



CAPITAL REGION
BOCES

Annual Report

FOR SCHOOL YEAR
2021-2022



For their **Future**

CAPITALREGIONBOCES.ORG

CAPITAL REGION BOCES BOARD OF EDUCATION

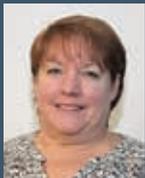
Members of the board are volunteers elected to serve three-year terms by our component school districts' Boards of Education.



Brian Backus
Niskayuna
Central School District



John Bergeron
Schenectady
City School District



Nancy delPrado
Mohonasen
Central School District



Naomi Hoffman
Shenendehowa
Central School District



Kevin Kutzscher
Sharon Springs
Central School District



Lynne Lenhardt
Bethlehem
Central School District



John Phelan
Guilderland
Central School District



Heather Soroka
Watervliet
City School District



Rose Surman
Cobleskill-Richmondville
Central School District



Matthew Tedeschi
Berne-Knox-Westerlo
Central School District

Message

FROM THE DISTRICT SUPERINTENDENT AND SENIOR EXECUTIVE OFFICER

Reflecting on the 2021-22 school year, we find ourselves extremely grateful for the **strong relationships** we have built that have been crucial to meeting the needs of our students.



Anita Murphy
District Superintendent



Joseph P. Dragone, Ph.D.
Senior Executive Officer

Working side-by-side with our component school districts, we applied thoughtfulness and innovation to new program and service development, knowing that **working together** was in the best interests of our 80,000+ students and their families.

Business **partnerships** grew to provide students increased opportunities for hands-on learning and career exploration.

Coordinating efforts with neighboring community organizations and institutions of higher learning allowed us to provide students increased access to emerging fields of study.

It is clear we are all driven by one overarching goal—to provide the best possible opportunities for **student success**.

Together we are also always **looking ahead**. From our new school buildings to expanded services, the future for our students, districts, partners and staff is filled with **promise**.

We're proud to share this annual report with you, and to shine a spotlight on the progress we have made together. Many thanks go to our dedicated employees who continue to rise to every occasion.

Everything we accomplished during the 2021-22 school year was for one **purpose**—to create a **better future for our students**.

Thank you for being our partner in this incredibly important work.

With continued respect and support,

Anita and Joe

Board of Cooperative Educational Services

AT-A-GLANCE

For over 70 years, we have upheld our mission to provide **quality service** to each of our component school districts and stakeholders, establishing us as a **trusted partner** in **public education** and **workforce development**.

From helping students thrive with **non-traditional programs** to providing **innovative, real-world learning opportunities** through regional partnerships, we continually work to build a **stronger regional community** and **economy**.

Through **expanded services** and programs, we keep schools and business offices safe, working efficiently and communicating effectively with their many audiences.

Executive coaching helps women in education further their journey to a leadership role

Capital Region BOCES and NYSAWA have partnered with Tenshey, Inc. to help create greater diversity in educational leadership roles. Through executive coaching, women have an opportunity to develop their professional skills, network and further their journeys to an educational leadership role.

OUR COMMITMENTS

Our five guiding commitments support our mission and purpose, lead us in our work and embody who we are.



SERVICE

We provide quality service to each of our component districts and stakeholders, establishing us as a trusted partner in public education and workforce development.



VALUE

We create value as program and service partners, throughout all of our interactions and relationships.



EXCELLENCE

We strive for excellence in every aspect of our work.



IMPROVEMENT

We are the best at getting better. We anticipate and respond to stakeholder needs.



LEADERSHIP

We are viewed as leaders in our work, applying thoughtfulness and innovation to new program and service development.

2021-2022

FAST FACTS



\$174,762,572

2021-22 total budget.



\$21,089,598

in grant funding secured by our grant writers since July 1, 2021.



\$75 million

in total savings to date for Pharmacy Purchasing Coalition partners.



80,000+

students region-wide continued to learn all school year long—in-person, remotely or via a hybrid approach.



300+

business partnerships fuel educational opportunities that prepare the region's future workforce.



383

K-12 students began learning remotely in our new virtual school—the Cooperative Virtual Learning Academy.



Opening Doors

NEW SCHOOL BUILDINGS FOSTER COMMUNITY

Construction is on track to replace two of our Albany-based school buildings with new, state-of-the-art facilities for the 2022-2023 school year—a new Career & Technical training center and special education school facility.

