



Annual Federal and State Mandated Training
North Attleborough Public School District

August 25, 2025

Purpose of Training

The North Attleborough Public Schools is committed to having informed employees to help foster a healthy work and learning environment for students, staff, parents and others within the school community.

- This PowerPoint presentation is designed to provide annual mandated federal and state training for all staff.
- Please be sure sure to review each slide carefully as you are responsible for knowing the content.
- If you have any questions, please contact Michelle McKeon, Assistant Superintendent.

Topics

- **Discrimination Laws**
- **Sexual Harassment, Bullying and Hazing**
- **Mandated Reporter Obligations**
- **Student Records and Confidentiality**
- **Physical Restraint**
- **Universal Precautions**
- **District Contact Information**

Discrimination Policy

- The North Attleborough Public School District is committed to ensuring that all programs and facilities are accessible to everyone.

- *The North Attleborough Public School System does not discriminate on the basis of race, color, religion or religious creed, ancestry, national or ethnic origin, age, gender, gender-identity, sexual orientation, military or veteran status, disability, genetic information, or any other characteristic protected under applicable federal, state or local law in admission to, access to, employment in, or treatment in its programs and activities.*

State Discrimination Law

- **M.G.L. Chapter 76: Section 5**

- No person shall be excluded from or discriminated against in admission to a public school of any town, or in obtaining the advantages, privileges and courses of study of such public school on account of race, color, sex, gender identity, religion, national origin or sexual orientation.

Discrimination Requirements

Schools are required to:

- Remedy discrimination and/or harassment.
- Regularly notify students, parents and employees that the District schools do not discriminate on the basis of race, color, religion or religious creed, ancestry, national or ethnic origin, age, gender, gender-identity, sexual orientation, military or veteran status, disability, genetic information, or any other characteristic protected under applicable federal, state or local law in admission to, access to, employment in, or treatment in its programs and activities.
- Implement and disseminate prompt and equitable complaint procedures for handling allegations of discrimination and/or harassment.
- Designate an employee responsible for coordinating compliance with these Federal Civil Rights Laws.

Section 504

- Prohibits discrimination against individuals with disabilities, and ensures that a student with a disability has equal access to an education.
- An eligible student is a student who has a physical or mental impairment that substantially limits a person's major life activity (self-care, walking, seeing, learning, breathing, speaking, working); has a record of such an impairment; or is regarded as having such an impairment.
- Eligible students are entitled to receive regular or special education and related aids and services that are designed to meet their individual educational needs as adequately as the needs of students without disabilities are being met.
- Section 504 also requires, among other things, that a student with a disability receive an equal opportunity to participate in athletics and extracurricular activities, and to be free from bullying and harassment based on disability.

Title II of the Americans with Disabilities Act (ADA)

- A federal law that protects individuals with disabilities from discrimination on the basis of disability in services, programs, and activities provided by public schools.
- The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else.

Title VI of the Civil Rights Act

- No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.
- Applies to students, parents and employees.
- Prohibits discrimination in all aspects of education, including student class assignments, ability tracking, etc.
- Provides protections for English Learners as well.

Title IX of the Education Amendments Act of 1972

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

- Refer to the District's Discrimination/Harassment Policy for specifics regarding steps taken to report, investigate and remediate.

Title IX'S DEFINITION OF SEXUAL HARASSMENT

A school employee conditioning education benefits on participation in unwelcome sexual conduct (quid pro quo);

Unwelcome conduct that a reasonable person would determine is so severe, pervasive and objectively offensive that it effectively denies a person equal access to the school's education program or activity (hostile environment)(new, stricter definition that allows for speech protected by the First Amendment); or

Sexual harassment includes sexual assault, dating violence, domestic violence, or stalking, (as those offenses are defined in the Clery Act, 20 U.S.C. § 1092(f), and the Violence Against Women Act, 34 U.S.C. § 12291(a)).

