RECORD OF PROCEEDINGS

Minutes of Crestwood Board of Education Meeting

DAYTON LEGAL BLANK, INC., FORM NO. 10148

Held June 27, 20 11

MINUTES OF THE SPECIAL MEETING OF THE CRESTWOOD BOARD OF EDUCATION HELD MONDAY, JUNE 27, 2011 AT 6:00 P.M. AT THE CRESTWOOD PRIMARY SCHOOL.

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 and Mrs. Martha Phillips. Mr. Kenneth Justus was absent.

A motion was made by Mr. Becker and seconded by Mr. Erickson to act on the following items of business:

Appropriations

Board approval of Final Certificate of Resources and Appropriation Modification #7 dated June 30, 2011 for the fiscal year ending June 30, 2011 as presented.

Appropriations

Board approval of the Permanent Appropriations for the fiscal year ending June 30, 2012 as presented.

Activity Account

Board approval of the Intents and Purposes for the Middle School Bands Activity Fund (200-9035) for the 2010-2011 school year as presented.

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

A motion was made by Mr. Becker and seconded by Mr. Cline to adopt the following resolution:

Resolution 2011-25

Crestwood Local Schools
Board of Education Resolution
ESP - Employee Severance Plan™
Classified Employees

Resolution

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, and

WHEREAS: Classified salaries represent a significant percentage of expenditures, therefore

CEA/OAPSE

BE IT RESOLVED: That the proposed ESP - Employee Severance Plan™ is hereby adopted by the Crestwood Local Schools 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 Crestwood Local Schools.

BE IT FURTHER RESOLVED: That the Superintendent and the Superintendent'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.

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 Schools 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; Mr. Cline, aye; Mr. Erickson, aye;
Mrs. Phillips, aye.
Motion carried.

Supple-mental

A motion was made by Mrs. Phillips and seconded by Mr. Cline to extend a supplemental contract to Jennifer Scott for instructing an adult education class in ceramics for Spring 2011 and to be paid $35.00 per student.
ROLL CALL: Mrs. Phillips, aye; Mr. Cline, aye; Mr. Becker, aye;
Mr. Erickson, aye.
Motion carried.

CEA/OAPSE

A motion was made by Mr. Erickson and seconded by Mr. Cline to enter into a negotiated agreement with OAPSE Local #385 for the period June 29, 2011 to June 30, 2013 as presented.
ROLL CALL: Mr. Erickson, aye; Mr. Cline, aye; Mrs. Phillips, aye;
Mr. Becker, aye.
Motion carried.

A motion was made by Mrs. Phillips and seconded by Mr. Becker to adopt the following resolution:

Resolution 2011-26

RESOLUTION TO ADOPT THE MASTER AGREEMENT BETWEEN THE CRESTWOOD LOCAL SCHOOL DISTRICT BOARD OF EDUCATION (BOARD) AND THE CRESTWOOD TEACHERS ASSOCIATION (CEA)

WHEREAS, the Board and CEA entered into negotiations per the terms of the July 1, 2009 through June 30, 2012 Master Agreement authorizing the parties to negotiate salary and two additional issues per side in the third year of the Master Agreement;

Resolu-tion

WHEREAS, the parties engaged in good faith negotiations and have reached a tentative agreement that has been ratified by the CEA and is now presented to the Board for its consideration;

WHEREAS, the terms of the tentative agreement with the base and step freeze as ratified by the, the CEA, will enable the Superintendent, Treasurer and President of the Board to certify the funds for the proposed term for the Master Agreement and appreciation is expressed to the CEA for its collaborative work with the Board;

WHEREAS, the tentative agreement incorporates all language changes negotiated by the parties in the adoption of the July 1, 2009 through June 30, 2012 Master Agreement unless modified by this successor agreement;

CEA/OAPSE

WHEREAS, the tentative agreement supersedes the July 1, 2009 through June 30, 2012 Master Agreement by modifying the duration of the July 1, 2009 through June 30, 2012 Master Agreement to be June 29, 2011 through June 30, 2013 and modifies Article 43 to reflect the durational changes;
WHEREAS, the terms of the tentative agreement imposes a base salary freeze for the 2011-2012 school year, a base salary and step freeze for the 2012-2013 school year

with no "go-back" on the step in successor agreements;

WHEREAS, the terms of the tentative agreement modify language related to Article 17.D. regarding highly qualified status and Article 10.D. regarding alternative strategies for evaluation;

NOW THEREFORE, the Board adopts the tentative agreement with the changes to Articles 10, 17 and 43 along with the base salary freeze for 2011-2012 and 2012-2013 and step freeze with no "go-back" for the 2012-2013 school year.

