

NORTH SALEM CENTRAL SCHOOL DISTRICT DISTRICT EMERGENCY RESPONSE PLAN

Introduction

Emergencies and violent incidents in school districts are critical issues that must be addressed in an expeditious and effective manner. Districts are required to develop a district-wide school safety plan designed to prevent or minimize the effects of serious violent incidents and emergencies and to facilitate the coordination of the district with local and county resources in the event of such incidents or emergencies. The district-wide plan is responsive to the needs of all schools within the district and is consistent with the more detailed emergency response plans required at the school building level. Districts stand at risk from a wide variety of acts of violence, natural, and manmade disasters. To address these threats, the State of New York has enacted the Safe Schools Against Violence in Education (SAVE) law. Project SAVE is a comprehensive planning effort that addresses prevention, response, and recovery with respect to a variety of emergencies in each school district and its schools. This plan will work in conjunction with our school reopening plans that were created in response to COVID-19. This plan also includes the District’s protocols for responding to a public health emergency involving a communicable disease.

The North Salem School District, supports the SAVE legislation, and intends to facilitate the planning process. The Superintendent of Schools encourages and advocates on-going district-wide cooperation and support of Project SAVE.

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Section I: General Considerations and Planning Guidelines

A. Purpose

The North Salem District-wide School Safety Plan was developed pursuant to Commissioner’s Regulation 155.17. At the direction of the North Salem School District Board of Education, the Superintendent of the North Salem School District appointed a District-wide School Safety Team and charged it with the development and maintenance of the District-wide School Safety Plan.

B. Identification of School Teams

The North Salem School District has created a District-wide School Safety Team consisting of, but not limited to, representatives of the School Board, teachers, administrators, parent organizations, school safety personnel and other school personnel.

DISTRICT SAFETY TEAM:

1. Dr. Kenneth Freeston	Superintendent of Schools
2. Dr. Kenneth Freeston	District Chief Emergency Officer
2. Dr. Kathleen Murphy	Assistant Principal H.S/M.S
3. Mary Johnson	PQ Principal
4. Vince DiGrandi	MS/HS Principal
5. Eric Stark	Director of Business Administration
6. Dr. Joannes Sieverding	Facilities, Building and Grounds & Transportation
7. Andrew Brown	NS Police Department/BOE
8. Paul Giamundo	BOE
9. Stepahanie Olenik	CSEA
10. Joan Gabel Meyers	CSEA
11. Kathryn Ticker	NSTA
12. Sean Armstrong	School Resource Officer
13. Kurt Guldan	NS /Office of Emergency /BOE Management
14. Sean Partenio	North Salem Fire Department
15. Chris Pulver	Buildings
16. Joe Senatore	Transportation
17. Skip Floer	Community Member
18. Gail Soto	Community/Town Employee
19. Kurt Guldan	NS Volunteer Ambulance Captain

The North Salem School District has created a District Crisis Management Team to work in conjunction with the building level teams. The Crisis Management Team are the point people on the District Safety Team and provide direction and support to buildings:

DISTRICT CRISIS MANAGEMENT TEAM:

1. Dr. Kenneth Freeston	Superintendent of Schools/ Public Information Officer
2. Mr. Vince DiGrandi	Principal Middle School/High School
3. Dr. Kathleen Murphy	Assistant Principal Middle School/High School
4. Ms. Mary Johnson	PQ Principal
5. Dr. Joannes Sieverding	School Facilities, Operations, Maintenance, Transportation
6. Ms. Stephanie Olenik	Secretary to School District
7. Lt. Andrew Brown	North Salem Police Department

C. Concepts of Operations

- The District-wide School Safety Plan shall be directly linked to the individual Building-level Emergency Response Plans for each school building. Protocols reflected in the District-wide School Safety Plan will guide the development and implementation of individual Building-level Emergency Response Plans.
- In the event of an emergency or violent incident, the initial response to all emergencies at the individual school will be by the School Emergency Response Team
- Upon the activation of the School Emergency Response Team, the Superintendent of Schools or his/her designee will be notified and, where appropriate, local emergency officials will also be notified.
- Efforts may be supplemented by County and State resources through existing protocols.

D. Plan Review and Public Comment

- This plan shall be reviewed and maintained by the District-wide School Safety Team and reviewed on an annual basis on or before September 1 of each year.
- Pursuant to Commissioner's Regulation 155.17(e)(3), this plan will be made available for public comment 30 days prior to its adoption. The district-wide plan may be adopted by the School Board only after at least one public hearing that provides for the participation of school personnel, parents, students, and any other interested parties. The plan must be formally adopted by the Board of Education prior to September 1 each year.
- While linked to the District-wide School Safety Plan, Building-level Emergency Response Plans shall be confidential and shall not be subject to disclosure under Article 6 of the Public Officers Law or any other provision of law, in accordance with Education Law Section 2801-a.
- Full copies of the Building Safety Plans and any amendments will be submitted to the New York State Police via the NYSED Business Portal. Building-level Emergency Response Plans will also be supplied to local Police within 30 days of adoption.

Section II: General Emergency Response Planning

(The District-wide School Safety Plan should provide the framework for the Building-level Emergency Response Plan.)

A. Identification of sites of potential emergency, including:

1. Each school will identify and locate areas of potential emergencies in and around their building. The Director of School Facilities, Operations, Maintenance, and Transportation and building custodian will locate and map these sites. These sites are to include electrical, gas, heating, ventilation, water supply and sewage systems locations and shut-offs. Representatives of Putnam/Northern Westchester BOCES and local fire department personnel have assisted in these efforts. (**Building Site Plans**)

The location of potential sites,

2. These locations will be listed in each school Safety Plan and placed in building maps supplied to police, fire, EMS, and district personnel.

