



New York State Project SAVE
District-Wide Safety Plan
For
Newcomb Central School District
2021-2022 School Year

Reviewed: May 9, 2022

Introduction

Emergencies and violent incidents in school districts are critical issues that must be addressed in an expeditious and effective manner. New York State School Districts are required to develop a district-wide school safety plan designed to prevent or minimize the effects of serious violent incidents, declared state disaster emergencies involving a communicable disease or local public health emergency declaration, and other 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.

The Warren-Washington-Saratoga-Hamilton-Essex BOCES, in coordination with the Newcomb Central School District, supports the SAVE Legislation, and intends to facilitate the planning process. The Superintendent of Newcomb Central School encourages and advocates on-going district-wide cooperation and support of Project SAVE.

Section I: General Considerations and Planning Guidelines

A. Purpose

The Newcomb Central School District-Wide School Safety Plan was developed pursuant to Commissioner's Regulation 155.17. At the direction of the Newcomb Central School District Board of Education, the Superintendent of the Newcomb 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.

B. Identification of School Teams

The Newcomb Central School District has a District Emergency Response Team and Building Emergency Response Team. The initial response to all emergencies at an individual school will be by the Building Emergency Response Team and the District-Wide School Safety Team supports the building team in the event of an actual emergency.

Concept of Operations

- The District-Wide School Safety Plan is linked to the Building-Level Emergency Response Plans for Newcomb Central School. The protocols reflected in the District-Wide School Safety Plan is used to guide the development and implementation of the individual Building-Level Emergency Response Plans.

- The development of the District-Wide Safety Plan was a collaborative effort involving members of the District Emergency Response Team, Building Emergency Response Teams, law enforcement officials, county emergency service coordinators, and the Capital Region BOCES Health Safety Risk Management Services. The plan was further developed utilizing the guidelines provided by the New York State Education Department. The plan will be reviewed and updated by the District-Wide Safety Team in April and May and will be posted on the district's website for a thirty day public comment period. The plan will be placed on the agenda for a public hearing and adoption during the July 7th reorganization meeting.

- The Board of Education has appointed Christian Fisher as the Chief Emergency Officer. The Chief Emergency Officer or designee is responsible for coordinating communication between staff and law enforcement and first responders and for ensuring the staff's understanding of the district-level safety plan. The chief emergency officer or designee shall also be responsible for ensuring completion and yearly update of building-level emergency response plans.

- In the event of an emergency or violent incident, the initial response to all emergencies at an individual school will be by the Building Emergency Response Team. The Newcomb Central School District consist of the following facilities:
 - PK-12 Main School
 - Transportation Garage

All information pertaining to an emergency or violent incident shall be directed to either the Building Principal/Designee or the District Emergency Response Team.

- Upon the activation of the Building Emergency Response Team, the Superintendent of Schools or his/her designee and District Emergency Response Team shall be notified. When appropriate, local emergency officials shall also be notified by calling **911**.

- County and State resources through existing established protocols may supplement emergency response efforts.

C. Plan Review and Public Comment

- This plan shall be reviewed and maintained by the District and Building Emergency Response Teams on an annual basis.
- When significant changes are made, pursuant to Commissioner's Regulation 155.17(e) (3), this plan will be made available for public comment 30 days prior to adoption. The district-wide and building-level plans 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.
- **While linked to the District-Wide School Safety Plan, the 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.**
- The District-wide School Safety Plan is posted on the district's website as requested by the New York State Education Department. Building-level Emergency Response Plans are supplied to both local and State Police within 30 days of adoption.
- Full copies of the District-Wide School Safety Plan and Amendments must be submitted to the New York State Education Department upon adoption by the Board of Education.

Section II: Risk Reduction/Prevention and Intervention

A. Prevention/Intervention Strategies

Program Initiatives

The Newcomb Central School District has offered and participated in programs and activities for improving communications among students and between students and staff, and reporting of potentially violent incidents, such as:

- School Wellness Programs
- Prevention and Intervention Programs
- Community Outreach and Hudson Headwaters Health Network
- Non-Violent Conflict Resolution Training Programs
- Student Mentoring Program

- Athletic Programs (Soccer, Basketball, Softball & Baseball)
- Youth and Government Programs
- Student Leadership Conference on Violence Prevention
- New York State Police Safe Schools Program concerned with bullying and violence prevention
- Internet Safety Training for Parents
- Established anonymous reporting mechanisms for school violence
- Essex County Sheriff's Department - DARE Program
- Sexual Harassment Training for Staff and Students
- Incident Command System (ICS) training for staff
- National Incident Management System (NIMS) training for emergency response team members
- Project SAVE Violence Prevention Training
- New York State Homeland Security for Schools training for staff
- New York State Project Save Guard training for staff
- Dignity For All Cyber Bullying Awareness
- Dignity For All Training
- New York State School Safety Guide
- Collaboration with New York State Police, Essex County Fire Prevention/Emergency Services Disaster Preparedness and Town of Newcomb Officials on Emergency Preparedness and Planning

