

**MOUNT PLEASANT CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING – DECEMBER 15, 2010**

**BOARD OF EDUCATION MEETING MINUTES
DECEMBER 15, 2010**

PRESENT:

Francine Aloï, President
Theresa Fowler, Vice President
Vincent D'Ambroso
Laurie Donato
James Grieco
Carol Ann O'Connor
Christopher Pinchiaroli

ALSO PRESENT:

Dr. S. Guiney, Superintendent of Schools
M. B. Mancuso, District Clerk
N. Schimpf, Director of Special Education
and Student Services
Dr. M. E. Wilson, Director of
Curriculum and Instructional Services
K. Schenker, Principal WHS
B. Ferguson, Asst. Principal WHS*
J. Schulman, Principal WMS
S. Conley, Asst. Principal WMS
M. Cunzio, Principal, CES
E. Zai-Fiorello, Principal, HES
Residents
Faculty

*arrived at approximately 8:06 pm.

ABSENT

D. Lander, Supt. of Bldgs & Grounds
D. Pirro, Director of Physical Education, Health and Athletics
L. Sanfilippo, Business Manager

I. CALL TO ORDER: Ms. Aloï, President, convened the December 15, 2010 meeting of the Board of Education at approximately 8:01 pm and asked everyone to stand for a moment of silence and the Pledge of Allegiance.

II. ANNOUNCEMENTS/INFORMATION ITEMS

- WHS Student Council: Ms. Nicole Ederer, President, began her report by thanking all those who participated in or donated to the John Barressi Turkey Trot. Ms. Ederer also reported on the following: holiday activities occurring in the high school and the newly formed Principal's Advisory Committee. Ms. Ederer wished all a very happy and healthy holiday season.
- WHS PTA: No report.
- WHS BLT: Mr. Keith Schenker, Principal, reported a presentation was held on the senior experience internship program. Mr. Schenker reported many parents were in attendance and the program was well received. There will be a student assembly for seniors outlining the senior experience after the holidays.

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Mr. Bruce Ferguson, Assistant Principal, reported for the BLT. Mr. Ferguson reported a handbook or manual on the internship program will be developed with procedures, students' responsibilities, mentor responsibilities, together with a calendar. An orientation meeting will occur for students and teachers in January.

- WMS PTA: Ms. Karen Recine, Co-Vice President, reported the holiday concerts were a great success and enjoyed by all in attendance. Ms. Recine reported in January the PTA together with the Pleasantville and Valhalla PTA's will host the movie, Race to Nowhere in the WHS theater. Tickets are needed to attend. Race to Nowhere is a call to change current assumptions on how to better prepare our youth. Ms. Recine reported the WMS clothing sale fundraiser has been very successful and the next upcoming fundraiser will be the faculty basketball game in March. Ms. Recine wished everyone a happy and healthy holiday season.
- WMS BLT: Mr. Jerry Schulman, Principal, reported the BLT did not meet since the last Board of Education meeting. The next BLT meeting will be on January 11, 2011. Mr. Schulman reported the holiday concerts were a huge success and very well attended. Mr. Schulman thanked the faculty and staff for their efforts. Mr. Schulman wished everyone a very Merry Christmas, happy holiday season, and a happy new year.
- Elementary PTA: Mr. Michael Cunzio, Principal, reported for the Elementary PTA. Mr. Cunzio reported on the holiday boutique at Hawthorne and Columbus elementary schools, the successful first annual holiday lights craft fair, the upcoming parent/child bowling on January 8, 2011. Mr. Cunzio wished everyone a Merry Christmas and happy holiday season. Mr. Cunzio added that the concerts were a huge success and thanked all those involved in preparing the students for the concerts. Mr. Cunzio, on behalf of the PTA, expressed appreciation to all the volunteers who make the elementary events such a success.
- Columbus BLT: Mr. Michael Cunzio, Principal, announced the BLT has not met since the last Board of Education meeting.
- Hawthorne BLT: Ms. Jennifer Campbell, teacher member, reported on the following: various team building activities to promote good character awareness, an effort to make the code of conduct more child friendly, discussion to reorganize the science and technology fair, and the current bus pass is still in effect.
- SEPTA: Ms. Liz Healy, parent member, reported on the following: membership drive is ongoing; family photo days and the dinner dance honoring Nicolette Krauss were very successful; next meeting is February 8, 2011 and the resource fair is scheduled for March 15, 2011. Ms. Healy thanked everyone for their support of SEPTA.
- Westlake Athletic Club: Mr. Anthony Sardo, President, reported on the successful 4th annual Silvio's fundraiser, Night at the Races on January 21, 2011 at Traveler's Rest from 7:00 pm – 11:00 pm, development of wrestling clinics and sports clinics; recognition of Sectional Championship Basketball Team of 1964/65 on Saturday, January 15, 2011 at 5:00 pm during the Westlake vs.

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Pleasantville basketball game, and the baseball team fundraiser with comedienne/hypnotist on Saturday, January 8, 2011. Mr. Sardo congratulated the fall sports scholar athlete teams. Mr. Sardo encouraged all to visit their website and to attend the Westlake Athletic Club meetings.

III. REPORTS

- President, Board of Education: Ms. Francine Aloj, President, commented on the success of the winter concerts, the first of three meetings of the Citizen Budget Committee, the strategic plan process, and the board's responsibility to review, update, and revise district policies.
- Superintendent of Schools: Dr. Susan Guiney, Superintendent of Schools, gave an update on the following: the process of implementing a strategic plan for the district, excellent student performances at the holiday concerts and art shows; the success of our fall sports and the distinction of scholar athlete teams. Dr. Guiney reported that as part of the strategic plan process focus groups will be established to give feedback to the district. This will take place on January 11, 2011 during various times of the day and evening, culminating with an 8:00 pm community meeting at Westlake High School. The district's consultants also will be present at the community meeting. The goal is to provide a draft of the strategic plan to the Board of Education in the spring 2011. Dr. Guiney concluded her remarks by wishing the community a happy holiday season.

IV. APPROVAL of MINUTES

Motion made by Ms. Fowler, seconded by Mr. D'Ambroso as follows:

BE IT RESOLVED: That the minutes of the November 10, 2010 Board of Education meeting and November 17, 2010 monthly Board of Education meeting be approved.

VOTE: 7 – 0

V. OLD BUSINESS : None

VI. COMMENT ON NEW BUSINESS AGENDA ITEMS: None

VII. NEW BUSINESS – ACTION ITEMS

A) APPROVAL - TREASURER'S REPORTS

Motion made by Mr. D'Ambroso, seconded by Ms. Donato as follows:

BE IT RESOLVED: That the Board of Education hereby approves the Treasurer's Reports for the month of October 2010.

VOTE: 7 - 0

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B) APPROVAL – STUDENT ACTIVITY FUND REPORT

Motion made by Mr. D'Ambroso, seconded by Ms. Donato as follows:

BE IT RESOLVED: That the Board of Education hereby approves the Student Activity Fund Report for the following quarter:

July, 2010 – September, 2010

VOTE: 7 - 0

C) APPROVAL – FINANCIAL SERVICES CONTRACT

Motion made by Mr. D'Ambroso, seconded by Ms. Donato as follows:

BE IT RESOLVED: That the Board of Education hereby approves the contract with Bernard P. Donegan, Inc. to provide financial services for the 2009/2010 and 2010/2011 school years.

AND BE IF FURTHER RESOLVED: That the President of the Board of Education is authorized to execute the contract on its behalf.

VOTE: 7 - 0

D) APPROVAL – SERVICE CONTRACT

Motion made by Ms. Donato, seconded by Mr. Grieco as follows:

BE IT RESOLVED: That the Board of Education hereby approves the service contract with Lite-Trol Service, Inc. to provide theatrical lighting services for the 2010/2011 school year at an estimated annual cost of \$2,070.00.

AND BE IF FURTHER RESOLVED: That the Business Manager is authorized to execute the contract on its behalf.

VOTE: 7 - 0

E) APPROVAL – CONTRACT

Motion made by Ms. Donato, seconded by Mr. Grieco as follows:

BE IT RESOLVED: That the Board of Education hereby approves the contract with Educational Data Services, Inc. to provide access to the online ordering system for the 2010/2011 school year at an annual cost of \$2,500.

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AND BE IF FURTHER RESOLVED: That the Business Manager is authorized to execute the contract on its behalf.

