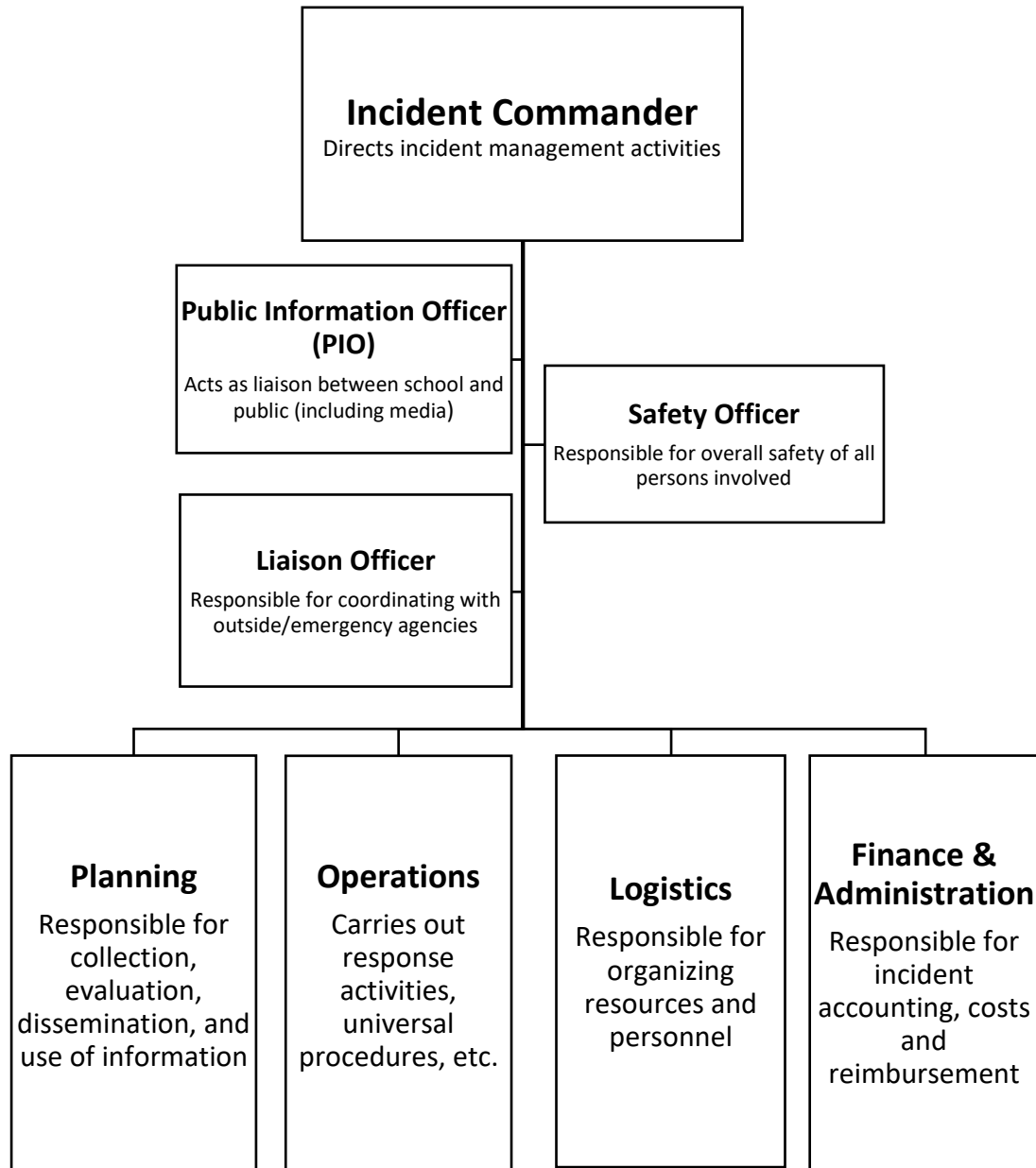
### **Purpose**

This annex describes the courses of action that the school will implement to address emergency medical (e.g., first aid) and mental health counseling issues. Schools should coordinate these efforts with appropriate emergency medical services, law enforcement, fire department and emergency management representatives. 8 NYCRR Section 155.17 (e)(2)(vi) requires the coordination of the ERP with the statewide plan for disaster mental health services. The details of how this coordination is accomplished should be documented within this annex. Schools should consider contacting their county Director of Mental Health and Community Services for information on services available for addressing mental health issues in an emergency.

## School Incident Command System

To provide for effective direction, control and coordination of an incident, the Building-Level Emergency Response Plan will be activated through the implementation of the Incident Command System (ICS).

Staff are assigned to serve within the ICS structure based on their expertise, training and the needs of the incident. Roles should be pre-assigned based on training and qualifications. The School ICS is organized as follows:



## Chain of Command

The **Superintendent of the Wilson Central School District** will be responsible for designation of response actions necessary to cope with an emergency.

**Superintendent of Schools / Chief Emergency Officer**

Mr. Timothy Carter

Office: 716-751-9341, ext. 120

In the event the Superintendent is not available, the response action designation responsibility shall be delegated as follows:

**Middle School Principal**

Mr. Scott Benton

Office: 716-751-9341, ext. 123

**Business Administrator**

Mrs. Carolyn Oliveri

Office: 716-751-9341, ext. 121

**Director of Facilities**

Mr. Todd Harmon

Office: 716-751-9341, ext. 158



## Building Administration

**Superintendent of Schools / Chief Emergency Officer**

Mr. Timothy Carter

Office: 716-751-9341, ext. 120

**Business Administrator**

Mrs. Carolyn Oliveri

Office: 716-751-9341, ext. 121

**Director of Facilities**

Mr. Todd Harmon

Office: 716-751-9341, ext. 158

**High School, Principal**

Mr. Paul Galgovich

Office: 716-751-9341, ext. 114

**High School Assistant Principal / Athletic Director**

Mr. Jeffrey Roth

Office: 716-751-9341, ext. 174

**Middle School, Principal**

Mr. Scott Benton

Office: 716-751-9341, ext. 123

**Wilson Elementary, Principal**

Mr. Jason Wilkie

Office: 716-751-9341, ext. 118

**Director of Special Education**

Ms. Amanda Townsend

Office: 716-751-9341, ext. 162

**School Food Service Director**

Mrs. Susan Bell

Office: 716-751-9341, ext. 139

**School Resource Officer**

Deputy Tyler Dimarco

Office: 716-751-9341, ext. 310

## **Supplemental Information as found in the Building-Level Emergency Response Plan**

### **Implied or Direct Threats of Violence**

The school district has enacted policies and procedures dealing with violence. These policies and procedures deal with the safety of the school community as well as the range of discipline of those making the threat or committing the act of violence.

### **Acts of Violence**

The district recognizes that appropriate response to acts of violence by students, teachers, other school personnel and visitors varies greatly depending upon the actual threat or act as well as the magnitude of such emergency.

### **Media Notification Plan**

The media plan addresses who is designated to meet/talk with the media. All district/media communication during an emergency must flow through the designated individual to prevent miscommunication or inaccurate information from being released. The plan provides the necessary guidance for district representatives to effectively deal with the media during an emergency.

### **Parent / Guardian Notification Plan**

Addresses the need for a separate plan to notify parent/guardian in the event of an emergency. The plan provides the necessary guidance for district representatives to effectively deal with parents/guardians during an emergency.

### **Post Incident Response / Recovery**

Provides guidance to district representatives for initiating a post incident response to an emergency or tragic event. Specific guidance is given to establishing crisis intervention teams and Critical Incident Stress Debriefing teams and how to utilize them.

### **Crime Scene Management**

The Building Principal or Designee is responsible for crime scene security until relieved by law enforcement officials.

No items shall be moved, cleaned, or altered without prior approval from the appropriate law enforcement agency.

Nothing in this section should be interpreted to preclude the rescue and aid of injured persons.

### **Student / Staff / Guest with Special Needs**

This appendix is a school specific procedure for students with special needs during an emergency situation.

### **School Safety and the Educational Climate (SSEC) - Formally Violent or Disruptive Incident Reporting (VADIR)**

All violent and disruptive incidents must be logged throughout the school year. A summary of all violent and disruptive incidents are to be submitted annually to NYSED.