Potentially dangerous sites will be checked regularly and inspected by safety personnel annually. They include but are not limited to:

A. **System Sites**

Electrical panels/shut off	Gas lines/shut off
Gas appliances	Sewage system
Ventilation/Air conditioning	Water Supply/shut off

B. **Environmental Problem Sites**

Chemical storage	Cleaning supplies
Paper supply storage	Industrial arts room
Science rooms and labs	

C. **Site considerations**

Nearby streams, ponds, etc.	
Isolated areas	Unprotected gas/electric
Steep areas near school	air conditioning equipment
Playground equipment	

B. Plans for taking the following actions in response to an emergency where appropriate, including but not limited to:

1. **Procedures for Shelter in Place**

Procedures for sheltering in place are found in the Building Level Emergency Response Plans. The shelter in place plans vary from school and situation. “*Duck and Cover*” procedures and weather safety zones are designated in each building. Plans include sheltering for an extended period of time.

2. **Procedures for Sheltering Off-Site:**

Each building has identified off-site sheltering facilities to be used in the event of

emergencies when transportation is not available. These are included in each of the Building Site Plans. The district also has a detailed reunification plan in the event students cannot return to the building.

3. **Procedures for Hold in Place**

Procedures for hold in place are found in the Building Level Emergency Response Plans. The hold in place plans may vary from school and situation.

4. **Procedures for Evacuations:**

Procedures for evacuation are found in the Building Level Emergency Response Plans. The evacuation procedures vary from school and situation. Plans include transportation available evacuations and pedestrian evacuation.

5. **Procedure for Lockout**

Procedure for lockout are found in the Building Level Emergency Response Plans. The lockout procedures may vary from school and situation.

6. **Procedure for Lockdown**

Procedures for lockdown are found in the Building Level Emergency Response Plans. These procedures are in accordance with NYSED guidance and best practices.

7. **Parental Notification:**

The North Salem Central School District uses Blackboard Connect as a communication vehicle from the District, PQ and the MS/HS to parents. We use it for routine announcements and for some emergencies such as power outages. We use the phone, text and email information you provide each

year. We can use this service to send both routine and emergency announcements.

Parents need to keep their own and emergency contact information current. It is important the people listed as emergency contacts know that they may receive information from the District in the case of an emergency.

The North Salem Central School District also uses the Superintendent's News Service.

This is an email communication vehicle for weather related closings, delays and emergencies. This service is open to parents and community members. To sign up, go to [northsalemsschools.org](http://www.northsalemsschools.org), click on District, select Superintendents News Service and complete the registration. We urge that both parents sign up and register their emergency contacts. http://www.northsalemsschools.org/district/superintendent_news_service.

In addition every summer, the District sends out our District Reunification and Emergency Communication Flier to parents.

We will also communicate with parents through our District Social Media account.

8. **Emergencies include but are not limited to:**

Biological	Floods
Intrusions	Bomb Threat
Kidnapping	Explosion
Fire	Civil Disturbance
Hazardous Materials	High Winds/Storms
Hostage Taking	School Bus Accidents
Suicide	Suspicious Package

C. The identification of district resources which may be available for use during an emergency, including the identification of personnel and other resources. (Appendix 1)

These resources will be found in Building Safety Plans.

D. Description of procedures to coordinate the use of school districts resources, manpower during emergencies, including:

- Identification of the officials authorized to make decisions.
 1. Dr. Kenneth Freeston Superintendent of Schools
 2. Mr. Vince DiGrandi Principal North Salem MS/HS
 3. Dr. Kathleen Murphy Assistant Principal North Salem MS/HS
 4. Ms. Mary Johnson PQ Principal
 5. Dr. Joannes Sieverding Facilities, Operations, Maintenance and Transportation

E. Policies and procedures for annual multi-hazard school training for staff and students, including the strategies for implementing training related to multi-hazards.

1. Safety Committee will complete inspections and review of all buildings and plans in compliance with rescue regulations - Part 155.4(d) annually each year. All required staff training will be completed by the fall of each year (**blood-borne pathogens, hazmat, other right to know**).
2. All required student safety trainings will be completed annually under the direction of district personnel.

F. Procedures for the review and conduct of drills and other exercises to test components of the emergency response plan, including the use of tabletop exercises, in coordination with local and county emergency responders and preparedness officials.

1. The District or building personnel in cooperation with local preparedness officials will annually conduct periodic drills and other exercises to test components of the emergency response plans.
 - a. Types of drills to be tested include but not limited to:

- Fire
- Bus Drills
- Intruder lock downs
- Lockout
- Communication System Checks
- School Emergency Response
- Team Table Top Practices
- Evacuation
- Dismissal
- Sheltering (in-place)

(Appendix 6)

- b. Appropriate staff training will be provided to ensure effectiveness.
- c. Schools will keep a record of building drills and report this information annually to the District Safety Team for review.

Section III: Responding to Threats and Acts of Violence

(The District-wide School Safety Plan should provide the framework for the Building Level Emergency Response Plan.)

A. Policies and procedures for responding to implied or direct threats of violence by students, teachers, other school personnel and visitors to the school.