Examples of Sexual harassment

Unwelcome conduct of a sexual nature:

- unwelcome sexual advances,
- requests for sexual favors,
- verbal, nonverbal or physical conduct of a sexual nature,
- sex discrimination,
- sexual misconduct or physical abuse,
- threats of violence,
- physical assault,
- any form of sexual violence, including but not limited to sexual assault, acquaintance rape, sexual coercion, domestic violence, dating violence or stalking.

Gender-based harassment

Title IX also prohibits gender-based harassment:

- Unwelcome conduct based on a person's sex;
- Harassing conduct based on a person's failure to conform to sex stereotypes.

Actual Knowledge

Actual knowledge: notice of sexual harassment or allegations of sexual harassment **to any employee** of the school.

- Student or employee reports to or informs a school employee of sexually harassing conduct;
- Employee observes sexually harassing conduct;
- Employee overhears a report of sexually harassing conduct.

Important: school employees or officials should pay attention to the school environment and not hesitate to respond to sexual harassment in the same reasonable, commonsense manner as they would to other types of serious misconduct.

Reporting under Title IX

Upon receipt of actual knowledge of allegations of sex-based discrimination, including sexual harassment, sexual violence, and gender-based harassment by a school employee or volunteer, another student or a third party, any school employee must immediately report the incident to the school's Title IX Coordinator.

Report the incident as soon as practicable, but no later than 24 hours after becoming aware of the incident.

The Title IX Coordinator will be appropriately trained and will respond in accordance with the school district's Title IX/Sexual Harassment Policy.

Harassment Policy

- A digital copy of the District's updated policy is on the website.
- The Town of North Attleborough School Department expects that each and every employee will respect the rights of his/her co-workers in a comfortable and harassment-free, hazing-free, environment and reflect the CORE Values of the North Attleborough School District.
- All public schools shall strive to prevent harassment or discrimination and all public schools shall respond promptly to such discrimination and/or harassment, and/or hazing, when they have knowledge of its occurrence.

Reporting Requirements

- Any employee or student who believes he/she has been the victim of discrimination and/or harassment should report it to your building Principal or the Assistant Superintendent of Schools.
- Any employee who becomes aware of an incident of discrimination or harassment must promptly report the incident to his/her building Principal or the Assistant Superintendent of Schools.
- Misconduct may result in sanctions up to suspension or dismissal.
- If the conduct violates the law, the appropriate authorities will be notified.

Responsibilities of School Personnel

- Know your District's Discrimination/Harassment Policy.
- Promote a socially inclusive school environment for all.
- Actively ensure school safety and report/respond to all violations.
- Who is responsible? Everyone!!!

Agencies to Contact if Needed

- Massachusetts Commission Against Discrimination (MCAD)
484 Main Street
Worcester, MA 01608
(508) 453-9630
<http://www.mass.gov/mcad/>
- U.S. Equal Employment Opportunity Commission
John F. Kennedy Federal Building 475 Government Center
Boston, MA 02203
(800)669-6820
<http://www.eeoc.gov/>

Bullying

- 'Bullying', is the repeated use by one or more students or by a member of a school staff including, but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extracurricular activity or paraprofessional of a written, verbal or electronic expression or a physical act or gesture or any combination thereof, directed at a victim that:
 - (i) causes physical or emotional harm to the victim or damage to the victim's property;
 - (ii) places the victim in reasonable fear of harm to himself or of damage to his property;
 - (iii) creates a hostile environment at school for the victim;
 - (iv) infringes on the rights of the victim at school; or (v) materially and substantially disrupts the education process or the orderly operation of a school.

Cyberbullying

- "Cyber-bullying" is bullying through the use of technology or any electronic communication, which shall include, but shall not be limited to, any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo electronic or photo optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications.
- Cyber-bullying shall also include (i) the creation of a web page or blog in which the creator assumes the identity of another person or (ii) the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in clauses (i) to (v), inclusive, of the definition of bullying.
- Cyber-bullying shall also include the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in clauses (i) to (v), inclusive, of the definition of bullying.