Both facilities will be located on one campus across from our administrative offices to support a community-based approach to providing our students with **meaningful learning** and **growth** along with their peers, kindergarten through age 21.

The construction sites serve as learning opportunities

Students from several Career & Technical Education (CTE) programs on the Albany and Schoharie campuses have toured the sites, reviewed designs and blueprints for the facilities and heard directly from on-site project managers. This **real-world experience** gives our students an edge as they look to their futures in high-demand industries.

We could not be more proud to provide our students with new facilities in which to learn and grow.

Honoring history

Our new campus at 925 Watervliet Shaker Road has been constructed on land adjacent to the West Family farm, one of four Family farms in the complex of the Watervliet Shaker Historic District.

Each of our new buildings will feature permanent wall exhibits on the historical significance of the Shakers. Having our new learning spaces located on historic land offers Capital Region BOCES the opportunity to help educate and elevate an aspect of local and global history that students, staff and visitors to our new schools might otherwise be unfamiliar with.



We are proud to partner with the Shaker Heritage Society on this project.

2021-2022

HIGHLIGHTS



\$611,468 in workforce development grants awarded with our partners to expand training in childcare, coding, teaching assistant certification and more.

185 Ed Law 2-d agreements in place to keep data secure throughout the entire NERIC region.

100 special education students are benefiting from GLOBALFOUNDRIES' generous donation of Chromebooks for in-person and at-home learning.

29 individuals are learning how to enter the teaching profession through a partnership with UAlbany's Academy for the Advancement of Teaching Assistants.

New DREAM consortium gives school library systems statewide the ability to purchase online/digital resources efficiently and cost-effectively for use in the library, classroom and home.

200+ artists in seven school districts and our BOCES showcase their artistry in a Virtual Art Show.



“We identified incident response planning as an important part of helping improve the security posture of the entire NERIC region. The participation and support from our districts has been fantastic.”

MIKE DOUGHTY,
ASSISTANT SUPERINTENDENT FOR NERIC



“Great program, got our team talking and reviewing our incident response plan, failsafes and disaster recovery.”

ANDREW JENSEN, IT
MANAGER, QUESTAR III
BOCES



Cyber Success

CREATING SAFER CYBER SPACES ACROSS NEW YORK STATE

To combat the rise of negative cyber activity directed at schools, NERIC hosted 11 in-person Cyber Incident Response facilitated tabletop exercises throughout the 2021-2022 school year. NERIC staff posed aspects of cyber incident response to participants to consider and react to.

The goal of these exercises was to bring awareness to potential cyber threats and help school districts form effective, thought-out response plans.

In partnership with NYS Division of Homeland Security & Emergency Services, the FBI, the NYS Troopers and NYS Intelligence Center, the 11 sessions attracted more than 200 participants from 68 districts

and BOCES; there were also 140 participants from NERIC and agency partners. Sessions were held at Capital Region BOCES, St. Lawrence-Lewis BOCES, Hamilton-Fulton-Montgomery BOCES, Franklin-Essex-Hamilton BOCES and in Plattsburgh.

The Cyber Incident Response facilitated tabletop exercises will continue in the 2022-2023 school year.

“The presentations were excellent and because we brought four non-technical administrators, I feel that we benefited greatly from the content shared. This day definitely provided Shen with a great starting point to move our Disaster Recovery discussion forward.”

— RAY NARDELLI, DIRECTOR OF TECHNOLOGY, SHENENDEHOWA CENTRAL SCHOOL DISTRICT

2021-2022

HIGHLIGHTS



400,000+ breakfast and lunch meals served to almost 10,000 students across eight school districts.

NERIC Model Schools Service trained 1,955 educators through 119 courses.

71 Engagement & Development Division team members took part in training on diversity, equity, and inclusion (DEI) to better advise and communicate.

50+ participants attended an all-girls Esports gaming night hosted in partnership with Hudson Valley Community College, Mohonasen, Sage College and more.

Nine component districts, eight non-component districts, one BOCES and 10 individual teachers statewide subscribed to the Essential Ed service.

The Occupational Health and Safety team provided critical support on everything from reopening plans to training, safety plans and more in 45 school districts.



“By partnering with BOCES, we now feel like we have access to a growing pipeline of young people who can become potential employees.”