1. Reporting of Threats of Violence to School Authorities
 - a. Students are strongly encouraged to inform school staff about any indirect or direct threat of violence to themselves, others or property and can also make reports through our anonymous reporting app for our students which is found on our District’s website.
 - b. Staff are required to inform administration of any direct or indirect threat of violence to students, themselves, others or property.
 - c. Parents and visitors are strongly encouraged to tell school staff about any indirect or direct threats of violence towards students, themselves, others or property.
 - d. Students, staff parents and others will be educated about the importance of reporting threats and the procedures of reporting.
2. Investigating Threats of Violence
 - a. The building administrator will investigate reported threats of violence and will make the determination of disciplinary measures consistent with the Code of Conduct.
 - b. Serious acts will require the involvement of police personnel. (violent offenses in accordance with SAVE requirements)
 - c. Chronic offenders may require a behavior intervention plan, close monitoring, and police involvement.

- d. Threats placing students, staff and others in imminent danger require an immediate call to the police.
 - e. Threats in which students make threats against themselves will be investigated and reported to counselors and the police as determined by the building administrator
3. Proactive Security Measures
- a. North Salem Schools use a dual point of entry system.
 - The dual entrances are monitored.
 - All other doors are locked throughout the building.
 - Main entrance is monitored. Visitors may only use the front entrance and are required to use the Fast Pass system.
 - Visitors are required to wear identification.
 - Visitor access is limited to the front door.
 - Escorting visitors is encouraged.
 - All staff wear visible identification badges.
 - North Salem Schools will educate students, staff and parents about the importance of school safety. Appropriate training will be available.
 - North Salem Schools will hold drills that help promote school safety.
 - North Salem Schools will develop and operate reporting, referral and counseling procedures designed to identify and work with potentially aggressive and violent students.
 - The district will continue to investigate security devices and strategies to make schools as safe as possible.
4. Reporting Incidents
- a. School administrators must keep record of serious threats and acts of violence and report them annually to the state. (**Appendix 5**)
 - b. Incidents of violence, serious threats, intimidation etc. may require involvement of the police.
 - c. District and building administrators are authorized to call the police to respond to the threat or acts of violence.
5. District Policies and Procedures for the following types of threats:

Bomb Threats

A bomb threat is a criminal act and will be treated as one. Any bomb threat to the district will be taken seriously; no bomb threat will be treated as a hoax or a prank. The district will vigorously pursue disciplinary action against any student or staff member caught reporting a bomb threat consistent with the provisions of the school of conduct, state law or any applicable collective bargaining agreement. In addition, the district will urge law enforcement officials to prosecute any person caught reporting a bomb threat to the fullest extent of the law. Further, the district may seek restitution for the parent or guardian of any minor child between the ages of 10 and 18 who falsely reports a bomb threat or places a bomb threat for the expense of responding to the

false report or incident.

The Superintendent of Schools shall establish procedures to be followed by all staff and students in the event of a bomb threat in cooperation with local and state law enforcement. The procedures shall be made a part of each school's emergency management plan and be kept confidential. All appropriate staff shall be given a copy of the procedures, and the Superintendent shall ensure that all staff receive training on their respective roles and responsibilities in the event of a bomb threat. Refer to Policy # 8133 in Appendix.

Hostage-Taking/Intrusion/Kidnapping

In the event of a Hostage-Taking/Intrusion/Kidnapping, the Incident Commander will immediately notify local law enforcement and remain in command until law enforcement arrives. The building plans, which are confidential, will outline specific policies and procedures that will be followed for the incident. Safeguarding of students and staff is paramount and the decision to hold-in-place, evacuate, or lockdown will be made by the Incident Commander. Parents will be notified by Blackboard Connect, etc. with a message on the website, etc. In the event the students need to be transported to an off campus site the transportation chief will make appropriate arrangements to secure the needed resources and parents will be notified by the building plan accordingly. The District Public Information Officer will disseminate information as per the Incident Commander to the local media outlets.

B. Policies and procedures for responding to acts of violence by students, teachers, other school personnel and visitors to the school, including consideration of zero-tolerance policies for school violence.

1. Reporting acts of violence to school authorities
 - a. Students are strongly encouraged to inform school staff about acts of violence toward themselves, others and property.
 - b. Staff are required to inform administration of any act of violence to students, themselves, others or property.
 - c. Parents and visitors are strongly encouraged to tell staff about any acts of violence toward students, themselves, others or property.
 - d. Students, staff, parents and others will be educated about the importance of reporting acts of violence and the procedures of reporting these acts.
2. Investigating acts of violence
 - a. The building administrator will investigate reported acts of violence and will make the determination of disciplinary measures consistent with the Code of Conduct.
 - b. Serious acts will require the involvement of police personnel. (Violent offenses according to the SAVE requirements)
 - c. Chronic offenders may require a behavior intervention plan, close monitoring, and police involvement.

- d. Acts of violence placing students and staff in imminent danger require an immediate call to the police.
3. Proactive Security Measures
 - a. North Salem Schools use a dual point of entry system.
 - All other doors are locked.
 - Entrances are monitored and visitors are required to use the Fast Pass system.
 - Visitors are required to wear identification.
 - Visitor access is limited to a specific location.
 - All staff wear visible identification badges.
 - North Salem Schools will educate students, staff and parents about the importance of school safety. Appropriate training will be available.
 - North Salem schools will hold drills to help promote school safety.
 - North Salem Schools will develop and operate reporting, referral and counseling procedures designed to identify and work with potentially aggressive and violent students.
 - The district will continue to investigate security devices and strategies to make schools as safe as possible.
 - b. The district will continue to investigate security devices and strategies to make schools as safe as possible.
 - c. North Salem Schools have developed procedures outlining expectations for police involvement at school sponsored extracurricular activities.
 4. Removing Violent Individuals
 - a. Aggressively dangerous and violent students should be restrained and appropriate administration and staff contacted. Police should be called to remove the student.
 - b. Violent adults are to be reported immediately, to the administration & police to be called.
 - c. Students and staff should be in lock down mode when violent people are in or around the school.
 5. Reporting Incidents
 - a. School administrators must keep a record of serious threats and acts of violence and report them annually to the state. **(Appendix 5)**
 - b. Incidents of violence, serious threats, intimidation etc. may require involvement of police.
 - c. District and building administrators are authorized to call police to respond to the threat or act of violence.
- C. Policies and procedures for contacting law enforcement officials in the event of a violent incident.**
1. The district policy for reporting threats and acts of violence to police is: Policy #s 8130 & The District Wide Safety Plan **(Appendix 8)**

