

Horseheads Middle School

September, 2021



The Safety Issue

Contact Us!

607-739-6357 • Horseheadsdistrict.com/HHMS.cfm

We are back!

On behalf of the entire staff, I am excited to welcome you back to school! This promises to be a great year, with renovated facilities and an energized staff ready to make a difference in your education!

This year, we will continue to build resilience, develop a growth mindset and focus on our health and wellness. In addition, we will implement a rigorous and relevant curriculum that is engaging and challenging for our students. The well-being and safety of our students and staff is paramount. We as a district will do all we can to ensure a safe and secure school experience.

Following NYSED guidelines, the district will open with in-person instruction five days a week. Masks and social distancing will be required. Our District will strictly follow these guidelines until such time as new parameters are announced.

This year may present new challenges for us, but we are prepared and ready to face what comes. Rest assured, the district, with cooperation from everyone, will make this a great year for our students. As always, please call with any questions or concerns.

Let's make it a great year, the Raider Way!

Ron Holloway - Principal



Middle School News

Calendars, Open House and PTO



Online district calendar

To see district and school events in 2021-22, please go to <https://www.horseheadsdistrict.com/fullcalendar.cfm>, or go to the Calendar link in the main menu on the district website. The district will not be printing a multi-page calendar this year. Our online calendar allows us to update events throughout the year and may be printed at home.

What's Happening at HMS

9/8/21

**1st Day of School
7:45am - 3:05pm**

9/9/21

**PTO Meeting
5:30pm - Library**

**OPEN HOUSE
6:30 - 8:00pm**

9/20/21

Picture Day

10/8/21

**Conference Day
No School**

10/11/21

**Columbus Day
No School**

10/13/21

Progress Reports Issued

10/29/21

**Dance & Open Gym
7:00 - 9:00pm**

11/2/21

Picture Re-take Day

PTO is looking for volunteers!

Please consider joining our PTO and help us have a successful school year! There will be plenty to do:

- Three school dances
- 8th-grade Celebration
- Refreshments for awards ceremonies
- Spirit Wear sales
- Have other ideas?

Organizing and funding these events takes time and effort. Your participation is greatly appreciated!

Contact the school at: 739-6357

OPEN HOUSE 2021

Welcome back to school!

Meet your teachers, tour the building and meet and greet your friends.

Remember, masks and social distancing are required.

A Parent's Guide to Horseheads Middle School

What You Need to Know About School Safety & Security



“School safety is the job of the entire school community. This effort requires leadership and coordination by school administration and involvement and participation from all sectors of the school community. Planning, conducting drills and participating in exercises with law enforcement, fire, emergency officials and other members of the school community ensures a comprehensive, unified approach to school emergency response planning. Building relationships and community engagement are vital to building a safer school community.”

- From the New York State Guide to School Emergency Response Planning, September, 2020

Horseheads Middle School adheres to the comprehensive safety plan developed by New York State designed to help school districts prepare and plan for varied emergency circumstances. Advance planning with emergency responders in our district ensures that we are ready to provide the correct, timely response that may be needed.

Students are drilled on procedures and policies throughout the school year. Along with the usual fire drills, there will be practice with emergency drills such as for hold-in-place, lock out and lockdown in the event of an emergency occurring inside or outside of the building. Students are educated in the procedures for these drills; their knowledge of the plan allows them to perform these drills calmly and orderly. Also, our School Resource Officer (SRO) maintains an office at the middle school.

Parents' Bill of Rights for Data Privacy and Security

1. The parent/guardian or eligible student has a right to:
2. inspect and review the student's education records;
3. request that records be amended to ensure that they are not inaccurate, misleading, or otherwise in violation of the student's privacy rights;
4. consent to disclosure of personally identifiable information contained in the student's education records, except to the extent that the Family Educational Rights and Privacy Act (FERPA) authorizes disclosure without consent; and
5. file a complaint with the United States Department of Education alleging failure of the district to comply with FERPA and its regulations. Complaints may be sent to Family Policy Compliance Office, U.S. Department of Education, 600 Independence Avenue SW, Washington, DC 20202-4605.