PATRISIA SHEREMETA, HEAVY EQUIPMENT/
CONSTRUCTION ADVISORY BOARD MEMBER
AND HUMAN RESOURCES MANAGER, GRENO
INDUSTRIES



INTERESTED IN SHARING YOUR TIME, TALENT OR RESOURCES WITH STUDENTS AS A BUSINESS OR COMMUNITY PARTNER?
CONTACT SENIOR BUSINESS AND COMMUNITY LIAISON NANCY LIDDLE AT 518-862-4823 OR NANCY.LIDDLE@NERIC.ORG.

Business and Community Partnerships

WE SUCCEED TOGETHER

Business and community partners continue to ensure the future success of our students and services. More than ever, we are grateful for how generously they share their knowledge and resources to support our communities.

In our Career & Technical Education programs, businesses provided learning opportunities – and even job offers – to students while others made generous donations to our programs. Business partners shared their expertise to help improve students' certification options, while dozens of businesses provided work-based learning opportunities.

For students who attend our special education programs, community and business support helps expand on their classroom learning and offers meaningful workplace exploration and job experiences.

Business and community partners who supported the work-based learning of students in our special education programs this year and in past years have included:

- Bethel Thrift
- City Mission of Schenectady
- Guilderland Public Library
- Metro Ford
- Museum of Innovation and Science (miSci)
- Price Chopper and Market 32
- The Maywood School/Capital Region BOCES
- The RED Bookshelf
- Veeder Elementary/South Colonie School District
- YMCA

Meanwhile, business partners who have supported and even hired our students during the 2021-22 school year include:

- Callanan Industries, Inc.
- Carver Industries

- Finke Equipment
- Greno Industries
- Kamco Supply Company
- PackageOne
- Ren Tools

The Northeastern Regional Information Center (NERIC) is a resource for cooperative educational technology services and support. From events such as Tech A-Day to services such as Esports, NERIC partners with vendors and institutions to make a wide range of educational technology tools and services available to the districts we serve.

Tech A-Day, an annual event coordinated by NERIC, brings together students, educators and vendor partners to highlight innovations in education technology and collaborate on how schools can use them to enhance instruction and streamline school district operations. Some of the 50 sponsors of this year's event included:

- CDW-G
- CISCO
- ComSource
- Crown Castle
- Day Automation
- Educational Vistas
- EduPoint
- Renaissance
- Securly
- Wahsega Labs

2021-2022

HIGHLIGHTS



7000+ science kits shared annually with area schools ensure standards-based learning.

Two Career & Technical Education programs named "Champions of Change" for innovations and advancement of students' skills.

25 representatives share how our programs and services help students, schools, communities during annual BOCES Lobby Day.

Adult learners gain greater access to tech learning opportunities, careers through Can Code Communities partnership.

400+ area educators, students, vendor partners join at Tech A-Day for learning on today's educational technology innovations and applications.

Developing a Workforce

CONNECTING STUDENTS TO CAREERS

Preparing students for the workplace of today and tomorrow is integral to our mission and commitment to **workforce development**. In our Career and Technical Education programs, students gain work-based learning experiences in approximately 80 sites, explore jobs at career fairs and are matched with employers seeking workers. We were extremely proud to host our inaugural Capital Region BOCES **National Signing Day** in May 2022, where 16 students signed letters of intent to work for businesses across the region. Students forged strong futures in the workforce through their time at BOCES and their experiences with our business partners. This event highlights the valuable roles they will serve in the growth of the local, regional, state and even national economies.



The Capital Region BOCES National Signing Day is affiliated with the National Coalition of Certification Centers (NC3) National Letter of Intent Signing Day, mirroring the NCAA's National Signing Day for athletes who commit to play sports in college. It is designed to honor students who are entering a technical field and to celebrate the dignity of work.



Caitlin Atkinson,
Manufacturing
and Machining
Technology, Cobleskill
Richmondville –
Package One

Nate Bartlett,
Commercial
Construction/Heavy
Equipment, Cobleskill
Richmondville
(CRCS) – *New York
State Department of
Transportation*

Robert Brykailo,
Commercial
Construction/
Heavy Equipment,
Sharon Springs –
*International Union
of Operating
Engineers 158*

Harley Butler,
Diesel Technology,
Schoharie – *Lancaster
Development, Inc., Tri
City Highway Products*

Stephen Cote,
Commercial
Construction/Heavy
Equipment, Schoharie
– *North Atlantic States
Regional Council of
Carpenters – Albany
Local 291*

Garrett DuPont,
Commercial
Construction/
Heavy Equipment,
Middleburgh – *J.H.
Maloy*