## Revisions Page

| Page | Section                                                    | Revision                                                                                                                                      |
|------|------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| 1    | Introduction                                               | added 8 NYCRR 155.17 for reference                                                                                                            |
| 1    | Identification of School Teams                             | restructured to match 8 NYCRR 155.17(b)(14)                                                                                                   |
| 2    | Date Chart                                                 | added for ease of finding required dates                                                                                                      |
| 3    | Concepts of Operations                                     | restructured to match 8 NYCRR 155.17(18)(1)(xix)                                                                                              |
| 4    | Plan Review and Public Comment                             | added Alyssa's Law to conform to educational law § 2801-a                                                                                     |
| 4    | Plan Review and Public Comment                             | restructured to match S.E.D requirements                                                                                                      |
| 5    | Prevention / Intervention Strategies for Faculty           | added Workplace Violence statement to encompass Workplace Violence into the District Wide Plan                                                |
| 7-8  | Training, Drills, and Exercises                            | restructured to match Educational Law §807 & 8 NYCRR 155.17                                                                                   |
| 11   | Early Detection of Potentially Violent Behaviors           | modified materials regarding the early detection of potentially violent behaviors section to reflect State Education changes and requirements |
| 14   | BLERP Details                                              | added key topics to reflect BLERP and State Educational requirements                                                                          |
| 16   | Situational Responses - Threat and Hazard Specific Annexes | added Chief Emergency Officer requirement to match 8 NYCRR 155.17                                                                             |
| 16   | BLERP annex's                                              | added new annex's that are found in the BLERP                                                                                                 |
| 17   | Responses to Acts of Violence / Implied or Direct Threats  | added Workplace Violence Prevention Program Statement                                                                                         |

## **APPENDICES**

**Memorandum of Understanding Regarding the School Resource Officer**

**Public Health Emergency Continuation of Operations Plan**

**Emergency Remote Instruction Plan**

**INTERMUNICIPAL AGREEMENT BETWEEN THE NIAGARA COUNTY  
SHERIFF'S OFFICE AND THE WILSON CENTRAL SCHOOL DISTRICT FOR  
THE PROVISION OF SCHOOL RESOURCE OFFICER SERVICES**

This Agreement is made this 16<sup>th</sup> day of Aug. 2022 by and between the COUNTY OF NIAGARA, NIAGARA COUNTY SHERIFF'S OFFICE, a municipal corporation organized and existing under the laws of the State of New York, with its principal office at 5526 Niagara Street Extension, Lockport, NY 14094 ("the Sheriff's Office"), and WILSON CENTRAL SCHOOL DISTRICT, an educational corporation organized and existing under the laws of the State of New York, with its principal office at 412 Lake St, Wilson NY 14172, ("the District") (collectively referred to as "the Parties," and individually referred to as "Party").

**WITNESSETH:**

WHEREAS, the District is desirous of retaining the services of a full-time officer in an effort to deter criminal behavior and otherwise benefit the student population through positive interactions between students during school hours, and to otherwise perform duties traditionally associated with a school resource officer to the extent permitted by law; and

WHEREAS, the Sheriff's Office is desirous of providing such services to the District, in order to benefit the District's student population as well as the community at large; and

WHEREAS, the Parties have considered and deliberated over the terms upon which this program will be implemented, and have agreed upon the terms set forth herein for that purpose;

NOW THEREFORE, in consideration of the mutual promises and covenants herein contained, the Parties hereby agree as follows:

1. **Term.** The term of this Agreement shall commence on 8/1/22 (the "Effective Date") and be effective for five (5) 10-month terms. This agreement can be renewed for two additional five 10-month terms in writing by both parties. The 10 months shall coincide with the official school district calendar which will be supplied each year to the Sheriff's Office when adopted by the school board.
2. **Termination.** This Agreement may be terminated with or without cause at any time by either Party, in its sole discretion, upon a ninety (90) day written notice to the other Party.
3. **Compensation and Costs.** The Sheriff's Office, as more fully set forth below, shall appoint and employ an officer who shall hereinafter be referred to as the "SRO" in recognition that the intent of this Agreement is to have the officer perform duties traditionally associated with a school resource officer, to the extent permitted by law under New York State Educational Law Section 2801-a. The Sheriff's Office shall be solely responsible for paying the SRO's salary, and providing the SRO with any other compensation and employment benefits (all of which must be approved in advance by the District), as well as paying required payroll taxes and other payments on behalf of the SRO (including FICA and required contributions to the state retirement system). The cost of providing the officer shall be \$89,049 for the 2022-23 school year. Subsequent years to be determined in future years and mutually agreed upon by the District and the Sheriff's Office. The Sheriff's Office shall, on a quarterly basis, submit an invoice to the District for the total accrued amount of all such payments made to or on behalf of the SRO during that quarter. The District shall pay the invoice amount within fifteen days of receipt. The Sheriff's Office acknowledges and agrees that the SRO is not eligible to participate in any District pension or fringe benefit program, such as vacation pay, sick pay, or health insurance that is provided to District employees.

4. **The Duties of the Sheriff's Office.** The Sheriff's Office shall appoint and assign on SRO to the District as follows:

- 4.1 The SRO shall be assigned to the District, and shall be expected to work a regular schedule of 7:15 a.m. to 3:30 p.m. (with a 30 minute meal period) for 261 days. However, the SRO's working days and hours may be adjusted by mutual agreement between the SRO and the District's Superintendent of Schools.
- 4.2 The SRO may leave school grounds during scheduled working hours to handle law enforcement emergencies, attend required training, or to perform duties that arise in the course of the SRO's services under this Agreement. The SRO shall provide notice to the Superintendent of Schools as soon as practicable, and in advance if possible, of any such obligations.
- 4.3 The SRO, if required to work beyond the standard 8.25 hour day, including for security, sporting events and other special projects, shall then be permitted to flex his time to account for such additional hours upon notice to and approval of the Superintendent.
- 4.4 If the SRO is off consecutively for 4 days or more, the Sheriff's Office will provide a suitable replacement until such time that the original SRO will return. The replacement will be mutually agreed upon by the District and the Sheriff's Office.

5. **The Duties of the SRO.** The SRO shall perform the following duties under this Agreement, as directed by the District, to the extent permitted by law.

- 5.1 The SRO shall act as an educator, a counselor, and a police officer.
- 5.2 The SRO shall act as an instructor for specialized, short-term, programs at the District, when invited to do so by the principal or a member of the faculty.
- 5.3 The SRO shall make presentations to the District faculty and students on law-related topics. Such subjects shall include a basic presentation on laws, the role of police officers and the police mission.
- 5.4 The SRO shall coordinate his or her activities with the Superintendent of Schools and relevant staff members and will seek permission, advice and guidance prior to undertaking any program in the District.
- 5.5 The SRO shall encourage individual and small group discussions with students regarding material presented in class to establish rapport with the students.
- 5.6 The SRO shall make himself or herself available for conferences with students, parents and faculty member in order to assist them with law enforcement or crime prevention matters.
- 5.7 The SRO shall become familiar with all community agencies that offer assistance to youths and their families, such as mental health clinics, drug treatment centers, etc.
- 5.8 The SRO shall assist the principal in developing plans and strategies to prevent and/or minimize dangerous situations which may occur in school or during school sponsored

events.

- 5.9 The SRO shall take law enforcement action as required to the extent that a SRO may do so under the authority of law. As soon as practicable, the SRO shall make the Superintendent of Schools aware of such action. At the Superintendent's request, the SRO shall take appropriate law enforcement action against intruders and unwanted guests who may appear at the school and related school functions, to the extent that the SRO may do so under the authority of the law. Whenever practicable, the SRO shall advise the Superintendent before requesting additional police assistance on school property or at school sponsored events.
- 5.10 The SRO will assist other police officers and law enforcement representatives in matters regarding this Agreement, whenever necessary.
- 5.11 The SRO shall maintain detailed and accurate records of the operation of the SRO Program, and shall make them available to the Superintendent of Schools as required by law, or upon request.
- 5.12 The SRO shall not act as a school disciplinarian. However, if the Superintendent believes an incident involves a violation of the law, then the Superintendent may contact the SRO and the SRO shall then determine whether law enforcement action is appropriate. The SRO is not to be used for regularly assigned lunchroom duties, hall monitoring, bus duties or other monitoring duties. If there is a problem in one of these areas, then the SRO may assist the school until the problem is solved.

