

# Horseheads Middle School

April, 2019



*Earth Edition*

## Contact Us!

607-739-6357 • <http://Horseheadsdistrict.com/HHMS.cfm>

## What's Happening at HMS

**4/3/19 - 4/4/19**  
**NYS ELA Assessments**

**4/5/19**  
**Marking Period Ends**

**4/9/19**  
**Report Cards Issued**

**4/15/19 - 4/19/19**  
**No School**  
**Spring Recess**



## Protect Our Species

*"In nature, nothing  
exists alone."*

*— Rachel Carson*



## Budget Development Calendar

The Board of Education and district are currently developing the proposed 2019-20 School Budget to be offered to voters May 21. Here is a schedule of public meetings regarding the proposed budget. All are welcome. The Multi-Media Center is located in the south wing of Horseheads High School.

April 4	Budget Workshop, Multi-Media Center, 6pm
April 24	Board of Education Meeting, Multi-Media Center, 6 p.m.
April 25	Budget Q&A, Big Flats Town Hall, 7 p.m.
April 29	Budget Q&A, Horseheads Town Hall, 7 p.m.
April 30	Budget Q&A, Horseheads Village Hall, 7 p.m.
May 2	Budget Q&A, Erin Town Hall, 7 p.m.
May 8	(tentative) Board of Education Candidates' Forum, Multi-Media Center, 7 p.m.
May 9	Public Hearing, Multi-Media Center, 6 p.m.
May 21	<b>Budget Vote/Board of Education Election, High School South Gym, 7 a.m. - 9 p.m.</b>

For more information on the proposed budget, including videos and presentations from the Board of Education meetings above, please visit the district website at <http://www.horseheadsdistrict.com/2019-20%20Budget%20Information.cfm?school=District>.



Have questions  
about the vote?  
Call  
(607) 739-5601, x4260.



## Your Vote Counts - *Be Heard* - May 21

**Vote at the High School South Gym - 7am - 9pm**

**Voter Eligibility** All district residents are eligible to vote, as long as they meet the following requirements:

\* Are a United States citizen \* Are 18 years of age or older on the day of the vote \* Have lived in the district for at least 30 days prior to the vote \* Are not restricted from voting in general elections based on election law

**Absentee Ballots** Registered voters who cannot get to the polls on the day of the budget vote due to illness or travel may vote by using an absentee ballot. Applications for absentee ballots are available in the district's Business Office, South Wing of the High School, from 8am to 3:30pm, up to the day before the vote. Absentee voters may complete an application and ballot up to the day before the budget vote. If mailing the absentee ballot application, it must be received by the Business Office at least seven days prior to the vote.

The district mails absentee ballots to voters listed as "permanently disabled" by the Chemung County Board of Elections.



# **Horseheads Central School District Budget Q&As**

**All are welcome. Sessions begin at 7pm.**

<b>Thursday, April 25:</b>	<b>Big Flats Town Hall</b>
<b>Monday, April 29:</b>	<b>Horseheads Town Hall</b>
<b>Tuesday, April 30:</b>	<b>Horseheads Village Hall</b>
<b>Thursday, May 2:</b>	<b>Erin Town Hall</b>

## **Budget Vote:**

**Tuesday, May 21, 7am-9pm,  
Horseheads High School South Gym**

Questions? [hcsdinfo@horseheadsdistrict.com](mailto:hcsdinfo@horseheadsdistrict.com)



# New York State Testing Format Change

*The New York State Education Department continues to transition to computer-based testing (CBT) as part of its commitment to both meeting the needs of 21st century learners and improving test delivery, test integrity, scoring validity, and turn-around time on testing results. Computer-based testing simply means students take tests on a computer using a keyboard and mouse rather than on paper using a pen or pencil.*

*Horseheads Middle School (7<sup>th</sup> and 8<sup>th</sup> grade) will be participating in computer-based testing for English Language Arts and Mathematics this school year. To help prepare students for this shift in testing format, teachers are working to develop learning opportunities for students, which require computer based responses and practice using the testing platform from the New York State website.*