Hazing

- “Hazing” is any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person.

Responsibilities of School Personnel

- Any school employee who has reliable information that would lead a reasonable person to suspect that a person is a victim or a perpetrator of harassment, bullying, hazing, retaliation or intimidation shall immediately report it to the administration.
- In all instances of harassment, bullying, hazing, retaliation, or intimidation reported to a staff member other than an administrator, the staff member must immediately inform the Assistant Principal, the Building Principal or the Assistant Superintendent.

Mandated Reporter Obligations

M.G.L. c. 119, Section 51A

- Any . . . psychologist, . . . public or private school teacher, educational administrator, guidance or family counselor . . . social worker . . . who, in his professional capacity shall have reasonable cause to believe that a child under the age of eighteen years is suffering physical or emotional injury resulting from abuse inflicted upon him which caused harm or substantial risk of harm to the child's health or welfare including sexual abuse, or from neglect, including malnutrition, or who is determined to be physically dependent upon an addictive drug at birth, shall immediately report such condition to the department by oral communication and by making a written report within forty-eight hours after such oral communication . . .

Mandated Reporter Obligations

School personnel are mandated reporters and are legally obligated to contact the Massachusetts Department of Children and Families (DCF)*

If school personnel have reasonable cause to suspect physical or emotional abuse or substantial risk of harm/neglect, they must follow DCF 51A reporting requirements.

Please consult with school principals, school nurses, guidance counselors, or the Superintendent, Assistant Superintendent, or Director of Student Services for assistance if abuse or neglect is suspected.

Mandated Reporter Obligations

- It is not the responsibility of the school official to prove that the child has been abused or neglected – only that the individual has reasonable cause for concern.
- The school's role is to identify and report and DCF's role is to investigate and intervene.
- Staff should never feel they have to make decisions on their own- use your team!
- Mandated school officials who report with reasonable cause are presumed to be acting in good faith and are immune from any civil or criminal liability.

Student Confidentiality

The Family Educational Rights to Privacy Act (**FERPA**) is a federal law that protects the privacy of student education records. It guarantees our students' rights to privacy.

- Family Educational Rights to Privacy Act, 1974 20 U.S.C.A. Section 1232G

In short, information regarding an individual student in this school district may not be disclosed to anyone else, including other school employees, who do not have a legitimate educational interest in the information. This includes but is not limited to information regarding student's educational performance, behavior, disability, etc.

Your respect for student privacy is appreciated!!

Student Records

Parents have the right:

To inspect their child's file within two weekdays of a request

To inspect their child's file prior to any meeting regarding an IEP

To obtain copies of their child's record at no charge

To request that the information in their child's file be changed if they believe it to be inaccurate or if it violates the student's rights

<https://studentprivacy.ed.gov/node/548/>

Student Confidentiality

- Generally, any documents – electronic or hard copy – that personally identify a student and are maintained by the district are considered part of the student record.
- Even if a student's name is not used, other information such as initials, nicknames, an identification number, etc. could be considered personally identifying information and subject to student records laws and regulations.
- Personally identifiable information cannot be disclosed without consent of the parent/guardian/student or unless one of the exceptions applies.

What is personally identifiable information?

- Personally identifiable information could include any information that identifies a particular student, including but not limited to:
 - The student's name or initials
 - The name of the student's parents or other family members
 - The address of the student or student's family
 - A personal identifier, such as the student's Social Security number, student number, or biometric record
 - Other indirect identifiers, such as the student's date of birth, place of birth, and mother's maiden name;
 - Other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty.