6. **Rights and Duties of the District.**

- 6.1 1 The District shall provide to the SRO the following materials and facilities, which are deemed necessary for the performance of the SRO's duties:
  - 6.1.1 Access to a properly lighted office, which shall contain a telephone and which may be used for general business purposes;
  - 6.1.2 A location for official files and records which can be locked and secured;
  - 6.1.3 A desk with drawers, a chair, work table, filing cabinet and office supplies; and
  - 6.1.4 Access to a computer.

7. **Independent Contractor.** The relationship between the District and the Sheriff's Office is that of an Independent contractor.

8. **Federal, State and Local Taxes.** Consistent with its status as an Independent contractor, the Sheriff's Office agrees that it, and not the District, shall be responsible, where appropriate for: (1) Withholding FICA (Social Security and Medicare) taxes from the SRO's compensation or making FICA payments on the SRO's behalf; (2) Making federal or state unemployment insurance contributions on the SRO's behalf; (3) Withholding federal, state, or local income tax from the SRO's compensation or paying such taxes on the SRO's behalf. The Sheriff's Office represents, warrants, and agrees that it will timely pay all federal, state, and local income taxes, FICA taxes, federal and state unemployment insurance contributions which arise in connection with the SRO's provision of services under this Agreement.

9. **Workers' Compensation.** The Sheriff's Office acknowledges that the SRO will not be entitled to workers' compensation or disability insurance coverage under the District's policies. The Sheriff's Office

will, at its own expense, cover the SRO with workers' compensation and any other similar insurance required by law. The Sheriff's Office will provide the District with proof of such coverage upon request, before the SRO begins performing services under this Agreement. To the extent a claim is asserted against the District by the SRO, the Sheriff's Office shall defend and indemnify the District for any judgments or claims entered against the District under the Workers' Compensation Law.

10. **Unemployment Insurance.** The Sheriff's Office acknowledges that the SRO will not be entitled to unemployment insurance benefits from the District. The Sheriff's Office agrees that it will make any federal or state unemployment insurance contributions on behalf of the SRO. To the extent the SRO asserts an unemployment insurance claim against the District, the Sheriff's Office shall defend the District and shall indemnify the District for any resulting judgment or liability under the Unemployment Insurance Law.

11. **Appointment of the SRO.** The SRO must possess relevant job knowledge, experience, training, education, and have the appropriate appearance, attitude, communication skills and bearing. The SRO must be legally eligible to be appointed and to serve as an SRO. The Sheriff's Office shall solicit candidates for appointment to SRO, and shall conduct the process of interviewing and screening candidates. The District shall have the right to have a representative present during the interview, screening and selection process. The final selection of the SRO will be mutually agreed upon by The District and the Sheriff's Office.

12. **Termination and Replacement of the SRO.** In the event that either the Sheriff's Office or the District believes that the SRO is not effectively performing his/her duties and responsibilities, it shall promptly notify the other. The Parties shall then confer to determine whether to (a) terminate the appointment of the SRO and appoint another individual to serve as SRO, or (b) terminate this Agreement. If the Parties are unable to reach agreement under this section, then this Agreement shall terminate 30 days after provision of the notice referred to herein.

13. **Notices.** Any and all notices or any other communication herein required or permitted shall be deemed to have been given when deposited in the United States Postal Service as regular mail, postage prepaid and addressed as follows:

Wilson Central School District  
Attn: Superintendent of Schools  
412 Lake Street  
Wilson, NY 14172

Niagara County Sheriff's Office  
Attn: Sheriff Michael Filicetti  
5526 Niagara Street Extension  
Lockport, NY 14094

14. **Good Faith.** The District, the Sheriff's Office, their agents and employees, agree to cooperate in good faith in fulfilling the terms of this Agreement. Unforeseen difficulties or questions will be resolved by negotiation between the Parties.

15. **Modification.** This document constitutes the full understanding of the Parties and no terms, conditions, understandings or agreement purporting to modify or vary the terms of this document shall be binding unless upon mutual agreement by the Parties.

16. **Non-Assignment.** The District shall not assign, transfer, sublet or otherwise dispose of this Agreement, of its right, title or interest in this Agreement, or its power to execute the same, to any other person or corporation without the previous consent, in writing, of the Sheriff's Office. An assignment of this Agreement shall not relieve the assignor of its obligations hereunder. In the event of assignment, all the provisions herein shall be binding upon and inure to the benefit of the respective successors and assignees to the same extent as if each successor or assignee were named as a party to the Agreement.

17. **Severability.** In the event any provision of this Agreement shall be or become invalid under any provision of federal, state or local law, such invalidity shall not affect the validity or enforceability of any other provision hereof.



18. **Insurance Requirements.** The District recognizes that the County of Niagara is a self-insured entity. The County will provide the District proof of its self-insured status in the form of self-insurance letters/certificates.

19. **Hold Harmless.** The Sheriff's Office agrees to indemnify and hold harmless the District, its officers, Board of Education members, employees, agents, contractors and representatives, from any and all liability, damages, fines, or judgments (including those based on negligence), which may arise as a result of the Sheriff's Office acts and omissions in the performance of this Agreement or violation or breach of any promise, representation, or the law. The District agrees to indemnify and hold harmless the County of Niagara, its officials, employees, agents and assigns from any and all liability, damages, fines, or judgments (including those based on negligence), which may arise as a result of the District's acts and omissions in the performance of this Agreement or violation or breach of any promise, representation, or the law.

20. **Entire Agreement.** This constitutes the entire agreement of the Parties hereto and all previous communications between the Parties, whether written or oral, with reference to the matter of this Agreement, are hereby superseded.

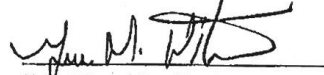
21. **Compliance with Laws.** The services to be provided by the SRO to this agreement shall be in all respects consistent with applicable law, and the terms of this Agreement shall be interpreted and applied consistent with applicable law. By their Signatures below, the Niagara County Sheriff and the Superintendent of Schools represent and certify that this Agreement has been approved by resolution of the Niagara County Legislature and the Board of Education, respectively.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the Effective Date set above.

County of Niagara:

  
Rebecca Wydysh, Chairwoman

Wilson Central School District:

  
School Board President  
Wilson Board of Education

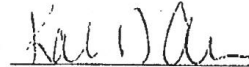
Niagara County Sheriff's Office:

  
Michael J. Filicetti, Sheriff

Wilson School Superintendent:

  
Timothy Carter, Superintendent

Approved as to Legal Form:

  
Katherine Alexander, Esq  
County Attorney Office

# **Wilson Central School District**

## **Public Health Emergency Continuation of Operations Plan**

**Reviewed May 2025**

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## Promulgation

This plan has been developed in accordance with the amended New York State Labor Law section 27-c and New York State Education Law paragraph m of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable.

This plan has been developed with the input of the Wilson Teacher Association (WTA), Wilson Administrators and Professional Unit (WAPU), CSEA Local 1000, Wilson Cafeteria Unit CSEA 872 unions, as required by the amended New York State Labor Law.

No content of this plan is intended to impede, infringe, diminish, or impair the rights of us or our valued employees under any law, rule, regulation, or collectively negotiated agreement, or the rights and benefits which accrue to employees through collective bargaining agreements, or otherwise diminish the integrity of the existing collective bargaining relationship.

## Record of Changes

| <b>Date of Change</b>   | <b>Description of Changes</b>        | <b>Implemented By</b>                    |
|-------------------------|--------------------------------------|------------------------------------------|
| <b>January 13, 2021</b> | <b>Change in language and titles</b> | <b>Timothy P. Carter<br/>Todd Harmon</b> |
| <b>January 14, 2021</b> | <b>Review and edits</b>              | <b>District<br/>Safety Committee</b>     |
|                         |                                      |                                          |
|                         |                                      |                                          |
|                         |                                      |                                          |
|                         |                                      |                                          |
|                         |                                      |                                          |

# Purpose, Scope, Situation Overview, and Assumptions

## Purpose

This plan has been developed in accordance with the amended New York State Labor Law section 27-c and New York State Education Law paragraph m of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable. These laws were amended by the passing of legislation S8617B/A10832 signed by the Governor of New York State on September 7, 2020, requires public employers to adopt a plan for operations in the event of a declared public health emergency involving a communicable disease. The plan includes the identification of essential positions, facilitation of remote work for non-essential positions, provision of personal protective equipment, and protocols for supporting contact tracing.

