

**BOARD OF EDUCATION
MEETING MINUTES
DECEMBER 19, 2012**

PRESENT:

James Grieco, President
Eric Schulze, Vice President
Francine Aloï
Vincent D'Ambroso
Laurie Donato
Thomas McCabe
Christopher Pinchiaroli

ALSO PRESENT:

Dr. S. Guiney, Superintendent of Schools*
M. B. Mancuso, District Clerk
J. Del Conte, Director of Special Education
& Student Services
M. A. Ellis, Director of Curriculum
& Instructional Services
D. Lander, Supt. of Buildings & Grounds
L. Sanfilippo, Director of Business Admin.
J. Schulman, HES, Principal
M. Cunzio, CES, Principal
Dr. R. Hendrickson, WMS, Principal
J. Rosof, WMS, Asst. Principal
K. Schenker, WHS, Principal
B. Ferguson, WHS, Asst. Principal
D. Pirro, Director of Physical Education, Health
and Athletics
Residents

*Arrived at 8:05 pm

I. CALL TO ORDER: Mr. Grieco, President, opened the December 19, 2012 Board of Education meeting at approximately 8:06 pm in the WMS/WHs Library. Mr. Grieco dedicated a moment of silence to the family and friends affected by the horrific events at Sandy Hook Elementary School in Newton, Connecticut. Mr. Grieco requested that we keep them in our thoughts and prayers. After the moment of silence, the pledge to the flag was recited.

II. ANNOUNCEMENTS/INFORMATION ITEMS

- WHS Student Council: No report.
- WHS PTA: Ms. Marybeth Ederer, President, wished everyone a happy holiday, Merry Christmas and a happy new year. Ms. Ederer reported the membership drive is ongoing; scholarship donation letters will be sent out in January; and Westlake High School clothing is available for purchase. Information regarding the purchase of WHS clothing is on the PTA website. Ms. Ederer also reported the PTA's will contact the Sandy Hook Elementary PTA's. Ms. Ederer acknowledged that the District already was in the process of instituting a security system prior to the tragic events at Sandy Hook Elementary School.
- WHS BLT: Mr. Keith Schenker, Principal, congratulated the students who participated in the holiday concert and art show. Mr. Schenker reported the students are excited to try the block scheduling pilot. The longer block pilot will

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consist of two cycles, eight days, from March 11 – March 20, 2013. The students asked many good questions regarding the use of block scheduling. Mr. Schenker reported a conversation has begun on weighted grades and the International Baccalaureate program. Mr. Schenker acknowledged the students are beginning to receive their college acceptances and congratulated them. Mr. Schenker wished everyone a happy and healthy holiday season.

- WMS PTA: No report.
- WMS BLT: Dr. Robert Hendrickson, Principal, reported that the art show and holiday concerts were wonderful and congratulated the students and teachers. Dr. Hendrickson reported on the following: discussions took place on raising the expectations and making connections; the APPR and how teachers are being held accountable; sharing of the 8th grade sample questions that will be on the assessment; a parent coffee hour will probably be held on the topic; additional courses might be offered next year which could include the living environment and possibly having all students take algebra in the 8th grade. This is being driven by the 8th grade common core curriculum. Dr. Hendrickson continued that the conversation needs to continue as it would affect Columbus Elementary School as well as the Westlake High School. Dr. Hendrickson reported other topics discussed included: the current honor roll; posting of grades on the parent portal; the piloting of the electronic grade book and requesting feedback from teachers and parents; the distribution of a survey in January on the topic of what do we want our youngsters to look like, be like, and sound like when they get to the high school. Dr. Hendrickson wished everyone a happy holiday season and happy new year.
- Elementary PTA: Rose Cappa Rotunno, President, began her report by offering prayers and her sympathies to those affected by the tragedy of Newton, Connecticut. Ms. Rotunno thanked the Board for making security a priority. The PTA has been very busy with the following: wrapping paper and pie fundraisers; the holiday boutiques; and craft fair. Ms. Rotunno reported that Turkey Bingo was postponed, but there will be a Spring-O-Bingo. Ms. Rotunno thanked all the volunteers for their efforts in making the activities a success. Upcoming events are: family bowling on January 12th and the Father/Daughter Dance on February 2nd. Ms. Rotunno wished everyone a happy and healthy holiday season.
- Columbus BLT: Mr. Michael Cunzio, Principal, thanked Mrs. McCabe for making the items sold at the Holiday Boutique. Mr. Cunzio reported that at the December 4th BLT meeting, the following items were discussed/presented: mathematics and the six instructional shifts in the common core math standards; Ms. Jennifer Rutledge, grades 3-5 math curriculum leader, spoke about the changes in moving to the common core and a workshop is planned for the parents in January/February; encourage the parents to visit “Engage NY” where information is housed on the subject; the budget process and next steps; and encouraging parents to attend the budget workshops/forums. Mr. Cunzio wished everyone happy holidays, Merry Christmas, and a healthy and happy 2013.
- HES BLT: Mr. Schulman, Principal, thanked Mr. Cunzio, Mr. Hood, and the Columbus Troubadours for their outstanding three performances at Hawthorne. In addition, Mr. Schulman continued that the kindergarten classes began