2. The police and local government agencies. (**Appendix 2**)

D. Policies and procedures to contact parents, guardians or persons in parental relation to the students in the event of a violent incident or an early dismissal.

1. EMERGENCY DISTRICT CLOSING

Should an actual emergency occur, the District Emergency Coordinator or Incident Commander will contact the appropriate agency with the specific nature of the emergency and request assistance.

The Superintendent of Schools is responsible for closing schools in inclement weather or other emergencies. Each administrator will be provided two copies of the emergency closing calling list. One copy is for use at home and the second copy for use during school hours.

Station	
WHUD	100.7
WFAS	103.9
WLAD	98.3

TV NEWS CHANNEL 12	
District Web Page	www.northsalemschools.org
Internet	www.ctweather.com
Superintendent News Service	On-line notification, signup necessary http://www.northsalemschools.org/district/superintendent_news_service

- In the event of school closing, the decision will be made by 6:00 a.m. or as soon as possible.
- The Automated Phone System Calling Chain will communicate this decision. In the event there is a failure of the Automated System, the Building Principals will be notified to initiate the Crisis Phone Calling Chain.
- Full closure prior to the start of the school day - NO employee will be required to report to work with the exception of the custodial crew, who will be notified as required by the head custodian or Director of School Facilities, Operations, Maintenance, and Transportation.
- Two-Hour delay all employees should leave for work in order to arrive prior to the students. The Custodian and Transportation Maintenance staff should arrive at their normal time to clear walks and parking. It is the intention of the district not to close after announcing a two-hour delay, so staff should plan on arriving at their school
- Early Dismissal Schedule: If weather, or other emergency conditions are serious enough to close schools prior to the end of the school day, employees will remain on duty until dismissed by their immediate supervisor. Available calling chains shall be implemented.

2. Parents will receive information about the threat or act of violence that determined an early dismissal in their child’s school as soon as is practical. This information is limited to information the school is legally permitted to disclose. (**Appendix 4**)

Section IV: Communication with Others

(The District-wide School Safety Plan should provide the framework for the Building Level Emergency Response Plan.)

A. Description of the arrangements for obtaining assistance during emergencies from emergency service organizations and local government agencies.

The North Salem School District has worked closely with police, fire, EMS, and governmental agencies to obtain assistance during emergencies. Representatives helped in the development of this plan, have assisted in emergency situation drills and provided technical assistance. Providers have given approval to the North Salem School to rely on local personnel, resources and facilities in emergency situations. Our plan provides for accessing emergency mental health services in the event of an emergency or violent incident from Putnam/Northern Westchester BOCES, county and regional mental health agencies.

Our School Resource Officer, Sean Armstrong; North Salem Police and Westchester County Police have access to our locked buildings and grounds during emergencies.

B. The local government agencies North Salem Central School District would obtain assistance from in the event of an emergency are:

State Police- Somers; State Police- Brewster; Town of North Salem Police; Westchester County Police; Putnam County Sheriff; FBI; Croton Falls Fire Department; Westchester County Fire Control and Hazmat; North Salem Ambulance; Brewster Fire and Ambulance; Somers Fire and Ambulance; Putnam Hospital Center; Northern Westchester Hospital; Danbury Hospital; Town of North Salem, Warren Lucas; Westchester County Health Department; DEC-Region 3 Headquarters; DEC- Spills

The North Salem School District Superintendent/Designee in an emergency will contact emergency management coordinator and/or the highest-ranking local government official for obtaining assistance. (Appendix 2)

Key officials in local government that can help to develop plans and assist in emergency situations as listed in emergency situations are:

1. North Salem Town Supervisor
2. Highway Supervisor
3. Frank Guglieri - BOCES
4. PNW Risk Management
5. Town Police Department
6. NYSEG

During an emergency North Salem Central School District resources that could be used in the event of an emergency are as follows: The Middle/School High School Building; Pequenakonck Elementary Building; 22 large buses and 22 vans. Some off site locations for our use could be Pequenakonck Elementary School, the Middle/High School, North Salem Bus Garage, Brewster Sport Center, Katonah School District, and the Brewster Central School District.

Coordinating the use of district resources and manpower during emergencies; including identification of the official authorized to make decisions and staff members assigned to provide assistance during emergencies:

- | | |
|---------------------------|--|
| 1. Dr. Kenneth Freeston | Superintendent of Schools/District Chief Emergency Officer |
| 2. Mr. Vince DiGrandi | Principal Middle School/High School |
| 3. Dr. Kathleen Murphy | Assistant Principal Middle School/High School |
| 4. Ms. Mary Johnson | PQ Principal |
| 5. Dr. Joannes Sieverding | School Facilities, Operations, Maintenance, and Transportation |
| 6. Ms. Stephanie Olenik | Secretary to School District |
| 7. Lt. Andrew Brown | North Salem Police Department |

In the event of an emergency, the District will use Blackboard Connect and the Superintendent's News Service as the system for informing all educational agencies within the district of a disaster. The District Chief Emergency Officer will also contact our first responders and the PNW BOCES Superintendent to assist in informing key regional educational personnel.