**Roberto Gonzalez
Jr.,** Electrical Trades,
Ravena-Coeymans-
Selkirk – *TCI of NY, LLC*

Timothy Graves Jr.,
Heating, Ventilation,
Air Conditioning
and Refrigeration
(HVAC/R), Scotia-
Glenville – *Eastern
Heating & Cooling*

James Holliday,
Commercial
Construction/
Heavy Equipment,
Duanesburg –
*International Union
of Operating
Engineers 158*

Nazias Hunter,
Manufacturing
and Machining
Technology,
Schenectady –
Ren Tools



"Everyone here deserves a round of applause for creating a pipeline of skilled workers to keep our economic momentum going. These students you see here today are the keepers of the economy."

ROBERTA REARDON,
NEW YORK STATE
DEPARTMENT OF LABOR
COMMISSIONER



"During my time at BOCES I have gained skills that will not only help me in the work field, but skills I will carry with me for the rest of my life. My experience at BOCES has been nothing short of incredible. With the help of my teachers who only look to further my skills and knowledge, I am able to stand here today and speak in front of all of you about how BOCES has changed my life. Capital Region BOCES has changed my life and put me on the road to success."

— NATE BARTLETT, COBLESKILL-RICHMONDVILLE CENTRAL SCHOOL DISTRICT, SIGNED WITH NEW YORK STATE DEPARTMENT OF TRANSPORTATION

Daniel Karl,
Commercial Construction/
Heavy Equipment,
Schalmont – *Kamco Supply of New England-Albany*

Joe Lawyer,
Sterile Processing Technician,
Schoharie *Albany Medical Center*

Aidan Martin,
Electrical Trades,
Burnt Hills-Ballston Lake – *Golden Solutions Electric*

Quinn Sheedy,
Electrical Trades,
Burnt Hills-Ballston Lake – *Golden Solutions Electric, LLC.*

Allison Umstadter,
Manufacturing and Machining Technology,
Scotia-Glenville – *Greno Industries Inc.*

Cody Walter,
Commercial Construction/Heavy Equipment,
South Colonie – *Operators Union, J.H. Maloy*



"I enjoy all the presentations I give throughout the year, but the chance to educate children of all ages is certainly top on my list! The two groups that attended that day were some of the most respectful children I've worked with. That itself shows the quality of staff you have in your program."

DEAN HASKIN,
MICKLE HOLLOW MAPLE AND HONEY



Working Together

SHARED SERVICES IMPROVE STUDENT EXPERIENCES

Our Shared Food Services team works to provide affordable, locally-sourced meals to New York State students. Thanks to state grant funding, the service is able to provide a farm-to-school aspect and partner with farms and producers from Long Island to the Canadian border for fruit, vegetables, dairy products and other wholesome foods.

Along with providing delicious and nutritious meals, Shared Food Services provides fun events and demonstrations to students to help them learn about where their food comes from or to let students participate in what is offered on the menu.

Shared Food Services recently partnered with Mickle Hollow Maple and Honey to provide a demonstration on beekeeping for students at Airline Drive Academy. The demonstration included a discussion on why bees are important, how honey is produced, samples for students to take home and even a live hive to showcase the bees in action. Tying it all together, Shared Food Services featured a recipe on the school lunch menu using honey from the farm.

Hartford Central School District and Shared Food Services hosted a contest for their entire K-12 school to vote for their favorite Sweet Baby Ray's dipping sauce using a basketball theme. Elementary students were served chicken nuggets and the middle/high school was served boneless wings. Food service added the winning sauces to their menu. Representatives from Tyson and Sweet Baby Ray's provided all the food free of charge and attended the event to hand out giveaway items to students. There was also a grand prize giveaway basket for one winning elementary student and one winning middle/high school student.

“The Tyson chicken nugget and Sweet Baby Ray's dipping sauce event was a huge success at Hartford Central School because it created an interactive lunch experience for the students and staff to all take part in together. Everyone loved deciding which sauces to sample, getting to vote for winning sauces, and watching voting posters fill up with stickers.”

— PATRICK KENNEALLY, SHARED FOOD SERVICE SCHOOL LUNCH DIRECTOR



2021-2022

HIGHLIGHTS



New early childhood program helps expand the pool of qualified preschool teachers/providers.

1,000+ prospective students learn about the skilled trades at the annual Career Jam.