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

Resignations

A motion was made by Mr. Erickson and seconded by Mr. Becker to accept the following resignations effective at end of the 2010-2011 school year:

Sherry Lacko	Teacher
Teddy D. Cook	Assistant Football, Varsity Girls Softball and Girls Basketball
Suzanne Podojil	Girls Tennis
Susan Riley	Girls Bowling
Jamison Wood	JV Golf

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

Resignations/ Retirement

A motion was made by Mr. Cline and seconded by Mrs. Phillips to accept the following resignations and to participate in the ESP plan if it becomes available:

James Vaughn	Effective June 30, 2011, (Group 2 ESP participant)
Judith Guegold	Effective June 30, 2011 (for retirement)

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

Reduction Contracts

A motion was made by Mr. Becker and seconded by Mr. Cline to recall Melissa Kerst, teacher, to a special education teaching position for the 2011-2012 school year.
ROLL CALL: Mr. Becker, aye; Mr. Cline, aye; Mrs. Phillips, aye;
Mr. Erickson, aye.
Motion carried.

Reduction Contracts

A motion was made by Mr. Erickson and seconded by Mrs. Phillips to recall Sara Picone, teacher, to an elementary teaching position for the 2011-2012 school year.
ROLL CALL: Mr. Erickson, aye; Mrs. Phillips, aye; Mr. Cline, aye;
Mr. Becker, aye.
Motion carried.

Reduction Contracts

A motion was made by Mr. Becker and seconded by Mr. Cline to recall Jason Light, teacher, to an elementary teaching position for the 2011-2012 school year.
ROLL CALL: Mr. Becker, aye; Mr. Cline, aye; Mr. Erickson, aye;
Mrs. Phillips, aye.
Motion carried.

Supplementals

A motion was made by Mr. Erickson and seconded by Mr. Becker to extend the following supplemental or personal service contracts, as applicable, contingent upon attaining minimum participation criteria and pending satisfactory BCII/FBI report and appropriate certification where required:

Supple-mentals

2010-2011 school year

Jennifer Gilles	Vocal Music-Elementary Concerts

2011-2012 school year

Vincent Fortney	Golf
Graham Harmon	Golf (volunteer)

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

Contracts

A motion was made by Mr. Cline and seconded by Mr. Erickson to extend the following contracts for the 2010-2011 extended school year pending satisfactory BCII/FBI report and appropriate certification where required:

Christine Vacca	Teacher	12 days, 4 hours per day
Kristina Bronder	Teacher	12 days, 4 hours per day
Tracy Stamm	Teacher	12 days, 4 hours per day
Tina Campbell	Special Education Aide	12 days, 4 hours per day
Vanessa Lucas	Special Education Aide	(as needed)
Tina Long	Special Education Aide	12 days, 4 hours per day
Shelley Kachenko	Special Education Aide	12 days, 4 hours per day
Michael DeCapito	Bus Driver	12 days, 4 hours per day
Tina Long	Aide	(as needed)
Shelley Kachenko	Aide	(as needed)

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

Contracts

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

A motion was made by Mr. Becker and seconded by Mr. Cline to go into Executive Session to consider the appointment, employment, dismissal, discipline, demotion or compensation of a public school employee or official or to consider the investigations of charges or complaints against an employee, official, or licensee.
ROLL CALL: Mr. Becker, aye; Mr. Cline, aye; Mr. Erickson, aye;
Mrs. Phillips, aye.

At 6:31 P.M. the Board went into Executive Session.

At 7:14 P.M. the Board emerged from Executive Session.

A motion was made by Mr. Becker and seconded by Mr. Cline to go into Executive Session to consider the appointment, employment, dismissal, discipline, demotion or compensation of a public school employee or official or to consider the investigations of charges or complaints against an employee, official, or licensee.
ROLL CALL: Mr. Becker, aye; Mr. Cline, aye; Mr. Erickson, aye;
Mrs. Phillips, aye;

At 7:15 P.M. the Board went into Executive Session.

At 7:18 P.M. the Board emerged from Executive Session.

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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 at 7:19 P.M.

David A. Becker, President

Carol F. Corbett, Treasurer/CFO