C. In case of a school district emergency, maintaining certain information about each educational agency located in the school district: including information on: population and staff numbers, their transportation needs, phone numbers of key officials of each school will be kept updated annually. (Appendix 3)

SECTION V: Prevention and Intervention Strategies

(The District-wide School Safety Plan should provide the framework for the Building Level Emergency Response Plan.)

- A. Policies and procedures related to school building security, including, where appropriate, the use of school safety officers and or/security devices or procedures.**
1. North Salem Schools use a dual point of entry system whenever possible.
 - a. All doors locked.
 - b. Both entrances are monitored. Visitors can only access the building through the main entrance. They must sign in and out, and are buzzed in as they access the main entrance.
 - c. Visitors are required to wear identification while in buildings during the school day.

- d. Visitor access is limited to a specific location; escorting visitors is encouraged.
 - e. Staff members wear visible picture identification badges.
 - f. Visitors without identification will be directed to the sign-in area by all staff.
2. Presently, North Salem has building monitors in the high school and middle school buildings who are used to monitor entrances, move students between classrooms, patrol hallways, supervise cafeterias, and check restrooms. The monitors are under the supervision of the building principals.
 3. Main entrance and sign-in are monitored by security personnel from Century Protective Services.
 4. The hiring and screening process for all personnel acting in the school security capacity begins with referrals to the District from Century Protective Services. Many of these certified security personnel referrals are known to us through the North Salem Community and/or through their prior service with law enforcement agencies. When we do not have people known to us, we interview each individual to find a match with the culture and expectations of our school district. Most of the screening will be done by Century Protective Services; however, we will also conduct a screening interview to discuss job expectations and determine a good match.

B. Policies and procedures for the dissemination of informative materials regarding the early detection of potentially violent behaviors, including but not limited to:

1. Policy #s 5400, 5430, 5431, 5450.1, 5460, 5460.1 (**Appendix 8**)
2. Students, staff and parents and community members shall receive information regarding early detection of potentially violent behavior. (**Appendix 4**)

C. Appropriate prevention and intervention strategies such as:

1. Training for security personnel and monitors working in a security capacity may include:
 - a. individual and group de-escalation techniques,
 - b. non-violent conflict resolution skills and
 - c. mediation
2. The district provides de-escalation techniques and non-violent conflict resolution training to hall monitors and other staff annually. Each building has some staff trained in nonviolent conflict resolution.
3. Training is available during conference days, summer and after school seminars.
4. Procedures relating to building security including utilization of staff and security equipment.
 - a. All district schools have night alarm systems.
 - b. All staff have a picture ID.
 - c. District uses the Fast Pass entry system.
5. Contract with Westchester County Department of Public Safety Services (See Appendix 9)

D. Strategies for improving communication among students; and between students and staff; and reporting of potentially violent incidents, through the establishment of:

North Salem High School has a Peer Mediation Program, a diversity awareness program and Amnesty International. The Renaissance Program is a character education and community building initiative. The school continues to provide opportunities for student voices to be heard through the Student Council. Students are exposed to the importance of positive personal relationships through a program offered by The Women's Center. Students are also encouraged to participate in the Teen Symposium which also deals with positive vs. abusive relationships.

North Salem Middle School has a number of school safety related programs. These programs include, peer mediation, anti-bullying, and a character education program called STAND with small advisory groups. Student voices are heard through the student committee to STAND and the Middle School Student Forum. The 7th graders all participate in "town meetings" as another way for students to communicate.

PQ Elementary School has a wide range of programs that impact school safety. They are delivered through curricular and extracurricular programs. These programs include:

October is personal safety month k-5

Tigers CARE - bully prevention modeled on PBIS

BE Kind - Kind Campus Curriculum Implementation

The Dignity Act for all students provides an additional layer of support to a safe & secure learning environment. A DAC (Dignity Act Coordinator) has been named and a committee of students and parent representation has been formed.

1. Programs that encourage student to staff communication exist in every school. The procedure for anonymous reporting of threats and acts of violence is: Establish the means to inform authorities about dangerous behaviors anonymously by use of our District App for on-line reporting that is used at the MS/HS.

Educate students to inform staff / administration about threats and acts of violence.
Require staff to report all violent student acts to the administration for investigation.

2. Staff training programs needed to meet SAVE requirements.

*Two hours of instruction on issues of school safety need to be provided to all employees.

*The District will certify (Via BED in October of 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 included violence prevention and components of mental health

*New employees hired after the start of the school year shall receive training within 30 days of hire

*These can/should include but are not limited to:

- de-escalation training
- warning signals for violence
- non-violent conflict resolution
- emergency response team training
- mediation
- mentoring
- social skills development
- character education
- Dignity for All Students Act
- safety drills
- other

SECTION VI: Pandemic Plan- Protocols For Responding To A State Disaster Emergency Involving Public Health For The North Salem Central School District

ACTIVATION

These protocols have been developed to respond to a Public Health Emergency. Directive shall come from the New York State Education Department, New York State Department of Health, Westchester and Putnam Department of Health, or other appropriate agency for this protocol to be activated.