Electronic Records

- Be careful with what you put in an email. Assume that all emails may be published in the newspaper or will be seen by parents.
- Whatever you put in writing, assume it will be viewed by the student/parent/staff member who is the subject of the email. View the content of the email from the perspective that it may be disclosed.
- Be professional in all communications.
- Limit the use of email in order to minimize time, expense and exposure of having to produce copies of the communications if determined to be educational records. A phone call can help limit this.
- Most electronic records produced by school staff are considered public record and/or student record.

General Overview of Physical Restraint Requirements for Public Education Programs

Prepared by the Massachusetts Department of Education for use by Public Education Programs in Annual Staff Training.



Caution

- This presentation provides an overview of the regulatory requirements for the use of physical restraint, but does not iterate all of the detail in the regulations.
- All school staff should read and be familiar with the regulations.
- Viewing this presentation does not substitute for a careful reading of the full regulatory requirements.

Training is IMPORTANT Because

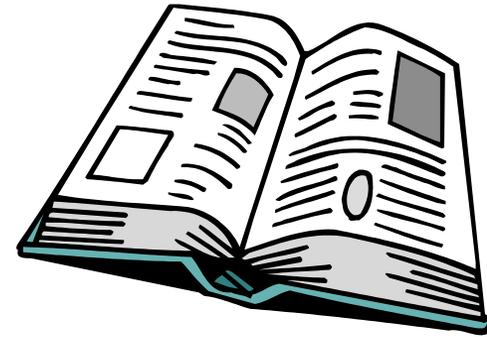


A safe school environment is better able to promote effective teaching and learning.

Preparing appropriate responses to potentially dangerous circumstances helps to eliminate or minimize negative consequences.

Read the Regulations

- 603 CMR 46.00 -- these regulations apply to all public education programs including day schools, school events and school sponsored activities.
- Viewing this presentation does not substitute for a careful reading of the full regulatory requirements.



Key Aspect: Training and Awareness

Regulation 46.03(1
& 2) & 46.04(2)

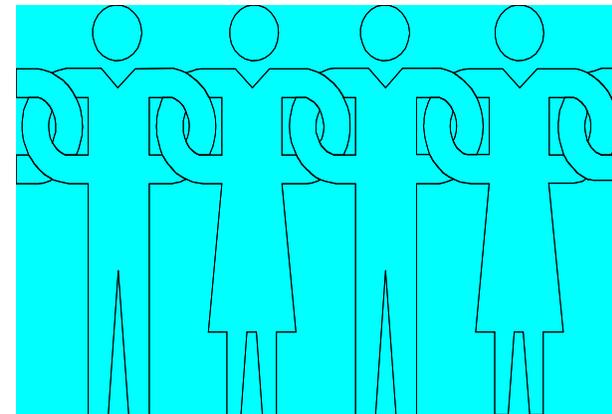
Annually, For ALL staff - Review:

- School restraint policy.
- The school's prevention and behavior support policy and procedures including individual crisis planning.
- Methods of prevention of need for physical restraint and alternatives to restraint.
- Types of restraint and related safety considerations.
- Administering restraint in accordance with student's needs/limitations including known or suspected trauma history.
- Required reporting & documentation.
- Identification of selected staff to serve as information resource to school.

For Selected Staff: In-Depth Training - Contents

Regulation
46.03(4) &
46.04(4)

- Prevention techniques.
- Identifying specific dangerous behaviors.
- Experience in restraining and being restrained.
- Demonstration of learned skills.
- Recommended 16 hours.
- Instruction on the impact physical restraint has on the student and family.



Knowing the terminology:

Physical restraint "The use of bodily force to limit a student's freedom of movement."

Regulation 46.02

Physical restraint
"Direct physical contact that prevents or significantly restricts a student's freedom of movement."

Terminology

NOT physical restraint:

“Touching or holding a student without the use of force --- includes physical escort, touching to provide instructional assistance, and other forms of contact that do not include the use of force.”

NOT physical restraint:
“Brief physical contact to promote student safety, providing physical guidance or prompting when teaching a skill, redirecting attention, providing comfort, or a physical escort.”