Training, Drills, and Exercises

The Newcomb Central School District has developed policies and procedures for annual multi-hazard school safety training for staff and students, including the strategies for implementing training related to multi-hazards. All drills required by the NYS Department of Education are satisfied annually. The district has established the following procedure(s) for annual multi-hazard school safety training for staff and students:

- The District will submit certification to NYSED that all district and school staff have undergone annual training on the emergency response plan, and that the school safety training includes components on violence prevention and mental health. New employees hired after the start of the school year will receive training within 30 days

of hire. The District will certify that all school staff receive this training by September 15th of each school year, or within 30 days of hire, whichever is sooner.

- Full participation in the Annual Early Dismissal - Go Home Evacuation Drill.
- Full participation with **4** Building Lockdown/Security Drills annually.
- The District conducts **8** Fire Alarm Activation and Evacuation Drills annually.
- The District conducts **4** School Bus Safety and Evacuation Drills annually.
- Drill procedures are reviewed and debriefing is carried out with the emergency response team/safety team after drills. Follow-up to drill responses are communicated to staff at faculty meetings.
- Emergency Response Team members participate in simulated tabletop exercises annually to test the building-level safety plan components.
- The district has conducted drills and other training exercises to test components of the emergency response in coordination with the following agencies:
 - Essex County Office of Emergency Services
 - Essex County Sheriff's Department
 - New York State Police Troop B
 - Capital Region BOCES Health Safety Risk Management Service
 - Town of Newcomb Fire Department

Note: Directly following each test or drill a debriefing to evaluate the exercises and determine if changes to the emergency response plan is necessary. Notes taken during exercises and the debriefing shall be reviewed for evaluation purposes.

Implementation of School Security

The Newcomb Central School District has developed policies and procedures related to school building security, including the following:

- Past participation in the Essex County Sheriff's Department DARE Program
- In the last year security audits were conducted by local law enforcement, local fire department officials, insurance companies and BOCES risk management personnel
- All visitors who enter the building are directed to the Main Office to sign-in and receive a badge. Anyone found in the building without a badge is directed back to the Main Office to sign in.
- Secured front entrance with video surveillance and remote door access hardware.

Note: Policies and procedures are continually being evaluated and shaped by real life experiences, such as bomb threats, forced entry into the school building with vandalism and outburst of potentially violent behavior by students.

Vital Educational Agency Information

The Newcomb Central School District consists of eight education facilities, one administrative facility and a shared Maintenance/Transportation facility.

B. Hazard Identification

The identification of sites of potential emergencies are located in the *Maps & Diagrams* section of each Building-level Emergency Response Plan. The location of potential hazards, such as: chemical storage, propane & motor fuel storage, potential fire hazards, electrical hazards, playground equipment, etc. are documented on a building and facility diagram. Potential off-site hazards are identified in the County/Town Hazard Assessment in each of the plans.

C. Extreme Risk Protection Orders (“Red Flag Law”)

Extreme risk protection orders are court orders that restrict the ability of a person, who is judged likely to engage in conduct that would result in serious physical harm to him/herself or others, to purchase or possess firearms, rifles or shotguns, or attempt to do so. BOE 8130.1 states that any person, including but not limited to district staff, students, parents, and community members who have reason to believe, either personally or through information received by others, that a currently-enrolled or recently-enrolled student is likely to engage in conduct that would result in serious physical harm to him/herself or others, they are encouraged to report their concerns to the Superintendent of Schools or his/her designee. The Superintendent will contact the State Police and/or school attorney, and a determination regarding the appropriateness of petitioning the court will be made to best protect the school from violence.

Section III: Response

A. Notification and Activation of Internal and External Communications

- The district policies and procedures for contacting appropriate law enforcement officials in the event of a violent incident are located in each Building-level Emergency Response Plan. Each plan identifies individuals who are authorized to initiate contact with local law enforcement agencies. All communications during an incident at the school will flow through the Incident Command Center. Emergency services will be requested through the 911 system.

