

**WESTLAKE CITY SCHOOLS
BOARD OF EDUCATION MINUTES**

**Monday, June 12, 2006 – 5:30 p.m. – Work Session
Administration Building – Board Room
27200 Hilliard Blvd.**

Call to Order: Time: 5:30 p.m.

Roll Call:

Mrs. D'Ettorre Wargo	<u>Present</u>
Mr. Beal	<u>Present</u>
Mr. Mays	<u>Present</u>
Mr. O'Malley	<u>Present</u>
Ms. Rocco	<u>Present</u>

Pledge of Allegiance: President D'Ettorre Wargo led the assembly in the Pledge of Allegiance.

Acknowledgment of Visitors: President D'Ettorre Wargo thanked all in attendance.

Motion to Amend Agenda to *add Exhibit E-1-g (Resolution to Approve Employment of Westlake High School Principal)*

Motion by Mr. Mays
Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>
Ms. Rocco	<u>AYE</u>

Approval of Agenda as Amended

Motion by Mr. Mays
Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>
Ms. Rocco	<u>AYE</u>

*Hearing of Public (Agenda Items – 15 Minutes) – None.

**Adjourn Board Meeting to Conduct Library Tax Budget Hearing
Time: 5:32 p.m.

A. Porter Public Library Tax Budget Hearing

- Jackie Duffy, Acting Director, presented the proposed 2007 tax budget for the Porter Public Library.

****Reconvene Board Meeting after Library Tax Budget Hearing**

Time: 5:34 p.m.

B. Porter Public Library Action Item

1. Resolution to Approve Westlake Porter Public Library 2007 Tax Budget Exhibit B-1

C. Treasurer's Report/Recommendations

1. Action Items
 - a. Resolution to Approve Participation in the 2007 Ohio School Boards Association Workers' Compensation Group Rating Program Exhibit C-1-a

D. CAC Report – Westlake City Schools High School and Partnerships with the Business Community

- John Ducet, a representative of the CAC, spoke about the project investigating the public perception of the high school. According to their research, a number of concerns surround the appearance of the facility, specifically the restrooms. There are also concerns about smoking, although they feel this issue is getting better. The committee felt publicity might work better using the local papers to publish eye-catching stories focusing on achievement, appearance, course offerings, and discipline.
- Dan Walsh and Mrs. Seaschultz spoke about the CAC project of developing partnerships with the business community. They spoke about a three-week internship program being offered at Broadview Heights which seems to work well with a low budget. The short-term recommendation of the committee will be to develop a database of area business contacts and invite former alumni to come back and speak to students.

E. New Business

1. Resolutions to Approve Staff Recommendations
 - a. Resolution to Approve Employment, FMLA Leave and Return from Leave for Certificated Staff Members Exhibit E-1-a
 - b. Resolution to Approve Employment and Summer Employment for Classified Staff Members Exhibit E-1-b
 - c. Resolution to Approve Summer Employment for Bus Drivers Exhibit E-1-c
 - d. Resolution to Approve Summer Curriculum Writing (CIP Update) for Certificated Staff Member Exhibit E-1-d
 - e. Resolution to Approve Extended Time for Guidance Counselors, Librarians, Vocational Education Staff, School Nurses and School Psychologists Exhibit E-1-e
 - f. Resolution to Approve Renewal of Employment Contract for Staff Member Exhibit E-1-f

- | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| 2. Resolution to Approve Contract for Services for Non-Public School | Exhibit E-2 |
| 3. Resolution to Approve Sunday Building Use | Exhibit E-3 |
| 4. Resolution to Approve Transportation for Summer Field Trips | Exhibit E-4 |
| 5. Resolution to Approve the Agreement Between the Westlake City School District Board of Education and the Ohio Association of Public School Employees | Exhibit E-5 |
| 6. Resolution to Approve Revised Salary Schedule for Performing Arts Center Coordinator | Exhibit E-6 |
| 7. Resolution to Increase the Exempt Employee Salary Base, Revise Salary Schedule, Establish Additional Salary Schedules, and Adjust Fringe Benefits | Exhibit E-7 |
| 8. Resolution to Increase Administrative and Project Link Supervisor Base Salary and Adjust Fringe Benefits | Exhibit E-8 |
| 9. Resolution to Approve Revised Step Placement on Salary Schedule for Exempt Employees | Exhibit E-9 |
| 10. Resolution to Approve Lake Erie Educational Computer Association Council Program Agreement for High-Speed Access | Exhibit E-10 |
| 11. Resolution to Approve Lake Erie Educational Computer Association Council Agreement for High-Speed Access | Exhibit E-11 |
- F. Discussion Items
- | | |
|-----------------------------------------------------------------------------|---------------|
| 1. Second Reading of Westlake High School Parent-Student Handbook | |
| a. Resolution to Adopt Westlake High School Parent-Student Handbook | Exhibit F-1-a |
| 2. Second Reading of Lee Burneson Middle School Parent-Student Handbook | |
| a. Resolution to Adopt Lee Burneson Middle School Parent-Student Handbook | Exhibit F-2-a |
| 3. Second Reading of Parkside Intermediate School Parent-Student Handbook | |
| a. Resolution to Adopt Parkside Intermediate School Parent-Student Handbook | Exhibit F-3-a |
| 4. First Reading of Westlake Elementary School Parent-Student Handbook | |

*Hearing of Public (15 minutes)

Mary Levtzow: What is the status of Bradley Road?

Wargo: The Board has not revisited the issue at this point.

Levtzow: Has the City responded to the tax representation letter?

Wargo: The Board sent another letter to the City on this issue, but it has not received a response.

Levtzow: Would like the administration to check the electronic capability of accessing Board minutes for the current year.

G. Board Items

Wargo: Reminded the Board the retreat will take place at the end of July or the first two weeks in August.

H. Adjourn to Executive Session

Time: 6:23 p.m.

Purpose: Personnel

Motion by Mr. Mays

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

Others in attendance: Costanza, Pepera, Slocum

Adjourn Executive Session and Return to Regular Session

Time: 6:52 p.m.

I. Adjournment

President D'Ettorre Wargo adjourned the meeting at 6:53 p.m.

President

Treasurer

*The public may address the Board during the periods of the meeting designated for public participation. Each person addressing the Board shall give his/her name and address. If several people wish to speak, each person is allotted three minutes until the total time allotted is used. During that period, no person may speak twice until all who desire to speak have had the opportunity to do so. The period of public participation may be extended by a vote of the majority of the Board present and voting.

EXHIBIT B-1
RES. #06-144

RESOLUTION TO APPROVE WESTLAKE PORTER PUBLIC LIBRARY
2007 TAX BUDGET

RESOLVED THAT
the Westlake Board of Education approves the Westlake Porter Public Library 2007 Tax Budget.

Motion by Ms. Rocco

Seconded by Mr. Beal

Roll Call Vote:

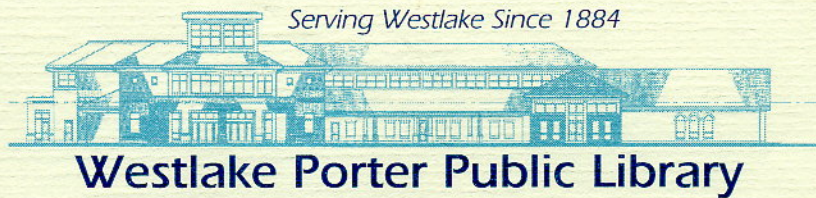
Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE



May 18, 2006

Ms. Renee D'Ettorre Wargo, President
Westlake Board of Education
27200 Hilliard Blvd.
Westlake, OH 44145

Dear Ms. Wargo and Members of the School Board:

At its regular Board meeting on May 17, the Westlake Porter Public Library Board of Trustees approved the enclosed 2007 Tax Budget Request. In their behalf, I am forwarding it to you for the next step in the review and filing process.

The 2007 Tax Budget reflects funds from both the Library and Local Government Support Fund (LLGSF) and from local property taxes. These are the library's two major sources of revenue. This request reflects the library's total operating needs as well as how the library would utilize the funds if this funding level were achieved in 2007. Once the library is notified, in October, of estimated 2007 library tax receipts, we will make adjustments accordingly to the proposed expenditures and services. The state funding situation is still very tenuous, of course, and thus the harsh reality of potential additional state funding reductions looms quite large again this year.

Expenditure proportions reflected in this budget request are very typical public library expenses— 61% for personnel, 18% for library materials, and 21% for all other operating costs. Service enhancements that Westlake residents can look forward to in 2007 include: a media manager to improve patron access to the DVD collection, improvements to the Young Adult Area, new self-check machines, WestFest07, new user friendly CD shelving, storytime visits to Westlake preschools and daycares, and acoustical tile additions to the preschool area.