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identifying math shapes. Mr. Schulman reported the BLT met on December 12, 2012 with the approval of minutes and discussed the following: different ways to spend remaining monies in the \$2,000 Mt. Pleasant Education Foundation Grant as it pertains to the Power Patch Garden; possibly purchasing a composter with the remaining monies from the \$500 Math/Science Exxon/Mobil Grant; Ms. Newman explained bucket filling (good) /bucket dipping(bad) concept used in her classroom and the proposed use of bucket filling/dipping at all grade levels in Hawthorne; and each grade will have their own Celebration of Learning evening, Kindergarten on March 7th, 1st Grade on March 14, and 2nd Grade on March 21, 2013. The next BLT meeting is February 6, 2013. Mr. Schulman wished the community a happy new year, happy holidays and a Merry Christmas.

- SEPTA: No report.
- Westlake Athletic Club: Mr. Anthony Sardo, President, reported that at their last meeting an expert on recruiting spoke about the pros and cons associated with recruiting; Mr. Sardo thanked Ms. Pirro for her assistance; two fundraisers, Silvio's and Anthony Botticelli/Extreme Training, raised in total approximately \$2,700 which went to the victims of Hurricane Sandy; Mr. Sardo thanked those who participated in the fundraising; upcoming fundraisers are the Night at the Races on January 18, 2013 and the golf outing on April 29, 2013. Mr. Sardo thanked Dr. Guiney, Dr. Hendrickson, Mr. Cunzio and Mr. Schulman on behalf of the Little Wildcats for the lacrosse program, 1st grade through 6th grade. Mr. Sardo wished everyone a happy holiday and a happy new year.

III. REPORTS

- President, Board of Education: Mr. James Grieco reported that last week the school district distributed a flyer to the residents in order to keep them informed on the challenges of the 2013/2014 school budget. After the flyer was received, the Board received letters and phone calls filled with concerns and misinformation. Mr. Grieco wanted to make it clear that nothing has been decided regarding the items listed on the flyer entitled, "At Stake Under The Tax Cap" . The items listed are as follows: transportation, teacher layoffs, class size increases; program reductions; elective reductions including AP, extra-curricular activities; athletics; full-day kindergarten, support staff/custodial reductions. facilities maintenance/improvements and facilities use. Mr. Grieco again made it clear that no decisions have been made to cut any of these items. Mr. Grieco reported that in order to remain under the mandated 2% tax cap, the district needs to cut out almost \$2M, as the District has a \$2M deficit. Mr. Grieco continued the items listed are on the table for discussion as items that can help bridge the gap. Another choice is to exceed the tax cap with a "super majority" of 60% 'yes' votes on the budget. Last year, we only had 58% of the residents vote 'yes' and the budget was kept at the 2% tax cap. Overriding the 2% tax cap is a risk. Mr. Grieco continued by informing the residents that the Mount Pleasant Town Board unanimously voted to override the Town's 2% tax cap, in fact it is over 4%, as the Town only needs a super majority vote of the town board members as it does not go out for a public vote. Mr. Grieco invited and

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encouraged the community to attend budget meetings and forums and to be part of the discussions over the next couple of months regarding the budget.