- In the event of an emergency; staff, students and visitors will be contacted in one or more of the following manners:

- | | |
|--------------------------------------|----------------------------------|
| ✓ Telephone (land line and cellular) | ✓ Automated Notification System |
| ✓ Intercom | ✓ District Radio System |
| ✓ Runner with verbal message | ✓ Regional Repeater Base Station |

✓ Email

✓ Radio

- The district has established guidelines for staff and students that in the event that they initially discover an emergency situation, or impending emergency, that they will notify the Principal and provide him/her with information on the nature of the event. In the event that the Superintendent/Principal cannot be reached, the District Emergency Response Team will be contacted.
- Procedures for School Cancellation/Early Dismissal and Community Notification protocol for contacting parents, guardians, or persons in parental relation to the students in the event of a violent incident or an early dismissal are outlined in each Building-Level Emergency Response Plan. This includes using local media in some instances as well as an Automated Notification System. Buildings may also use a phone tree with emergency contact information provided by student's parents/legal guardians.

B. Situational Responses

- The district has developed multi-hazard response plans. These guidelines are present in the Multi-Hazard Emergency Response Action Guidelines in each Building-Level Emergency Response Plan. The emergencies addressed in the plan include: (but are not limited to)

Active Shooters	Energy Supply Losses	Loss of Transportation
Air Pollution	Epidemics	Mass Casualties
Anthrax/Biological Threats	Explosions	Medical Emergencies
Aviation Crashes	Fire and Alarm Activations	Natural Gas or Propane Leaks
Biological Threats	Flooding	Public Health Threats
Bomb/Explosive Threats	Hazardous Materials	Radiological Threats
Building Structural Failures	Heating System Failures	School Bus Accidents
Carbon Monoxide	Hostage/Kidnappings	Severe Weather
Civil Disturbances	Incidents-Off Site	Threats of Violence
Crimes Against Persons	Incidents-On Site	Toxic Exposure
Earthquakes	Intruders	Water Emergencies
Electrical System Failures	Loss of Facilities	

- Others as determined by the Building Emergency Response Teams

- In addition to having plans to address the emergencies, our plans also include procedures that would be used during an emergency. These procedures include, but are not limited to:
 - Hold in Place
 - Lockdown
 - Lockout
 - Shelter in Place
 - Fire Drills
 - Evacuation/Relocation

The guidelines provide basic instructions for responding to any given incidents, such as:

- Contacting emergency response agencies
- Moving occupants from an area of danger to an area of safety
- Assembling the emergency response team and implementing the incident command system
- Notifying school administrators and the District Emergency Response Team of the incident
- Community/parent notification
- Sheltering or student release procedures
- Aftermath and recovery

Responding to Acts of Violence: Implied or Direct Threats

The Crisis Response Plan and Multi-Hazard Emergency Response Action Guidelines in each Building-Level Emergency Response Plan provides guidance on the district's policies and procedures for responding to implied or direct threats of violence by students including to themselves, teachers, other school personnel and visitors to the school. The following types of procedure(s) are addressed in the plan, and could be used by the district:

- Contacting parents, guardians, or persons in a parental relation to a student in the event of an implied or direct threat of violence by a student against themselves, including threat of suicide.
- The use of staff trained in de-escalation or other strategies to diffuse the situation.
- Informing the Building Principal of implied or direct threat.
- Determining the level of threat with the District Emergency Response Team.
- Contacting appropriate law enforcement agency, if necessary.

- Monitoring the situation, adjusting the district's response as appropriate, and include possible implementation of District Emergency Response Team.

Acts of Violence

Multi-Hazard Emergency Response Action Guidelines in each Building-Level Emergency Response Plan provides guidance on the district's policies and procedures for responding to direct acts of violence by students, teachers, other school personnel and visitors to the school. The following types of procedure(s) are addressed in the plan, and could be used by the district:

- Determine the level of threat with the District Emergency Response Team.
- If the situation warrants, isolate the immediate area and evacuate if appropriate.
- Inform the Building Principal and District Emergency Response Team.
- If necessary, initiate lockdown or lockout procedures and contact appropriate law enforcement agency.
- Monitor the situation; adjust the level of response as appropriate; if necessary, initiate early dismissal, sheltering, or evacuation procedures.

Note: The Newcomb Central School District "Code of Conduct" describes policies and procedures for responding to acts of violence by students, teachers, other school personnel and visitors to the school.

Response Protocols

The Incident Command System, Multi-Hazard Emergency Response Action Guidelines in each Building-Level Emergency Response Plan provides guidance on the district's policies and procedures for responding to bomb threats, hostage takings, intrusions and kidnapping. The following protocols are provided as examples:

- Identification of decision-makers (incident command team).
- Plans to safeguard students and staff.
- Procedures to provide transportation, if necessary.
- Procedures to notify parents.
- Procedures to notify the media.
- Debriefing procedures.

