RECORD OF PROCEEDINGS

Minutes of Crestwood Board of Education Meeting

DAYTON LEGAL BLANK, INC., FORM NO. 10148

Held April 18, 20 11

MINUTES OF THE SPECIAL MEETING OF THE CRESTWOOD BOARD OF EDUCATION HELD MONDAY, APRIL 18, 2011 AT 6:00 P.M. AT THE HIGH SCHOOL LIBRARY.

The meeting was called to order at 6:00 P.M. by the President, Mr. David Becker, with the following members in attendance: Mr. David Cline, Mr. Norman Erickson, Mr. Kenneth Justus and Mrs. Martha Phillips.

Resignation

A motion was made by Mr. Justus and seconded by Mrs. Phillips to accept the resignation of teacher, Donna Gallen, effective at the end of the 2010-2011 school year.
ROLL CALL: Mr. Justus, aye; Mrs. Phillips, aye; Mr. Becker, aye; Mr. Cline, aye; Mr. Erickson, aye.
Motion carried.

Contracts

A motion was made by Mr. Justus and seconded by Mr. Becker to extend the following certified teaching contracts effective with the 2011-2012 school year pending satisfactory BCII/FBI report and appropriate certification where required:

1 Year Contract:	2 Year Contract:	Continuing Contract:
Meredith Brenner	John Bakalar	Nancy Groselle
Michelle Chen-Kieger	Daniel Brubaker	Emily Hammonds
Brandon Duncan	Steven Kerst	Natalie Harr
Lacey Gordon	Jason Light	Carl Harrison
Margaret Grendell	Melissa Miller	Stacy Jarvi
Christopher Kosiorek	Kimberly Ondash	Lydia Kulesza
Tracy Nedelka	Joyce Schroder	Sarah Moore
Sara Picone	Jennifer Scott	Patricia Pochedly
Colleen Ready	Marie Shipman	Jane Stamm
Jason Wills	Veronica Uribe	Melanie Warren
	Joshua Schmitt	
3 Year Contract:	Christine Vacca	
Susan Manfrass		

ROLL CALL: Mr. Justus, aye; Mr. Becker, aye; Mr. Cline, aye; Mr. Erickson, aye; Mrs. Phillips, aye.
Motion carried.

Contracts

A motion was made by Mr. Justus and seconded by Mr. Cline to extend a continuing teaching contract to Erin Levicky effective with the 2011-2012 school year pending satisfactory BCII/FBI report and appropriate certification where required.

ROLL CALL: Mr. Justus, aye; Mr. Cline, aye; Mr. Erickson, aye; Mr. Becker, aye; Mrs. Phillips, abstain.
Motion carried.

Reduction

A motion was made by Mr. Justus and seconded by Mr. Cline to enact a Reduction In Staff (RIS) for financial reasons and decreased enrollment for the following individuals effective June 30, 2011:

Brandon Duncan	High School Teacher
Lacey Gordon	Guidance Counselor Primary School
Melissa Kerst	Middle School Teacher
Jason Light	Primary School Teacher
Tracy Nedelka	High School Teacher
Melissa Miller	Middle School Teacher
Sara Picone	Primary School Teacher
Amanda Stanley	Middle School Teacher

ROLL CALL: Mr. Justus, no; Mr. Cline, aye; Mr. Erickson, no; Mrs. Phillips, aye; Mr. Becker, aye.
Motion carried.

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A motion was made by Mr. Justus and seconded by Mrs. Phillips to non-renew the limited teaching contract for Tracy Bivens effective June 30, 2011. Contracts
ROLL CALL: Mr. Justus, aye; Mrs. Phillips, aye; Mr. Becker, aye;
Mr. Cline, aye; Mr. Erickson, aye
Motion carried.

A motion was made by Mrs. Phillips and seconded by Mr. Justus to extend a one-year limited probationary contract to Pamela Biesterveld, teacher, effective with the 2011-2012 school year pending satisfactory BCII/FBI report and appropriate certification where required. Contracts
ROLL CALL: Mrs. Phillips, aye; Mr. Justus, aye; Mr. Erickson, aye;
Mr. Becker, aye; Mr. Cline, aye.
Motion carried.