MIDDLE SCHOOL SAFETY AND SECURITY

Safety for our students, staff, and community is a top priority. Visitation to the middle school is very limited. All visitors should come to the main entrance and press a buzzer to alert the Main Office. Visitors will state their purpose for being at the school, and must be let in by the school's Main Office secretaries. If dropping off an item for a student, the item must be left on a cart in the lobby with the student's name.

Reporting Potential Safety Concerns

We provide a safe and confidential way for Middle School students or their parents to report threats of violence, suicide and any illegal activity that could harm students in our school. Information will go directly to the attention of Administration. Each report will be handled and confidentiality maintained. All students will be assigned a gaggle account.

Safety concerns can be sent to: a_safe_hms@gaggle.net

Safe Schools Line

The Horseheads Central School District has an anonymous tip line for students, parents and our community to use to report rumors, tips or other items of concern regarding district schools. The service is available 24 hours, seven days a week. All calls are anonymous, unless the caller wishes to leave their name and number.

Tip Line: 607-795-2044 or 1-800-305-4984.

Please provide as many details as possible so we can better address your concern.

***To report child abuse
or neglect, call toll free
1-800-342-3720 or
ocfs.ny.gov/main/cps***

***“Student success increases when
schools and families work together.
Therefore, please contact us with any
questions, concerns, or suggestions as
we work together to provide valuable
learning opportunities for our stu-
dents.”***

- Ron Holloway, principal

Learn up-to-date information about our schools and district:

- Facebook: The district and each of our seven schools have pages. “Like” them to see our information in your news feed
- Twitter: Follow us on Twitter at @HhdsSchools to read our tweets
- Follow us on Instagram at hhdsschools
- Visit our district website at www.horseheadsdistrict.com.
- Questions about our website or social media? E-mail hcsdinfo@horseheadsdistrict.com

**SAFE
SCHOOLS
LINE**

**795-2044 or
1-800-305-4984**

SCHOOL SAFETY UPDATE

Emergency drills are held
throughout each school year.

HMS Emergency Response Plan

The Horseheads Middle School Building Safety Team has created a multi-faceted response plan for potentially dangerous situations. Our plan is aligned with The Horseheads School District Safety Plan and is developed with the latest information related to school safety. Our teams are trained and committed to ensuring students and staff remain safe at school. Cooperating with local first responders is essential for building safety. Therefore, our building safety plan is reviewed, updated and shared with local first responders on an annual basis.

EMERGENCY DRILLS

Drills are held at regular intervals throughout the school year. Students must listen and follow the directions given by their teacher or school official. Students will be trained throughout the year in building safety procedures.

Reinforce the importance of all safety drills with your students. Paying attention and following directions are crucial for everyone's safety.

Questions or concerns related to school building safety can be directed to Principal Ron Holloway at 739-6357.



Social / Emotional Health

We are here to help!



In addition to their teachers and teaching assistants, students at Horseheads Middle School have access to staff members trained in social and emotional health services. Although our training does not equip us to conduct in-depth counseling sessions, we are able to assist students and families when social and emotional health needs arise. We encourage students and families to utilize our guidance counselors, social workers, school psychologists, school nurses, school resource officers and school administrators whenever a social or emotional health need arises. We can all be reached by calling 739-6357.

Guidance Counselors: Steve Micknich (A-K) and Marti Clark (L-Z)

School Psychologist: Nicole Marinaccio

Social Workers: Melanie Rahr and Jessica Emanuel

School Nurse: Annette Cobb

School Resource Officer: Officer West

School Administrators: Ron Holloway (Principal) and Tom Hoeffner (Assistant Principal)



Educating the Whole Child

Horseheads Middle School consists of a dedicated, knowledgeable and passionate educators whose job it is to **Explore** ways to **Empower** students to **Excel** academically, socially and emotionally.

As adults, we know we do not perform our best when we are stressed, sick or depressed. We cannot expect any different when it comes to our children. Negative emotions and experiences interfere with a student's ability to learn. When students fear failure, doubt themselves or suffer with stress, they are less likely to succeed academically, socially and emotionally.

It is our goal to create a positive building climate where students feel safe and encouraged to participate in their education. Our community also plays a vital role in helping our students succeed. Participation in school programs and supporting our sports and academic events encourages our students to excel academically, socially and emotionally.

Our Parent-Teacher Organization, PTO, is dependent on community involvement to provide our students with various activities and supports throughout the year. We encourage you to join our PTO and assist with the PTO sponsored events throughout the year. You can email Ron Holloway at rholloway@horseheadsdistrict.com if you would like to volunteer.