VOTE: 7 - 0

F) APPROVAL – CPSE and CSE STUDENT PLACEMENT RECOMMENDATIONS

Motion made by Ms. Donato, seconded by Mr. Grieco as follows:

BE IT RESOLVED: That the recommendations for placement of students with disabilities as recommended by the Mount Pleasant Central School District's Committee on Pre-School Special Education and the Committee on Special Education at their meetings listed below are hereby approved. Copies of said recommendations are on file in the office of the District Clerk:

CPSE: November 3, 10, 18, 20

CSE: September 13, 17, 23, 27
October 25
November 3, 4, 8, 9, 18, 23, 24

VOTE: 7 - 0

G) APPROVAL – CONSULTANT CONTRACT

Motion made by Mr. Grieco, seconded by Ms. O'Connor as follows:

BE IT RESOLVED: That the Board of Education hereby approves the contract with Dr. Robert Dunkle to provide neuropsychological consultation services for the 2010/2011 school year at a cost of \$850.

AND BE IF FURTHER RESOLVED: That the President of the Board of Education is authorized to execute the contract on its behalf.

VOTE: 7 - 0

H) APPROVAL – DISPOSAL OF COMPUTER EQUIPMENT

Motion made by Mr. Grieco, seconded by Ms. O'Connor as follows:

BE IT RESOLVED: that the Board of Education approves the disposal of the obsolete computer and audiovisual equipment as described below in such a manner that shall be advantageous to the District in accordance with policy # 5250 as attached.

VOTE: 7 - 0

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I) APPROVAL – TRANSFER OF FUNDS

Motion made by Mr. Grieco, seconded by Ms. O'Connor as follows:

BE IT RESOLVED: That the Board of Education hereby authorizes the following budget transfers for the 2010-2011 year as specified

TRANSFER TO:			TRANSFER FROM:		
ACCOUNT TITLE	CODE	AMOUNT	ACCOUNT TITLE	CODE	AMOUNT
POSTAGE	A1310-505-07-0000	\$ 6,500.00	FIRE & LIABILITY INSURANCE	A1910-400-07-0000	\$ 6,500.00
LEGAL CONSULTANT	A1420-400-07-0000	\$ 66,000.00	INTEREST - TAN	A9760-700-00-0000	\$ 66,000.00
SALARIES - VIDEOGRAPHER	A1480-160-07-0000	\$ 7,500.00	CONTRACTUAL EXPENSE - OTHERS	A1480-400-07-0000	\$ 4,880.00
			FIRE & LIABILITY INSURANCE	A1910-400-07-0000	\$ 2,620.00
SALARIES - CUSTODIAL - HES	A1620-160-02-0000	\$ 50,304.56	SALARIES - CUSTODIAL CES	A1620-160-01-0000	\$ 49,546.00
			CUSTODIAL OT - CES	A1620-161-01-0000	\$ 758.56
SALARIES - CUSTODIAL WHS	A1620-160-04-0000	\$ 2,402.11	CONTINGENCY FOR PLANT OPERATIONS	A1620-413-07-0000	\$ 2,402.11
SALARIES - GROUNDS MAINTENANCE	A1621-162-07-0000	\$ 10,349.50	CONTINGENCY FOR PLANT OPERATIONS	A1620-413-07-0000	\$ 10,349.50
SALARIES - PRINCIPAL & ADMIN	A2020-150-00-0000	\$ 4,667.69	SALARIES - 7-12	A2110-130-00-0000	\$ 4,667.69
SALARIES - TEACHING ASST K-6	A2110-121-00-0000	\$ 36,730.65	SALARIES - CLERICAL	A2020-160-00-0000	\$ 22,730.65
			SALARIES - TEACHING ASST 7-12	A2110-131-00-0000	\$ 14,000.00
SALARIES - AIS SERVICE K-6	A2110-129-00-0001	\$ 6,000.00	SALARIES - AIS SERVICE 7-12	A2110-130-00-0001	\$ 6,000.00
SALARIES - AIDE CES	A2110-165-01-0000	\$ 12,175.95	SALARIES - SPECIAL ED AIDES HES	A2250-165-02-0000	\$ 10,950.00
			SALARIES - SPECIAL ED AIDES WMS	A2250-165-05-0000	\$ 1,225.95
SALARIES - AIDE HES	A2110-165-02-0000	\$ 15,641.57	SALARIES - 7-12	A2110-130-00-0000	\$ 15,641.57
SALARIES - AIDE WHS	A2110-165-04-0000	\$ 14,901.02	SALARIES - 7-12	A2110-130-00-0000	\$ 14,901.02
SALARIES - AIDE WMS	A2110-165-05-0000	\$ 3,430.31	SALARIES - SPECIAL ED AIDES WMS	A2250-165-05-0000	\$ 3,430.31
SALARIES - SPECIAL ED TEACHERS	A2250-150-00-0000	\$ 76,580.08	SALARIES - TEACHING ASST	A2250-153-00-0000	\$ 73,200.00
			OTHER SALARIES - EVAL/PROF SERVICES	A2250-158-00-0000	\$ 3,380.08
SALARIES - CLERICAL CSE	A2250-160-06-0000	\$ 4,500.59	OTHER SALARIES - EVAL/PROF SERVICES	A2250-158-00-0000	\$ 4,500.59
SALARIES - SPECIAL ED AIDES CES	A2250-165-01-0000	\$ 22,518.23	SALARIES - SPECIAL ED AIDES WMS	A2250-165-05-0000	\$ 22,518.23
SALARIES - SPECIAL ED AIDES WHS	A2250-165-04-0000	\$ 7,237.89	SALARIES - SPECIAL ED AIDES WMS	A2250-165-05-0000	\$ 7,237.89
SALARIES - GUIDANCE	A2810-150-00-0000	\$ 46,680.00	SALARIES - 7-12	A2110-130-00-0000	\$ 37,930.00
			SALARIES - AIS SERVICE 7-12	A2110-130-00-0001	\$ 8,750.00
SALARIES - SUMMER WMS	A2810-159-05-0000	\$ 5,263.91	SALARIES - 7-12	A2110-130-00-0000	\$ 5,263.91
SALARIES - HEALTH SERVICE RN	A2815-160-07-0000	\$ 4,987.03	SALARIES - 7-12	A2110-130-00-0000	\$ 4,987.03
SALARIES	A2820-150-00-0000	\$ 18,534.48	SALARIES - 7-12	A2110-130-00-0000	\$ 18,534.48
SALARIES - ATHLETIC DIRECTOR	A2855-150-07-0000	\$ 5,414.00	SALARIES - 7-12	A2110-130-00-0000	\$ 5,414.00
CHAPERONES - ATHLETIC	A2855-157-07-0000	\$ 40,000.00	CHAPERONES	A2850-152-07-0000	\$ 40,000.00
WORKMENS COMP	A9040-800-07-0000	\$ 4,082.00	UNEMPLOYMENT INSURANCE	A9050-800-07-0000	\$ 4,082.00
BOCES - TRANSPORTATION	A5581-490-62-3101	\$ 250,000.00	CONTRACT BUSES - OUT OF DISTRICT	A5540-401-07-0000	\$ 250,000.00
CONTRACTUAL - AIDES	A2250-410-06-0000	\$ 70,000.00	TUITION - OTHER	A2250-472-06-0000	\$ 70,000.00

VOTE: 7 – 0

J) APPROVAL – LICENSING AGREEMENT

Motion made by Ms. O'Connor, seconded by Mr. Pinchiaroli as follows:

BE IT RESOLVED: That the Board of Education hereby authorizes the District to enter into an agreement with Transfinder to provide transportation routing software, training, and technical support at a cost of \$9,995 for the 2010/2011 school year;

BE IT FURTHER RESOLVED: That said agreement is subject to a formal written agreement to be approved by District counsel;

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BE IT FURTHER RESOLVED: That the Board of Education hereby authorizes the President of the Board of Education to execute the Agreement on its behalf.