*If you are interested in reviewing computer-based testing sample questions, please visit the question sampler section of the New York State Education Department's website at <http://www.nysed.gov/edtech/question-sampler>*

*Although change is always challenging, I am confident our teachers are making the necessary adjustments to ensure our students will be prepared in April and May for our New York State Assessments.*

*Please do not hesitate to call Ron Holloway at (607) 739-6357 with any questions or concerns.*



**We appreciate you supporting our efforts as we prepare our students for success on the New York State Assessments.**



April Showers bring May Flowers!  
What do Mayflowers bring?  
isn't it?

## WHAT PARENTS NEED TO KNOW

### NYS ASSESSMENT DATES

Our 7th and 8th grade students will take:

**English Language Arts:** 4/3, 4/4

**Math:** 5/1, 5/2

Our 8th grade students will take:

**Science Performance Test:** 5/22

**Science Written Test:** 6/3

*Our 8th grade Algebra I students will take the Algebra I Regents Exam on June 19th, 12:00-3:00pm. All 8th grade Algebra I students will be exempt from the 8th grade math assessment.*



## *Attendance Auto-call and Email*

To keep you updated regarding your child's attendance, the middle school will send you an auto-call and email when your student(s) are absent from school. If a student is absent from first period, a call and email will be generated and delivered in the morning. If the student continues to be absent, another call will be generated and delivered in the evening with all of the periods the student has missed.

## Character Trait of the Month **Responsibility**

Students are expected to:

- come to school/class prepared, on time and ready to learn.
- complete all homework, class work and class projects to the best of their ability.
- know and understand school policies and procedures and accept the direction of teachers and school officials



**WHAT PARENTS  
NEED TO KNOW**



## New York Menu Day

April 25, 2019

NY All Beef Hot Dog  
(Slate Foods-New York)  
Ranch Roasted NY Potatoes  
(William's Farm-Marion, NY)  
NY Mott's Apple Sauce  
(Ontario, NY)  
NY Low-Fat Milk  
(Upstate Farms-New York)



From NY Farms  School Lunch



**SURVEY  
SAYS...**

### We Need Your Feedback!

We're conducting a survey to find out how we're doing, so that we may better serve our customers. Please click on the survey below to complete:

<http://www.gstboces.org/ms/foodservices/newsite/studentsurvey/>

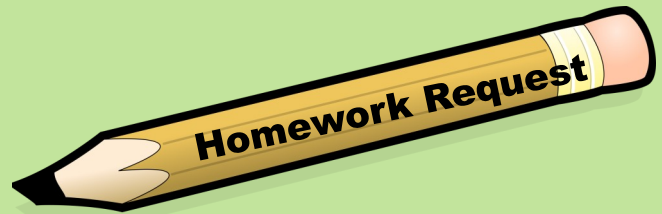
<http://www.gstboces.org/ms/foodservices/newsite/parentsurvey/>

Thank you!

## WHAT PARENTS NEED TO KNOW

### PARENT PORTAL

If you have not already signed up, please visit our Guidance Office. You will be asked to complete a short form and present identification. If you have questions, please call Karen McLain at 739-5601, x4251 or email [kmclain@horseheadsdistrict.com](mailto:kmclain@horseheadsdistrict.com).



If your child is absent from school, it is possible for you to request assignments for your child. Contact the Main Office prior to 10:00 am on the day you wish to have the assignments. The assignments may be picked up between 3:15 and 4:00 pm.

## YEARBOOK SALE



To order your 2018-2019 Middle School yearbook go to the following website: [ybpay.lifetouch.com](http://ybpay.lifetouch.com).

Enter the Yearbook ID code 11056519 and then follow the easy on-screen ordering instructions. The cost is \$ 19.00 and all major credit cards are accepted. The Middle School will not be handling any yearbook payments. If you need further information or details, please call 1-800-453-9764. All yearbooks must be ordered online. The deadline for ordering is May 1st. School Yearbooks will be distributed in June.