THINK

Your written and verbal communication should be:

- True
- Helpful
- Inspiring
- Necessary
- Kind

THE RAIDER WAY

Students who follow *The RAIDER WAY* are:

- Trustworthy
- Respectful
- Responsible
- Fair and Just
- Caring and Kind
- Good Citizen



School Notes

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.

Distinguished High Honor Roll **95-100**

High Honor Roll **90-94.99**

Honor Roll **85-89.99**

Failing Grade 64.0 or lower in any course

Progress Report Cards Issued October 13, 2021

Lost and Found

Lost your lunchbox? Misplaced your math book? Check the Lost and Found! There are blue bins under the table in the Main Office.

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.

We encourage all students to reach out to a trusted adult if they are not feeling well physically, emotionally or socially. Parents are encouraged to call the school if they feel their student needs additional support.

PARENT PORTAL

If you have not already signed up, please visit the District webpage. Under the "Quicklinks" section, hover over "Parent Portal" and click on "Parent Portal Registration Form". Fill out the form and submit it, and a link will be sent to your email.

Checking your student's grades on Parent Portal? The URL for a computer browser is:

<https://schooltool.horseheadsdistrict.com>

The URL for the mobile app is:

<https://schooltool.horseheadsdistrict.com/sthhweb>



Student Passwords

Beginning this fall, the student default password format will be as follows:

Username: smith-joe

Password: HH1234567Smi

Please note that the “HH” is capitalized, as well as the first letter of the student’s last name, “S” in the example above.

This relatively minor change to the format creates a huge difference in the strength of the password.



itslearning Parent Portal

To access ‘itslearning’, click here <https://horseheadsdistrict.itslearning.com/>. Parent accounts should be functional beginning September 28. Use your parent portal login credentials. Your student can login through their student menu.

To view the virtual demonstration, visit our website and click on the District 2020-21 Plan. Scroll down to “itslearning”, and click on the link.

Tech Support Form

We ask parents, guardians, and students who have technology questions, including issues with district-owned devices and questions about the itslearning management system or other district programs, to use the technology support form to submit a support request: https://forms.office.com/Pages/ResponsePage.aspx?id=KtLKiy3tDEGU4Az1zjSEePHH3UhzI7IDs958K7D4_QIUREpNSVMxWExSMTgxMEw4QVZTR1RQSkpJQS4u.

A technician will respond as soon as possible. You may also call 607-481-2850 and leave a detailed message about your technology issue. Know that the details of the form allow us to assist you better than a voicemail. Our tech staff will respond to the forms or voicemails between 9am and 3pm Monday through Friday.

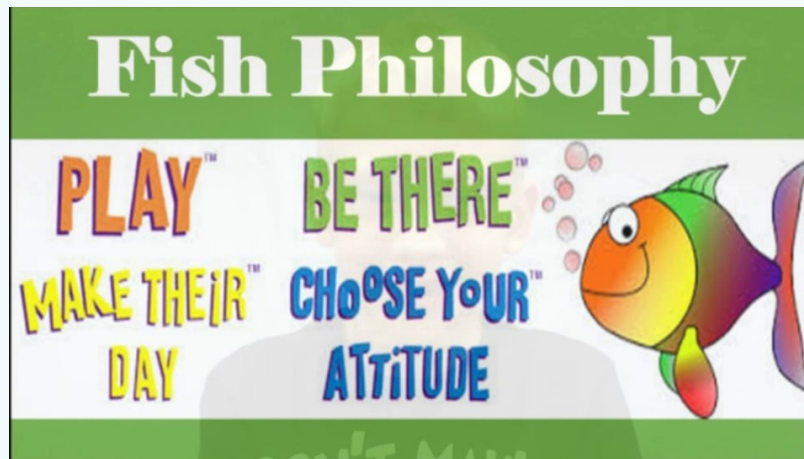
Note that because return calls are not coming from district phones, calls may appear as Restricted or Unknown. Please note that we are unable to repair devices that are not owned by the district.