- Superintendent of Schools: Dr. Susan Guiney reported it has been an emotional week in particular for those who work in the field of education as the Newton School District is one of our partners in the Tri-State Consortium. Dr. Guiney sends the District's best wishes and healing to Newtown. Dr. Guiney continued by reporting on the following: the District's security procedures and safety in our schools; a meeting with the Mount Pleasant Police Department and law enforcement officers; the security system, which is being funded through the EXCEL grant, will be functional during the month of January; swipe cards will be distributed to District employees which will enable employees access to entrances and exits in our buildings during the day, as the doors will be locked; surveillance cameras will be installed and the replacement of a number of doors to make them more secure. Dr. Guiney continued that the children's concert performances and art shows were wonderful and MSG Varsity visited the District during a wrestling match and will feature a segment on Mt. Pleasant on Thursday evening on the MSG Varsity Channel. Dr. Guiney concluded her report by wishing the staff and community a happy holiday season.
- Energy Education Update: Mr. Jerry Schulman, energy specialist, began his report by giving details on the energy shutdown in the schools during the holiday break and other times during the year. Mr. Schulman continued by saying that the District's e-map has been reviewed by individuals involved with Cenergistic, District Office administrators and District contractors to maximize energy conservation and savings. Mr. Schulman continued by noting that all of the schools, except Columbus Elementary School, heat with gas as it is more cost effective. Mr. Schulman concluded his report by thanking everyone for their commitment to energy conservation and savings.

IV. APPROVAL OF MINUTES

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

a) BE IT RESOLVED: That the minutes of the November 14, 2012 monthly Board of Education Meeting be approved.

VOTE: 7 – 0

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

b) BE IT RESOLVED: That the minutes of the December 12, 2012 Board of Education meeting be approved.

VOTE: 5 – 2 (Ms. Aloï and Ms. Donato abstained)

V. OLD BUSINESS: None

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CSE: October 22, 26 – 2012
 November 7, 8, 13, 15, 19, 20, 26, 27, 30 – 2012
 December 3, 4 - 2012

VOTE: 7 – 0

E) APPROVAL - SPECIAL EDUCATION OUT OF DISTRICT PLACEMENT CONTRACTS, 2012/2013

Motion made by Mr. D'Ambroso, seconded by Mr. McCabe, as follow:

BE IT RESOLVED: That in accordance with the recommendation of the Director of Special Education and Student Services, the Board of Education hereby approves the following Special Education Out of District Placement Contract for the 2012-2013 school year:

Eastchester Union Free School District, 1 student @ \$4,501.00. (Summer Program)

New York School for the Deaf, 1 student @ \$72,000.00. (interim rate).

Hawthorne Country Day School, 1 student @ \$48,042.00 (interim rate).

Pleasantville Union Free School District, 1 student @ \$46,200.00.

VOTE: 7 – 0

F) APPROVAL – TRANSFER OF FUNDS

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

BE IT RESOLVED: That the Board of Education hereby authorizes the following budget transfers for the 2012-2013 year as specified below:

TRANSFER TO:			TRANSFER FROM:		
ACCOUNT TITLE	CODE	AMOUNT	ACCOUNT TITLE	CODE	AMOUNT
SALARIES - ENERGY SPECIALIST	A1620-160-00-1000	24,000.00	SALARIES - ENERGY SPECIALIST	A1620-150-07-1100	24,000.00
SALARIES	A2020-150-07-1000	29,500.00	RETIREMENT INCENTIVE	A9089-800-07-8520	29,500.00
SALARIES - AIDE WHS	A2110-160-04-1400	4,548.11	SALARIES - SPECIAL ED AIDE WHS	A2250-160-04-1400	4,548.11
SALARIES - SPECIAL ED AIDES WMS	A2250-160-05-1400	40,049.28	SALARIES - SPECIAL ED TEACHERS	A2250-150-00-1100	40,049.28
MATERIALS & SUPPLIES - OPERATIONS	A1620-450-07-5000	10,000.00	MATERIALS & SUPPLIES (MAINTENANCE)	A1621-450-07-5000	10,000.00
		108,097.39			108,097.39

VOTE: 7 – 0

G) APPROVAL – CONTRACT, ROOF MAINTENANCE

Motion made by Ms. Donato, seconded by Ms. Aloji, as follows:

BE IT RESOLVED: That upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the proposal by Tremco to renew the TremCare Service Agreement through its Service Division, Weatherproofing

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Technologies, Inc. to perform the annual roof maintenance and emergency repairs for a total annual cost of \$19,700 for all district roofs.