### Progress Reports & Report Cards

Parents are informed of student progress in two ways. Progress reports are sent home with students at the five-week point of each marking period. A report card is sent home with students at the end of the ten-week marking period. We encourage parents to sign-up for Parent Portal to help keep track of your student's progress between the reporting periods. Contact the Guidance Office to sign up.

**Honor Roll:** 85.0 cumulative average

**Failing Grade:** 64.0 or lower in any course



## The DIGITAL CITIZENSHIP Pledge

I will keep myself **SAFE** on the Internet

I will keep my information **PRIVATE** and **SECURE**

I value my **IDENTITY**

I will develop a good **REPUTATION** online

I will **COMMUNICATE** respectfully

I am not a **CYBERBULLY**

I am digitally and technologically **LITERATE**

I will give **CREDIT** to others for their work

**I am a DIGITAL CITIZEN**

## WHAT PARENTS NEED TO KNOW



The *Digital Citizenship News* is an invaluable tool for parents and students alike to learn about and protect themselves on the Internet. Follow this link to read the monthly newsletters for more information you can use to keep your family safe online.

<http://www.horseheadsdistrict.com/digcitnews.cfm>



## “A WRINKLE IN TIME”

8TH GRADER

SOPHIA MCMASTER

WON A GOLD MEDAL  
AT THE SCHOLASTIC ART

REGIONALS

AND A SILVER AT

NATIONALS

CONGRATULATIONS!



# Parents:

All kids entering 7<sup>th</sup>, 8<sup>th</sup>, 9<sup>th</sup> and 12<sup>th</sup> grades must have the **meningococcal vaccine**.

**Without it, they can't start school.**

## About the Vaccine:

- It's not a new vaccine. It's been recommended for a decade.
- Most parents already choose to vaccinate their children.
- The meningococcal vaccine has been **required** for school entry since Sept. 1, 2016.

## About Meningococcal Disease:

- It causes **bacterial meningitis** and other serious diseases.
- Teens and young adults are at greater risk.
- It comes on quickly and without warning.
- Its symptoms are similar to the flu.
- Every case of this disease can result in death or long-term disability.

Check with your doctor. Even kids who have had a shot before may need a booster to start school.

To learn more, visit  
[health.ny.gov/immunize](http://health.ny.gov/immunize)

**Immunization is Protection.**



Department  
of Health



# NOTICE

## Important Message from the School Nurse

I NEED TO STAY HOME IF...						
I HAVE A FEVER	I AM VOMITING	I HAVE DIARRHEA	I HAVE A RASH	I HAVE HEAD LICE	I HAVE AN EYE INFECTION	I HAVE BEEN IN THE HOSPITAL
Temperature of 100 or higher	Within the past 24 hours	Within the past 24 hours	Body rash with itching or fever	Itchy head, active head lice	Redness, itching and/or "crusty" drainage from the eye	Hospital stay and/or ER visit
I AM READY TO GO BACK TO SCHOOL WHEN I AM...						
Fever free for 24 hours without the use of fever reducing medication like Tylenol or Motrin, etc.	Free from vomiting for at least 2 solid meals	Free from diarrhea for at least 24 hours	Free from rash, itching, or fever. I have been evaluated by my doctor, if needed	Treated with appropriate lice treatment at home and proof is provided	Evaluated by my doctor and have a note to return to school	Released by my medical provider to return to school

If your child has strep throat or another bacterial infection, he/she should stay home until the antibiotic has been given for at least 24 hours and your health care provider has given permission for your child to return to school. We encourage you to seek medical attention when your child is sick and to follow your health care provider's recommendations about returning to school or other activities.

Please communicate with your school nurse about any health concerns your child might be experiencing. We want to ensure he or she receives appropriate care at school.

