

<h1>POLICY</h1>	5315
	<p>Adopted: August 22, 2006</p> <p>Revised: January 2, 2024</p> <p>Student Policies</p>

SUBJECT: STUDENT DRESS CODE

All students of the Greater Southern Tier BOCES are expected to ~~give proper attention to personal cleanliness and to~~ dress appropriately for school and school functions. Students are expected to arrive at their BOCES program ready to learn and work. Students and their parents have the primary responsibility for ~~acceptable~~ preparing students for the school day, which includes dress and appearance. Teachers and all other ~~district~~ BOCES personnel should exemplify and reinforce acceptable student dress and help students develop an understanding of appropriate appearance in the school and/or workplace setting.

A student's dress, (which, as appropriate, encompasses grooming and appearance, including hair style/color, jewelry, make-up and nails below), shall:

1. Be safe, appropriate and not disrupt or interfere with the educational process.
2. Cover one's stomach, pelvis, lower back, buttocks and chest. ~~Recognize that extremely brief~~ The following garments are not permitted: e.g., tube tops, net tops, halter crop tops, shirts that are open or cut on the sides, spaghetti straps, plunging necklines (front and/or back), short skirts, short shorts and see-through garments, and pants that do not fit around the waist and need to be held up with a hand are not appropriate.
3. Ensure that underwear is completely covered with outer clothing.
4. Include industry/trade approved protective personal equipment, including footwear ~~at all times~~. Footwear that is a safety hazard will not be allowed.
5. Not include items that are vulgar, obscene, and libelous or denigrate others on account of race, color, religion, creed, national origin, gender, sexual orientation, or disability.
6. Not promote and/or endorse the use of alcohol, tobacco, marijuana, or illegal drugs and/or encourage other illegal or violent activities.
7. Be appropriate for specific classes, e.g., CTE courses, physical education classes, science classes.

Each ~~building~~ principal, or his or her designee, shall be responsible for informing all students and their parents of the student dress code at the beginning of the school year and any revisions to the dress code made during the school year.

Students who violate the student dress code shall be required to modify their appearance by covering or removing the offending item and, if necessary or practical, replacing it with an acceptable item. Any student who refuses to do so shall be subject to discipline, up to and including in-school suspension for the day. Any student who repeatedly fails to comply with the dress code shall be subject to further discipline up to and including out-of-school suspension.

POLICY	8130 1st Reading: January 2, 2024 Support Services
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SUBJECT: STUDENT AND STAFF SAFETY

The Greater Southern Tier BOCES Board believes that student and staff safety are of paramount importance. Therefore, the Board requires the BOCES to comply with all legal requirements to ensure such safety.

The BOCES will adopt and amend a comprehensive BOCES-wide school safety plan and campus-level emergency response plans regarding crisis intervention, emergency response and management, as required by law.

Workplace Violence Prevention

The Board of Education has the goal and objective of reducing and/or eliminating workplace violence at BOCES. In conjunction with the BOCES-wide school safety plan, the BOCES will evaluate the risk of workplace violence and implement a workplace violence prevention program, while soliciting input from recognized or certified employee organizations, to prevent and minimize the hazard of workplace violence to BOCES' employees, as required by law. The workplace violence prevention program shall be incorporated into the BOCES-wide school safety plan, as required by law.

BOCES' employees who believe that a serious violation of the workplace violence prevention program exists, or that an imminent danger exists, shall bring such matter to the attention of their supervisor.

The District Superintendent will establish plans and/or regulations necessary to implement this policy.

Ref: Education Law § 2801-a
 Labor Law § 27-b
 8 NYCRR § 155.17
 12 NYCRR § 800.6

POLICY	9110
	Adopted: August 22, 2006
	Revised: June 5, 2012
	Revised: August 6, 2015
	Revised: July 5, 2016
	Revised: December 6, 2016
	1st Reading: January 2, 2024
2nd Reading: February 6, 2024	
Personnel & Negotiations	

SUBJECT: SALARY FOR NON-UNIT EMPLOYEES

The Board endeavors to provide fair and competitive salaries to its non-unit employees. The following policies apply to non-unit employees' salaries:

Computation of Salary

Salary for twelve (12)-month employees will be based on 260 days. Salary for eleven (11)-month employees will be based on 238 days.

Entry-Level Salary

The entry-level salary for newly-hired non-unit employees will be within a salary range developed by the hiring supervisor and the District Superintendent or designee. The actual salary placement of new hires is at the discretion of the Board, based upon the recommendation of the District Superintendent to the Board of Education. ~~Non-Unit staff hired after April 1st will not receive a salary increase for the next school year.~~

Pay Periods

Twelve (12)-month non-unit employees may choose either twenty-six (26) or twenty-seven (27) pay periods per fiscal year.

Paycheck distribution

Non-unit employees shall have their paychecks direct deposited upon completion of the required authorization for the financial institution selected by the employee. Direct deposits will be transmitted to the financial institution on each pay.

Tax-Sheltered Annuities

Non-unit employees may have their salaries reduced and have such amount paid to a tax-sheltered annuity or deferred compensation plan of the employee's choice from a list of approved service providers in accordance with Internal Revenue Code sections 403(b) and/or 457.

<h1>POLICY</h1>	9110
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Overtime/Compensatory Time

The BOCES will pay overtime to non-unit employees as required by federal and state law. To be eligible for overtime, an employee must work more than forty (40) hours in a work week. Paid leave does not count toward the hours worked during a work week for overtime purposes. Such additional work must be explicitly approved in advance by the employee’s supervisor. A supervisor may adjust an employee’s schedule to ensure an employee does not work more than forty (40) hours in a work week.

When a non-unit employee is entitled to overtime, the employee will be paid such overtime in accordance with law. In lieu of overtime, an employee may request to be provided compensatory time. Compensatory time is provided at the rate of one-and-a-half hours for each overtime hour worked. Compensatory time may be accumulated up to thirty-two (32) hours per fiscal year (e.g., once an employee earns 32 hours during a fiscal year, s/he must be paid for overtime for the remainder of the year). If an employee with earned compensatory time has not used such time by the end of the fiscal year, s/he will be paid for such time.

Involuntary Transfer

If a non-unit clerical employee is involuntarily transferred from one (1) site to another, and the transfer results in a round trip commute of twenty (20) or more extra miles, an annual stipend will be paid to such employee. If such employee is eligible for such stipend, he or she shall be paid twenty-one dollars (\$21) per mile for each additional mile required for the commute. Such stipend will be prorated and paid on a monthly basis for one (1) year.