While you were on summer vacation, your school has undergone major reconstruction! Here’s what to expect:

- A bright, new cafeteria space is almost ready! Lunch will still be served in the gym, at least for the fall semester.
- Innovation ahead! The science wing rooms have been upgraded to include the latest in lab equipment and ventilation. These rooms are scheduled to be ready sometime during the first semester.
- The Field House parking lot has been enlarged to allow school bus parking. Buses will now drop off and pick up students at the Field House entrance.
- Parent Pick-up and Drop-off will be in front of the middle school, by the canopy.
- Art and Technology rooms are ready to go!

The Four Principles of the Fish Philosophy:



The "Fish"monger's Philosophy

What's a fishmonger, you ask? A person who sells fish of course! In 1930s Seattle, Washington, a fish-market stall opened at the Pike Place Market. The Pike Place Fish Company served its customers well for decades. When former employee, now owner, John Yokoyama, began to stir the pot, he found a better way for his employees to enjoy their job. The self-proclaimed World Famous Pike Place Fish Market became known as the place where the fishmongers threw fish — literally! The fishmongers put on a show that the customers loved. They would throw whole fish across their stall, sometimes to the customer. Each transaction became a positive, uplifting experience for everyone. The fish market became one of Seattle's top tourist attractions. How did this happen? Fish Philosophy, of course.

The workers there found that four basic principles were their key to success:

Be there in the moment (for their customers)

Play (by putting on a show)

Make their day (involving the customers)

Choose your attitude (how do you want to feel?)

At Horseheads Middle School, we want to be there for our kids every day! By following these "Fish Philosophies" at school and at home, we will all benefit by having more fun, being involved in each others' daily lives, and continuing to learn and grow in a positive atmosphere.





"If parents want to give their children a gift, the best thing they can do is to teach their children to love challenges, be intrigued by mistakes, enjoy effort, and keep on learning. That way, their children don't have to be slaves of praise. They will have a lifelong way to build and repair their own confidence."

— Carol S. Dweck

Ms. Dweck is the Lewis and Virginia Eaton Professor of Psychology at Stanford University

What Kind of Mindset Do You Have?



I can learn anything I want to.
When I'm frustrated, I persevere.
I want to challenge myself.
When I fail, I learn.
Tell me I try hard.
If you succeed, I'm inspired.
My effort and attitude determine everything.



I'm either good at it, or I'm not.
When I'm frustrated, I give up.
I don't like to be challenged.
When I fail, I'm no good.
Tell me I'm smart.
If you succeed, I feel threatened.
My abilities determine everything.

Created by: Reid Wilson @wayfaringpath ©️🌱🌱🌱 Icon from: thenounproject.com

Here at Horseheads Middle School, we strive to build confidence in all of our students, challenge them when they fail, and teach them how to develop a strong work ethic. All students have abilities; we work with them to stretch their minds to see what they can push themselves to accomplish. Effort alone is not enough to develop or strengthen a growth mindset. Trying new strategies, learning who to ask or where to go for direction when stuck are what build a successful student. As the great Albert Einstein said, *"Anyone who has never made a mistake has never tried anything new"*.



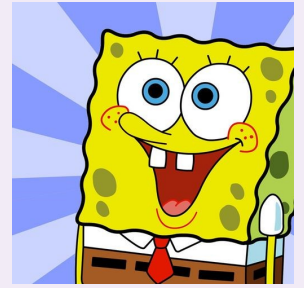
SAY CHEESE!

Picture Day

Monday, September 20th

Picture Re-takes & Make-ups

Tuesday, November 2nd



Teamwork...

...divides the task
and multiplies
the success!



Character Trait of the Month

RESPECT

Be courteous and polite. Be tolerant, appreciative and accepting of individual differences. Don't abuse, demean or mistreat anyone. Don't use, manipulate, exploit or take advantage of others.



Career Development Council

The school district has many career related events including career days, career panels, job shadows, classroom speakers, field trips, and mock interviews. **We are always looking for volunteers** for these events. We are looking for parents, grandparents, other adult family members and friends as well as community volunteers in every career field.

If you feel your career is not of interest or you are currently at home, you may still contribute through mock interviews and other fun classroom events. We will be doing many of these events on-line, but they are still important experiences for the career development of our students. Most events are only an hour or two on a given day, yet **your experience and career knowledge** can deeply influence a child's life, career goals, and future educational path.