## WHAT PARENTS NEED TO KNOW

### Important Contact Information

Safe Schools Hotline - 607-795-2044

Middle School Phone Number - 607-739-6357

Middle School Website - <http://www.horseheadsdistrict.com/HHMS.cfm>

Horseheads District Phone Number - 607-739-5601

Horseheads District Website - <http://www.horseheadsdistrict.com/index.cfm>

Athletic Office Phone Number - 607-739-5601 x4254

Athletic Office Website - <http://www.horseheadsdistrict.com/athletics.cfm>



Remember Hooty the Owl? He made his debut in 1972, reminding children to not pollute.





## WHAT PARENTS NEED TO KNOW

### Reaching Out to People in Need

Middle School Social Worker Ms. Rahr is a facilitator for **safeTALK**, a suicide prevention training program for anyone 15 years of age and older. The next training session will be Thursday, April 11 from 3:30-6:30pm at the Middle School. Call to register at 739-6357.

### The 4 Basic Steps to Create a Life-saving Connection

#### How to:

- Recognize a person with thoughts of suicide
- Engage a person with thoughts of suicide
- Confirm if thoughts of suicide are present
- Move quickly to connect the person with helpers who know what to do next

Visit the **safeTALK** website for more information.

<https://www.livingworks.net/programs/safetalk/>



## safeTALK

*suicide alertness for everyone*

This **suicide alertness** training program can help you:

- **identify** persons with thoughts of suicide
- **connect** persons with thoughts of suicide to suicide first aid resources





# Make a connection. Help save a life.

**Suicide is preventable. Anyone can make a difference.**

- Half-day training in suicide alertness skills
- Learn four basic steps to create a life-saving connection
- Widely used by professionals and the general public

**Upcoming safeTALK training**

**Date: April 11, 2019 3:30 - 6:30pm**

**Location: 950 Sing Sing Road, LGI**

**Hosted by: Horseheads Middle School**

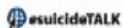
**Cost: no cost**

**To inquire or register, call Melanie Rahr, 739-6357  
or email [mrahr@horseheadsdistrict.com](mailto:mrahr@horseheadsdistrict.com)**

**safeTALK works. Learn more and see the evidence at [www.livingworks.net/safetalk](http://www.livingworks.net/safetalk)**



LivingWorks



suicideTALK



suicideTALK



safeTALK



ASIST



suicide to Hope

# Earth Day



## Global Species Decline

The world is facing a mass extinction of species. All species of mammals, birds, reptiles, amphibians, arthropods (insects and arachnids), fish, crustaceans, corals and other cnidarians, and plants have declined, in many cases, severely. Human civilization has had a negative impact on most living things.

— *Earth Day.org*



## The Pangolin (*Manis manidae*)

Probably the most trafficked mammal, the Pangolin hales from Sub-Saharan Africa and Tropical Asia. More than one million pangolins have been poached over the last decade. Their approximate 1,000 scales, made up of keratin (like your fingernails), are ground up and used in medicines. Their meat is considered a delicacy. Like armadillos and anteaters, they roll up into a ball as a defense, and they do eat ants, among other insects. However, they are most closely related to cats, dogs and bears.





# How Can You Help the Earth?

There are myriad ways to help our wildlife and environment!

## STUDENT CHALLENGE

- ⇒ **Plant a Butterfly Garden**
- ⇒ **Put up a Bat House**
- ⇒ **Make a Bee Home**
- ⇒ **Recycle your Trash**
- ⇒ **Start a Compost Bin**
- ⇒ **Watch for wildlife wherever you go**
- ⇒ **Learn all you can about our endangered species**
- ⇒ **Stop using plastics**
- ⇒ **Plant a tree**
- ⇒ **Visit <http://www.earthday.org>**



## **The Vaquita (*phocoena sinus*)**

The most endangered marine animal on the planet today. The Vaquita is found only in the Gulf of California, and wasn't discovered until 1958. the Vaquita is the smallest porpoise on Earth (3.9 - 4.9 feet long). Illegal gillnet fishing is the main cause of their decline. Fisherman are after the Totoaba fish, whose swim bladder is valuable to the Chinese, who use them for medicines.