VOTE: 7 – 0

H) APPROVAL – SERVICE PROVIDER, CHANGE OF COMPANY NAME

Motion made by Ms. Donato, seconded by Ms. Aloj, as follows:

BE IT RESOLVED: That the agreement with the energy savings service provider, Energy Education, Inc. originally approved at the November 16, 2011 Board of Education meeting shall be amended to reflect that the company changed its business name as of October 15, 2012 to Cenergistic, Inc. The terms and conditions of the service agreement remain in effect.

VOTE: 7 – 0

I) APPROVAL – REASSIGNMENT OF CONTRACT

Motion made by Mr. McCabe, seconded by Mr. Pinchiaroli, as follows:

BE IT RESOLVED: That in accordance with the recommendation of the Director of Special Education and Student Services, the agreement with Cost Management Services, Inc., originally approved at the August 29, 2012 Board of Education meeting, has been reassigned to Sivic Solutions Group, LLC, effective January 1, 2013; and

BE IT FURTHER RESOLVED: That the Director of Special Education and Student Services is authorized to execute said reassignment. The terms and conditions of the original contract remain the same.

VOTE: 7 – 0

J) APPROVAL – DISPOSAL OF LIBRARY BOOKS

Motion made by Mr. McCabe, seconded by Mr. Pinchiaroli, as follows:

BE IT RESOLVED: That the Board of Education approves the disposal of obsolete library books as described per the attached log in such a manner that shall be advantageous to the District in accordance with policy # 5250.

VOTE: 7 – 0

K) APPROVAL – STANDARD WORK DAY AND REPORTING

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

BE IT RESOLVED: That the Board of Education of the Mount Pleasant Central School District hereby establishes the following as standard workdays for appointed officials and will report the following days worked to the New York State and Local Employees'

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Retirement System based upon the record of activities maintained and submitted by these officials to the District Clerk:

APPOINTED OFFICIALS

Title	Name	Social Security Number (last 4 digits)	Registration Number	Standard Work Day (Hrs/Day)	Term Begins/Ends	Participates in Employer's Time Keeping Record	Days/Months (Based on Record of Activities)
District Clerk	Mary Beth Mancuso	xxx-xx- [REDACTED]	[REDACTED]	7	7/01/12 – 6/30/13	Yes	N/A
District Treasurer	Lisa Zareski	xxx-xx- [REDACTED]	[REDACTED]	7	7/01/12 – 6/30/13	Yes	N/A

VOTE: 7 – 0

L) APPROVAL – CITIZEN BUDGET ADVISORY COMMITTEE APPOINTMENTS, 2012/2013 SCHOOL YEAR

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

BE IT RESOLVED: That the Mount Pleasant Central School District Board of Education hereby approves the following individuals listed below, as recommended to the Citizens Budget Advisory Committee for the 2012/2013 school year.

Richard Austin, Lori D’Andrea, Jenn DeFlorio, Theresa Fowler, Christy LaScala, Antenscia Malaj, John Morello, John Whearty,.

VOTE: 7 – 0

M) APPROVAL- 403 (b) RETIREMENT PLAN DOCUMENT AMENDMENT

Motion made by Mr. Grieco, seconded by Mr. Schulze as follows:

WHEREAS, the Mt. Pleasant CSD (“Employer”) maintains the Mt. Pleasant CSD 403(b) Retirement Plan Document (“Plan”); and

WHEREAS, the Plan was duly adopted on the 17th day of December, 2008, by the Employer; and

WHEREAS, the Employer desires to conform the Plan to the requirements of the Heroes Earnings Assistance and Relief Act of 2009 (“HEART”) and the Worker, Retiree and Employer Recovery Act of 2008 (“WRERA”);

BE IT RESOLVED, that the Board of Education hereby adopts the Plan Amendment as attached,

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AND BE IT FURTHER RESOLVED, that this amendment is effective as required under “HEART” and “WRERA”.