## Scope

This plan was developed exclusively for and is applicable to **Wilson Central School District**. This plan is pertinent to a declared public health emergency in the State of New York which may impact our operations; and it is in the interest of the safety of our employees and contractors, and the continuity of our operations that we have promulgated this plan.

## Situation Overview

On March 11, 2020 the World Health Organization declared a pandemic for the novel coronavirus which causes the COVID-19 severe acute respiratory syndrome. This plan has been developed in accordance with amended laws to support continued resilience for a continuation of the spread of this disease or for other infectious diseases which may emerge and cause a declaration of a public health emergency.

The health and safety of our employees and contractors is crucial to maintaining our mission essential operations. We encourage all employees and contractors to use [CDC Guidance for Keeping Workplaces, Schools, Homes, and Commercial Establishments Safe](#). The fundamentals of reducing the spread of infection include:

- Using hand sanitizer and washing hands with soap and water frequently, including:
  - After using the restroom
  - After returning from a public outing
  - After touching/disposing of garbage
  - After using public computers, touching public tables, touching commonly used items, and countertops, etc.
- Practice social distancing when possible
- Mask wearing with guidance published by the CDC, the State Department of Health, or County health officials
- If you are feeling ill or have a fever, notify your supervisor immediately and go home
- If you start to experience coughing or sneezing, step away from people and food, cough or sneeze into the crook of your arm or a tissue, the latter of which should be disposed of immediately
- Clean and disinfect workstations by individual who works at the station on an as needed basis.
- Other guidance which may be published by the CDC, the State Department of Health, or County health officials

## Planning Assumptions

This plan was developed based on information, best practices, and guidance available as of the date of publication. The plan was developed to largely reflect the circumstances of the current Coronavirus pandemic but may also be applicable to other infectious disease outbreaks.

The following assumptions have been made in the development of this plan:

- The health and safety of our employees and contractors, and their families, is of utmost importance
- The circumstances of a public health emergency may directly impact our own operations
- Impacts of a public health emergency will take time for us to respond to, with appropriate safety measures put into place and adjustments made to operations to maximize safety
- The public and our constituency expects us to maintain a level of mission essential operations
- Resource support from other jurisdictions may be limited based upon the level of impact the public health emergency has upon them
- Supply chains, particularly those for personal protective equipment (PPE) and cleaning supplies, may be heavily impacted, resulting in considerable delays in procurement
- The operations of other entities, including the private sector (vendors, contractors, etc.), non-profit organizations, and other governmental agencies and services may also be impacted due to the public health emergency, causing delays or other disruptions in their services
- Emergency measures and operational changes may need to be adjusted based upon the specific circumstances and impacts of the public health emergency, as well as guidance and direction from public health officials and the governor
- Per S8617B/A10832, 'essential employee' is defined as a public employee or contractor that is required to be physically present at a work site to perform their job
- Per S8617B/A10832, 'non-essential employee' is defined as a public employee or contractor that is not required to be physically present at a work site to perform their job

## Concept of Operations

The Superintendent of **Wilson Central School District**, their designee, or their successor holds the authority to execute and direct the implementation of this plan. Implementation, monitoring of operations, and adjustments to plan implementation may be supported by additional personnel, at the discretion of the Superintendent.

Upon the determination of implementing this plan, all employees and contractors of **Wilson Central School District** shall be notified by the Email and District Messaging System (Black Board Connect) with details provided as possible and necessary, with additional information and updates provided on a regular basis. All district employees, parents and guardians, and the Board of Education will be notified of pertinent operational changes by way of the Email and District Messaging System. Other interested parties, such as vendors, will be notified by phone and/or email as necessary. The Superintendent or his designee will maintain communications with the public and constituents as needed throughout the implementation of this plan.

The Superintendent of **Wilson Central School District**, their designee, or their successor will maintain awareness of information, direction, and guidance from public health officials and the Governor's office, directing the implementation of changes as necessary.

Upon resolution of the public health emergency, the Superintendent of **Wilson Central School District**, their designee, or their successor will direct the resumption of normal operations or operations with modifications as necessary.

## **Mission Essential Functions**

When confronting events that disrupt normal operations, **Wilson Central School District** is committed to ensuring that essential functions will be continued even under the most challenging circumstances.

Essential functions are those functions that enable an organization to:

1. Maintain the safety of employees, contractors, and our constituency
2. Provide vital services
3. Provide services required by law
4. Sustain quality operations
5. Uphold the core values of **Wilson Central School District**

The **Wilson Central School District** has identified as critical only those priority functions that are required or are necessary to provide vital services. During activation of this plan, all other activities may be suspended to enable the organization to concentrate on providing the critical functions and building the internal capabilities necessary to increase and eventually restore operations. Appropriate communications with employees, contractors, our constituents, and other stakeholders will be an ongoing priority.

Essential functions are prioritized according to:

- The time criticality of each essential function
- Interdependency of a one function to others
- The recovery sequence of essential functions and their vital processes

Priority 1 identifies the most essential of functions, with priority 4 identifying functions that are essential, but least among them.

The mission essential functions for **Wilson Central School District** have been identified as:

| <b>Essential Function</b>        | <b>Description</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>Priority</b> |
|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| <b>Superintendent of Schools</b> | Oversees and plans. Assigns critical functions assuring compliance with all CDC, DOH, and NYSED requirements. Establishes communication with staff and parents to execute and standardize district goals. Establishes contacts to provide outside organizations with information relative to District plans to procedures. Communicates with the Board of Education directly.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>1</b>        |
| <b>Administration</b>            | Coordinates functions delegated by the Superintendent of Schools. Assigns tasks to facilitate and accomplish district goals. Communicates regularly with the Superintendent, Director of Facilities, Technology Facilitator, and Business Official. Oversees personnel assigned to tasks. Ensures critical functions are being performed as necessary. Provides regular progress reports on daily activities necessary to accomplish district goals. When directed by the Superintendent of Schools, the administration is responsible for communicating and updating employees in District policy. This includes cleaning regime, scheduling and any changes to these duties. Monitors and requests building safety equipment and supplies as needed.                                                                                                                                                                             | <b>1</b>        |
| <b>Director of Facilities</b>    | Coordinates functions with the Superintendent of Schools, Business Official, Administration and Staff. Responsible for staffing, maintenance activities, custodial duties including ordering supplies, training, and scheduling to meet the needs of the district. Instructs and informs staff of District policy and procedures including personal protection, cleaning procedures, methods of reporting, receiving issues and concerns that may affect or enhance safety procedures. Responsible for communication and updating employees in District policy, cleaning regime, schedules and constant changes to these duties. Maintains a current inventory of supplies and safety equipment and provides staff and services as needed. Inventory includes maintaining a cache of necessary supplies and equipment through reordering and replenishing stock so as not to fall short of critical supplies. Adjusts schedules to | <b>1</b>        |



|                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          |
|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
|                              | meet current needs, updates and trains staff on proper handling and use of tools and chemicals as per the manufacturer, CDC, DOL, and DOH requirements. Coordinates deliveries and ensures delivery agents know and follow District policy when on site. Schedules outside maintenance activities. Ensures third party contractors know and follow all school, CDC, DOL, and DOH policies while on school district property.                                                                                                                                                                                                                                                                                                                                                                                                                            |          |
| <b>Head Custodian</b>        | Coordinates activities with and updates the Director of Facilities regularly. Provides employees with proper direction for performing necessary cleaning equipment, cleaning products and protocols. Provides a direct line of communication from custodial staff to the Director of Facilities. Keeps records of and controls inventory, communicates directly with suppliers for ordering and receiving material and supplies to maintain an adequate cache of necessary products and materials. Coordinates all deliveries including deliveries from suppliers and deliveries to building staff. Assists with building schedules and arranging custodial staff and staff schedules to meet District needs. Responsible for communication and updating employees in District policy, cleaning regime, schedules and constant changes to these duties. | <b>1</b> |
| <b>Business Official</b>     | Assists the Superintendent of Schools with maintaining critical functions and Administration oversight. Provides needed guidance and advice with logistical and financial obligation; as well as record keeping. Provides purchasing support to ensure that necessary safety equipment and supply inventory can be maintained for education, maintenance, nursing, and custodial functions.                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>1</b> |
| <b>Technology Department</b> | Provides support to ensure critical infrastructure is in place to provide effective building support and educational support securely. Works directly with the Superintendent of Schools and Administration staff to ensure communication and internet stability. Provides the necessary equipment and approved software to staff and students to perform the functions of each necessary school sector to                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>1</b> |