Arrangements for Obtaining Emergency Assistance from Local Government

A section on Emergency Communications in each Building-Level Emergency Response Plan provides guidance for obtaining assistance during emergencies from emergency services organizations and local government agencies. The following examples are the types of arrangements that could be used by the district:

- The Superintendent or his or her designee in an emergency will contact the Regional Emergency Dispatch Center by calling 911. The dispatcher will determine the appropriate services needed by the school.
- The Superintendent or his or her designee contacts highest-ranking City and or Town officials to provide notification and/or request assistance.

Procedures for Obtaining Advice and Assistance from Local Government Officials

The district will utilize procedures outlined in Emergency Communications and the Incident Command System sections in the Building-Level Emergency Response Plans for obtaining advice and assistance from local government officials including the county or city officials responsible for implementation of Article 2-B of the Executive Law. The types of procedures for obtaining advice and assistance from local governments during countywide emergencies could include the following:

- Superintendent/Designee in an emergency will contact emergency management coordinator and/or the highest-ranking local government official for obtaining advice and assistance.
- The district has identified resources for an emergency from the following agencies: Essex County Office of Emergency Services, Adirondack Chapter of the American Red Cross, New York State Police, Essex County Public Health Department, Essex County Sheriff's Department, and Capital Region BOCES Health Safety Risk Management Services.

District Resources Available for Use in an Emergency

- A District & Building Resources and Supply Inventory is located in each Building-Level Emergency Response Plan which identifies the district resources, which may be available during an emergency: such as available facilities, blankets, cots, food supply, communications equipment, fire extinguishers, first aid supplies, flashlights, bull horn, district vehicles and buses.

Procedures to Coordinate the Use of School District Resources and Personnel during Emergencies

- Each Building-Level Emergency Response Plan provides a description of the district's procedures to coordinate the use of resources and personnel during emergencies. These sections include the identification of the officials authorized to make decisions and the staff members assigned to provide assistance during emergencies.

Protective Action Options

- Each Building-Level Emergency Response Plan describes the following actions in response to an emergency where appropriate: school cancellation prior to the start of school, early dismissal, evacuation before, during and after school hours, and sheltering procedures.

Section IV: Recovery

A. District Support for Buildings

- Each Building-Level Emergency Response Plan provides resources for supporting the Emergency Response Team and Post-Incident Response Team at Newcomb Central School District. The District's Incident Command System Plan identifies alternates to relieve team members, and interfaces with the Crisis Response Plan to provide team members the opportunity to debrief and rehab in a controlled environment. Additionally, members of the Post-Incident Response Team will be provided with sufficient manpower to allow the rotation of personnel, and the opportunity to debrief and rehab in a controlled environment.

B. Disaster Mental Health Services

- The Administrative branch of the Post-Incident Response Team (Crisis Response Team) will work through the School Psychologist, Guidance Director, and School Nurse to coordinate disaster mental health resources through the County Mental Health Department, community resources, neighboring school districts, and other disaster mental health resources to fully support members of the crisis response team.
- A debriefing of the Post-Incident Response Team is an essential part of the recovery phase following an emergency incident. The debriefing will be used in part to evaluate the district's plan for possible revisions.

Section VI: Declared State of Emergency Involving a Communicable Disease

On September 7, 2020, Governor Cuomo signed into law Chapter 168 of the Laws of 2020 that requires public employers, including public school districts, to adopt a continuation of operations plan in the event that the Governor declares a state disaster emergency involving a communicable disease. The legislation (S.8617-B / A.10832) amended subdivision 2 of section 2801-a of New York Education Law to require that District Safety Plans include protocols for responding to a declared state disaster emergency involving a communicable disease that are “substantially consistent” with the provisions of section 27-c of the Labor Law. A technical chapter amendment (S.01295 / A.009980) to the legislation became effective February 16, 2021 (Chapter 30 of the Laws of 2021).

As per section 27-c of the Labor Law, the operations plan must include, but is not limited to:

- A. A list and description of the types of positions considered essential in the event of a State-ordered reduction of in-person workforce. For this purpose, essential is defined as required to be physically present at a work site to perform his or her job. Such designation may be changed at any time at the sole discretion of the employer.