AND BE IT FURTHER RESOLVED, that the Board of Education President is authorized to sign the amendment on its behalf.

VOTE: 7 – 0

N) APPROVAL – CONSENT AGENDA

Motion made by Mr. Grieco, seconded by Mr. Schulze, as follows:

BE IT RESOLVED: That the Board of Education hereby approves Resolutions #1 through # 9 on the attached Consent Agenda;

AND, BE IT RESOLVED: That the attached Consent Agenda 12/13, P-7, Professional Personnel Appointments are hereby approved. All appointments are contingent on fingerprint clearance through the New York State Education Department ;

AND BE IT FURETHER RESOLVED: That the attached Consent Agenda 12/13, C-7, Civil Service personnel is hereby approved. All appointments are contingent on fingerprint clearance through the New York State Education Department.

VOTE: 7 – 0

VIII. OPPORTUNITY FOR PUBLIC COMMENTS TO BOARD OF EDUCATION: None

IX. ADJOURNMENT: At approximately 8:49 pm, motion made by Ms. Aloï, seconded by Mr. Schulze, and unanimously adopted by the Board to enter into executive session in the WHS Professional Library to discuss negotiations. At approximately, 8:51pm, motion made by Mr. McCabe, seconded by Mr. Schulze, and unanimously adopted by the Board to close the executive session and return to the public session. At approximately 9:03 pm, motion made by Mr. Pinchiaroli, seconded by Mr. D’Ambroso, and unanimously adopted by the Board to enter into executive session to discuss negotiations. At approximately 9:15 pm, motion made by Ms. Aloï, seconded by Ms. Donato, and unanimously adopted by the Board to close executive session and return to the public session. At approximately 9:16 pm, motion made by Mr. Pinchiaroli, seconded by Mr. D’Ambroso, and unanimously adopted by the Board to enter into executive session to discuss the employee history of a specific individual. At approximately 9:49 pm, motion made by Mr. Pinchiaroli, seconded by Mr. D’Ambroso, and unanimously adopted by the Board to close executive session and return to the

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public session. There being no further business, at approximately 10:00 pm, motion made by Mr. D'Ambroso, seconded by Mr. Pinchiaroli, and unanimously adopted by the Board to adjourn the December 19, 2012 Board of Education meeting.

Mary Beth Mancuso
District Clerk

Approved: 1/16/13

CONSENT AGENDA

1) APPROVAL – EXTRA CURRICULAR APPOINTMENTS RESCINDED, 2012/2013 SCHOOL YEAR

BE IT RESOLVED: That the extra curricular appointments for the 2012/2013 school year, previously approved by the Board of Education for the following individuals, are hereby rescinded:

<u>Position</u>	<u>Coach</u>	<u>Stipend</u>
Modified Wrestling	Sky Smith	\$4,068
MSG Varsity Advisor	David Villegas	\$1,000

2) APPROVAL – EXTRA CURRICULAR APPOINTMENTS, 2012/2013 SCHOOL YEAR

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 2012/2013 school year:

<u>Position</u>	<u>Coach</u>	<u>Stipend</u>
Modified Wrestling (Winter)	David Villegas	\$4,068
Modified Cheerleading (Winter)	Jenna Ricciardi	\$2,822
Fitness Room Supervisor (Winter)	Steven DiMeglio	\$1,704
MSG Varsity Advisor	Steven DiMeglio	\$1,000

3) APPROVAL – EXTRA CURRICULAR APPOINTMENT RESCINDED

BE IT RESOLVED: That the extra curricular appointment for Claudia Grispin, originally requested and approved by the Board of Education at its meeting held on July 11, 2012 for HS Musical Show (Vocal), is hereby rescinded.