|                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |          |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
|                             | maintain building maintenance, day-to-day operations, and educational needs.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |          |
| <b>Nurses</b>               | Assists with the goals of the district. Provide medical insight and support to help maintain a healthy school population. Assists with planning and achieving district goals. Provides support and assistance to carry out orders from the Medical Director, CDC, DOH, and NYSED regulations. Maintains a sanitary environment. Monitors isolation area. Keeps accurate records. Makes immediate and necessary notifications to building administrators when necessary. Coordinates activities with parents. Offers guidance to building occupants and parents. Communicates regularly with the building administration and the Superintendent. | <b>1</b> |
| <b>Building Secretaries</b> | Staff will continue to perform vital services as directed by the Superintendent of Schools and directed by their school administrator. The District will determine need based on individual circumstances and can be utilized in school or remotely. Administration will provide services necessary for staff to operate in a safe and clean environment on site. Administration will ensure all staff will be informed of and are required to adhere to district safety policy while onsite. Administration will provide the necessary means and materials to safely and effectively work in a remote setting as well.                         | <b>1</b> |
| <b>Maintenance Staff</b>    | Maintenance staff will perform vital services to keep and maintain essential equipment for onsite and remote learning. Maintenance staff and work will be overseen by the Director of Facilities. Staff will be informed of school procedures and adhere to all personal safety protocols required by the CDC, DOL (PESH), and DOH at all times. The Director of Facilities will supervise and schedule maintenance personnel for the purpose of keeping vital services operating and functional.                                                                                                                                               | <b>1</b> |

|                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          |
|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| <b>Custodial Staff</b>                       | Custodial staff will work as directed by the Director of Facilities and Head Custodian. The Director of Facilities, Head Custodian, and Custodians will oversee and ensure school buildings are being cleaned properly. Building Administration will also assist with notification and information about building conditions and issues that need to be discussed or addressed. Custodial staff has received pandemic awareness training. Training provided essential information about communicable diseases. Training also included information about personal protective equipment, cleaning products, proper disinfection, sanitization, product use, product labels, Safety Data Sheets, and manufacturers' requirements for use. The district will provide custodial staff with the required personal protective equipment and cleaning supplies to maintain a safe working environment. Staff shifts and personnel will be scheduled accordingly based on the needs of the district. As with all staff, custodial personnel will follow district protocols required by the CDC, DOL, DOH and the district while providing services and on breaks. | <b>1</b> |
| <b>Educational (Teachers, support staff)</b> | The Teachers and support staff will work with the Superintendent and Administration to determine the level of on-site education and or implement the District Remote Learning Plan.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>1</b> |
| <b>Outside Contractors</b>                   | Outside contractors will be scheduled and work will be performed with the oversight of the Director of Facilities. All outside contractors will notify the Director of Facilities when they arrive on-site. Outside contractors will be informed of district procedures and policy before they are allowed to work on the premises. Companies performing work on site will provide their employees with the proper PPE to comply with District policy. Outside contractors who do not or cannot work safely will not be allowed on district property.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>1</b> |
| <b>Food Service</b>                          | All Food Service operations will be determined by the Food Service Director. All District protocols will be initiated by the Food Service Director.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>1</b> |

|                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| <b>Transportation</b>     | Transportation will provide services directed by the Director of Transportation. The Director of Transportation will supervise operations. The District will provide safe and secure transportation based on the needs of the District and learning environment. Protocols will be established and the Transportation Contractor has received proper training for cleaning and sanitizing buses. The Transportation Contractor will provide their employees with the training and proper PPE and disinfection equipment to effectively maintain the transportation fleet. Records will be maintained accurately to ensure bus safety procedures are being followed. The Director of Transportation will schedule staff and bussing pickup and drop off according to the needs of district. The District will continually inform staff and parents of changes to procedures as necessary. | <b>1</b> |
| <b>B.O.E</b>              | The Board of Education and Superintendent of Schools will develop and administer school policy and procedures.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>1</b> |
| <b>Outside Deliveries</b> | Deliveries will be coordinated with the Director of Facilities, Head Custodian, and Building Custodians and Laborers. The Director of Facilities and Food Service Director will inform companies of District policy and procedures in advance. All delivery agents will be required to notify the district prior to arrival on District and strictly adhere to District policy while on site. Employers will be required to provide their employees with the proper PPE to work safely while on site.                                                                                                                                                                                                                                                                                                                                                                                    | <b>1</b> |

## Essential Positions

Each essential function identified above requires certain positions on-site to effectively operate. The table below identifies the positions or titles that are essential to be staffed on-site for the continued operation of each essential function. Note that while some functions and associated personnel may be essential, some of these can be conducted remotely and do not need to be identified in this section.

| <b>Essential Function</b>    | <b>Essential Positions/Titles</b>                                                  | <b>Justification for Each</b>                                                                                                                                                                           |
|------------------------------|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Information Technology       | Technology Facilitator, Microcomputer Techs and Network Senior                     | The Technology Facilitator establishes all priorities for IT task and organizes staff. IT staff members provide support in setting up hardware and software, network management, and help desk support. |
| Administration and Oversight | Superintendent of Schools                                                          | The Superintendent is the decision-maker for the entire district.                                                                                                                                       |
| Operations                   | Director of Facilities and Business Administrator                                  | Ensures all essential functions are maintained.                                                                                                                                                         |
| Education                    | Building Administrators, Technology Facilitator, Teachers and Support Staff        | Assist the Superintendent with the educational plan.                                                                                                                                                    |
| Facilities                   | Director of Facilities                                                             | The Director of Facilities maintains the necessary level of cleaning and sanitizing.                                                                                                                    |
| Administration               | Principals, Assistant Principals, Director of Special Education and Pupil Services | The Principals, Assistant Principals, Director of Special Education and Pupil Services are the liaisons between students, families, and employees in the building.                                      |
| Cleaning and Sanitizing      | Buildings and Grounds Staff, Custodial Maintenance, and Laborers and Grounds       | Performs all cleaning, sanitization, and necessary upkeep of the buildings.                                                                                                                             |
| Support                      | District Clerical Staff                                                            | Provides necessary support for all Administrators.                                                                                                                                                      |
| Health Services              | Nursing                                                                            | Directs all Health Services.                                                                                                                                                                            |
| Food Service                 | Food Service Director, Head Cooks, Food Service Helpers/Monitors                   | Provides necessary support to students and staff.                                                                                                                                                       |

|        |                      |                                                                                |
|--------|----------------------|--------------------------------------------------------------------------------|
| Safety | Safe Risk Specialist | Advise and assists with the coordination of Safety regulations and Procedures. |
|--------|----------------------|--------------------------------------------------------------------------------|

## Reducing Risk Through Remote Work and Staggered Shifts

Through assigning certain staff to work remotely and by staggering work shifts, we can decrease crowding and density at work sites and on public transportation.

### Remote Work Protocols

Non-essential employees and contractors able to accomplish their functions remotely will be enabled to do so at the greatest extent possible. Working remotely requires:

1. Identification of staff who will work remotely
2. Approval and assignment of remote work
3. Equipping staff for remote work, which may include:
  - a. Internet capable laptop
  - b. Necessary peripherals
  - c. Access to VPN and/or secure network drives
  - d. Access to software and databases necessary to perform their duties
  - e. A solution for telephone communications
    - i. Note that phone lines may need to be forwarded to off-site staff

Per District policy the Superintendent of Schools will determine the level of remote working for all district employees in conjunction with all NYSDOH guidelines.

### Staggered Shifts

Implementing staggered shifts may be possible for personnel performing duties which are necessary to be performed on-site but perhaps less sensitive to being accomplished only within core business hours. As possible, management will identify opportunities for staff to work outside core business hours as a strategy of limiting exposure. Regardless of changes in start and end times of shifts, **Wilson Central School District** will ensure that employees are provided with their typical or contracted minimum work hours per week. Staggering shifts requires:

1. Identification of positions for which work hours will be staggered
2. Approval and assignment of changed work hours

The Director of Facilities will work with the Superintendent of Schools or a designee to formulate a calendar that schedules employees based on the needs of the District.