# Most Endangered Species in New York State

The Department of Environmental Conservation has a list of all endangered species on their website, including birds, amphibians, reptiles, fish, insects and mammals.

## **Bog Turtle (*Glyptemys muhlenbergii*)**

At about 4" long, the Bog Turtle is one of the smallest turtles. Distinguished by orangey-red patches on both sides of its head, it inhabits low, swampy areas. Pollution and loss of habitat are to blame for its decline.



## **Piping Plover (*Charadrius melodus*)**

This playful shorebird is found on open, sandy beaches of the Northeast coast, the Great Lakes and lakes of the Northern Plains. Its habitat is threatened by commercial and residential intrusion. Humans often disturb their nests.



## **Karner Blue Butterfly (*Lycæides melissa samuelis*)**

This beautiful little butterfly has a one-inch wingspan. It feeds solely on Wild Lupine. It is endangered due to habitat loss.



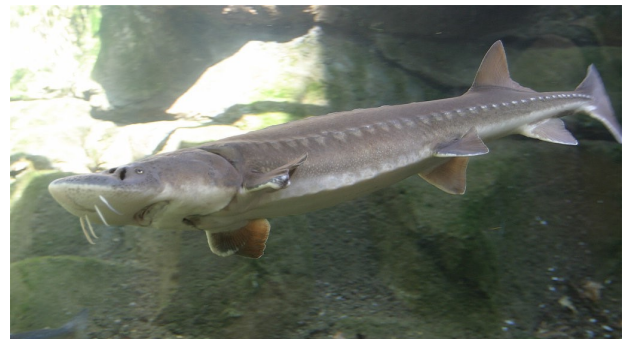
## **Tiger Salamander (*Ambystoma tigrinum*)**

About 7" long, this amphibian spends most of its time hidden or burrowed underground. It prefers vernal ponds and wet areas.



## **Shortnose Sturgeon (*Acipenser brevirostrum*)**

Once plentiful, prized for its meat and roe, this fish is no longer harvested. It can grow up to 50 lbs. and 4.5' long. It lives in rivers and coastal waters from Canada to northern Florida. Water pollution, dredging and dams threaten its survival.





## Read More About Earth Day

This year marks the 49th anniversary of the creation of Earth Day. There has always been a mindset of awareness of our natural surroundings, and when Rachel Carson wrote *Silent Spring* in 1962, it helped set in motion the environmental awareness movement to save our world.

*Silent Spring*, by Rachel Carson, is probably the best-known environmental awareness book written. Carson is credited with sounding the alarm for protecting our planet.

### ***The following books are available in the Middle School Library:***

1. *The Lorax*, by Dr. Seuss
2. *Holes*, by Carl Hiaasen
3. *Amazon Adventure: How Tiny Fish are Saving the World's Largest Rainforest*, by Sy Montgomery
4. *Dig In!: 12 Easy Gardening Projects Using Kitchen Scraps*, by Kari Cornell
5. *The Last Wild*, by Piers Torday
6. *Endangered*, by Eliot Schrefer
7. *Marine Science for Kids: Exploring and Protecting our Watery World, Including Cool Careers and 21 Activities*, by Josh and Bethanie Hestermann
8. *Trash Revolution: Breaking the Waste Cycle*, by Erica Fyvie
9. *Trashing the Planet: Examining our Global Garbage Glut*, by Stuart A. Kallen
10. *The Wondrous Workings of Planet Earth: Understanding our World and its Ecosystems*, by Rachel Ignatofsky
11. *World Without Fish*, by Mark Kurlansky



## **Indiana Bat (*Myotis sodalist*)**

At an average length of 3.22", this tiny bat has a wingspan of up to 10-1/2". Found only in North American forests, its numbers are declining due to habitat loss. It feasts on insects and helps keep their numbers under control.





Thanks to Ms. Rathbun for  
sharing her student's work!

## STUDENT CONTRIBUTIONS

### Guess That Teacher!

by Sophia Spier

Were you paying attention to the November Newsletter? If you were, then try to guess these teachers based on their fun facts. Best of luck!