4) APPROVAL - EXTRA CURRICULAR APPOINTMENTS, 2012/2013 SCHOOL YEAR

BE IT RESOLVED: That in accordance with the recommendation of the Superintendent of Schools, the Mount Pleasant Central School District Board of Education approves the following extra curricular appointments for the 2012/2013 school year:

<u>Name</u>	<u>Position</u>	<u>Stipend</u>
Raymond Szczerba/Tom Hall	MS/HS Science Olympiad	\$1,062.50 each
Michael Hood	HS Musical Show (Vocal)	\$2,479
Michael Pezzuti	MS Yearbook	\$2,125
Jen Rutledge/Tracey Armisto	CES Chess Club	\$787 each (shared stipend)
Lisa Fornara/June Vetere	Elementary Newspaper	\$1,062.50 each (shared stipend)
Jen Rutledge/Maryann Lulgjuraj	Elementary Math Club	\$1,574 each (shared stipend)
Jenny McCray	MS Theatre Assistant	\$1,838

5) APPROVAL – REQUEST FOR FMLA

BE IT RESOLVED: That upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the following FMLA request 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:

Employee #2015

Leave to begin on November 13, 2012

Leave to conclude on December 21, 2012

6) APPROVAL – TUITION REIMBURSEMENT

BE IT RESOLVED: That as recommended by 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 tuition reimbursement request listed below is hereby approved:

Dan Malone, Hawthorne Elementary School

Course Title: Practicum in Elementary Administration

School: University of Scranton

Total Cost: \$1,395 Approved: \$697.50

And further:

BE IT RESOLVED: That upon completion of the approved course, the recipient shall submit a report to the Superintendent of Schools describing how this course has advanced his pedagogical practices and how it will benefit both our students and our curriculum.

7) APPROVAL – MENTORING PROGRAM HONORARIUM, 2012/2013 SCHOOL YEAR

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 teachers will be paid a \$500 honorarium upon successful completion of the 2012/2013 mentoring program:

<u>Mentor</u>	<u>Teacher Mentored</u>	<u>School</u>
Lisa Alterio	Christine Martin	WHS
Rocky Pasquale	Miquel Mowbray	WHS
Patricia Ryan	Marissa Ranellone	WHS
Rossana Caringi	Francesca Imbesi	WHS

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Theresa Barbuto
Michelle Wynne

Brian McClintock
Danielle Castellano

WHS
WMS

8) APPROVAL – REQUEST FOR FMLA

BE IT RESOLVED: That upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the following FMLA request 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:

Employee #2447

Leave to begin on December 10, 2012

Leave to conclude on January 30, 2013

9) APPROVAL – UNPAID CHILDCARE LEAVE

BE IT RESOLVED: That upon the recommendation of the Superintendent of Schools, the Board of Education hereby approves the following request for an unpaid childcare leave in accordance with the collective bargaining agreement between the Mount Pleasant Teachers Association and the Mount Pleasant Central School District:

Employee #2447

Leave to begin on January 31, 2013

Leave to conclude on February 15, 2013

SCHEDULE 12/13, P-7 PROFESSIONAL PERSONNEL APPOINTMENTS

LONG-TERM SUBSTITUTE APPOINTMENTS

Brianne Hunt, Special Education
Assigned To: Westlake Middle School
Certification: Pursuing Initial Certification in Students with Disabilities –
Grades 7-12 Generalist*
Effective: November 26, 2012 – December 21, 2012
Salary Placement: B.A.+20 Step 1: \$280.93 Daily Rate

*Currently pursuing M.A. in Special Education (Grades 7-12) at St. Thomas Aquinas College. Anticipated date of graduation: May 2013.

Ilana Cohen, School Psychologist
Assigned To: Columbus Elementary School
Certification: Permanent Certification as School Psychologist
Effective: December 6, 2012 – February 15, 2013
Salary Placement: M.A. Step 1: \$298.30 Daily Rate

MODIFICATION OF APPOINTMENT FROM PER-DIEM SUBSTITUTE TO PERMANENT SUBSTITUTE

Felix Nicodemo
Assigned To: Westlake Middle School
Certification: Pursuing Initial Certification in Physical Education*
Effective: November 27, 2012 – June 30, 2013
Salary: \$100/Day

*Currently completing requirements for M.A. in Physical Education & Sport Pedagogy at Manhattanville College. Anticipated date of graduation: January 2013.