## Personal Protective Equipment

The use of personal protective equipment (PPE) to reduce the spread of infectious disease is important to supporting the health and safety of our employees and contractors. PPE which may be needed can include:

- Masks
- Face shields
- Gloves
- Disposable gowns or aprons

Note that while cleaning supplies are not PPE, there is a related need for cleaning supplies used to sanitize surfaces, as well as hand soap and hand sanitizer. The Coronavirus pandemic demonstrated that supply chains were not able to keep up with increased demand for these products early in the pandemic. As such, we are including these supplies in this section as they are pertinent to protecting the health and safety of our employees and contractors.

Protocols for providing PPE include the following:

1. Identification of need for PPE based upon job duties and work location
2. Procurement of PPE
  - a. As specified in the amended law, public employers must be able to provide at least two pieces of each required type of PPE to each essential employee during any given work shift for at least six months
  - b. Public employers must be able to mitigate supply chain disruptions to meet this requirement
3. Storage of, access to, and monitoring of PPE stock
  - a. PPE must be stored in a manner which will prevent degradation
  - b. Employees and contractors must have immediate access to PPE in the event of an emergency
  - c. The supply of PPE must be monitored to ensure integrity and to track usage rates

The Director of Facilities, Head Custodian, and Nurses will be responsible for insuring the proper PPE is available at all buildings for required applications. The District will work to ensure we maintain a six-month supply of PPE as directed above for all faculty and students. An extra supply of PPE will be available in all buildings for the Principals, Nurses, or Custodial staff. The **Wilson Central School District** participates in the Orleans/Niagara Cooperative Bid Purchasing Agreement. It provides a comprehensive list of suppliers and products used for maintaining employee safety, disinfecting, and sanitization protocols.

Surplus PPE will be stored in a dry, secured central location. Access to the surplus PPE can only be made by the Director of Facilities, Head Custodian, and Nurses as this will ensure the accurate accountability of all supplies on hand. The Head Custodian will be responsible for keeping accurate records and reporting.

## **Staff Exposures, Cleaning, and Disinfection**

### **Staff Exposures**

Staff exposures are organized under several categories based upon the type of exposure and presence of symptoms. Following CDC guidelines, we have established the following protocols:

- A. If employees or contractors are exposed to a known case of communicable disease that is the subject of the public health emergency (defined as a 'close contact' with someone who is confirmed infected, which is a prolonged presence within six feet with that person):
  - 1. Potentially exposed employees or contractors who do not have symptoms should remain at home or in a comparable setting and practice social distancing for the lesser of 14 days or other current CDC/public health guidance for the communicable disease in question.
    - a. As possible, these employees will be permitted to work remotely during this period of time if they are not ill.
    - b. All necessary parties will be notified of staff exposure through contact tracing using established protocol by Niagara County Department of Health.
    - c. See the section titled Documentation of Work Hours and Locations for additional information on contact tracing.
  - 2. CDC guidelines for COVID-19 provide that critical essential employees may be permitted to continue work following potential exposure, provided they remain symptom-free and additional precautions are taken to protect them, other employees and contractors, and our constituency/public.
    - a. Additional precautions will include the requirement of the subject employee or contractor, as well as others working in their proximity, to wear appropriate PPE at all times to limit the potential of transmission.
    - b. In-person interactions with the subject employee or contractor will be limited as much as possible.
    - c. Work areas in which the subject employee or contractor are present will be disinfected according to current CDC/public health multiple times a day, as practical. See the section on Cleaning and Disinfection for additional information on that subject.
    - d. If at any time they exhibit symptoms, refer to item B below.
    - e. The Superintendent of School, or his designee, in the organization is the decision-maker in these circumstances and who is responsible for ensuring these protocols are followed.
- B. If an employee or contractor exhibits symptoms of the communicable disease that is the subject of the public health emergency:
  - 1. Employees and contractors who exhibit symptoms in the workplace should be immediately separated from other employees, students and visitors. They should immediately be sent home with a recommendation to contact their Healthcare Provider.
  - 2. Employees and contractors who exhibit symptoms outside of work should notify their supervisor and stay home, with a recommendation to contact their healthcare provider.



3. Employees should not return to work until they have met the criteria to discontinue home isolation per CDC/public health guidance and have consulted with a healthcare provider.
  4. **Wilson Central School District** will require sick employees to provide a negative test result for the disease in question, healthcare provider's note to validate their illness, or released from the DOH qualify for sick leave, or return to work unless there is a recommendation from the CDC/public health officials to do so.
  5. CDC criteria for COVID-19 provides that persons exhibiting symptoms may return to work if at least 24 hours have passed since the last instance of fever without the use of fever-reducing medications. If the disease in question is other than COVID-19, CDC and other public guidance shall be referenced.
  6. The Business Administrator, Building Administrators, and Nurses in the organization must be informed in these circumstances and who is responsible for ensuring these protocols are followed.
- C. If an employee or contractor has tested positive for the communicable disease that is the subject of the public health emergency:
1. Apply the steps identified in item B, above, as applicable.
  2. Areas occupied for prolonged periods of time by the subject employee or contractor will be closed off.
    - a. CDC guidance for COVID-19 indicates that a period of 24 hours is ideally given before cleaning, disinfecting, and reoccupation of those spaces will take place. If this time period is not possible, a period of as long as possible will be given. CDC/public health guidance for the disease in question will be followed.
    - b. Any common areas entered, surfaces touched, or equipment used shall be cleaned and disinfected immediately.
    - c. See the section on Cleaning and Disinfection for additional information on that subject.
  3. Identification of potential employee and contractor exposures will be conducted
    - a. If an employee or contractor is confirmed to have the disease in question, the Superintendent, or his designee, should inform all contacts of their possible exposure. Confidentiality shall be maintained as required by the Americans with Disabilities Act (ADA).
    - b. Apply the steps identified in item A, above, as applicable, for all potentially exposed personnel.

We recognize there may be nuances or complexities associated with potential exposures, close contacts, symptomatic persons, and those testing positive. We will follow CDC/public health recommendations and requirements and coordinate with our local public health office for additional guidance and support as needed.

## **Cleaning and Disinfecting**

CDC/public health guidelines will be followed for cleaning and disinfection of surfaces/areas. Present guidance for routine cleaning during a public health emergency includes:

1. As possible, employees and contractors will clean their own workspaces in the beginning, middle, and end of their shifts, at a minimum, in conjunction with District custodial staff.
  - a. High traffic/high touch areas and areas which are accessible to the public/constituents will be disinfected at least hourly as often a possible.
  - b. The Head Custodial under supervision from the Director of Facilities will coordinate and establish cleaning guidelines and schedules for all cleaners to cover the common areas listed above.
2. Staff tasked with cleaning and disinfecting areas will be issued and required to wear PPE appropriate to the task.
3. Soiled surfaces will be cleaned with soap and water before being disinfected.
4. Surfaces will be disinfected with products that meet EPA criteria for use against the virus in question and which are appropriate for that surface.
5. Staff will follow instructions of cleaning products to ensure safe and effective use of the products.

## **Provision of Leave and Designation and Recording of Absences from Work**

Provision of leave for employees and/or contractors, and designation and recording of absences from work, shall be handled consistent with applicable law, applicable contracts, and guidance from regulatory authorities having jurisdiction.

## **Documentation of Work Hours and Locations**

In a public health emergency, it may be necessary to document work hours and locations of each employee and contractor to support contact tracing efforts. Identification of locations shall include on-site work, off-site visits. This information may be used by **Wilson Central School District** to support contact tracing within the organization and may be shared with local public health officials.

# **Wilson Central School District**

## **Emergency Remote Instruction Plan**

**Reviewed May 2025**

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## Introduction

The **Wilson Central School District** developed the following **Emergency Remote Instruction Plan** to address the instruction of students if extraordinary circumstances prevent students and staff from physically attending school.

The **Emergency Remote Instruction Plan** meets the requirements of the New York State Education Commissioner's Regulations for inclusion in the District-Wide School Safety Plan.