SLL BOCES and 15 of its school districts are now among 80 clients supported by our Engagement & Development Division.

17,729 hotspots created for school districts to help close the digital equity gap.



"[This] was my first women's event. I realized how great it was to connect with women in leadership. It opened my eyes to things I feel, and they instantly got it. I was surprised by how comfortable it made me feel in my own skin. It's a feeling of being an imposter, especially for women in underrepresented roles in leadership. I don't have to code switch."

COACHING PARTICIPANT



Advancing Leaders

STRONG LEADERSHIP FOR EDUCATION

Nearly three-quarters of all school teachers in New York are women, but these numbers drop significantly when reviewing higher levels of school leadership.

Women hold just 27% of school superintendent positions, 60% of elementary principal positions and 32% of secondary school principal positions in the state. These numbers are substantially lower for women of color.

Capital Region BOCES and the New York State Association for Women in Administration (NYSAWA) have teamed up to offer **executive coaching services** through Tenshey, Inc. to help address this discrepancy.

Created by women for women, the program seeks to create greater **gender diversity** within school districts and BOCES administrative teams and, inevitably, improve the education all students receive.

"The experiences and perceptions of women are critical components to our educational system, and yet they are largely underrepresented at the decision-making table," said Capital Region BOCES District Superintendent Anita Murphy. "As we look for new and greater ways

to demonstrate our commitment to diversity and inclusion in our schools, starting with our leadership teams is critical. This program aims to address that need."

NYSAWA members can take part in one of two coach programs designed to help women find their voice and success in traditionally male-dominated professions such as educational leadership. Participants will work closely with professional advisors to develop and implement strategies that will radically shift the mindsets and habits that impact how they work, lead and succeed.

These coaching programs, designed for professionals at any career level, provide women an opportunity to develop their **professional skills, network** with like-minded allies and set themselves on a path to **leadership**.

Capital Region BOCES will continue to offer coaching cohorts on a seasonal basis.

2021-2022

HIGHLIGHTS



500+ Career and Technical Education graduates set to move on to college and career paths.

15,000 digital titles available to schools and students in 30 BOCES statewide through NYReads and our School Library System.

78 district-level champs compete in the virtual Capital Region Spelling Bee.

Dozens of students showcase strong skills with eight top finishers at statewide Skills USA competition.

Nearly 100 statewide educators learn at Inclusive Style Guide orientation to make communication more inclusive and respectful of individuals.

"Take advantage or make use of certification or training you can get your hands on. Women in leadership roles, especially in public schools, are starting out already behind the ball. Generally, it's male dominated leadership in schools. For [women who feel] like they need to [be] overqualified, putting yourself out there always feels risky."

— COACHING PARTICIPANT



“Our continually growing team are exceptionally talented individuals who are always striving to do what’s best for students, and we’re very grateful for the work they put in every day to make that a reality.”

LAURA MCDANIEL, INSTRUCTIONAL COACHING
DIRECTOR OF CURRICULUM AND INSTRUCTIONAL
DATA



Training Teachers

INSTRUCTIONAL COACHING MAKES LASTING IMPACT ON STUDENT PERFORMANCE

Educational Support Services provided instructional coaching throughout the 2021-22 school year to support hundreds of teachers and school leaders across nine component districts, as well as the Capital Region BOCES Special Education division and Career and Technical Schools. To meet the growing demand for this service, two more instructional coaches will be added to collaborate and support teachers in 13 school districts next year.

Instructional coaches offer resources and support for educators to develop their professional skills and practices to improve instruction effectively. Coaching is provided by lifelong learners who are fluent in today's learning standards, and prioritize high-impact, student-centered teaching strategies, data protocols and continual improvement cycles.

Dedicated and targeted instructional coaching is structured to allow

district and school leaders to choose the level appropriate to the needs of educators. Ongoing professional development informed by data and tailored to the specific needs of teachers and administrators is more likely to result in meaningful change that has a direct and lasting impact on student performance.

The expertise of coaches is consistently recognized as outstanding and invaluable in the school districts in which they serve.

“My coaching experience was extremely helpful. I learned a lot and coaching supported me in so many ways this school year. I had support in planning, assessment, classroom management and student concerns. I was able to openly communicate with my coach about my concerns and was always met with compassion, confidentiality and the best solution possible. I appreciated all the help as I learned to better my teaching this year.”