PERMANENT SUBSTITUTE APPOINTMENT, 2012/2013 SCHOOL YEAR

Brianne Hunt
Westlake Middle School
Effective: November 19, 2012 – November 21, 2012
January 2, 2013 – June 30, 2013
Salary: \$100/Day

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REGENTS REVIEW SESSIONS

Ken Amann
Mary Newell

Hours: Not to exceed 10 per person

Salary will be paid in accordance with the Mount Pleasant Central School District Teachers Association agreement.

SCHEDULE 12/13, C-7 CIVIL SERVICE APPOINTMENTS

HOURLY APPOINTMENT

Brittany Rutledge, School Monitor
Assigned To: WMS/WHS Library
Effective: November 29, 2012 – February 15, 2013
Hours: Not to exceed 45
Salary: \$15.10/hour

TEMPORARY LIBRARY ASSISTANT

Brittany Rutledge
Assigned To: WMS/WHS Library
Effective: November 19, 2012 – February 15, 2013
Salary: \$100/Day

TEACHER AIDE SUBSTITUTE APPOINTMENT, 2012/2013 SCHOOL YEAR

Michael Mancuso
Assigned To: Districtwide
Effective: December 17, 2012 – June 30, 2013
Salary: \$12.00/hour

Susan Skrelja
Assigned to: Districtwide
Effective: December 19, 2012 – June 30, 2013
Salary: \$12.00/hour

PER-DIEM SUBSTITUTE APPOINTMENT, 2012/2013 SCHOOL YEAR

Christina Keeney
Salary: \$100/Day

Rosemarie Cipriano
Salary: \$100/Day

Cari Pagani
Salary: \$100/Day

Carolyn Gengo Di Domenico
Salary: \$100/Day

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Nicole Mingione
Salary: \$100/Day

Susan Skrelja
Salary: \$100/Day

Ann Schwab
Salary: \$100/Day

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RESOLUTION TO AMEND
The Mt. Pleasant CSD
403(b) RETIREMENT PLAN

WHEREAS, the Mt. Pleasant CSD (“Employer”) maintains the Mt. Pleasant CSD 403(b) Retirement Plan Document (“Plan”); and

WHEREAS, the Plan was duly adopted on the 17th day of December, 2008, by the Employer; and

WHEREAS, the Employer desires to conform the Plan to the requirements of the Heroes Earnings Assistance and Relief Act of 2009 (“HEART”) and the Worker, Retiree and Employer Recovery Act of 2008 (“WRERA”);

NOW, THEREFORE, BE IT RESOLVED that sections **1.16 Includible Compensation**, **1.24 Severance from Employment**, **4.1 Loans**, and **5.3 Minimum Distributions**, of the Plan are hereby amended to read as follows:

1.16 Includible Compensation

An Employee's actual wages in box 1 of Form W-2 for a year for services to the Employer, but subject to a maximum of \$200,000 (or such higher maximum as may apply under Section 401(a)(17) of the Code) and increased (up to the dollar maximum) by any compensation reduction election under Section 125, 132(f), 401(k), 403(b), or 457(b) of the Code (including any Elective Deferral under the Plan). The amount of Includible Compensation is determined without regard to any community property laws. Beginning in 2009 and thereafter, such term also includes any “differential pay” that may be received while performing qualified military service under Section 414(u) of the Code.

1.24 Severance from Employment

For purpose of the Plan, Severance from Employment means severance from employment with the Employer and any Related Entity. However, a Severance from Employment also occurs on any date on which an Employee ceases to be an employee of a public school, even though the Employee may continue to be employed by a Related Employer that is another unit of the State or local government that is not a public school or in a capacity that is not employment with a public school (e.g., ceasing to be an employee performing services for a public school but continuing to work for the same State or local government employer). Notwithstanding any provision to the contrary, a Participant is treated as having a severance from employment during any period that such individual is performing service in the uniformed services described in Code §3401(h)(2)(A).

4.1 Loans

Loans shall be permitted under the Plan to the extent permitted by the Individual Agreements controlling the Account assets from which the loan is made and by which the loan will be secured. Any such loans shall satisfy the requirements of Code section 72(p) and applicable Treasury Regulations.