Other Terminology:

Regulation
46.02

- Chemical restraint/Medication Restraint - is prohibited. Medication that is prescribed by a physician and authorized by the parent is not medication restraint.
- Mechanical restraint - do not use without physician's order and parental consent – as of 1/1/16 prohibited in all instances.
- Seclusion - “physically confining a student alone in a room or limited space without access to school staff.” “The involuntary confinement of a student alone in a room or area from which the student is physically prevented from leaving.”

Don't do it.

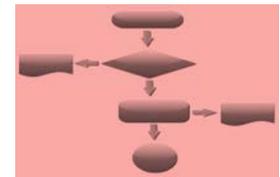
Time-Out

Time-out definition - staff remains accessible. Staff is present, continuously observing the student.

Procedure for obtaining principal approval to extend time out longer than 30 minutes.

See Advisory at: <http://www.doe.mass.edu/sped/advisories/2016-1ta.html>

For a flow chart distinguishing between exclusionary time-out and seclusion.



Prone Restraint

Regulations 46.03(1)(b) and
46.05(3) Safest method

- Prone restraint is prohibited except if ALL of the below is true and documented:
 - The student has a documented history of repeated dangerous behavior to self or others.
 - All other forms of restraint have been unsuccessful
 - There are no medical contraindications.
 - There is psychological/behavioral justification with no contraindications.
 - The program has obtained consent to use prone restraint.
 - The program has documented all of the above in advance of the use of prone restraint

Then, prone restraint only by people with in-depth training.

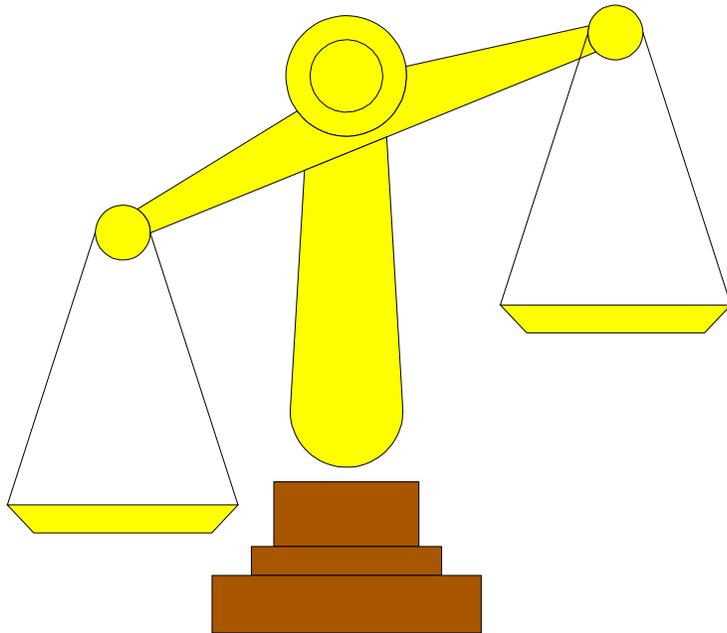
Extended Restraint



- Longer than 20 minutes.
- Increases the risk of injury.
- Requires approval of the principal prior to the restraint exceeding 20 minutes.
- Requires additional written documentation and report to the Department of Education. After 1/16 Reported to DESE at the same time as any restraint is reported.

The use of restraint.

Regulation 46.03(1)(c) retains this same language.



- Restraint is not a form of treatment or punishment.
- Restraint is an emergency procedure.
- Restraint is to be used only as a last resort when a student's behavior poses a threat of assault, or imminent, serious, physical harm to self or others.

Do not use physical restraint



Regulation 46.04(3) &
Regulation 46.03(2)

- When the student cannot be safely restrained including medical contraindications.
- As a standard response for any student.
- When non-physical interventions could be used.
- As a means of discipline or punishment.
- As a response to property destruction, school disruption, refusal to comply, or verbal threats.
- The use of restraint may not be included in behavior plans or IEPs. Begin to remove them now so they are not in plans as of 1/16.