A motion was made by Mr. Justus and seconded by Mrs. Phillips to sell the wing mower and to reduce the minimum bid of $5500 stipulated in the board action of August 2, 2010 entertaining the best price obtainable. Property-Sale/Purchase
ROLL CALL: Mr. Justus, aye; Mrs. Phillips, aye; Mr. Erickson, aye;
Mr. Cline, aye; Mr. Becker, aye.
Motion carried.

A motion was made by Mr. Justus and seconded by Mr. Cline to go into Executive Session to consider the appointment, employment, dismissal, discipline, or compensation of a public school employee or official; to confer with board's attorney about matters which are the subject of pending or imminent court action; and to prepare for, conduct or review negotiations or bargaining sessions with employees.
ROLL CALL: Mr. Justus, aye; Mr. Cline, aye; Mrs. Phillips, aye;
Mr. Erickson, aye; Mr. Becker, aye.

At 6:56 P.M. the Board went into Executive Session.

At 7:01 P.M. Mr. Becker left Executive Session.

At 7:04 P.M. Mr. Becker rejoined Executive Session.

At 8:50 P.M. Mr. Justus left Executive Session.

At 9:05 P.M. the Board emerged from Executive Session.

A motion was made by Mr. Becker and seconded by Mrs. Phillips to adopt the following resolution pertaining to an agreement with Educators Preferred Corporation with revisions as indicated in Draft Exhibit A and pending agreement with Crestwood Education Association through a memorandum of understanding:

Resolution 2011-24
Crestwood Local School District
Board of Education Resolution
ESP - Employee Severance Plan™

WHEREAS: The Board of Education, in order to reduce costs and at the same time maintain the highest possible educational standards, and

WHEREAS: If the proposed ESP - Employee Severance Plan which has been presented to the Board of Education is implemented, it can substantially increase retirements or resignations in a manner which reduces salary costs for the district, therefore Resolution

BE IT RESOLVED: That the proposed ESP - Employee Severance Plan™ is hereby adopted by the Crestwood Local School District Board of Education on the condition that they include any revisions suggested by the Board's legal counsel. Further, that EPC - Educators Preferred Corporation be recognized as the Agent and Consultant of Record to implement the Plan as described in the Letter of Agreement between EPC and Retirement

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BE IT FURTHER RESOLVED: That the Treasurer and the Treasurer's designees have the authority to sign any documents relating to the severance plan, including any documents relating to the Group Administration Contract / Terminal Funding Agreement / Group Annuity.

Resolutions

Retirement

BE IT FURTHER RESOLVED: That the Board of Education shall make employer contributions into 403(b) accounts for participants in the ESP - Employee Severance Plan meeting the eligibility requirements described in the Plan provided, however, that any such provider must be on the approved list of providers that is in effect at that time of the employee's resignation from employment or retirement; and the Board shall continue to have authority to approve or disapprove any of the providers. Such contributions shall not cause any employee to exceed the contribution limits of Section 415(c) of the Internal Revenue Code as applicable to 403(b) plans. It is the intention of the Board of Education that this 403(b) Plan will conform with all federal and state statutory and regulatory requirements applicable to 403(b) plans, except that the program shall not be subject to the requirements of Title I of ERISA because as a governmental employer Crestwood Local School District is exempted from such requirements.

The Board of Education authorizes the Superintendent and his Designees to act on behalf of the Board of Education with respect to this Plan, and take any and all actions necessary or desirable to implement, maintain, and administer the Plan.
ROLL CALL: Mr. Becker, aye; Mrs. Phillips, aye; Mr. Cline, aye;
Mr. Erickson, aye.
Motion carried.

A motion was made by Mrs. Phillips and seconded by Mr. Becker to adjourn the meeting.
ROLL CALL: Mrs. Phillips, aye; Mr. Becker, aye; Mr. Cline, aye;
Mr. Erickson, aye.

There being no further business to come before the Board the meeting was adjourned 9:11 P.M.

David A. Becker, President

Carol F. Corbett, Treasurer/CFO