If you are interested in volunteering or learning more about how you can get involved, **please contact Deb Lynch**, the Career Development Representative for the Horseheads School District, at (607)795-5320 or dlynch@gstboces.org.





Dignity For All Students Act

New York State's Dignity for All Students Act (The Dignity Act)

seeks to provide the State's public elementary and secondary school students with a safe and supportive environment free from discrimination, intimidation, taunting, harassment, and bullying on school property, a school bus and/or at a school function.

The Horseheads School District Code of Conduct describes harassment as follows:

"Harassment" and/or "bullying" means an intentional act against any student, on school property or at a school function, that creates a hostile environment by conduct, with or without physical contact by verbal threats, intimidation or abuse, including cyberbullying of such a severe nature that it:

- has or would have the effect of unreasonably and substantially interfering with a student's educational performance, opportunities or benefits, or mental, emotional or physical well-being; or**
- reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety.**
- reasonably causes or would reasonably be expected to cause physical injury or emotional harm to a student; or**
- occurs off school property and creates or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property.**

"Emotional Harm" that takes place in the context of harassment or bullying shall be defined as harm to a student's emotional well-being through creation of a hostile school environment that is so severe or pervasive as to unreasonably and substantially interfere with a student's education. Such conduct shall include, but is not limited to, acts based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender or sex.

[Continued on next page](#)

In the Stacks

with Ms. Heidrich, MS Librarian

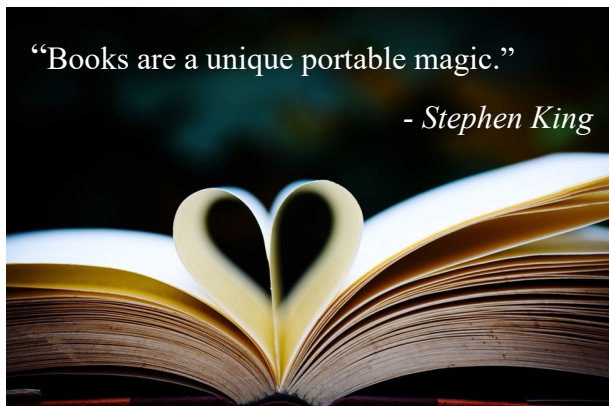


Being Your Best SELF bookshelf

Visit the Library in person or online to read the latest books about Middle School life.



Mrs. Heidrich/Librarian: ehedric@horseheadsdistrict.com

Mrs. Rahr/School Social Worker: mrahr@horseheadsdistrict.com



Getting started with Sora

With Sora, you can get free eBooks and audiobooks from our schools.

- 1 Install the Sora app from the Apple App Store or Google Play Store, or go to soraapp.com.


- 2 In Sora, find the **Greater Southern Tier BOCES Shared Digital Collection**.
Choose from the "Sign in to your school" dropdown:
Horseheads CSD
- Log in to Sora the same way you log on to a school computer.
- 4 Choose from hundreds of titles. Let your librarian know if you have special titles you would like to see!

For more help with Sora, visit help.soraapp.com.



Acts of harassment and bullying shall include, but not be limited to, those acts based upon a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender or sex.

At Horseheads Middle School, harassment is not tolerated. Section B of the Prohibited Student Conduct, as listed in the Student Handbook's Code of Conduct, students are subject to disciplinary sanctions. Students will not engage in any conduct that endangers the safety, morals and health and welfare of others.

If you feel your child is being bullied at school, please contact Principal Ron Holloway immediately at 739-6357.

Safe Schools Line - 607-795-2044

Parking Lot Safety

Due to the large volume of students being dropped off in the morning, the drop-off line can become very long. We ask that you help alleviate unnecessary wait time by following these simple procedures:

- Utilize the entire drop-off lane. Please do not wait until you have pulled up to the Middle School main entrance to drop off your students. Approximately 10 cars can drop off students simultaneously. Please stay in line.
- Students should exit the vehicle as soon as it is safely stopped. Please be sure students have all of their belongings ready to go.
- **Do not drop students off on the road.**
- Students should be exiting the car no later than 7:40. This will allow them to arrive in their 1st period class by the 7:45 tardy bell. Drop off early; the closer to 7:40 you get, the more traffic you will experience.

Thank you for your patience and helping our morning drop off go as safely and efficiently as possible.