PURPOSE:

This document has been developed in accordance with the amended New York State Labor Law section 27-c and New York State Education Law 2801-a paragraph 2(m) (as amended by section 1 of part b of chapter 56 of the laws of 2016). These laws were amended by the passing of N.Y. State Senate, S8617B, 2019 Leg., and N.Y. State Assembly., A10832, 2019 Leg. on 9-7-2020 that requires all 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.

DEFINITIONS

Ref. NYS Labor Law Section 27-C

Essential shall refer to a designation made that a public employee or contractor is required to be physically present at a work site to perform his or her job.

Non-essential shall refer to a designation made that a public employee or contractor is not required to be physically present at a work site to perform his or her job.

Communicable disease shall mean an illness caused by an infectious agent or its toxins that occurs through the direct or indirect transmission of the infectious agent or its products from an infected individual or via an animal, vector or the inanimate environment to a susceptible animal or human host.

Personal protective equipment shall mean all equipment worn to minimize exposure to hazards, including gloves, masks, face shields, foot and eye protection, protective hearing devices, respirators, hard hats, and disposable gowns and aprons.

PROTOCOLS

To the extent possible the District will stagger work shifts of essential employees and contractors in order to reduce overcrowding on public transportation systems and at worksites. Staff and students typically walk or drive via their personal vehicle to campus. In an effort to reduce overcrowding on public transportation:

- Faculty will work their full day in school. If circumstances require it and as authorized by the Superintendent, teachers and some staff may be authorized to work from home.
- If no students are in school staff may have the choice of working in the building or working remotely as their roles permit and as authorized by the Superintendent.

IDENTIFICATION OF ESSENTIAL POSITIONS

Ref. NYS Labor Law Section 27-C (1)(d) and (3)(a)

In the event of a state ordered reduction of in-person workforce, this is a list of essential positions and titles

Position	Description
Information Technology	Director of Technology
	Technicians
Custodial and Maintenance	Director
	Maintenance Foreman and Maintenance Staff
	Senior Custodians: and Building Custodians
Administration	Superintendent and Asst. Superintendent/ Directors
Faculty and Staff	Principals/ Assistant Principals/Teachers/Related Service Providers MSHS Faculty

	MSHS Support Staff PQ Faculty and Staff
Security	Security guards
Transportation	Head Bus Driver: and Bus Drivers
Food Service	Food Service Workers Cooks/Servers

TELECOMMUTING PROTOCOLS

Ref. NYS Labor Law Section 27-C (3)(b)

Listing of Non-essential position titles and contractor titles who will need to tele-commute along with equipment deemed essential to their role.

Non-essential shall refer to that employee who is not required to be physically present at a work site to perform his or her job and may perform his or her job remotely. There may be some staff who will not be able to telecommute nor will they be able to work on campus. The need for these staff will be determined on a case-by-case basis and by job title.

North Salem CSD Information Technology Department has protocols in place to allow employees to work remotely as determined by the Superintendent, Assistant Superintendent and departmental supervisors. Equipment will be issued on a needed basis after the appropriate administrator makes a formal request to the Director of Information Technology. Below is the listing of non-essential personnel who have been identified as needing equipment.

Non –Essential Position Titles	Equipment assignment		
	Phone	Laptop	RSA/VPN
Business office off site (2 clerical employees)	NA	Yes	Yes

Downloading and installing software and data.

At North Salem, any equipment that is assigned to a staff member has the ability to connect to the internet and access Google. In addition, staff are encouraged to share documents using Gmail, or Google documents. Staff have access via Google, to Classroom and other Google for Education Suite or at the Elementary to SeeSaw software that is Internet-based and accessible to all staff from home.

Transfer of phone lines to work or personal cell phones.

In the event of a pandemic, the district will use email and check voicemail to continue needed communication. The district’s phone system does not currently permit calls to be forwarded to personal cell phones.

STAGGERING OF WORK SHIFTS

Ref. NYS Labor Law Section 27-C (3)(c)

North Salem CSD will have several options to comply with this requirement.

- All our teaching staff have the ability to work from home if it is determined by the superintendent that they need to do so.
- If necessary, we use the predetermined cohorts to stagger and alternate workdays. Depending upon the situation, custodians and office personnel may be 25% or 50% capacity following guidance from the NYSDOH and the Governor’s Office.
- If necessary, we will limit the number of staff and faculty reporting to a skeleton crew by percentages to maintain the integrity of operations and facilities.

PERSONAL PROTECTIVE EQUIPMENT

Ref. NYS Labor Law Section 27-c (3)(d)

Plan to procure PPE

The North Salem School District has established relationships with reliable sources to procure personal protective equipment (PPE). As reflected in the table below, we will continue to replenish our inventory to always maintain a supply to cover a 6 month duration in concert with the job descriptions for each of the employee classifications. PPE will be stored in a central location and in containers to prevent degradation and a system has been implemented for distribution to each of the District’s locations.

PPE Storage

PPE type	Storage Location
Masks (reusable)	Closet Green Room
Gloves	Closet 65C
Face shields	Closet 65C
Gowns	Closet 65C
N-95	Nurses Offices

PROTOCOL FOLLOWING EXPOSURE

Ref. NYS Labor Law Section 27-c (3)(e)

In the event an employee or contractor is exposed to a known case of a communicable disease that is the subject of a public health emergency, exhibits symptoms of such disease, or tests positive for such disease, and in order to prevent the spread or contraction of such disease in the workplace the District has a set protocol to be followed for the exposure as well as the disinfecting of the affected work area(s). The District's Building Level Emergency Plan contains an Infectious Disease Annex, which details:

- The disinfecting of any area known or suspected to be infected with the communicable disease as well as any common area surface and shared equipment such employee or contractor may have touched
- Available leave options, for the affected employee(s), in the event of an employee's need to receive testing, treatment, isolation, or quarantine

Note: Such protocol does not involve any action that would violate any existing federal, state, or local law, including sick leave or health information privacy.