- B. A description of protocols the employer will follow in order for nonessential employees to telecommute including, but not limited to, facilitating, or requesting the procurement, distribution, downloading, and installation of any needed technology, including software, data, and the transferring of office phone lines to work or personal cell phones as practicable or applicable to the workplace, and may include devices.
- C. A description of how the employer will, to the extent possible, stagger work shifts of essential employees to reduce overcrowding on public transportation and at worksites.
- D. Protocols the employer will implement to procure personal protective equipment (PPE), defined as 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 and, for essential employees, a quantity sufficient to provide PPE to each essential employee to meet his or her tasks and needs during any given work shift. A plan for storage of equipment and access to equipment must be included.
- E. Protocols in the event an employee is exposed to a known case of the disease, exhibits symptoms of the disease, or tests positive for the disease to prevent the spread or contraction in the workplace. The protocols shall not violate any existing federal, state, or local law regarding sick leave or health information privacy and must include detailed actions to immediately and thoroughly disinfect the work area, common area surface and shared equipment. The protocols must also describe the employer policy on available leave in the event of the need of an employee to receive testing, treatment, isolation, or quarantine.
- F. Protocols for documenting hours and work locations, including off-site visits, for essential employees. The protocol shall be designed only to aid in tracking of the disease and to identify exposed employees and contractors to facilitate the provision of any benefits which may be available.
- G. Protocols for working with the employer's locality to identify sites for emergency housing for essential employees to further contain the spread of the communicable disease to the extent applicable to the needs of the workplace.
- H. Protocols for implementing any other requirements determined by the Department of Health such as contact tracing or testing, social distancing, hand hygiene and disinfectant, or mask wearing.

The employer must consider and respond to recommendations received from the recognized or certified representatives of the employer's employees in writing, within a reasonable timeframe. A copy of the final version of the plan shall be published in a clear and conspicuous location, and in the employee handbook, and in a location accessible on either the employer's website or on the internet accessible by employees. No employer shall take retaliatory action or otherwise discriminate against any employee for making suggestions or recommendations

regarding the content of the plan. "Retaliatory action" is defined as the discharge, suspension, demotion, or discrimination against any employee, or other adverse employment action taken against an employee in the terms and conditions of employment.

Appendix A

Public Employer Health Emergency Plan for Newcomb Central School District

February 11, 2021

This plan has been developed by Newcomb Central School District's Safety Committee in accordance with NYS legislation S8617B/A10832

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 Newcomb Teachers Association and Newcomb Central School District's non-instructional staff SRP Unit 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.

This plan has been approved in accordance with requirements applicable to the agency, jurisdiction, authority, or district, as represented by the signature of the authorized individual below.

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As the authorized official of Newcomb Central School District, I hereby attest that this plan has been developed, approved, and placed in full effect in accordance with S8617B/A10832 which amends 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, to address public health emergency planning requirements.

Signed on this day:	
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By: Christian M. Fisher	Signature: _____
Title: Superintendent of Schools	

Record of Changes

Date of Change	Description of Change	Implemented by
_____, 2022	Language added to describe student check-ins during remote operations. Language added regarding obtaining substitute staffing.	Hilary Hofstein
5/9/2022	NCS Safety Committee met to review the proposed language changes to the District-Wide Safety Plan in collaboration with our Safety Specialist.	NCS Safety Committee and Hilary Hofstein

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 Newcomb 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, and countertops, etc.
- Practice social distancing when possible
- 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 at the beginning, middle, and end of each shift
- Other guidance which may be published by the CDC, the State Department of Health, or County health officials.

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 Newcomb 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, families, parents and guardians as well as contractors of Newcomb Central School District shall be notified by our school phone messaging system, ConnectEd, with details provided as possible and necessary, with additional information and updates provided on a regular basis. The Town of Newcomb, Newcomb Rescue Squad, parents and guardians will be notified of pertinent operational changes by way of telephone or if phones are down, in person. Other interested parties, such as vendors, will be notified by phone and/or email as necessary. The Superintendent or designee will maintain communications with the public and constituents as needed throughout the implementation of this plan.

The Superintendent of Newcomb 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 Newcomb 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, Newcomb 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 Newcomb Central School District

The Newcomb 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.

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

Essential Function	Description
Food Service	Prepare meals for in-person and remote students.
Transportation	Distribute meals to students who are learning remotely.
Administrative Operations	Supervise essential operations of the district, provide updates to stakeholders, and establish response plans.
Business Operations	Process invoices, payments, and payroll.
Information Technology	Provides hardware and software to all remote individuals. Maintains the network and phone system.
Maintenance	Maintain the operability of the buildings and grounds
Cleaning & Disinfection	Clean and disinfect the buildings and grounds to maintain a healthy environment.

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.

Essential Function	Essential Positions/Titles	Justification for Each
Food Service	<ul style="list-style-type: none"> Kitchen Manager Kitchen Helper 	The district's Kitchen Manager and Kitchen Helper are essential for preparing meals in accordance with Child Nutrition for all students in the district.
Transportation	<ul style="list-style-type: none"> Transportation Supervisor Bus Drivers 	The Transportation Supervisor is responsible for providing meals to all students who are learning remotely. Bus drivers are needed to assist with delivering meals.
Administrative Operations	<ul style="list-style-type: none"> Superintendent Director of Curriculum and Instruction 	The district Superintendent will continue to manage all organizational systems and safety.