## Background Information

The NYS Education Department (NYSED) authorized a "snow day pilot" program during the Covid-19 pandemic 2020-2021 and 2021-2022 school years. This program allowed school districts to deliver instruction remotely on days on which they would otherwise have closed due to an emergency.

To give districts greater predictability, in September 2022, the NYSED Board of Regents amended section 175.5(e) of the Commissioner's regulations to codify this flexibility. Districts that would otherwise close due to an emergency may, **but are not required to**, remain in session and provide instruction through remote learning and count these instructional days towards the annual hour's requirement for State Aid purposes. Instruction must be provided to all students and be consistent with the definition of remote instruction, as explained below. In addition, beginning with the 2023-2024 school year, such instruction must be consistent with the school district's **Emergency Remote Instruction Plan**.

NYSED also amended section 155.17 of the Commissioner's regulations to require public schools, BOCES, and county vocational education and extension boards to amend their **District-Wide School Safety Plans** to include plans for remote instruction beginning with the 2023-2024 school year. This gives the public an opportunity to provide feedback on such plans for remote instruction prior to their adoption. The **Emergency Remote Instruction Plan** must include the methods that the school district will ensure the availability of:

- devices;
- internet access;
- provision of special education and related services for students with disabilities;
- the expectations for time spent in different remote modalities.

Such plans also require that each chief executive officer of each educational agency located within a public school district report information on student access to computing devices and access to the internet each year.

NYSED additions to section 100.1 of the Commissioner's regulations define the term "remote instruction." This definition identifies various ways in which remote instruction may be delivered, but which must include, in all situations, regular and substantive teacher-student interaction with an appropriately certified teacher.

The NYS Board of Regents adopted the amendments noted above that became effective as a permanent rule on September 28, 2022. Sections 200.7, 200.16, and 200.20 of the Regulations of the Commissioner of Education were amended, and became effective September 13, 2022, and December 12, 2022, as an emergency action for the preservation of the general welfare to permit approved special education providers to provide remote instruction in the 2022-2023 school year on days they would otherwise close due to an emergency and to count such instructional days towards 14 minimum requirements and to identify the ways in which such remote instruction may be delivered. These amendments relate to remote instruction and its delivery under emergency conditions for students in approved private schools for the education of students with disabilities, state-supported schools, state-operated schools, and approved preschool special education programs. These updated regulations now provide the same flexibility for remote instruction under emergency conditions that were given to school districts. The effective date of the final rule was January 25, 2023.

## **Remote Instruction**

The Commissioner's regulations define remote instruction as “instruction provided by an appropriately certified teacher, or in the case of a charter school an otherwise qualified teacher pursuant to Education Law §2854(3)(a-1), who is not in the same in-person physical location as the student(s) receiving the instruction, where there is regular and substantive daily interaction between the student and teacher.”

For the purpose of this plan, remote instruction means the instruction occurring when the student and the instructor are in different locations due to the closure of one or more of the district's school buildings due to emergency conditions as determined by the Superintendent of Schools.

Emergency conditions include but are not limited to, extraordinary adverse weather conditions, impairment of heating facilities, insufficient water supply, prolonged disruption of electrical power, shortage of fuel, destruction of a school building, shortage of transportation vehicles, or a communicable disease outbreak, and the school district would otherwise close due to such an emergency.

## **Unscheduled School Delays and Early Releases**

Instructional hours that a school district scheduled but did not execute, either because of a delay to the start of a school day or an early release, due to emergency conditions, may still be considered instructional hours for State Aid purposes for up to two instructional hours per session day, provided the School Superintendent certifies such to NYSED, on the prescribed NYSED form, that an extraordinary condition existed on a previously scheduled session day and that school was in session on that day (NYSED Part 175.5).

The **Emergency Remote Instruction Plan** shall identify various ways in which instruction may be delivered, including synchronous and asynchronous instruction. In all situations, remote instruction requires regular and substantive teacher-student interaction with an appropriately certified teacher.

Synchronous instruction engages students in learning in the direct presence (remote or in-person) of a teacher in real-time. During remote instruction, students and teachers attend together from different locations using technology. Asynchronous instruction is self-directed learning in that students engage in learning without the direct presence (remote or in-person) of a teacher. Students access class materials during different hours and from different locations. During an emergency closing, synchronous instruction is the preferred method of instruction, whereas asynchronous instruction is considered supplementary instruction.

## **Ensuring Accessibility and Availability (Internet, Computers/ Devices)**

The **Wilson Central School District** shall survey families to find out who has a reliable high-speed internet connection. A survey conducted in 2020 identified families who live in the district that do not have access, therefore remote learning is a challenge, if not impossible, for these students. Since 2020, every student who enrolls in the district provides information on internet access and computer accessibility. All survey information is stored and available in the PowerSchool data system. When students do not have internet access, the district works with the families to develop a plan to provide instructional materials for them as well as a process for recording attendance and grading. The district works with the community to provide locations where internet access could be used if they can access these locations.

Commissioner's regulation 115.17(f) outlines the annual data collection that districts must submit to SED every year by June 30. It requires the school district to survey families regarding internet and device access at the student's place(s) of residence. The chief executive officer (School Superintendent) shall survey students and parents and persons in parental relation to such students to obtain information on student access to computing devices and access to internet connectivity. Survey link to come.

District policy 7150 and procedures are followed to ensure computing devices are made available to students or other means by which students will participate in synchronous instruction.

## Wilson Central School District Emergency Remote Instruction Plan

|                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| <b>POLICIES</b>                           | The plan adheres to the guidance set forth in the following Board of Education policies: Emergency Regulation Regarding Student Registration and Attendance; Staff Use of District Technology and Student Use of District Technology; Code of Conduct; Student Dress Code.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>INTERNET AND DIGITAL DEVICE ACCESS</b> | <p>The school district provides all students in grades K-12 access to a personal computing device. In the event of an emergency, closing provisions will be made to the greatest extent possible to ensure that all students have their devices at home for instruction.</p> <p>The school district participates fully in the SED Digital Access Survey along with locally developed surveys to assess how many students have internet access at home. The district provides hotspots to any families that indicate a need for reliable internet to facilitate access to learning at home.</p> <p>All faculty should have an alternative general activity for students in the event that widespread power outages or other disruptions to connectivity occur preventing synchronous connection. If students lose connectivity, then the expectation is they will complete the alternate assignment provided.</p>                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>PEDAGOGY</b>                           | <p>All teachers in grades K-12 will use Google Classroom as their primary instructional platform.</p> <p>Instructional technology software programs are available to support instruction along with a wide array of other resources curated by faculty and approved by the District. Teachers will utilize these programs to differentiate instruction, accessing a variety of delivery methods that best suit their course, grade level, and teaching style. The instructional approach may include a combination of:</p> <p><b>Synchronous “Live” Instruction</b> - Using Google Meet, teachers will deliver real-time instruction to a full group or subset of students. Teachers may incorporate asynchronous or project-based opportunities within this model.</p> <p>Teachers will make personal connections with all students during scheduled class times via Google Meet. These connections will allow teachers to take attendance, introduce new content or skills, and will allow students to connect with their teachers and peers in order to be guided through lessons, ask questions, and maintain personal relationships. The duration of these synchronous connections depends on the grade level and daily instructional plan but should be the primary mode of instruction and substantial enough to guide learning.</p> |