— [ANONYMOUS TEACHER]

2021-2022

HIGHLIGHTS



312,850 budget pieces

printed for 83 school districts statewide, helping voters make informed decisions at the polls.

700+ prospective Career & Technical School students attend in-person recruitment events.

100+ students inducted into National Technical Honor Society (NTHS) for continued academic rigor.

150,922 digital ebooks checked out through the School Library System.

50+ statewide colleagues gather on improving learning, outcomes for students with disabilities attending career and technical education.

Nearly 600 students were homeschooled this school year, supported by our Home Instruction team.



“Our entire Shared Food Service team brings tremendous value to all of the districts we serve. I am very happy supporting my colleagues, their districts and the families in those communities. Thank you for this special recognition, I truly appreciate it.”

SUSAN FRANK ON RECEIVING
A VALUE COMMITMENT AWARD



“It truly takes a village! CVLA is honored to receive this award and we are thankful to all who have helped build a wonderful virtual learning environment.”

CARRIE SUNKES ON RECEIVING
A IMPROVEMENT COMMITMENT
AWARD



Thank You

EXCELLENCE ABOUND AT CAPITAL REGION BOCES

We would not be where we are today without the dedication, skill, compassion and fortitude of the employees of Capital Region BOCES. We are **1,000+ strong**, united in **purpose** and focused on the **success** of everyone we serve.

Internal Recognition

We are extremely proud to recognize employees whose work embodies our guiding commitments of Service, Value, Excellence, Improvement and Leadership, through our Employee Recognition Program.

EXTRA MILE AWARD RECIPIENTS

THESE AWARDS ARE GIVEN OUT ANNUALLY AT OUR OPENING DAY CELEBRATION.

- Lisa Ash, School Social Worker, Special Education Division
- Webex Team – Melissa Boucher, Eileen Drescher, Mary Morris, William Murphy, NERIC

COMMITMENT AWARD RECIPIENTS

THESE AWARDS ARE GIVEN OUT MONTHLY DURING THE TEN MONTHS OF SEPTEMBER THROUGH JUNE.

Service

- Virginia Bond
- John Florussen

Value

- Ed Henson
- Susan Frank

Excellence

- Emergency Assistance to Non-Public Schools (EANS) Team – Donald Wells
- Instructional Coaching Team – Erin Baertschi, Melissa Drummond, Heidi Hauf-Aupperle, Meredith Herrmann, Michelle Irons, Abigail Jacobs, Donna Lamkin, Laura McDaniel, Amanda McNeal

Improvement

- Kristin O'Callaghan
- CVLA Team – Melissa Boucher, Jaime Gibbs, Rachel Romanowicz, Carrie Sunkes, Meaghan Whitten

Leadership

- Melissa Peck
- Michael Walker



2021-2022

EXTERNAL RECOGNITION

Bob Grossman Leadership in School Communications Award from the National School Public Relations Association (NSPRA) to Anita Murphy for outstanding leadership and support of school public relations and communications.

Champions of Change from the New York State School Boards Association (NYSSBA) for innovation in the advancement of educational skills in the Career and Technical School Automotive Trades program and the High School Equivalency (HSE) Program for county residents currently on probation.

National School Public Relations Association awarded the Communications team a total of two Golden Achievement Awards, recognizing the team's strategic communications work; nine Publication and Digital Media Awards, recognizing work from websites to video to print publications; and two Honorable Mentions for excellent work.

New York State Master Teacher honors educators who are leaders in STEM education and inspire students and peers. Joanne Clegg, Ph.D., Integrated Science teacher, is the first teacher from the Career & Technical School to receive this designation.



SERVICE



VALUE



EXCELLENCE



IMPROVEMENT



LEADERSHIP

Annual Report

FOR SCHOOL YEAR 2021-2022



For their Future

The Capital Region BOCES does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs, activities, employment, and admissions; and provides equal access to the Boy Scouts and other designated youth groups.

The following person has been designated to handle inquiries regarding the non-discrimination policies: HR Director, compliance officer/coordinator, at hrdirector@neric.org, 518-862-4951 or 900 Watervliet-Shaker Road, Albany, NY 12205.

Inquiries concerning the application of the Capital Region BOCES non-discrimination policies may also be referred to the U.S. Department of Education, Office for Civil Rights (OCR), 32 Old Slip, 26th Floor, New York, NY 10005, telephone 646-428-3800 (voice) or 800-877-8339 (TTY).



Board of Cooperative
Educational Services
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