Proper Administration of Physical Restraint

Remember training considerations.

Regulation Section 46.05

Have an adult witness if possible.

Use only the amount of force necessary to protect the student or others.

Use the safest method. Do not use floor or prone restraints unless you have received in-depth training –for prone, all required steps must be completed beforehand.

Discontinue restraint ASAP or if the student indicates that s/he cannot breathe.



Safety requirements

Regulation 46.05

- Know students' medical and psychological limitations, including known or suspected trauma history.
- Make sure student is able to breathe and speak. If the student indicates that s/he cannot breathe the restraint must be stopped.
- Monitor physical well-being, respiration, skin temperature, and color.
- If student experiences physical distress -- release restraint and seek medical assistance immediately.

Regulations do not prohibit or limit:

The right to report a crime.

Law enforcement, judicial authorities, or school security personnel from completing their responsibilities.

Mandated reporting of neglect or abuse.

The use of reasonable force to protect oneself, a student, or others.

Regulation 46.04(4)

Regulations 46.03(4) & 46.01(4)

Follow-Up Procedure: Prevention/Learning from the Experience

Following every restraint action taken, the circumstances should be discussed with the student, and with others, as appropriate.

Ask: “How can we avoid this happening again?”

Regulation
46.05



Key Reporting Requirements



When to Report: Currently report only restraints over 5 minutes or in any case of an injury (to student or staff). As of 1/1/16 report the use of any restraint.

Notify School Administration: Notify school administration as soon as possible, & provide written report by the next school working day.

Notify Parents: The principal or director of the program notifies the parent, verbally as soon as possible (verbally within 24 hours), and by written report within 3 school working days.

Student and parents must be allowed to comment

Regulation Section 46.06 (current) & 46.06 (new)

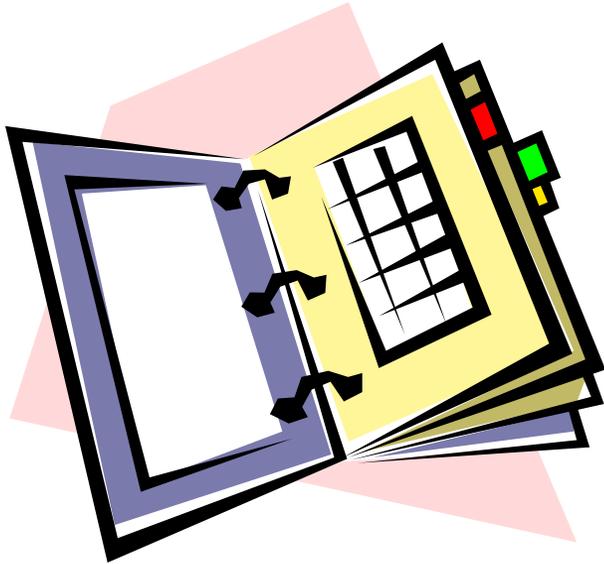
Content of Written Report

Regulation
46.06(4)

- Who was restrained? Who participated in the restraint? Observers? Who was informed and when?
- If longer than 20 minutes the name of the principal or designee who approved the continuation.
- When did the restraint occur? (date/time)
- What was happening before, during, and after the restraint? Describe alternative efforts attempted. What behavior prompted the restraint? Describe the restraint – holds used and reasons for their use.
- Documentation of any injury to students or staff.
- Has the school taken, or will it take, any further actions, including disciplinary consequences?

Key Data Keeping Aspect: Ongoing Log

Regulation
46.06(2)



- School district maintains a log of all reported instances of physical restraint in the school.
- Use the log for review of incidences and consideration of school safety policies and procedures.
- The following two slides detail additional restraint data review requirements.