VOTE: 7 – 0

K) APPROVAL – EXTRA CURRICULAR APPOINTMENTS, 2010/2011 SCHOOL YEAR (WINTER SPORTS)

Motion made by Ms. O'Connor, seconded by Mr. Pinchiaroli as follows:

BE IT RESOLVED: That the Mount Pleasant Central School District Board of Education approves the Superintendent of Schools recommendation to appoint the following individuals to the Extra Curricular appointments for the 2010/2011 school year:

Position	Coach	Stipend
Varsity Basketball (Boys)	Larry Hogan	Volunteer
Varsity Cheerleading	Adriana Gill	Volunteer
Varsity Wrestling	Michael Figueroa	Volunteer

VOTE: 7 – 0

L) APPROVAL-EXTRA CURRICULAR APPOINTMENT, 2010-2011 SCHOOL YEAR

Motion made by Ms. O'Connor, seconded by Mr. Pinchiaroli as follows:

BE IT RESOLVED: That in accordance with the recommendation of the Superintendent of Schools, the Mount Pleasant Central School District Board of Education hereby approves the following Extra Curricular Appointment for the 2010-2011 school year:

Name	Position	Stipend
Anna Nazaruk	MS Math Club	\$1,003 (pro-rated)

VOTE: 7 – 0

M) APPROVAL-REQUEST FOR FMLA

Motion made by Mr. Pinchiaroli, seconded by Ms. Fowler as follows:

BE IT RESOLVED: That upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the following FMLA requests in accordance with the Mount Pleasant Central School District Board of Education Policy No. 6551. Said request was reviewed by the Board of Education in executive session:

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Employee #2072

Leave to begin on December 8, 2010

Leave to conclude on January 28, 2011

VOTE: 7 – 0

N) APPROVAL – MENTORING PROGRAM HONORARIUM, 2010-2011 SCHOOL YEAR

Motion made by Mr. Pinchiaroli, seconded by Ms. Fowler as follows:

BE IT RESOLVED: That as recommended by the Director of Curriculum and Instructional Services and the Superintendent of Schools and in accordance with the agreement between the Mount Pleasant Central School District Board of Education and the Mount Pleasant Teachers Association, the following teacher will be paid a \$500 honorarium upon successful completion of the 2010-2011 mentoring program:

<u>Mentor</u>	<u>Teacher Mentored</u>	<u>School</u>
Janet Salciccioli	Lauren Russo	WHS

VOTE: 7 – 0

O) APPROVAL – AMENDMENT TO POLICY NO. 2130, BOARD MEMBER TRAINING, FIRST READING

Motion made by Mr. Pinchiaroli, seconded by Ms. Fowler as follows:

BE IT RESOLVED: That the Mount Pleasant Central School District Board of Education has reviewed and hereby amends Policy No. 2130, entitled Board Member Training, as attached. Said Policy will continue to be available for public review until the Board of Education meeting on January 19, 2011.

(Mr. Pinchiaroli commented that he wanted to point out that the revisions reflect changes in the law and do not represent significant departure from the District's commitment to board member training, anti-harassment in the school district, purchasing, complaints and grievances by employees and the right to negotiate.)

(Mrs. Aloï, President, thanked Mr. Pinchiaroli, who is on the Policy Committee, for reviewing the policies. Ms. Aloï continued the District receives policy revisions from the State every year as well as recommendations from the Superintendent when a policy is not working as it should be.)

VOTE: 7 – 0

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P) APPROVAL – AMENDMENT TO POLICY NO. 3420, ANTI-HARASSMENT IN THE SCHOOL DISTRICT

Motion made by Mr. Pinchiaroli, seconded by Ms. Fowler as follows:

BE IT RESOLVED: That the Mount Pleasant Central School District Board of Education has reviewed and hereby amends Policy No. 3420, entitled Anti-Harassment in the School District, as attached. Said Policy will continue to be available for public review until the Board of Education meeting on January 19, 2011.

VOTE: 7 – 0

Q) APPROVAL – AMENDMENT TO POLICY NO. 5410, PURCHASING

Motion made by Ms. Fowler, seconded by Mr. D'Ambroso as follows:

BE IT RESOLVED: That the Mount Pleasant Central School District Board of Education has reviewed and hereby amends Policy No. 5410, entitled Purchasing, as attached. Said Policy will continue to be available for public review until the Board of Education meeting on January 19, 2011.

VOTE: 7 – 0

R) APPROVAL – AMENDMENT TO POLICY NO. 6122, COMPLAINTS AND GRIEVANCES BY EMPLOYEES

Motion made by Ms. Fowler, seconded by Mr. D'Ambroso as follows:

BE IT RESOLVED: That the Mount Pleasant Central School District Board of Education has reviewed and hereby amends Policy No. 6122, entitled Complaints and Grievances by Employees, as attached. Said Policy will continue to be available for public review until the Board of Education meeting on January 19, 2011.

VOTE: 7 – 0

S) APPROVAL – AMENDMENT TO POLICY NO. 6440, NEGOTIATIONS

Motion made by Ms. Fowler, seconded by Mr. D'Ambroso as follows:

BE IT RESOLVED: That the Mount Pleasant Central School District Board of Education has reviewed and hereby amends Policy No. 6440, entitled Negotiations, as attached. Said Policy will continue to be available for public review until the Board of Education meeting on January 19, 2011.

VOTE: 7 – 0

(Mrs. Aloï thanked the District Clerk for her assistance when revising and preparing policies.)

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T) APPROVAL-CONSENT AGENDA

Motion made by Ms. Fowler, seconded by Mr. D'Ambroso as follows:

BE IT RESOLVED: That the attached Consent Agenda 10/11, P-9, Professional Personnel Appointments are hereby approved. All appointments are contingent on fingerprint clearance through the New York State Education Department.

VOTE: 7 – 0

VIII. OPPORTUNITY FOR PUBLIC DISCUSSION AND COMMENTS: A Hawthorne resident congratulated Jane Robinson for her efforts in coordinating and coaching the merged swim team as well as receiving the Coach of the Year award. The resident also congratulated the guidance department, in particular Nick DiPaolo and Connie Cotrone, for the terrific job in making the college application process as stress free as possible. In addition, the resident commented on the opportunity to attend the technology forums and provide comments and ideas. Another Hawthorne resident addressed the Board inquiring if the District has a policy or procedure regarding head concussion or trauma as well as the treatment, liability involved, and the education of students regarding concussion/trauma. Dr. Guiney responded that tonight the Board approved a contractual agreement with a neuropsychologist. In addition, the District is utilizing software, which was purchased to establish a baseline to determine functioning of athletes who play contact sports. The software will determine if an athlete suffers a head injury when he/she is ready to return to the field. In addition to this software, medical personnel, the Athletic Director, and the personal physician are consulted when giving clearance to return to play. Dr. Guiney commented that she was not aware of a policy on concussions. Dr. Guiney will consult with the Athletic Director about providing a presentation on concussions/head trauma in the future.

IX. ADJOURNMENT At approximately 8:56 pm, motion made by Ms. Fowler seconded by Mr. D'Ambroso and unanimously adopted by the Board to adjourn the December 15, 2010 Board of Education meeting. Ms. Aloj, on behalf of the Board of Education, wished the entire community a happy and healthy holiday season.

Mary Beth Mancuso
District Clerk

Approved: 1/19/11

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ADDENDUM

AA) ACCEPTANCE – GRANTS, MOUNT PLEASANT EDUCATION FOUNDATION

Motion made by Ms. Fowler, seconded by Mr. D’Ambrosio as follows:

BE IT RESOLVED: That the Mount Pleasant Central School District Board of Education hereby accepts the donation from the Mt. Pleasant Education Foundation, Inc. in the amount of \$30,325.43. The District is currently holding \$5,642.57 from the Education Foundation to be combined with this donation and allocated as follows:

Listening Center – iPod Touches	\$ 2,917
Document Camera & Visual Presenter	\$ 2,417
Class Speaker	\$ 450
Smart Cameras	\$ 1,250
(2) SMART Boards	\$ 3,784
Nintendo Wii Super Group Fitness	\$ 1,600
SMART Response LE	\$ 2,666
Science Materials for Lifecycle Lab	\$ 2,525
SMART Response PE	\$ 1,649
Flip Cameras	\$ 2,692
(6) Cameras	\$ 4,041
“Wilson Just Words”	\$ 2,426
Memory Project	\$ 165
Reading Specialists Materials	\$ 1,853
Megapixel pupilCAMs	\$ 1,360
Laminating & Binding Machines	\$ 923
Chartered College Tours	\$ 2,000
Concerts	<u>\$ 1,250</u>
	\$35,968

AND BE IT FURTHER RESOLVED: The Board extends sincere appreciation to the Mt. Pleasant Education Foundation for the generous grants, their continuous support and their dedication to the enrichment of the District’s educational programs.

(Mrs. Aloï, President, on behalf of the Board of Education, thanked the Education Foundation for their generosity and for all they do for our District.)

