

DISTRICT SUPERINTENDENT'S STATEMENT OF ACCOUNTABILITY FOR EMPLOYEES

The District Superintendent hereby states or restates that all employees, recognized in the faculty and SRP agreements and all managerial confidential employees are accountable to:

- The students – whether children or adult learners as residents of the component districts and other patron districts we serve.
- Those responsible for the identification, design and/or development of the educational programming for the learners of the component districts of the Washington-Saratoga-Warren-Hamilton-Essex BOCES.
- Those responsible for the identification, design and/or development of the educational programming for the learners of any and all additional patron districts of the Washington-Saratoga-Warren-Hamilton-Essex BOCES program offerings.
- All taxpayers of the districts of those components and other patron districts and their financial interests.

In like manner, the District Superintendent specifically states or restates that all classifications of personnel as listed above in the opening statement are accountable to all for whom the District Superintendent and the BOCES Board recognize as those who direct, evaluate, and supervise them. It is to be understood that the employees of our BOCES will conduct themselves in a manner as guided by all applicable policies, regulations, and laws. Of particular or specific interest, conduct, action, and interaction are expected to conform to all holdings, statements, and provisions of policies, including but not limited to, those listed below:

- BOCES Code of Conduct
 - Code of Ethics for all BOCES Personnel
 - School Conduct and Discipline
 - Equal Employment Opportunity
 - Non-Discrimination and Anti-Harassment in the BOCES
- BOE Policy 5000
BOE Policy 5005
BOE Policy 5020
BOE Policy 5165

Professional Agreement – Administrators' Association: July 1, 2017 – June 30, 2020

Professional Agreement – SABEA Faculty Unit: July 1, 2016 – June 30, 2018

Professional Agreement – SABEA School Related Professional Unit (SRP) – July 1, 2016 – June 30, 2018

This statement of accountability also reaffirms that all employees are accountable to set forth and implement all appropriate and reasonable conditions by which the learners of the Washington-Saratoga-Warren-Hamilton-Essex BOCES will be best positioned to attain their education as set forth by the regulations of the Board of Regents, and the Commissioner of Education, and by the State of New York as stipulated in our state's learning standards in accordance with each respective employee's job assignment or job description.

All who are officially employed by the Washington-Saratoga-Warren-Hamilton-Essex BOCES who are either subject to this statement of accountability, or who would benefit from employees' compliance with this accountability standard as stated by the District Superintendent are expected to maintain knowledge of all relevant policies, regulations and contract specifications.

The Washington-Saratoga-Warren-Hamilton-Essex BOCES does not discriminate in its programs and activities, including employment and admission as applicable, on the basis of actual or perceived race, color, creed, sex, sexual orientation, national origin, religion, age, economic status, marital status, veterans' status, political affiliation, domestic victim status, use of a guide dog, hearing dog or service dog, disability, or other classifications protected under federal or state law, and provides equal access to the Boy Scouts and other designated youth groups. The designated district compliance officers will coordinate compliance with the nondiscrimination requirements of Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, as amended, the Boy Scouts of America Equal Access Act, and the New York State Human Rights Law. The BOCES Compliance Officers are: Turina Parker and Ronald Black, Washington-Saratoga-Warren-Hamilton-Essex BOCES, [1153 Burgoyne Avenue, Suite 2, Fort Edward, NY 12828](http://1153BurgoyneAvenue,Suite2,FortEdward,NY12828). phone: (518) 746-3310, email: tuparker@wswebores.org or rblack@wswebores.org. Complaints may also be filed with the Office for Civil Rights, New York Office, U.S. Department of Education, [32 Old Slip, 26th Floor, New York, NY 10005](http://32OldSlip,26thFloor,NewYork,NY10005)- 2500, phone (646) 428-3800, fax (646) 428-3843, [email:OCR.NewYork@ed.gov9/2017](mailto:OCR.NewYork@ed.gov9/2017)