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|                             | <p><b><i>Asynchronous Instruction</i></b> - Using a variety of digital platforms, teachers will deliver captured or recorded lessons with associated expectations for students' participation and assignment completion. These activities may include teacher/student synchronous interactions for a portion of the lesson.</p> <p><b><i>Authentic Independent Instruction</i></b> - Using a variety of methods, teachers will engage students in high-quality learning activities. These activities must engage students in the learning process. Teachers will provide assistance to students in this mode of instruction through asynchronous and synchronous methods outlined above.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>STUDENT EXPECTATIONS</b> | <p>All students will receive information on how to access course material and instruction from their teachers. Students are expected to follow all directions and requests to participate in instruction to the fullest extent possible. During synchronous instruction, students are expected to be school ready. This includes being on time for class, engaging fully through video and audio as directed by their teacher, and presenting themselves in a manner that is in accordance with school expectations.</p> <p>All students are expected to practice appropriate digital etiquette and responsible behavior during assigned Google Meets</p> <ul style="list-style-type: none"> <li>• Mute yourself on meets as directed by your teacher</li> <li>• Cameras are to be kept on during classroom meets unless directed specifically by your teacher to do otherwise.</li> </ul> <p>Students are expected to work in an appropriate setting when participating remotely/online. Workplaces include a desk, table, kitchen counter, etc. Other locations are not appropriate or acceptable. Student dress must be appropriate on all platforms - the Student Dress Code section of the Student Handbook/Code of Conduct applies to students on all platforms.</p> <p>If there are any circumstances preventing full and appropriate participation the student should let the teacher know. As this is a required attendance day, students must fulfill expectations for satisfactory participation as determined by their teacher.</p> |
| <b>DAILY SCHEDULE</b>       | <p>The virtual day will follow the same schedule framework as the High, Middle, and Elementary Schools to which the student is assigned. As with all school schedules, appropriate breaks will be included in the daily schedule for students and faculty, including time for lunch. Students will attend all assigned classes at their scheduled times. The method of instructional delivery will vary to facilitate appropriate screen time per age level within these parameters.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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| <b>COMMUNICATION<br/>PROTOCOL:<br/>INTERVENTION</b>                                                                                                                                                                                                                    | Teachers will follow the same communication protocols that are established in school for addressing areas of academic or behavioral need. This includes a combination of emails, phone calls, and academic/behavioral referrals to the administration. All effective strategies should be accessed to maintain effective communication.                                                                                                                                                                                                                                                                         |
| <b>SPECIAL SERVICES</b>                                                                                                                                                                                                                                                | School districts are required to implement support services and accommodations, as indicated in students' IEPs or 504 Accommodation Plans, to the best of their ability. NYSED recognizes that there may be limitations to implementing certain services or accommodations through remote instruction and as a result, encourages districts to apply a "lens of reasonableness" to their approach.                                                                                                                                                                                                              |
| <b>NON-INSTRUCTIONAL<br/>SERVICES</b><br><ul style="list-style-type: none"> <li>● <b>TRANSPORTATION</b></li> <li>● <b>FOOD SERVICE</b></li> <li>● <b>MAINTENANCE</b></li> <li>● <b>CUSTODIAL</b></li> <li>● <b>CLERICAL/<br/>ADMINISTRATIVE<br/>SUPPORT</b></li> </ul> | When a school district is in a remote session, non-instructional services may still be required to report to work to perform critical services related to their area of expertise. In the event that the change to remote instruction is due to snow or other weather emergencies, such change will likely impact transportation and other critical services. Decisions on whether or not non-instructional employees should report to work will be made and communicated in real-time by the appropriate supervisor or administrator based on whether services can be provided in a safe and efficient manner. |

### **NYSED Plan Requirements**

1. Policies and procedures to ensure computing devices will be made available to students or other means by which students will participate in synchronous instruction;
2. Policies and procedures to ensure students receiving remote instruction under emergency conditions will access internet connectivity;
3. Expectations for school staff as to the proportion of time spent in synchronous and asynchronous instruction of students on days of remote instruction under emergency conditions with an expectation that asynchronous instruction is supplementary to synchronous instruction;
4. A description of how instruction will occur for those students for whom remote instruction by digital technology is not available or appropriate;
5. A description of how special education and related services will be provided to students with disabilities and preschool students with disabilities, as applicable, in accordance with their individualized education programs to ensure the continued provision of a free appropriate public education; and
6. For school districts that receive foundation aid, the estimated number of instructional hours the school district intends to claim for State Aid purposes for each day spent in remote instruction due to emergency conditions pursuant to section 175.5 of this Chapter.

## Instructional Hours for State Aid and Reporting Requirements

Pursuant to Section 175.5 of Education Law the school district may decide to transition to remote instruction in the event emergency conditions dictate the closure of the PreK through Grade 12 facilities. Under the provisions of New York State Education Law and the district **Emergency Remote Instruction Plan**, any instruction sessions provided during the closure of the school facilities are counted towards annual hour requirements for meeting 180 days required for State financial aid.

Annual Hourly Requirements for the purpose of apportionment of State Aid (for districts receiving foundation aid) are noted below:

- 450 instructional hours for pupils in half-day kindergarten
- 900 instructional hours for pupils in full-day kindergarten and grades one through six
- 990 instructional hours for pupils in grades seven through twelve

The district estimates the number of instructional hours it intends to claim for State Aid purposes for each day spent in remote instruction due to emergency conditions from a minimum of 1 remote instruction day due to emergency conditions, up to the full year's annual hourly requirement.

## Reporting Immediately

Whenever a school building must close to instruction due to the activation of its **District-Wide School Safety Plan or Building-Level Emergency Response Plan**, a **Report of School Closure** must be submitted to the Commissioner of Education by the School Superintendent as required under CR 155.17(f) via the NYSED Report of School Closure portal. Even when remote instruction is provided during an emergency closure, a Report of School Closure must be submitted. This also applies when instruction can be delivered in an interim location or via another instructional modality.

When it is determined that it is safe to re-open a school building after an emergency closure, the School Superintendent must notify the Commissioner by completing a corresponding Report of School Re-Opening, via the NYSED Report of School Re-Opening portal.

The Report of School Closure is intended to provide immediate notification to the Commissioner regarding an emergency closure. The Report of School Re-Opening notifies the Commissioner of the re-opening and also collects the actual duration of the closure, the location and modality of instruction, and detailed information that may not have been available at the time of the closure.

Reasons for building closures may include but are not limited to, natural disasters, power outages, instances of infectious disease, extraordinary adverse weather conditions, and threats of violence. It is no longer required to submit a Report of School Closure for routine snow days.

## Annually by June 30<sup>th</sup>

The School Superintendent shall notify the NYSED Commissioner of the results of the survey on student access to computing devices and access to internet connectivity through the Student Information Repository System (SIRS) every year by June 30th.

## End of the School Year

The school district shall report the **Emergency Remote Instruction Plan** through the **State Aid Management System** at the end of the school year. After the close of the school year starting with the ending of 2023-2024, the School Superintendent reports remote instructional days under emergency conditions through the State Aid Management System and certifies this at the time NYSED's Form A is submitted as part of other required certifications.

Using the NYSED prescribed form, the School Superintendent certifies to NYSED:

- That an emergency condition existed on a previously scheduled session day and that the school district was in session and provided remote instruction on that day;
- How many instructional hours were provided on such session day; and
- Beginning with the 2023-2024 school year, that remote instruction was provided in accordance with the district's Emergency Remote Instruction Plan.

## Board of Education Approval

As part of the **District-Wide School Safety Plan**, the school district's Board of Education shall make the **Emergency Remote Instruction Plan** available for public comment and public hearing for no less than thirty days (30) prior to adoption. The plan must be adopted as part of the District-Wide School Safety Plan annually prior to September 1st and posted on the district website in a conspicuous location.

## Support for Students with Disabilities during Emergency Closing Virtual Instruction

School districts are required to implement support, services, and accommodations, as indicated in students' IEPs or 504 Accommodation Plans, to the best of their ability, when providing virtual instruction.

Special education teachers who provide ICT, CT (direct/indirect) will initiate outreach to their students' general education teacher(s) to collaborate on instructional modalities and any necessary accommodations or modifications required of assignments or assessments for the day. When a general education teacher is working with students synchronously, the special education teacher will participate in the lesson.

Special education teachers who teach resource room, self-contained special classes (12:1:1 and 15:1) should follow the same guidance and expectations as classroom teachers in regard to pedagogy, content, class meetings, and flexibility.

Teacher aides are available for instructional support by way of participating in class meetings, keeping up on classroom assignments and expectations, and serving as additional academic support.

Related service providers are to provide “tele-therapy” services, to the best of their ability. Related service providers are expected to adhere to similar guidelines as other professionals in regard to student and teacher work at home, communication, and flexibility and they will use the students’ IEPs to determine an appropriate/reasonable level of communication and support.

Documentation Requirements: Special education personnel are expected to document all support and services provided to students during this time. Document the manner, means, duration of time, follow-up efforts, etc. IEP progress monitoring is required to be collected and reported to parents following the schedule listed on students’ IEPs. Medicaid session notes continue to be a requirement for eligible related service providers. Special education teachers/service providers are responsible to hold any virtual professional meetings already scheduled on a day that becomes a virtual instruction day.