VOTE: 7- 0

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SCHEDULE 10/11, P-9 PROFESSIONAL PERSONNEL APPOINTMENTS

**MODIFICATION OF APPOINTMENT FROM PER-DIEM SUBSTITUTE TO
PERMANENT SUBSTITUTE**

ERICA SILVESTRI, Permanent Substitute
Assigned To: Westlake Middle School
Effective: December 16, 2010 – June 30, 2011
Salary: \$100/Day

**MODIFICATION OF APPOINTMENT FROM PERMANENT SUBSTITUTE TO LONG
TERM SUBSTITUTE**

TINA PRINCIPE, Elementary
Assigned To: Columbus Elementary School
Certification: Initial Certification in Childhood Education (Grades 1-6)
Effective: December 8, 2010 – January 28, 2011
Salary Placement: M.A. Step 1: \$292.44 Daily Rate

CHAPERONE/SCOREKEEPER/ANNOUNCER APPOINTMENTS

**Michele Gruetzner
Ed Robbins
Mindy Rodgers**

OVERNIGHT CHAPERONE APPOINTMENT

**Dorothy Dougherty
Michelle Darcy**

PER-DIEM SUBSTITUTE APPOINTMENTS

KATHLEEN LORENZEN, \$100/Day
NICOLE MINGIONE, \$100/Day

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Obsolete Computer and Audio Visual Equipment Listing

in MS Basement

Item	Model name	Serial Number	Current Value
all-in-one printer	HP LJ M1522nf	CNC984J0Y0	\$0.00
CPU	Optiplex GX150	745YN01	\$0.00
CPU	Optiplex GX150	J1FXN01	\$0.00
CPU	Optiplex GX270	3TWV831	\$0.00
CPU	Optiplex GX270	GSWV831	\$0.00
CPU	Optiplex GX270	C3RV831	\$0.00
CPU	Optiplex GX270	BWWV831	\$0.00
CPU	Optiplex GX270	4VWV831	\$0.00
CPU	Optiplex GX270	7NWV831	\$0.00
CPU	Optiplex GX270	GNQV831	\$0.00
CPU	Optiplex GX270	DLWV831	\$0.00
CPU	Optiplex GX270	9329961	\$0.00
CPU	Optiplex GX270	GLQZ831	\$0.00
CPU	Optiplex GX270	9LQZ831	\$0.00
CPU	Optiplex GX280	FZZCS71	\$0.00
CPU	Optiplex GX280	CYZCS71	\$0.00
CPU	Optiplex GX280	3ZZCS71	\$0.00
CPU	Optiplex GX280	4ZZCS71	\$0.00
CPU	Optiplex GX280	BGGBS71	\$0.00
CPU	Optiplex GX280	6ZZCS71	\$0.00
CPU	Optiplex GX280	BZZCS71	\$0.00
CPU	Optiplex GX280	JZZCS71	\$0.00
CPU	Optiplex GX280	4WZCS71	\$0.00
CPU	Optiplex GX280	GZZCS71	\$0.00
CPU	Optiplex GX280	HWZCS71	\$0.00
CPU	Optiplex GX280	6YZCS71	\$0.00
CPU	Optiplex GX280	6XZCS71	\$0.00
CPU	Optiplex GX280	9WZCS71	\$0.00
CPU	Optiplex GX280	1YZCS71	\$0.00
CPU	Optiplex GX280	6WZCS71	\$0.00
CPU	Optiplex GX280	7YZCS71	\$0.00
CPU	Optiplex GX280	FYZCS71	\$0.00
CPU	Optiplex GX280	4YZCS71	\$0.00
CPU	Optiplex GX280	8YZCS71	\$0.00
CPU	Optiplex GX280	DYZCS71	\$0.00
CPU	Optiplex GX280	8WZCS71	\$0.00
CPU	Optiplex GX280	2XZCS71	\$0.00
CPU	Optiplex GX280	DWZCS71	\$0.00
CPU	Optiplex GX280	GXZCS71	\$0.00
CPU	Optiplex GX280	DXZCS71	\$0.00
CPU	Optiplex GX280	CWZCS71	\$0.00
CPU	Optiplex GX280	JWZCS71	\$0.00
CPU	Optiplex GX280	CXZCS71	\$0.00
CPU	Optiplex GX280	4XZCS71	\$0.00

**MOUNT PLEASANT CENTRAL SCHOOL DISTRICT
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CPU	Optiplex GX280	3YZCS71	\$0.00
CPU	Optiplex GX280	7XZCS71	\$0.00
CPU	Optiplex GX280	1XZCS71	\$0.00
CPU	Optiplex GX280	FXZCS71	\$0.00
CPU	Optiplex GX280	2YZCS71	\$0.00
CPU	Optiplex GX280	C00DS71	\$0.00
CPU	Optiplex GX280	210DS71	\$0.00
CPU	Optiplex GX280	400DS71	\$0.00
CPU	Optiplex GX280	F00DS71	\$0.00
CPU	Optiplex GX280	6YYDZ71	\$0.00
CPU	Optiplex GX280	710DS71	\$0.00
CPU	Optiplex GX280	7YYDZ71	\$0.00
CPU	Optiplex GX280	2YYDZ71	\$0.00
CPU	Optiplex GX280	DL16J61	\$0.00
CPU	Optiplex GX280	FM16J61	\$0.00
CPU	Optiplex GX280	6M16J61	\$0.00
CPU	Optiplex GX280	JL16J61	\$0.00
CPU	Optiplex GX280	2M16J61	\$0.00
CPU	Optiplex GX280	3M16J61	\$0.00
CPU	Optiplex GX280	HL16J61	\$0.00
CPU	Optiplex GX280	CM16J61	\$0.00
CPU	Optiplex GX280	BL16J61	\$0.00
CPU	Optiplex GX280	DMMR461	\$0.00
CPU	Optiplex GX280	DMVR461	\$0.00
CPU	Optiplex GX280	HMMR461	\$0.00
CPU	Optiplex GX280	5FGBS71	\$0.00
CPU	Optiplex GX280	9GGBS71	\$0.00
CPU	Optiplex GX280	JFGBS71	\$0.00
CPU	Optiplex GX280	4GGBS71	\$0.00
CPU	Optiplex GX280	GFGBS71	\$0.00
CPU	Optiplex GX280	D8Z2771	\$0.00
CPU	Optiplex GX280	GZZ9961	\$0.00
CPU	Optiplex GX280	F329961	\$0.00
CPU	Optiplex GX280	H8Z2771	\$0.00
CPU	Optiplex GX280	7NDSV21	\$0.00
CPU	Optiplex GX280	C8Z2771	\$0.00
CPU	Optiplex GX280	9YZCS71	\$0.00
keyboards		25 pc	\$0.00
laptop	Dell D610	9F05QB1	\$0.00
laptop	Inspiron 8200	DP6VY11	\$0.00
mice		22 pc	\$0.00
monitor	D828L	84766A29C5-68	\$0.00
monitor	E771MM	CN-05E532-47803-567-C4D9	\$0.00
monitor	E771MM	CN-05E532-47803-54G-C54S	\$0.00
monitor	E771MM	CN-05E532-47803-46F-CTBM	\$0.00
monitor	E771MM	CN-05E532-47803-56D-CB2R	\$0.00
monitor	E771MM	CN-05E532-47803-54L-CCBF	\$0.00
monitor	E771MM	CN-05E532-47803-54M-CD6P	\$0.00