- A. They have lived in 6 Different states!
- B. They were a baseball player before becoming a Guidance counselor!
- C. They were a Football coach before teaching technology!
- D. They sat in the front row of The Price is Right!
- E. They have worked her job for 25 years!
- F. They were a computer programmer analyst before becoming a teacher!
- G. They have run 8 full marathons and 22 half marathons!
- H. They are a World Record holder!
- I. They have lived in Horseheads their whole life!
- J. They have swam with sting rays!



A.	Mr. Donovan	E.	Ms. O' Donnell	I.	Mr. Palmer
B.	Mr. Micknich	F.	Mrs. Rutherford	J.	Ms. Oliver
C.	Mr. Steele	G.	Sra. Grund		
D.	Miss. Rathbun	H.	Mr. Gush		





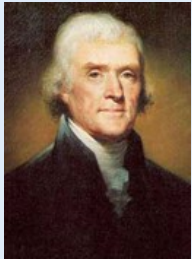
Thanks to Ms. Rathbun for  
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## STUDENT CONTRIBUTIONS

### Guess That President

by Julian Jones

Who are these presidents?



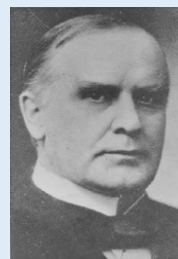
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2



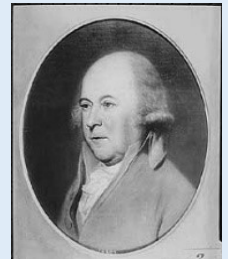
3



4



5



6

#### Fun Facts

- ⇒ Had nine brothers and sisters.
- ⇒ Served in the Virginia legislature between 1811-1816, and then was elected to the U.S. House of Representatives between 1816-1821.
- ⇒ Ran for the vice-presidential nomination in 1856 but was defeated by William Lewis Dayton.
- ⇒ After a year of college, followed by jobs as a teacher and a post office, he enlisted as a private in the Union Army in the Civil War.
- ⇒ For his bravery, he was awarded the Navy and Marine Corps Medals and a Purple Heart.
- ⇒ Was the only vice president who was inaugurated in Philadelphia, Pennsylvania.

#### Answers:

- |                     |                            |
|---------------------|----------------------------|
| 1- Thomas Jefferson | 4- William McKinley        |
| 2- John Tyler       | 5- John Fitzgerald Kennedy |
| 3- Abraham Lincoln  | 6- John Adams              |



#### Works Cited

"Presidency." *American History Online*. Lincoln Library Press, 2012. [factcite.gst.orc.scoolaid.net/useh/4002256.html](http://factcite.gst.orc.scoolaid.net/useh/4002256.html). Accessed 5 Feb. 2019.



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## STUDENT CONTRIBUTIONS

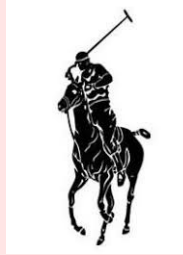
### Guess the Brand Logo!

by Frankie Noterfonzo

1.



2.



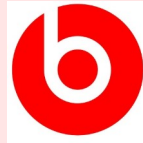
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7.



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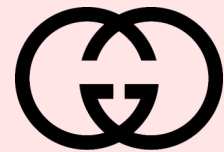
10.



11.



12.



13.



14.



15.



### Answer Key:

- |                    |            |               |                |                    |
|--------------------|------------|---------------|----------------|--------------------|
| 1. Tommy Hilfinger | 2. Polo    | 3. McDonald's | 4. Under Armor | 5. Beats           |
| 6. Starbucks       | 7. Popeyes | 8. Wendy's    | 9. Target      | 10. Dunkin' Donuts |
| 11. Nike           | 12. Gucci  | 13. Pepsi     | 14. Apple      | 15. Instagram      |





Thanks to Ms. Rathbun for  
sharing her student's work!