Communicable disease definition - (S8617/A10832 Section 1-f & NYS Labor Law Section 27-c (1)(f)).

We will follow current guidance from the Centers for Disease Control and Prevention (CDC) as well as state and local Department of Health guidelines.

For example:

1. All employees are instructed to fill in our online questionnaire which they have a link to and is on the District website at least one hour before arriving at work.
 - a. If they answer no to all the questions they are cleared to come to work.
 - b. If they answer yes to any question, they are required to contact the COVID Coordinator and the Director of HR. They may not come to work until they are provided with clearance to come to work.
 - c. The HR department contacts each employee who does not answer no to all the questions. The employee receives further information regarding the reason for the failing response.
 - d. If there is a health concern, the employee is asked to follow posted NYSDOH protocols and procedures.
2. If an employee begins to experience symptoms related to the current pandemic, after arriving at work, they have been instructed to go out to their car or a designated isolation room within their building and to contact their supervisor for further instructions.

3. Supervisors will use the urgent response protocol to this change in status to determine their immediate course of action.
4. After the employee leaves the area, their workspace is closed off until it can be cleaned. An effort is made to identify any spaces that they may have entered and these are also closed off until cleaned. 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. ANY building occupants who have been exposed to that person may be identified as a contact and current DOH guidelines will be followed.

DOCUMENTATION

Ref. NYS Labor Law Section 27-c (3)(f)

The HR Department, in conjunction with departmental supervisors, uses an online questionnaire, payroll, timecards and the Frontline platform for online scheduling purposes and to capture employee hours and locations. Each supervisor will be responsible for maintaining the schedule for his or her department and ensure its accuracy. Visitors to campus are prohibited unless they are consulting essential business and are scheduled and approved in advance by the Superintendent or designee. Contractors will sign in with guards and their presence will be registered in the visitor log book. No other visitors will be allowed on site.

EMERGENCY HOUSING

Ref. NYS Labor Law Section 27-c (3)(g)

Emergency housing for essential workers is not normally needed for school employees. If needed, the district will arrange for emergency housing for essential employees at the following on site areas:

- If we are required to provide onsite emergency housing the District will use the multipurpose room at Pequenakonck Elementary School and the gyms at the Middle School/High School
- If offsite housing is needed, we will work with the Town of North Salem to provide housing.

Created	January 2021
Adopted	
Updated	May 2021
Updated	
Updated	
Updated	

APPENDICES

Appendix 1

District Resources

Appendix 2

Local Government Agencies

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Educational Agencies within the District

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Appendix 6

Drill Report Form

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Emergency Closing

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School Policies

Appendix 9

Westchester County Public Safety Services MOU

APPENDIX 1
DISTRICT RESOURCES

	<u>Name</u>	<u>Building</u>
<u>Medical</u>		
Nurses	Donna DeMeo Rita Driscoll Danielle Zaetz	PQ Elem. H.S./M.S. PQ/MS/HS (shared)
School Physician	Dr. Barsch	
Hospitals	Putnam Hospital Center Northern Westchester Hospital Danbury Hospital	
<u>Security</u>		
Century Protective Services	K-12	
<u>Post-critical Incident Response Personnel</u>		
Psychologists	Don Merriman Jake Ross Katia Castelli	PQ Elem. PQ Elem. H.S./M.S.
Guidance Personnel	Melissa Smith Jennifer Galligan Elizabeth Loughran John Davis	H.S./M.S. H.S./M.S. H.S./M.S. H.S./M.S.

APPENDIX 2

LOCAL GOVERNMENTAL AGENCIES

AGENCY/POLICE

State Police - Somers
State Police - Brewster
Town of North Salem
Westchester County Police
Putnam County Sheriff
FBI

CONTACT

Dispatcher
Dispatcher

PHONE

277-3651
845-279-6161
669-5540
769-3100
845-225-5523
633-6000

FIRE DEPARTMENT

Croton Falls Volunteer FD
Westchester County Fire Control &
Hazmat

277-3333
231-1900

AMBULANCE & HOSPITALS

North Salem Ambulance
Brewster Fire & Ambulance
Somers Fire & Ambulance
Putnam Hospital Center
Northern Westchester Hospital
Danbury Hospital

669-5111
845-279-3678
248-5555
845-279-5711
666-1200
203-797-7000

GOVERNMENT

Town of North Salem Warren Lucas 669-5214
Westchester County Health Dept. 637-4700
DEC - Region 3 Headquarters 845-256-3000
DEC - Spills 800-457-7362

HIGHWAY DEPARTMENTS

North Salem Town Garage Ward Hanaburgh 669-5310
Southeast - Brewster 845-279-2141
Somers Highway 232-4868
Carmel Highway 845-628-7474
Westchester County Highway 285-2000
Putnam County Highway 845-878-6361
NY State D.O.T. 232-3060

**PUTNAM/NORTHERN
WESTCHESTER BOCES**

District Superintendent Dr. James M. Ryan 248-2302
Regional Safety Coordinator Frank Guglieri 248-2457

OTHER

NYSEG 800-572-1131
Red Cross 946-6500
Poison Control 366-3030, 1-800-336-6997
Life Threatening Emergencies 911