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monitor	E771MM	CN-05E532-47803-567-C4Z3	\$0.00
monitor	E771MM	CN-05E532-47803-54L-C9TD	\$0.00
monitor	E771MM	CN-05E532-47803-54M-CEAF	\$0.00
monitor	E771MM	CN-05E532-47803-54M-CD4M	\$0.00
monitor	E771MM	CN-05E532-47803-567-C4A1	\$0.00
monitor	E771MM	CN-05E532-47803-3BJ-CPWU	\$0.00
monitor	E771MM	CN-05E532-47803-52S-C5UV	\$0.00
monitor	E771MM	CN-05E532-47803-54G-C59D	\$0.00
monitor	E771MM	CN-05E532-47803-37H-CTR4	\$0.00
monitor	E771MM	CN-05E532-47803-566-C2HZ	\$0.00
monitor	E771MM	CN-05E532-47803-56D-CBWX	\$0.00
monitor	E771MM	CN-05E532-47803-54L-CCAE	\$0.00
monitor	E771MM	CN-05E532-47803-379-CBLK	\$0.00
monitor	E771MM	CN-05E532-47803-54L-C9UT	\$0.00
monitor	E771MM	CN-05E532-47803-54L-C9T3	\$0.00
monitor	E771MM	CN-05E532-47803-54G-C53T	\$0.00
monitor	E771MM	CN-05E532-47803-54G-C54Q	\$0.00
monitor	E771MM	CN-05E532-47803-54M-CDWA	\$0.00
monitor	E771MM	CN-05E532-47803-54G-C5A7	\$0.00
monitor	E771MM	CN-05E532-47803-54G-C5A3	\$0.00
monitor	E771MM	CN-05E532-47803-54L-CCA2	\$0.00
monitor	E771MM	CN-05E532-47803-56D-CBWM	\$0.00
monitor	E771MM	CN-05E532-47803-379-CAYW	\$0.00
monitor	E771MM	CN-05E532-47803-379-CBK4	\$0.00
monitor	E771MM	CN-05E532-47803-4BP-CK7V	\$0.00
monitor	E771MM	CN-05E532-47803-37H-CTQG	\$0.00
monitor	E771MM	CN-05E532-47803-48P-CKF9	\$0.00
monitor	E771MM	CN-05E532-47803-379-CBJV	\$0.00
monitor	E771MM	CN-05E532-47803-52P-C3P8	\$0.00
monitor	E771MM	CN-05E532-47803-54L-CCAF	\$0.00
monitor	E771MM	CN-05E532-47803-54L-C9TL	\$0.00
monitor	E771MM	CN-05E532-47803-562-C1UG	\$0.00
monitor	E771MM	CN-05E532-47803-379-CAYY	\$0.00
monitor	E771MM	CN-05E532-47803-54L-CCA4	\$0.00
monitor	E771MM	CN-05E532-47803-54L-CCTY	\$0.00
monitor	E771MM	CN-05E532-47803-56D-CC77	\$0.00
monitor	E771MM	CN-05E532-47803-56D-CC71	\$0.00
monitor	E771MM	CN-05E532-47803-56D-CC7G	\$0.00
monitor	E771MM	CN-05E532-47803-56D-CC73	\$0.00
monitor	E771MM	CN-05E532-47803-56D-CCCQ	\$0.00
monitor	E771MM	CN-05E532-47803-53I-C0V9	\$0.00
monitor	E771MM	CN-05E532-47803-56D-CC75	\$0.00
monitor	E771MM	CN-05E532-47803-56D-CC34	\$0.00
monitor	E771MM	CN-05E532-47803-4BP-CK7T	\$0.00
monitor	E771MM	CN-05E532-47803-566-C2M2	\$0.00
monitor	E771MM	CN-05E532-47803-375-C5CW	\$0.00
monitor	E771MM	CN-05E532-47803-566-C2J3	\$0.00
monitor	E771MM	CN-05E532-47803-566-C36J	\$0.00

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monitor	E771MM	CN-05E532-47803-4BP-CKFW	\$0.00
monitor	E771MM	CN-05E532-47803-566-C2HX	\$0.00
monitor	E771MM	CN-05E532-47803-52P-C3PG	\$0.00
monitor	E771MM	CN-05E532-47803-379-CB3G	\$0.00
monitor	E771MM	CN-05E532-47803-4C1-CS59	\$0.00
monitor	E771MM	CN-05E532-47803-48P-CKFY	\$0.00
monitor	E771MM	CN-05E532-47803-55C-C2D7	\$0.00
monitor	E771MM	CN-05E532-47803-375-C563	\$0.00
monitor	E771MM	CN-05E532-47803-56D-CC73	\$0.00
monitor	E771MM	CN-05E532-47803-57C-CJK7	\$0.00
monitor	E771MM	CN-05E532-47803-379-CC73	\$0.00
monitor	E771MM	CN-05E532-47803-379-CC7N	\$0.00
monitor	E771MM	CN-05E532-47803--379-CB3W	\$0.00
monitor	E771MM	CN-05E532-47803--379-CC7V	\$0.00
monitor	E771MM	CN-05E532-47803--379-CC7F	\$0.00
monitor	E771MM	CN-05E532-47803--379-CB3C	\$0.00
monitor	E771MM	CN-05E532-47803-379-CAYT	\$0.00
monitor	E771MM	CN-05E532-47803-379-CAYV	\$0.00
monitor	E771MM	CN-05E532-47803-4BP-CKFK	\$0.00
monitor	E771MM	CN-05E532-47803-566-C2LU	\$0.00
monitor	E771MM	CN-05E532-47803-4BP-CKFF	\$0.00
monitor		MX05E532-47801-273-C129	\$0.00
monitor		MX05E532-47801-271-C2CO	\$0.00
overhead projector	Bell Howell	232136	\$0.00
overhead projector	Dukane EP 1800	NNO00737	\$0.00
overhead projector	Eiki	1306125	\$0.00
power supply	no name	WS0011015598	\$0.00
power supply	Smart UPS 1400	US-00200E-18742-14I-0091	\$0.00
power supply	Smart UPS 1400	US-00200E-18742-14R-0178	\$0.00
power supply	Smart UPS 1400	US-00200E-18742-14R-0170	\$0.00
power supply	Smart UPS 1500	AS0403321930	\$0.00
printer	HP DJ 5650	MY4174K197	\$0.00
printer	HP DJ 5650	MY4174K17R	\$0.00
printer	HP DJ 5650	MY4164K2S7	\$0.00
printer	HP DJ 5650	MY5224P3BY	\$0.00
printer	HP DJ 720C	MX8BD1W09Q	\$0.00
printer	HP DJ 720C	MX8BD1W09W	\$0.00
printer	HP DJ 720C	MX8BD1W092	\$0.00
printer	HP DJ 720C	MX8BD1W093	\$0.00
printer	HP DJ 720C	MX8BD1W08V	\$0.00
printer	HP DJ 895CXI	MY9481B01J	\$0.00
printer	HP DJ 950C	MY0451806Q	\$0.00
printer	HP DJ 960C	MY25S191B5	\$0.00
printer	HP DJ 990CXI	MYQB71C229	\$0.00
printer	HP DJ 990CXI	MY27S1C1CV	\$0.00
printer	HP DJ 990CXI	MY27S1B155	\$0.00
printer	HP LJ 1300	CNCB727253	\$0.00
printer	HP LJ 2100W	USGW082144	\$0.00

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printer	HP LJ no name	USKC166999	\$0.00
projector	Eiki SD10	G4XB7891	\$0.00
projector	Eiki SD10	G4YB8620	\$0.00
projector	Eiki SD15	H57A1150	\$0.00
projector	Eiki XB23	H69A3756	\$0.00
projector	Epson PowerLite S1+	FWDG4X4688F	\$0.00
projector	Epson PowerLite S1+	FWDG491480F	\$0.00
scanner	HP ScanJet 6200	SG8AU16026	\$0.00
video cassette recorder*	JVC BR-S800V	17911856	\$0.00
On Jon's list			
Edit Controller	JVC RM-G800U	no serial number	\$0.00
Edit Controller	JVC RM-G8104	no serial number	\$0.00
Tape deck	JVC BR-S811U	no serial number	\$0.00
Tape deck	JVC BR-S811U	no serial number	\$0.00
Tape deck	JVC BR-S800U	no serial number	\$0.00
Tape deck	JVC BR-SH00U	no serial number	\$0.00
Tape deck	JVC BR-S500U	no serial number	\$0.00
Tape deck	JVC BR-S500U	no serial number	\$0.00
Tape deck	JVC BR-800U	15911346	\$0.00
Tape deck	JVC HRS3800U	175U0281	\$0.00
Tape deck	JVC HRVS30	160H0104	\$0.00
VHS Camera	Panasonic AG-195	I5HB00169	\$0.00
VHS Camera	Panasonic AG-195	IFHB00142	\$0.00
VHS Camera	Panasonic AG-450	C2HB00030	\$0.00

On Mary's list

Cassette recorder	Califone 1300AV	CH620615	\$0.00
Cassette recorder	EIKI 3269A	E164292	\$0.00
Cassette recorder	Audiotronics 180	no serial number	\$0.00
Cassette recorder	Audiotronics 181	007510	\$0.00
Cassette recorder	Radio Shack CTR 66	no serial number	\$0.00
overhead projector	3M	701455	\$0.00
overhead projector	no info		\$0.00
overhead projector	Bell Howell 3850A	7253062	\$0.00
Power supply	FE500VA	FE500V01519	\$0.00
projector	EIKI 3850A	5300015	\$0.00
projector	EIKI 3850A	1306130	\$0.00
projector	Kodak	A-221664	\$0.00
record player	Audiotronics 612	no serial number	\$0.00
recorder	Lonestare D90/K-1S	no serial number	\$0.00
recorder	JVC Superprofessional SR-VS304	160H0104	\$0.00
Seal laminator	CT 1200	31222	\$0.00
Slip printer	1DP3540	80320531	\$0.00
speakers	Panasonic	no serial number	\$0.00
TV monitor	Mitsubishi SMR-2601R	U260100852	\$0.00