Loan applications shall be reviewed and authorized by the Employer’s agent, i.e. third party administrator, and said agent shall inform the Service Provider of such authorization so as to proceed with the Service Provider’s process of issuance of the loan.

Information Coordination Concerning Loans. Each Service Provider is responsible for all information reporting and tax withholding required by applicable federal and state law in connection with distributions and loans. To minimize the instances in which Participants have taxable income as a result of loans from the Plan, the Administrator shall take such steps as may be appropriate to coordinate the limitations on loans set forth in this Section, including the collection of information from Service Providers, and transmission of information requested by any Service Provider, concerning the outstanding balance of any loans made to a Participant under the Plan or any other plan of the Employer. The Administrator shall also take such steps as may be appropriate to collect information from Service Providers, and transmission of information to any Service Provider, concerning any failure by a Participant to repay timely any loans made to a Participant under the Plan or any other plan of the Employer.

Maximum Loan Amount. No loan to a Participant under the Plan may exceed the lesser of:

- (a) \$50,000, reduced by the greater of (i) the outstanding balance on any loan from the Plan to the Participant on the date the loan is made or (ii) the highest outstanding balance on loans from the Plan to the Participant during the one-year

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period ending on the day before the date the loan is approved by the Administrator (not taking into account any payments made during such one-year period); or

(b) One half of the value of the Participant's vested Account Balance (as of the valuation date immediately preceding the date on which such loan is approved by the Administrator).

For purposes of this Section 4.1, any loan from any other plan maintained by the Employer and any Related Employer shall be treated as if it were a loan made from the Plan, and the Participant's vested interest under any such other plan shall be considered a vested interest under this Plan; provided, however, that the provisions of this paragraph shall not be applied so as to allow the amount of a loan to exceed the amount that would otherwise be permitted in the absence of this paragraph.

Loan Repayments for Employees in Qualified Uniformed Service. Notwithstanding any other provision of an applicable Individual Agreement, loan repayments by eligible uniformed services personnel maybe suspended as permitted under Section 414(u)(4) of the Code and the terms of any loan shall be modified to conform with such requirements.

5.3 Minimum Distributions

Each Individual Agreement shall comply with the minimum distribution requirements of Section 401(a)(9) of the Code and the regulations thereunder. For purposes of applying the distribution rules of Section 401(a)(9) of the Code, each Individual Agreement is treated as an individual retirement account (IRA) and distributions shall be made in accordance with the provisions of Section 1.408-8 of the Income Tax Regulations, except as provided in Section 1.403(b)-6(e) of the Income Tax Regulations. Notwithstanding the preceding, any distributions otherwise required under this section for the 2009 tax year are waived in accordance with the provisions of the Worker, Retiree and Employer Recovery Act of 2008, unless such waiver cannot be accommodated under the Individual Agreement that governs a Participant's Account.

BE IT FURTHER RESOLVED that the Plan shall include the following new sections **5.7 Qualified Military Service Distributions** and **9.12 Qualified Military Service Benefits**:

5.7 Qualified Military Service Distributions

Any Participant whose employment is interrupted by qualified uniformed service in the military under section 414(u) of the Code and dies or incurs a Disability while so serving shall be deemed to have resumed employment with the Employer on the day preceding such death or Disability and then to have incurred a Severance From Service on the actual date of death or Disability.

Any Participant that takes a distribution from the Plan under Section 414(u) following an interruption in employment that qualifies as qualified uniformed service thereunder may not make Elective Deferrals for a period of six (6) months following the date such distribution occurred.

9.12 Qualified Military Service Benefits

Notwithstanding any other provision of this Plan, any Participant whose employment is interrupted by qualified uniformed service in the military under section 414(u) of the Code shall be entitled to all rights, benefits and protections afforded to such individuals thereunder, and such provisions are incorporated into this Plan. Uniformed services by any individual shall be determined as described in section 3401(h)(2)(A) of the Code.

BE IT FURTHER RESOLVED that this amendment is effective as required under HEART and WRERA.

IN WITNESS WHEREOF, the Employer has caused this Amendment to be adopted this 19th day of December, 2012.

Mt. Pleasant CSD

By: _____
President, Board of Education

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