Individual Student Review (weekly)

Regulation
46.06(5)

- Principal is to identify individual students restrained multiple times within the previous week and convene a review team to consider:
 - Reports about the use of restraint, and comments provided by parents and the student.
 - Analyze circumstances and factors leading up to the perception of need for the use of restraint.
 - Consider strategies to reduce or eliminate the use of restraint for this student in the future.
 - Review team agreement on a written plan of action.

Administrative Review (monthly)

- The principal shall conduct a monthly review of school-wide restraint data.
- Consider patterns of use, looking for commonalities.
- Principal will consider modification(s) to the restraint policy.
- Determine need for additional training.
- Determine other necessary actions to reduce the need for the use of restraint.

Regulation
46.06(6)

Reporting to the Department

Extended restraints (restraints over 20 minutes).

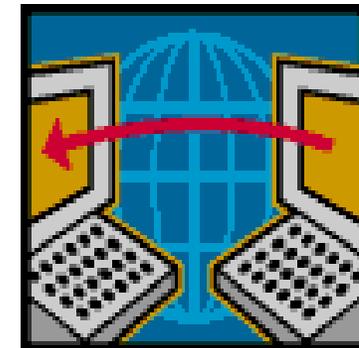
Any time there is a serious injury.

Send report within 5 school working days of restraint.
Include log for 30 day period prior to restraint.

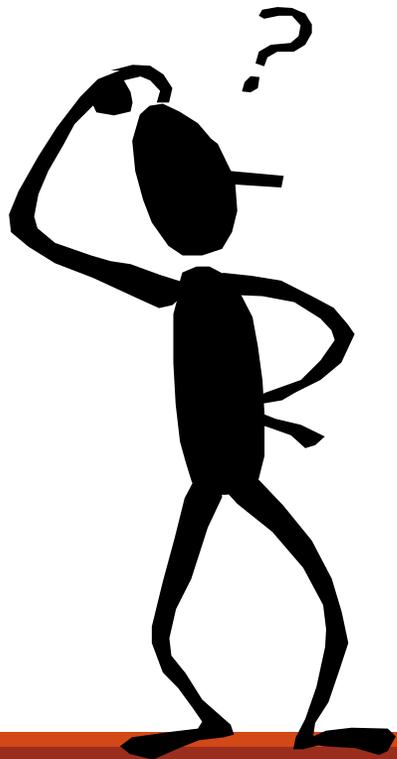
Department may determine additional required action.

- Collect and annually report all physical restraints to the Department.
- Report **all** restraint related injuries to the Department within 3 school working days.

Regulation
46.06(5) &
46.06(7&8)



Any questions?



Find the Regulations:

<http://www.doe.mass.edu/lawsregs/603cmr46.pdf>

See 603 CMR 46.00

Contact: Restraint@doe.mass.edu

Universal Precautions

Prevention of blood borne diseases transmission for school staff or staff not directly responsible for providing care or cleaning up blood

Bloodborne Definition

- Bloodborne diseases:
 - potentially transmitted when an infected person's body fluids somehow get inside another person's body
 - not transmitted through casual contact - won't get them by shaking an infected person's hand or by using the same bathroom or kitchen facilities

Bloodborne Diseases: Examples

- Hepatitis B
 - Hep B: inflammation of the liver caused by the Hepatitis B virus
 - Disease is not always evident- can go misdiagnosed or undiagnosed - may have flu-like symptoms
 - Preventive vaccine available



Additional Bloodborne Diseases

- Hepatitis C
 - Currently, most common type of viral hepatitis in the United States
 - Leading cause for need for liver transplants in the U.S.
 - No cure. No vaccine available
- HIV INFECTION
 - HIV (Human immunodeficiency virus) or AIDS virus may lead to disease AIDS
 - HIV attacks the immune system - a person becomes unable to fight off other infections
 - No vaccine available, treatment is available

Body Fluids that Potentially Transmit these Diseases

- Blood
- Semen
- Vaginal secretions
- Breast milk
- Fluids that surround our internal organs
- Body fluids or substances that, only if contaminated with blood, would be considered potentially infectious