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TV monitor	Panasonic CT-1383Y	MB23460434	\$0.00
type writer	Smith Corona 5A	AH15209	\$0.00
VHS Movie Camera	Panasonic AG 195	15HB00142	\$0.00
VHS Movie Camera	Panasonic AG 196	COHB00104	\$0.00
video camera	Panasonic AG-DVC7P	C3HG0062	\$0.00
Winnebago Scanner	ML-LMY	DV6W1816	\$0.00
stereo music system	Panasonic SG-D27	EJ8J13B441	\$0.00

in AV Room

overhead projector	Dukane EP1800	NNOO0292	\$0.00
overhead projector	Micromatic II	1332131	\$0.00
overhead projector	EIKI 80	no serial number	\$0.00
overhead projector	Apollo 6 ?3651	no serial number	\$0.00

In the DO attic

video multiplexer	Philips LTC 2631/60	no serial number	\$0.00
VHS 24 Time lapse recorder	Philips TL 24A5T	17545621	\$0.00
4 Camera Power Supply	Philips LTC 5404/60	no serial number	\$0.00
manual starter single phase overload relay	TAG EX 16	no serial number	\$0.00
manual starter single phase overload relay	TAG EX 17	no serial number	\$0.00
manual starter single phase overload relay	TAG EX 18	no serial number	\$0.00

Total items

291

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BOARD OF EDUCATION MEETING – DECEMBER 15, 2010**

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Internal Operations
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SUBJECT: BOARD MEMBER TRAINING

Training requirements for Board members in the first year of their first term as a Board member is two-fold.

Training on Financial Oversight, Accountability and Fiduciary Responsibilities

Currently, within the first year of election or appointment, each Board member must complete a minimum of six (6) hours of training on the financial oversight, accountability and fiduciary responsibilities of a school board member.

Re-elected Board members are not required to repeat this training. Additionally, re-training is not required if the Board member has previously fulfilled this requirement as a first-term member of a component school district.

Training on Powers, Functions and Duties of Board Members and Other Authorities

Beginning July 1, 2011 and thereafter, in addition to the above training, during the first year of a Board member's first term, he/she shall be required to complete a training course acquainting them with the powers, functions and duties of Boards of Education, as well as the powers and duties of other governing and administrative authorities affecting public education.

Re-elected Board members shall not be required to repeat this training. Additionally, should a voting Board member be seated or appointed on or before August 13, 2010, the signing date of Chapter 388 of the Laws of 2010, he/she is not required to take this training.

Curricula and Compliance

Training on financial oversight, accountability and fiduciary responsibilities shall be approved by the Commissioner of Education in consultation with the State Comptroller. General training shall be approved by the Commissioner of Education. Providers shall be approved by the Commissioner. Curricula may be offered together as a single course or separately.

Upon completing the required training, the Board member shall file with the District Clerk a certificate of completion issued by the provider of the training. Actual and necessary expenses incurred by a Board member in complying with these requirements are a lawful charge upon the District.

Education Law Section 2102-a
8 New York Code of Rules and Regulations (NYCRR) Section 170.12(a)

Amended:
Adopted: 2/27/08

**MOUNT PLEASANT CENTRAL SCHOOL DISTRICT
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Community Relations

SUBJECT: ANTI-HARASSMENT IN THE SCHOOL DISTRICT

The Board of Education affirms its commitment to nondiscrimination and recognizes its responsibility to provide an environment that is free of harassment and intimidation. Harassment is a violation of law and stands in direct opposition to District policy. Therefore, the Board prohibits and condemns all forms of harassment on the basis of race, color, creed, religion, national origin, political affiliation, sex, sexual orientation, age, marital status, military status, veteran status, disability, use of a recognized guide dog, hearing dog or service dog, or domestic violence victim status by employees, school volunteers, students, and non-employees such as contractors and vendors as well as any third parties who are participating in, observing, or otherwise engaging in activities subject to the supervision and control of the District.

Sexual orientation is defined as heterosexuality, homosexuality, bisexuality, or asexuality, whether actual or perceived.

The Board also prohibits harassment based on an individual's opposition to discrimination or participation in a related investigation or complaint proceeding under the anti-discrimination statutes. This policy of nondiscrimination and anti-harassment will be enforced on School District premises and in school buildings; and at all school-sponsored events, programs and activities, including those that take place at locations off school premises.

It is intended that this policy apply to the dealings between or among employees with employees; employees with students; students with students; employees/students with vendors/contractors and others who do business with the School District, as well as school volunteers, visitors, guests and other third parties. All of these persons are hereinafter referred to collectively as "the named group."

For purposes of this policy, harassment shall mean communication (verbal, written or graphic) and/or physical conduct based on an individual's actual or perceived race, color, creed, religion, national origin, political affiliation, sex, sexual orientation, age, marital status, military status, veteran status, disability, use of a recognized guide dog, hearing dog or service dog, or domestic violence victim status that:

- a) Has the purpose or effect of substantially or unreasonably interfering with an individual's work performance or is used as a basis for employment decisions (including terms and conditions of employment) affecting such individual; and/or creates an intimidating, hostile or offensive work environment;
- b) Has the purpose or effect of substantially or unreasonably interfering with a student's academic performance or participation in an educational or extracurricular activity, or creates an intimidating, hostile or offensive learning environment; and/or effectively bars the student's access to an educational opportunity or benefit;

(Continued)

**MOUNT PLEASANT CENTRAL SCHOOL DISTRICT
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Community Relations

SUBJECT: ANTI-HARASSMENT IN THE SCHOOL DISTRICT (Cont'd.)

- c) Otherwise adversely affects the employment and/or educational opportunities and benefits provided by the District.

The School District will act to promptly investigate all complaints, either verbal or written, formal or informal, of allegations of harassment based on any of the characteristics described above; and will promptly take appropriate action to protect individuals from further harassment. The District will designate, at a minimum, two (2) Complaint Officers, one of each gender.

In order for the Board to enforce this policy, and to take corrective measures as may be necessary, it is essential that any employee, student, or other member of the above named group who believes he/she has been a victim of harassment in the school environment and/or at programs, activities and events under the control and supervision of the District, as well as any individual who is aware of and/or who has knowledge of, or witnesses any possible occurrence of harassment, immediately report such alleged harassment; such report shall be directed to or forwarded to the District's designated Complaint Officer(s) through informal and/or formal complaint procedures as developed by the District. Such complaints are recommended to be in writing, although verbal complaints of alleged harassment will also be promptly investigated in accordance with the terms of this policy. In the event that the Complaint Officer is the alleged offender, the report will be directed to the next level of supervisory authority.

Upon receipt of an informal/formal complaint, the District will conduct a thorough investigation of the charges. However, even in the absence of an informal/formal complaint, if the District has knowledge of any occurrence of harassment, the District will investigate such conduct promptly and thoroughly. To the extent possible, within legal constraints, all complaints will be treated as confidentially and privately as possible. However, disclosure may be necessary to complete a thorough investigation of the charges and/or to notify law enforcement officials as warranted, and any disclosure will be provided on a "need to know" basis.

Based upon the results of this investigation, if the District determines that an employee and/or student has violated the terms of this policy and/or accompanying regulations, immediate corrective action will be taken as warranted. Should the offending individual be a student, appropriate disciplinary measures will be applied, up to and including suspension, in accordance with applicable laws and/or regulations, District policy and regulation, and the District Code of Conduct. Should the offending individual be a school employee, appropriate disciplinary measures will be applied, up to and including termination of the offender's employment, in accordance with legal guidelines, District policy and regulation, and the applicable collective bargaining agreement(s). Third parties (such as school volunteers, vendors, etc.) who are found to have violated this policy and/or accompanying regulations and/or the Code of Conduct, will be subject to appropriate sanctions as warranted and in compliance with law. The application of such disciplinary measures by the District does not preclude the filing of civil and/or criminal charges as may be warranted.

**MOUNT PLEASANT CENTRAL SCHOOL DISTRICT
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Community Relations

SUBJECT: ANTI-HARASSMENT IN THE SCHOOL DISTRICT (Cont'd.)