APPENDIX 3

Educational Agencies Within the District

<u>SCHOOL:</u>	<u>ADDRESS:</u>	<u>POPULATION:</u>	<u>STAFF:</u>	<u>CONTACT:</u>	<u>TELEPHONE:</u>
Purdys Methodist Church	Rt. 116 Titicus Road Purdys, NY 10578	45	6	Kim Dias	276-1350
North Salem Nursery School	296 Titicus Road North Salem, NY 10560	163	21	Karen Midkiff Ginny Fogle	669-8911
Westchester Exceptional Children	Rt.22 Purdys, NY 10578	77	10	Linda Zinn	277-5533

NOTIFICATION OF SCHOOL AND PERSONNEL

SCHOOLS	PERSONNEL	TELEPHONE #
Superintendent – NSCSD	Dr. Kenneth R. Freeston	914-665-5414 x 1010/11

District Chief Emergency Officer	Dr. Kenneth R. Freeston or his designee	914-669-5414 x 1010/11
Facilities	Joannes Sieverding	914-669-5414 x 1037/38
HS/MS Principal	Vince DiGrandi	914-669-5414 x 2025/72
HS/MS Assistant Principal	Dr. Kathleen Murphy	914-669-5414 x 2026/29
PQ Principal	Mary Johnson	914-669-5317 x 3040/41
Director PPS	Adam VanDerStuyf	914-669-5414 x 1056/16
School Counsel	Hilary Moreira Shaw / Perelson	516-267-6330 845-486-4200
School Physician	Dr. Elliot Barsh	914-242-1580
North Salem Nursery School	Karen Midkiff	914-669-8911
YMCA - Director	Bonnie Fogerty	914-276-2398
WEC School - Director	Linda Zinn	914-277-5533
BOCES - Safety Coordinator	Frank Guglieri	914-248-2457
BOCES - Special Ed. Director	Shelley Fleischmann	914-248-2350

ALL EMERGENCIES

FOR FIRE, POLICE & AMBULANCE

DIAL 911

APPENDIX 4

Distribution of Information of Potentially Violent Behavior

<u>Parties Receiving</u>	<u>Type of Information</u>
<u>Method of Dissemination/Information</u>	
Primary Classroom Teacher	anti-bullying, anger management social skill development
Elementary Classroom Teacher	anti-bullying, anger management social skill development, danger Psychologist / Social Worker
indicators, conflict resolution	

Middle School Classroom Teacher Guidance/Psychologist		danger indicators, conflict resolution imminent warning signs, reporting methods Handouts - assemblies
High School Classroom Teacher		danger indicators, conflict resolution imminent warning signs, reporting
Handouts - assemblies	Guidance/Psychologist	procedures
Staff		warning signs, reporting procedures
Staff development Conference Days materials		de-escalation techniques, anger and conflict management, counseling, Reading techniques
Parents Workshops Newsletters PTO Meetings		warning signs, reporting procedures and referral techniques, de-escalation techniques, anger and conflict management, counseling techniques
Community Workshops Newsletters Forums	Mental Health	warning signs, reporting procedures and referral techniques, de-escalation techniques, anger and conflict management, counseling techniques
Mental Health Agencies		

Types of Information Dissemination:

- Early warning signs
- Imminent warning signs
- Prevention programs that work
- Reporting/Referral procedures
- Intervention services in school
- Intervention services out of school
- Available resources for students, staff and community
- Protective strategies for individuals and schools

APPENDIX 5

NORTH SALEM SCHOOL DISTRICT INCIDENT REPORT FORM

Department _____

Type of Incident	
Location	
Date	
Time	
Person Reporting Incident	
Command Post Manned by	
Type of Response	Sheltering <input type="checkbox"/> Yes <input type="checkbox"/> No
	Early Dismissal <input type="checkbox"/> Yes <input type="checkbox"/> No
	Evacuation <input type="checkbox"/> Yes <input type="checkbox"/> No
	School Cancellation <input type="checkbox"/> Yes <input type="checkbox"/> No

Notifications made to:

Contact Person	Time	Date	Comments

<u>DATE</u>	<u>TIME OF DRILL</u>	<u>TIME TO COMPLETE</u>

LOCKDOWN DRILL

<u>DATE</u>	<u>TIME OF DRILL</u>	<u>TIME TO COMPLETE</u>

LOCKOUT DRILL

<u>DATE</u>	<u>TIME OF DRILL</u>	<u>TIME TO COMPLETE</u>

SHELTER DRILL

<u>DATE</u>	<u>TIME OF DRILL</u>	<u>TIME TO COMPLETE</u>

TABLE TOP DRILL

<u>DATE</u>	<u>TIME OF DRILL</u>	<u>TIME TO COMPLETE</u>

COMMUNICATION SYSTEMS CHECK

<u>DATE</u>	<u>TIME OF DRILL</u>	<u>TIME TO COMPLETE</u>

DISMISSAL

DATE	TIME OF DRILL	TIME TO COMPLETE

APPENDIX 7**Emergency Closings Information**

Station	
WHUD	100.7
WFAS	103.9
WLAD	98.3

TV NEWS CHANNEL 12	
District Web Page	www.northsalemsschools.org
Internet	www.ctweather.com
Superintendent News Service	On-line notification, signup necessary http://www.northsalemsschools.org/district/superintendent_news_service

APPENDIX 8

School Policies

https://boardpolicyonline.com/?b=north_salem

APPENDIX 9

[Westchester County Public Safety Services MOU](#)