	<ul style="list-style-type: none"> • Superintendent's Secretary 	<p>The Director of Curriculum and Instruction will oversee the curriculum, instruction and assessment of remote learners.</p> <p>The Superintendent's Secretary will continue to assist the administrative team.</p>
Business Operations	<ul style="list-style-type: none"> • District Treasurer 	The district Treasurer will continue to manage all district business operations.
Information Technology	<ul style="list-style-type: none"> • Technology Coordinator 	The district's Technology Coordinator provides support with setting up hardware and software, managing the network and providing ongoing support for all students and staff members who are working on site as well as those who are working remotely.
Maintenance Cleaning & Disinfecting	<ul style="list-style-type: none"> • Head Custodian • Custodians 	The Head Custodian will continue to maintain a clean and safe school building and school grounds throughout the closure or hybrid period. Custodians will assist with following through with cleaning and disinfecting protocols in the school building.

In the event substitute staffing is needed, the district will attempt to obtain staffing through WSWHE BOCES Substitute Teacher Registry or through collaboration with our partners in the True North Consortium. In the event that teaching substitutes are not available, current teaching staff will provide coverage.

[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](#)

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:
 1. Internet capable laptop
 2. Necessary peripherals
 3. Access to VPN and/or secure network drives
 4. Access to software and databases necessary to perform their duties
 5. A solution for telephone communications

1. Note that phone lines may need to be forwarded to off-site staff

If deemed necessary, essential employees of Newcomb Central School District may be required to conduct their work-related duties and responsibilities remotely. These employees include the teaching faculty, teaching assistants and staff. These individuals would be required to check in with students each period of the school day. The Superintendent, Superintendent’s Designee and/or District Treasurer will approve and/or oversee work assignments. The Technology Coordinator will be responsible to maintain equipment accountability as well as be available to support students and staff members with troubleshooting technical issues.

All staff members will be provided with a district device which includes an internet capable laptop or chromebook, charger and access to online platforms necessary to conduct business. Online platforms may include, but are not limited to, access to School Tool, Google Classroom, Google Meet, Webex/Webex Events, educational resources, instructional programs, business office platforms etc. Office staff will be given access to VPN and or/secure network drives.

The main office phone line will be forwarded off-site to the Secretary to the Superintendent.

During remote work operations the district will check-in with students in multiple ways including through communications with the school nurse, direct emails from the Superintendent and the Director of Curriculum and Instruction, and day-to-day interactions with teaching staff.

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, Newcomb 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

<p><u>Position:</u> Superintendent & Director of Curriculum and Instruction</p>	<p><u>Explanation of Staggered Shift:</u> In an effort to limit any potential exposure and to ensure that there is coverage should the Superintendent become compromised, the Superintendent and the Deputy Superintendent will report to the building on altering days or at alternate times. A mutually agreed upon schedule will be devised that works for both parties. In an effort to limit any potential exposure and to ensure that there is coverage to deliver the meal program, the Transportation Supervisor and the Head Custodian will have a 15-minute staggered arrival to the building to pick up meals to deliver to the students.</p>
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Transportation Supervisor and Head Custodian	
District Treasurer, Superintendent and Superintendent's Secretary	In an effort to limit any potential exposure and to ensure that there is coverage should the District Treasurer become compromised, the Superintendent and District Treasurer will report to the building on altering days or at alternate times. The Superintendent's Secretary will provide backup for the District Treasurer should the District Treasurer become compromised. A mutually agreed upon schedule that works for all parties will be devised and approved by the Superintendent.
Kitchen Manager and Kitchen Helper	In an effort to limit any potential exposure and to ensure that there is coverage, the Kitchen Manager and Kitchen Helper will report to the building at different times to prepare meals. A mutually agreed upon schedule that works for all parties will be devised and approved by the Superintendent.
Head Custodian and Custodians	In an effort to limit any potential exposure and to ensure that there is coverage, custodians may work a different shift or an alternating shift depending on the needs of the district in terms of cleaning and disinfecting. A mutually agreed upon schedule that works for all parties will be devised by the Head Custodian and approved by the Superintendent.

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 and 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 and contractor 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

PPE necessary for a Health Emergency may include surgical face masks, N95 respirators, face shields, gowns, and gloves. Additionally, cleaning, and disinfecting supplies may be needed. One face shield per essential worker is needed as these can be reused with cleaning/disinfection.

At least two pieces of each required type of PPE will be provided to each essential employee and contractor during any given work shift for at least six months. An exception is that one face shield per essential employee will be provided as it can be reused with cleaning/disinfection.