**STUDENT  
CONTRIBUTIONS**

# **FACTS ABOUT CATS**

by Haley Stone

## **TIGER**

A tiger is the largest wild cat in the world! A tiger's tail is three feet long. On average the tiger weighs 450 pounds! Their teeth are four inches long and their claws are as long as a house key. Tigers wait until dark to hunt for their prey. Tigers are known to eat up to 60 pounds of meat in one night!



## **CHEETAH**

The cheetah is the fastest mammal on land! A cheetah can reach up to 60 or 70 miles an hour over short distance. After a chase, a cheetah needs about an hour to catch its breath before it can eat. Unfortunately, cheetahs have become endangered. There used to be 100,000, but now there are only 10,000 left in the world. That went down by 90,000!

## **BOB CATS**

A bob cat hunts by hiding in a bush and then jumps out to eat its prey. Bob cats can jump out about 12 feet to catch prey. When the sun comes up, the bob cat goes to its den to go to sleep. A bob cats sleeping spot is usually in a hollow tree, mountains, and brushland.



### **Works Cited**

"Cheetah." *National Geographic Kids*, National Geographic Society, 2018, <https://kids.nationalgeographic.com/>. Accessed 6 Feb. 2019.



Thanks to Ms. Rathbun for  
sharing her student's work!

## **STUDENT CONTRIBUTIONS**



### **Gray Wolves**

by Kyle Mastrantonio

The gray wolf is the largest wild dog. They travel in packs of seven to eight with a mom and a dad. Young wolves usually stay in the pack with their mom and dad for two years. The wolf's sense of smell is 100 times stronger than a human's sense of smell. When a pack of wolves howl it can be heard from ten miles away. The howl is used to call another pack of wolves and warn them of danger or used to call another pack. Wolves communicate with more than just a howl. When a wolf wants to play, it prances around happily and bows lowering the front of its body. The gray wolf's life span is six to eight years. Gray wolves are classified as endangered, but in most places, they are seen to have a healthy population.

#### **Work Cited**

"Gray Wolf." *National Geographic Kids*, National Geographic Society, 2018, <https://kids.nationalgeographic.com/animals/gray-wolf/#gray-wolf-closeup.jpg>. Accessed 6 Feb. 2019.

# NOTICE

## District Dignity Act Coordinator

The Dignity Act Coordinator (DAC) for the Horseheads Central School District is Caitlin DeFilippo, director of Human Resources. If there is a complaint regarding discrimination, harassment or bullying of any student, the complaint should be filed with Caitlin DeFilippo, at One Raider Lane, Horseheads, NY 14845; 607-739-5601 x 4211 or at [cdefilippo@horseheadsdistrict.com](mailto:cdefilippo@horseheadsdistrict.com).

## Middle School Dignity Act Coordinator

The Dignity Act Coordinator (DAC) for the Horseheads Middle School is Ron Holloway, building principal. If there is a complaint regarding discrimination, harassment or bullying of any student, the complaint should be filed with Mr. Holloway at 950 Sing Sing Rd., Horseheads, NY 14845; 739-6357 x 3640 or at [rholloway@horseheadsdistrict.com](mailto:rholloway@horseheadsdistrict.com).

## Notice

The Horseheads Central School District offers educational programs without regard to race, color, national origin, creed, religion, marital status, military status, sex, sexual orientation, age, gender identity, predisposing genetic characteristic, or disability, and provides equal access to applicable groups under the Boy Scouts of America Equal Access Act. Inquiries regarding this policy may be made to Caitlin DeFilippo, Title IX/DASA Coordinator, and Co-Civil Rights Compliance Officer; Anthony Gill, Co-Civil Rights Compliance Officer; or Kelly Squires, Section 504 Coordinator, Horseheads Central School District, One Raider Lane, Horseheads, NY 14845, (607) 739-5601.

This policy of non-discrimination includes access by students to educational programs, counseling services, course offerings, and activities, as well as recruitment and appointment of employees and employment pay, benefits, advancement and/or termination.

# Horseheads Middle School:



## *Home of the Raider Way*