Prohibition of Retaliatory Behavior (Commonly Known as "Whistle-Blower" Protection)

The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participated in the investigation of a complaint of harassment.

Follow-up inquiries shall be made to ensure that harassment has not resumed and that all those involved in the investigation of the harassment complaint have not suffered retaliation.

Finding That Harassment Did Not Occur

At any level/stage of investigation of alleged harassment, if a determination is made that harassment did not occur, the Complaint Officer will so notify the complainant, the alleged offender and the Superintendent of this determination. Such a finding does not preclude the complainant from filing an appeal pursuant to District policy or regulation and/or pursuing other legal avenues of recourse.

However, even if a determination is made that harassment did not occur, the Superintendent/designee reserves the right to initiate staff awareness and training, as applicable, to help ensure that the school community is not conducive to fostering harassment in the workplace.

In all cases, the Superintendent will inform the Board of Education of the results of each investigation involving a finding that harassment did not occur.

Knowingly Makes False Accusations

Employees and/or students who *knowingly* make false accusations against another individual as to allegations of harassment may also face appropriate disciplinary action.

Privacy Rights

As part of any investigation, the District has the right to search all school property and equipment including District computers. Rooms, desks, cabinets, lockers, computers, etc. are provided by the District for the use of staff and students, but the users do not have exclusive use of these locations or equipment and should not expect that materials stored therein will be private.

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**MOUNT PLEASANT CENTRAL SCHOOL DISTRICT
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Community Relations

SUBJECT: ANTI-HARASSMENT IN THE SCHOOL DISTRICT (Cont'd.)

Development and Dissemination of Administrative Regulations

Regulations will be developed for reporting, investigating, and remedying allegations of harassment based on the characteristics described above. An appeal procedure will also be provided to address any unresolved complaints and/or unsatisfactory prior determinations by the applicable

Complaint Officer(s). Such regulations will be developed in accordance with federal and state law as well as any applicable collective bargaining agreement(s).

The Superintendent/designee(s) will affirmatively discuss the topic of harassment with all employees and students, express the District's condemnation of such conduct, and explain the sanctions for such harassment. Appropriate training and/or "awareness" programs will be established for staff and students to help ensure knowledge of and familiarity with the issues pertaining to harassment in the schools, and to disseminate preventative measures to help reduce such incidents of prohibited conduct. Furthermore, special training will be provided for designated Supervisors and managerial employees, as may be necessary, for the investigation of harassment complaints.

A copy of this policy and its accompanying regulations will be available upon request and may be posted at various locations in each school building. The District's policy and regulations on anti-harassment will be published in appropriate school publications such as teacher/employee handbooks, student handbooks, and/or school calendars.

This policy should not be read to abrogate other District policies and/or regulations or the District Code of Conduct prohibiting other forms of unlawful discrimination, inappropriate behavior, and/or hate crimes within this District. It is the intent of the District that all such policies and/or regulations be read consistently to provide the highest level of protection from unlawful discrimination in the provision of employment/educational services and opportunities. However, different treatment of any member of the above named group which has a legitimate, legal and nondiscriminatory reason shall not be considered a violation of District policy.

Age Discrimination in Employment Act,
29 United States Code (USC) Section 621
Americans With Disabilities Act,
42 United States Code (USC) Section 12101 et seq.
Prohibits discrimination on the basis of disability.
Section 504 of the Rehabilitation Act of 1973,
29 United States Code (USC) Section 794 et seq.
Prohibits discrimination on the basis of disability.
Title VI of the Civil Rights Act of 1964,

**MOUNT PLEASANT CENTRAL SCHOOL DISTRICT
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Community Relations

SUBJECT: ANTI-HARASSMENT IN THE SCHOOL DISTRICT (Cont'd.)

42 United States Code (USC) Section 2000d et seq.
Prohibits discrimination on the basis of race, color or national origin.

Title VII of the Civil Rights Act of 1964,
42 United States Code (USC) Section 2000e et seq.
Prohibits discrimination on the basis of race, color, religion, sex or national origin.

Title IX of the Education Amendments of 1972,
20 United States Code (USC) Section 1681 et seq.
Prohibits discrimination on the basis of sex.

Civil Rights Law Section 40-c
Prohibits discrimination on the basis of race, creed, color, national origin, sex, sexual orientation, marital status or disability.

Civil Service Law Section 75-B

Executive Law Section 290 et seq.

Prohibits discrimination on the basis of age, race, creed, color, national origin, sex, sexual orientation, disability, military status, marital status, use of a recognized guide dog, hearing dog or service dog, or domestic violence victim status.

Military Law Sections 242 and 243

NOTE: Refer also to Policies #6121 -- Sexual Harassment of District Personnel
#6122 -- Complaints and Grievances by Employees
#7550 -- Complaints and Grievances by Students
#7551 -- Sexual Harassment of Students

Amended:

Adopted: 2/27/08

**MOUNT PLEASANT CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING – DECEMBER 15, 2010**

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Non-Instructional/Business
Operations

SUBJECT: PURCHASING

The Board of Education views purchasing as serving the educational program by providing necessary supplies, equipment and related services. Purchasing will be centralized in the Business Office under the general supervision of the Purchasing Agent designated by the Board.

It is the goal of the Board to purchase competitively, without prejudice or favoritism, and to seek the maximum educational value for every dollar expended. Competitive bids or quotations shall be solicited in connection with all purchasing, whenever possible, and pursuant to law. The General Municipal Law requires that purchase contracts for materials, equipment and supplies involving an estimated annual expenditure exceeding the maximum level allowed by law and public work contracts involving an expenditure of more than the maximum level allowed by law will be awarded only after responsible bids have been received in response to a public advertisement soliciting formal bids. Similar procurements to be made in a fiscal year will be grouped together for the purpose of determining whether a particular item must be bid. Purchases of the same commodity cannot be artificially divided for the purpose of avoiding the threshold.

Goods and services which are not required by law to be procured by the District through competitive bidding will be procured in a manner so as to ensure the prudent and economical use of public monies, in the best interests of the taxpayers, to facilitate the acquisition of goods and service of maximum quality at the lowest possible cost under the circumstances, and to guard against favoritism, improvidence, extravagance, fraud and corruption.

Alternative proposals or quotations will be secured by requests for proposals, written or verbal quotations or any other appropriate method of procurement, except for procurements:

- a) Under a County contract and under a BOCES contract;
- b) Under a State contract;
- c) Of articles manufactured in State correctional institutions; or
- d) From agencies for the blind and severely disabled.

The District's purchasing activity will strive to meet the following objectives:

- a) To effectively supply all administrative units in the school system with needed materials, supplies, and contracted services;
- b) To obtain materials, supplies and contracted services at the lowest prices possible consistent with the quality and standards needed as determined by the Purchasing Agent in cooperation with the requisitioning authority. The educational welfare of the students is the foremost consideration in making any purchase;

(Continued)

**MOUNT PLEASANT CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION MEETING – DECEMBER 15, 2010**

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Non-Instructional/Business
Operations

SUBJECT: PURCHASING (Cont'd.)

- c) To ensure that all purchases fall within the framework of budgetary limitations and that they are consistent with the educational goals and programs of the District.
- d) To maintain an appropriate and comprehensive accounting and reporting system to record and document all purchasing transactions; and
- e) To ensure, through the use of proper internal controls, that loss and/or diversion of District property is prevented.

Opportunities shall be provided to all responsible suppliers to do business with the School District. Suppliers whose place of business is situated within the District may be given preferential consideration only when bids or quotations on an item or service are identical as to price, quality and other factors. A statement of "general conditions", as approved by the Board, shall be included with all specifications submitted to suppliers for their bids. These general conditions shall be incorporated in all contracts awarded for the purchase of materials, equipment and supplies. Purchases will be made through available cooperative BOCES bids, state contracts of the Office of General Services or county contracts whenever such purchases are in the best interests of the District. In addition, the District will make purchases from correctional institutions and severely disabled persons through charitable or non-profit-making agencies, as provided by law.

The District will provide justification and documentation of any contract awarded to an offeror other than the lowest responsible dollar offeror, setting forth the reasons why such award is in the best interests of the District and otherwise furthers the purposes of Section 104-b of the General Municipal Law.

The Purchasing Agent will not be required to secure alternative proposals or quotations for:

- a) Emergencies where time is a crucial factor;
- b) Procurements for which there is no possibility of competition (sole source items); or
- c) Very small procurements when solicitations of competition would not be cost-effective.