The essential workers/job duties that may require PPE, cleaning and disinfecting supplies include food preparation, transportation, health personnel, administration, business office, information technology, and custodial staff. Dependent upon the circumstances (i.e., if the school is closed), some essential workers may be working remotely (i.e., health office), but the projected PPE stockpile needs will reflect the possibility of all such employees working on-site.

N95 respirators may likely be necessary for health personnel, and possibly transportation. Fit testing is available through Capital Region BOCES or Essex County Health Department.

Launderable, reusable cloth face coverings may be substituted for disposable surgical masks for certain workers and for certain duties. However, health personnel are likely to need surgical masks if interfacing with students on-site (when cloth face coverings are not sufficient).

We will keep a minimum of 8 weeks' worth of supplies stockpiled.

The school nurse/head custodian and business office will collaborate on monitoring and purchasing/maintaining the stock on hand, respectively.

Storage of PPE:

- **Health Office**
- **Designated isolation Room**
- **Basement storeroom**

The school nurse will have easy and immediate access to these supplies. Essential workers will also have access to the supplies but are expected to notify the school nurse and/or the head custodian if supplies are utilized so that they can monitor for supply replenishment. There will be logs kept in each of the storage areas (health office, isolation room, basement storeroom) whereby usage of any materials is logged and reviewable by the school nurse, the head custodian, and/ or administration/business office as needed.

PPE Amounts to Have Available on Site:

Department	# Workers	N95 masks	Surgical masks	Gowns	Face shield	Gloves
Health Office	2: 1 FT/ 1 sub	80/worker (2/shift x5 shifts/wk x 8 wk min)	80/worker (2/shift x 5 shifts/wk x 8 wk min)	80/worker	#2: (1/worker) Can be reused	480/worker (or hand size) 2 pr/shift (#4) x 5 shifts/wk x 24 wk)
Food Service	2		160 (80/worker)		#2 (1/worker)	480/worker (or hand size) 2 pr/shift (#4) x 5 shifts/wk x 24 wk
Transportation	2		160 (80/worker)		# 2 (1/worker)	160/worker (or hand size) 2 pr (#4)/shift x 5 shifts/wk x 8 wk
Admin	2		160 (80/worker)		# 2 (1/worker)	
Business Office	2		160 (80/worker)		# 2 (1/worker)	
Information Technology	1		80		# 1	160/worker 2 pr(#4)/shift x 5 shifts/wk x 8 wk
Custodial	5		400 (80/worker)		# 5 (1/worker)	400/worker (5 pr(#10)/shift x 5 shifts/wk x 8 wk)

Cleaning/Disinfecting Materials to Have on Hand:

Item	Manufacturer	Mfr. Contact info	Stockpile Quantity
Lysol cleaner disinfectant			
Lemon Quat	National Chemical Laboratories. Order through WB Mason	National Chemical Laboratories, Inc 401 N 10th St, Philadelphia, PA 19123 1-800-628-2436	3 case per 6 weeks
Clorox bleach & Clorox Clean Up	Order through WB Mason	Mfd, for Clorox Professional Products Company 1221 Broadway, Oakland CA 94612	2 case per 6 weeks
Lysol spray			
Fortress spray	National Chemical Laboratories. Order through WB Mason	National Chemical Laboratories, Inc 401 N 10th St, Philadelphia, PA 19123 1-800-628-2436	3 case per 6 weeks
Advistate-D spray disinfectant cleaner	National Chemical Laboratories, Inc - order through WB Mason	National Chemical Laboratories, Inc 401 N 10th St, Philadelphia, PA 19123 1-800-628-2436	3 case per 6 weeks
Lysol wipes	Distributed by Reckitt Benckiser. Order through WB Mason	Reckitt Benckiser, Parsippany, NJ 07054-0224 1-800-228-4722	3 case per 6 months
PDI Sani-Cloth wipes	Professional Disposables International, Inc. Order through McKesson (formerly Moore Medical)	Professional Disposables International, Inc TWO Nice-Pak Park, Orangeberg, NY 10962 1-800-999-6423	3 case per 6 weeks
PAWS Hand Wipes	Safetec of America, Inc		
Purell hand sanitizer	Gojo Industries, Inc. Order through WB Mason		

Suppliers for PPE include:

Supplier	Contract/Acc't #	Phone	Fax	Web/email	Address
Willaim V. Mac Gill & Co	Customer # 12852-100	800-323-2841	800-727-3433	macgill@macgill.com	1000 N. Lombard Rd, Lombard, IL 60148
McKesson Medical Supplies	Acc't # 58727657	833-343-2700			9954 Mayland Dr Suite 5176, Henrico,VA 23233
School Nurse Supply	Customer # NYNE28	800-485-2737	800-485-2738	customerservice@schoolnursesupply.com	PO Box 68968, Schaumburg, IL 60168
AEDSuperstore		800-421-3586		aedsuperstore.com	1800 US Hwy 51N, Woodruff, WI 54568-9558
School Health		866-323-5465	800-235-1305	orders@SchoolHealth.com	5600 Apollo Drive, Rolling Meadows, IL 60008
WSWHE BOCES	151001	518-746-3344	518-756-3309	jburdick@wswheboces.org	10 LaCrosse St. Suite 6 Hudson Falls, NY 12839

Staff Exposures, Cleaning, and Disinfection

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 of 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. The School Physician or RN must be notified immediately. Information will be shared with the School Superintendent as appropriate. The school will collaborate with the local health department as indicated.
 - c. The School Physician or RN will be responsible for ensuring that the employee remains home until cleared to return.
 - d. 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, either remotely or provided they remain symptom-free and additional precautions are taken to protect them, other employees and contractors, and our constituency/public. The School Superintendent of Schools will be the decision-maker in these situations and will be responsible for ensuring that any additional precautionary protocols are followed.
1. 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.
 2. In-person interactions with the subject employee or contractor will be limited as much as possible.
 3. Work areas in which the subject employee or contractor are present will be disinfected according to current CDC/public health protocol at least every hour, as practical. See the section on Cleaning and Disinfection for additional information on that subject.
4. If at any time they exhibit symptoms, refer to item B below.
- 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, customers, and visitors. They should immediately be sent home with a recommendation to contact their health provider.
 2. Employees and contractors who exhibit symptoms outside of work should notify their supervisor and stay home, with a recommendation to contact their health 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. Newcomb Central School District may require sick employees to provide a negative test result for the disease in question or other documentation as determined by the CDC or other Public Health agency prior to returning to work.

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, any other symptoms have resolved, and they either have an alternate, specific diagnosis from a healthcare provider or a negative diagnostic COVID-19 test result. If the disease in question is other than COVID-19, CDC and other public guidance shall be referenced.
 6. The School Physician or RN must be informed in these circumstances and is responsible, in collaboration with the School Superintendent, 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.
 1. Identification of potential employee and contractor exposures will be conducted as requested by, and in collaboration with, the local health department.
 2. The School Physician or RN must be notified in these circumstances and will be responsible for ensuring these protocols are followed.

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 department 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.
 - a. High traffic/high touch areas and areas which are accessible to the public/constituents will be disinfected at least hourly.
 - b. The Custodial Staff is responsible for cleaning common areas and do so three times daily:
 1. 9AM - 11AM
 2. 11AM - 1PM

3. 1PM - 3PM

c. As appropriate, areas will also be cleaned/disinfected in the evening, per CDC/other public health agency guidance.

Staff tasked with cleaning and disinfecting areas will be issued and required to wear PPE appropriate to the task.

Soiled surfaces will be cleaned with soap and water before being disinfected.

Surfaces will be disinfected with products that meet EPA criteria for use against the virus in question and which are appropriate for that surface.

Staff will follow instructions of cleaning products to ensure safe and effective use of the products.

Employee and Contractor Leave

Public health emergencies are extenuating and unanticipated circumstances in which Newcomb Central School District is committed to reducing the burden on our employees and contractors.

The district will follow all Federal/State regulations and guidance regarding employee leave when addressing such situations and determine how they interplay with paid time off benefits available under the employer's paid leave policies and contracts.

Contractors, either independent or affiliated with a contracted firm, are not classified as employees of Newcomb Central School District, and as such are not provided with paid leave time by Newcomb Central School District, unless required by law.

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 Newcomb Central School District to support contact tracing within the organization and may be shared with local public health officials.

Methods that may be employed to track hours and locations include:

Paper sign-in and sign-out logs

Housing for Essential Employees

There are circumstances within a public health emergency when it may be prudent to have essential employees lodged in such a manner which will help prevent the spread of the subject communicable disease to protect these employees from potential exposures, thus helping to ensure their health and safety and the continuity of Newcomb Central School District's essential operations.

If such a need arises, Newcomb Central School District may coordinate with:

- North Country Morrisonville of the Northeastern Chapter of Red Cross at 518-561-7280
- Queensbury Office of the Northeastern Chapter of Red Cross at 518-792-6545
- Essex County Department of Emergency Management at 518-873-3900
- Local lodging establishments such as :

- the Hoot Owl Lodge - 518-582-3556
- the Inn at Santanoni -518-582-4851
- the Pilot's House - 518-582-2583