Survival Outside the Body

- These diseases may be transmitted indirectly
- This can happen when you touch an object or surface contaminated with blood or infectious materials and transfer them to your mouth, eyes, nose or opening in your skin.
- Hepatitis B virus may be able to survive even in dried blood on environmental surfaces
- HIV begins to die off almost immediately once it is outside of the body (exposed to air)
- Hepatitis C virus - limited information exists

Modes of Transmission (Occupational)



- What are ways you can be exposed at work?
- For workers, there are generally three ways that transmission can occur:
 - opening in the skin
 - through the mucous membranes (eyes, nose, mouth)
 - needlestick

Modes of Transmission (Cont'd.)

- **The skin, if intact, is a good barrier**
- But, if infected body fluids get into **broken** skin, there is a slight possibility of transmission
- If infected body fluids get in the eyes, mouth, or nose, there's a slight possibility of transmission
- Sharps injuries (for ex., needlesticks) are the riskiest. Other sharps include broken glass, knives, orthodontic wires)
- There is evidence that Hep. B (not Hep. C nor AIDS) can be transmitted through a bite

Universal Precautions/Body Substance Isolation



- To protect yourself & your families, consider all persons to be potentially infectious & take precaution.
- Body substance isolation is when all body fluids or substances are considered potentially infectious.

Personal Protective Equipment (PPE)

- Gloves prevent skin contact with blood or other body fluids. Available in different sizes, readily available
- Due to potential latex allergies all gloves are non-latex
- Gloves are removed inside out: don't touch outside of gloves with bare hands
- Wash hands after removing gloves
- They should be kept in a universal location- for example, in the upper right hand drawer of the teacher's desk



Personal Hygiene

- Wash hands with soap (liquid, if possible) and running water. Do for at least 20 seconds.
- Use waterless hand cleanser if soap and running water not immediately available. Then, wash with soap and running water as soon as possible.



Tips to Consider

- To avoid exposures, **protect yourself first**
- Cover any open cuts with band aids
- Always have gloves on hand: e.g., on field trips or at sports events or on the playground



Tips to Consider (Cont'd.)

- The student or employee, if possible, should hold pressure on a wound and wash wound himself.
- Have the individual pinch her own nose if she has a nose bleed
- Remind the individual to wash his or her hands



If An Exposure Occurs...



- If body fluids, particularly blood, get into an opening in the skin, wash the area with soap and running water
- If body fluids, particularly blood, get into the eyes, flush with water or a saline solution
- Report the incident to the school nurse

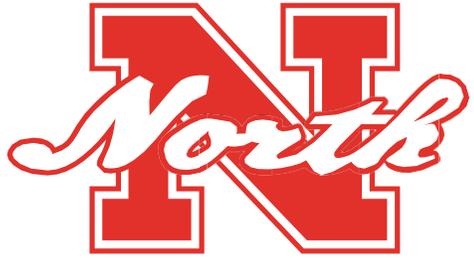
Post Exposure Follow-Up

- Whether you need treatment is dependent on different factors, such as type of exposure.
- If necessary, medication is available that may decrease an individual's risk of becoming infected with at least some of the diseases.



Please Recall...

- Remember, even if you have been exposed, the odds are that you will not be infected.



District Contact Information

For questions/concerns or to file a complaint/grievance/report, please see the contact information below:

Special Education and Section 504

Margaret Camire, Director of Student Services.

Title IX and Bullying

Peter Haviland, Assistant Superintendent

Harassment and Discrimination

John J. Antonucci, Superintendent



Training Completion Form

Please return to the district main webpage/Human Resources/
School Policies and print a copy of the Annual State and Federal
Mandated Training Sign Off Sheet indicating that you have
completed the four mandatory trainings. Give the form to
supervisor who will forward to Human Resources for
your personnel file.