The Superintendent of Schools, with the assistance of the Purchasing Agent, shall be responsible for the establishment and implementation of the procedures and standard forms for use in all purchasing and related activities in the District. Such procedures shall comply with all applicable laws and regulations of the state and the Commissioner of Education.

No Board member, officer or employee of the School District shall have an interest in any contract entered into by the Board or the District, as provided in Article 18 of the General Municipal Law.

(Continued)

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Non-Instructional/Business
Operations

SUBJECT: PURCHASING (Cont'd.)

Comments will be solicited from those administrators involved in the procurement process before enactment of the District's policies regarding purchasing and from time to time thereafter. The policies must then be adopted by Board resolution. All District policies regarding the procurement processes will be reviewed by the Board at least annually.

The unintentional failure to fully comply with the provisions of Section 104-b of the General Municipal Law or the District's policies regarding procurement will not be grounds to void action taken nor give rise to a cause of action against the District or any officer or employee of the District.

Request for Proposal Process for the Independent Auditor

In accordance with law, no audit engagement shall be for a term longer than five (5) consecutive years. The District may, however, permit an independent auditor engaged under an existing contract for such services to submit a proposal for such services in response to a request for competitive proposals or be awarded a contract to provide such services under a request for proposal process.

Alternative Formats for Instructional Materials

Preference in the purchase of instructional materials will be given to vendors who agree to provide materials in a usable alternative format (i.e., any medium or format, other than a traditional print textbook, for presentation of instructional materials that is needed as an accommodation for each student with a disability, including students requiring Section 504 Accommodation Plans, enrolled in the School District). Alternative formats include, but are not limited to, Braille, large print, open and closed captioned, audio, or an electronic file in an approved format as defined in Commissioner's Regulations.

As required by federal law and New York State Regulations, the District has adopted the National Instructional Materials Accessibility Standard (NIMAS) to ensure that curriculum materials are available in a usable alternative format for students with disabilities. Each school district has the option of participating in the National Instructional Materials Access Center (NIMAC). Whether a district does or does not participate in NIMAC, the district will be responsible to ensure that each student who requires instructional materials in an alternate format will receive it in a timely manner and in a format that meets NIMAS standards. The New York State Education Department (NYSED) recommends that school districts choose to participate in NIMAC, because this national effort to centralize the distribution of instructional materials in alternate formats will help guarantee timely provision of such materials to students.

(Continued)

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Non-Instructional/Business
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SUBJECT: PURCHASING (Cont'd.)

For school districts, Boards of Cooperative Educational Services (BOCES), State-operated schools, State-supported schools and approved private schools that choose to participate in NIMAC, **contracts with publishers executed on and after December 3, 2006** for textbooks and other printed core materials *must* include a provision that requires the publisher to produce NIMAS files and send them to the NIMAC (this will not add any cost to the contract).

For more information regarding NIMAC including model contract language, Steps for Coordinating with NIMAC and an IDEA Part B Assurances Application, see website: <http://www.vesid.nysed.gov/specialed/publications/persprep/NIMAS.pdf>

Computer Software Purchases

Software programs designated for use by students in conjunction with computers of the District shall meet the following criteria:

- a) A computer program which a student is required to use as a learning aid in a particular class; and
- b) Any content-based instructional materials in an electronic format that are aligned with State Standards which are accessed or delivered through the internet and based on a subscription model. Such electronic format materials may include a variety of media assets and learning tools including video, audio, images, teacher guides, and student access capabilities as such terms are defined in Commissioner's Regulations.

Environmentally Sensitive Cleaning and Maintenance Products

In accordance with Commissioner's Regulations, State Finance Law and Education Law, effective with the 2006-2007 school year, the District shall follow guidelines, specifications and sample lists when purchasing cleaning and maintenance products for use in its facilities. Such facilities include any building or facility used for instructional purposes and the surrounding grounds or other sites used for playgrounds, athletics or other instruction.

Environmentally sensitive cleaning and maintenance products are those which minimize adverse impacts on health and the environment. Such products reduce as much as possible exposures of children and school staff to potentially harmful chemicals and substances used in the cleaning and maintenance of school facilities. The District shall identify and procure environmentally sensitive cleaning and maintenance products which are available in the form, function and utility generally used. Coordinated procurement of such products as specified by the Office of General Services (OGS) may be done through central state purchasing contracts to ensure that the District can procure these products on a competitive basis.

(Continued)

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Non-Instructional/Business
Operations

SUBJECT: PURCHASING (Cont'd.)

The District shall notify their personnel of the availability of such guidelines, specifications and sample product lists.

Education Law Sections 305(14), 1709(9)(14)(22)
General Municipal Law Sections 102, 103, 104-b,
109-a; 800 et seq.

Amended:
Adopted: 2/27/08

Internal Operations

SUBJECT: COMPLAINTS AND GRIEVANCES BY EMPLOYEES

In accordance with the provisions of General Municipal Law and the collective bargaining agreements, all District personnel shall have the opportunity to present their complaints or grievances free from interference, coercion, restraint, discrimination or reprisal. The District shall provide at least two (2) procedural stages and an appellate stage for the settlement of any grievance.

Complaints or grievances not covered under employee contracts shall be handled and resolved, whenever possible, as close to their origin as possible. The Superintendent is responsible for implementing regulations for the redress of complaints or grievances through proper administrative channels.

Prohibition of Retaliatory Behavior (Commonly Known as “Whistle-Blower” Protection)

The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participated in the investigation of a complaint of discrimination. Follow-up inquiries shall be made to ensure that discrimination has not resumed and that all those involved in the investigation of the discrimination complaint have not suffered retaliation.

Complaints and Grievances Coordinator

Additionally, the Board shall ensure compliance with Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and the Americans With Disabilities Act (ADA). The Superintendent shall designate a District employee as the Title IX/Section 504/ADA Coordinator; and regulations and procedures shall be implemented to resolve complaints of discrimination based on sex or disability.

Prior to the beginning of each school year, the District shall issue an appropriate public announcement which advises students, parents/guardian, employees and the general public of the District’s established grievance procedures for resolving complaints of discrimination based on sex or disability. Included in such announcement will be the name, address and telephone number of the Title IX/Section 504/ADA Coordinator.

The Title IX/Section 504/ADA Coordinator shall also be responsible for handling complaints and grievances regarding discrimination based on race, color, creed, religion, national origin, political affiliation, sexual orientation, age, military status, veteran status, marital status, predisposing genetic characteristics, use of a recognized guide dog, hearing dog or service dog, or domestic violence victim status.

(Continued)

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Internal Operations

SUBJECT: COMPLAINTS AND GRIEVANCES BY EMPLOYEES (Cont'd)

Age Discrimination in Employment Act, 29
United States Code (USC) Section 621.
Americans with Disabilities Act,
42 United States Code (USC) Section 12101 et seq.
Prohibits discrimination on the basis of disability.
Section 504 of the Rehabilitation Act of 1973,
29 United States Code (USC) Section 794 et seq.
Title IV of the Civil Rights Act of 1964,
42 United States Code (USC) Section 2000-d, et.
seq. Prohibits discrimination on the basis of race,
color, religion, sex or national origin.
Title IX of the Education Amendments of 1972, 20
United States Code (USC) Section 1681 et. Seq.
Prohibits discrimination on the basis of sex.
Civil Rights Law Section 40-c
Prohibits discrimination on the basis of race, creed,
color, national origin, sex, marital status, sexual
orientation or disability.
Civil Service Law Section 75-B
Executive Law Section 290 et seq.
Prohibits discrimination on the basis of age, race,
creed, color, national origin, sex, sexual
orientation, disability, military status, predisposing
genetic characteristics, marital status, use of a
recognized guide dog, hearing dog or service dog,
or domestic violence victim status.
Military Law Sections 242 and 243

NOTE: Refer also to Policy #3420 – Anti-Harassment in the School District

Amended on:
Adopted on: 2/27/08

SUBJECT: NEGOTIATIONS

Legal Status

The legal status for negotiations is the Public Employees' Fair Employment Law (Taylor Law), Article 14 of the Civil Service Law.

Organizations recognized for the purposes of collective bargaining include:

- a) Mount Pleasant Association of School Administrators;
- b) Mount Pleasant Teachers', Nurses and Teaching Assistants Association;
- c) Mount Pleasant Custodial Unit of the Civil Service Employees' Association;
- d) Mount Pleasant Clerical Unit of Civil Service Employees' Association
- e) Mount Pleasant Related Employees' Association

Amended:

Adopted: 2/27/08