Morning Drop-Off Map



Afternoon Pick-Up Map



- Students who are being picked-up, will walk to your car at dismissal. You do not need to come into the building to sign them out.
- Please be mindful that students will be entering the parking lot, during the pick-up process. Be aware of your surroundings before moving your vehicle.
- Please do not block entrances and exits while waiting for your student.
- Pick-up may be crowded at times, please be patient.
- Busses will pick-up students in the canopy area near the main entrances. Please do not pull through this lane when exiting the parking lot.

Note: Once the field house parking lot and canopy are completed, afternoon bus pick-up will take place at the field house. This will free up the entire "former" bus lane for our parent pick-up area. Look for communication as we get closer to the completion of the project.

Horseheads Central School District

Information about Emergency School Closings/Delays

Schools are closed when the weather makes it impossible to have reasonable attendance or when the schools or vehicles would not be able to operate safely. The school day is delayed when inclement weather conditions improve by early morning. Inclement weather may include snow, ice, and freezing temperatures. If the school day is delayed, buses will run and schools will open two hours later than the usual time.

The district announces school closings and delays in a variety of ways:

- **Text messaging** – Parents/guardians can receive a text message if schools are closed or delayed by opting in to our text messaging service through SchoolMessenger. To opt in, text Y or Yes to 67587. You will receive a text response confirming that you are registered for texting.
- **District website** at www.horseheadsdistrict.com
- **District Facebook pages** (the district and all seven schools have pages)
- **Twitter** - @HhdsSchools
- **Local television and radio stations:**
 - o TV - WENY, WETM, Spectrum Cable News
 - o Radio – WELM 1410AM, WNKI 106.1FM/WPGI 100.9FM, WENY 1230AM/MagicFM 92.7FM/WGMM 98.7

Note: Television and radio stations also put closing/delay information on their websites.

Please do not call the radio/TV stations or the district's Transportation Office.

Important notes about school closings/delays:

- There may be a time when any of these means of communication do not work due to Internet or other issues, so we ask that you check more than one of our communication methods to determine if school is in regular session or not for that day.
- If schools are closed, they will remain closed all day for scheduled activities, including remedial programs, extra-curricular activities, use of facilities by non-school groups, and evening programs.
- When school is delayed, there is no supervision for students until schools open two hours later than the usual time, so parents should not drop their children off at school until they open. Additionally, on school delays, there is no breakfast served.
- On school delays, prekindergarten begins at 10:30am.
- If a storm develops after school begins, usual procedure is NOT to close school early. This allows time for highway crews to plow and sand the roads and has proved to be less disruptive and confusing than attempting to send students home early.

School/District Communication

Our schools publish newsletters monthly or every other month. The district has an annual budget newsletter and other communications shared as needed. These will be sent by email and are available online.

The online district calendar can be found here: <https://www.horseheadsdistrict.com/fullcalendar.cfm>. It is updated regularly. Calendar information is also shared in school and district newsletters.



Parents/Guardians:

You can take advantage of our Text Messaging Service

The Horseheads School District uses the SchoolMessenger system to deliver **text messages**, straight to your mobile phone with important information about school closings, safety alerts, and more.*

You can participate in this service* by sending "Y" or "Yes" by text to our school's short code number, **67587**.

You can also opt out of these messages at any time by simply replying to one of our messages with "Stop".

SchoolMessenger is compliant with the [Student Privacy Pledge™](#), so you can rest assured that your information is safe and will never be given or sold to anyone.



**Opt-In from
your mobile
phone now!**



**Just send
"Y" or "Yes"
to 67587**

Information on SMS text messaging and Short Codes:

SMS stands for Short Message Service and is commonly referred to as a "text message". Most cell phones support this type of text messaging. Our notification provider, SchoolMessenger, uses a true SMS protocol developed by the telecommunications industry specifically for mass text messaging, referred to as "short code" texting. This method is fast, secure and highly reliable because it is strictly regulated by the wireless carriers and only allows access to approved providers. If you've ever sent a text vote for a TV show to a number like 46999, you have used short code texting.

***Terms and Conditions** – Message frequency varies. Standard message and data rates may apply. Reply HELP for help. Text STOP to cancel. Mobile carriers are not liable for delayed or undelivered messages. See schoolmessenger.com/txt for more info.



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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.

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.

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