Westlake Porter Public Library is currently ranked #1 in the country among libraries serving communities of 25,000-50,000 residents. The rankings are based on a combined total of 15 different efficiency and effectiveness factors. Our library Board, administration and staff are dedicated to giving Westlake residents the very best value possible.

I understand that our budget hearing is scheduled for June 12 at 5:30 pm. We will have representatives on hand to present the budget and to answer any questions you might have.

Most sincerely,

A handwritten signature in blue ink that reads "Jackie Duffy". The signature is fluid and cursive, with the first name "Jackie" being more prominent than the last name "Duffy".

Jackie Duffy
Interim Director

Enclosure

CC: Mark Pepera, Treasurer - Westlake City Schools

RECEIVED

MAY 22 2006

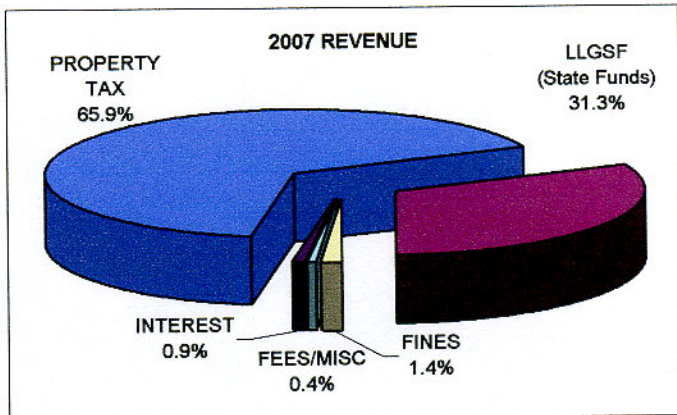
TREASURER'S OFFICE

Our Mission: "...to educate, empower, enlighten, and excite..."

WESTLAKE PORTER PUBLIC LIBRARY 2007 TAX BUDGET REQUEST

REVENUE ACCOUNTS

LINE	DESCRIPTION	2007 PROPOSED (5/06)
1200	PROPERTY TAX	\$ 3,637,000
2210	LLGSF	\$ 1,725,000
2220	E-RATE	\$ 5,300
3100	FINES	\$ 80,000
4100	INTEREST	\$ 50,000
8000	FEES/MISC	\$ 24,600
	TOTAL REVENUE	\$5,521,900



EXPENDITURE ACCOUNTS

LINE	DESCRIPTION	2007 PROPOSED (5/06)
1110	SAL:OTHER	\$ 2,711,550
1400	PERS	\$ 375,550
1610	HEALTH INS	\$ 212,600
1620	MEDICARE	\$ 39,500
1630	WKRS COMP	\$ 16,750
1640	UNEMPL	\$ 500
1900	OTHER EMPL BENEFITS	\$ 6,500
	SUBTOTAL(PERSONNEL)	\$3,362,950

COMMENTS

Includes: Salaries and benefits for all employees of the library, to cover 68 hours/week of operations. Last year, library staff circulated 1.32M items, served 474K visitors, answered 184K questions, hosted over 2.5K community meetings, hosted nearly 800K computer users, made nearly 500 deliveries to homes and facilities in Westlake, and processed 43K new items for residents' use.

Services for students & parents: Storytimes, H2C (Homework Help Center), KnowItNow 24/7, Summer Reading Club, and many special programs.

61% of tti expenditures

LINE	DESCRIPTION	2007 PROPOSED (5/06)
2110	SUPPLIES:COMPUTER	\$ 15,650
2120	SUPPLIES:LIB SERV	\$ 80,600
2140	SUP:COPIERS	\$ 6,000
2150	SUPPLIES:OFFICE	\$ 10,000
2160	SUP:PROGS/PR	\$ 10,700
2200	SUPPLIES:BUILDING	\$ 17,000
2300	VEHICLE FUEL & PARTS	\$ 2,500
	SUBTOTAL(SUPPLIES)	\$142,450

COMMENTS

Includes: Office supplies, materials processing supplies, circulation and automation supplies, public copier supplies, building supplies, delivery van gas and parts, and supplies for all public programs.

3% of tti expenditures

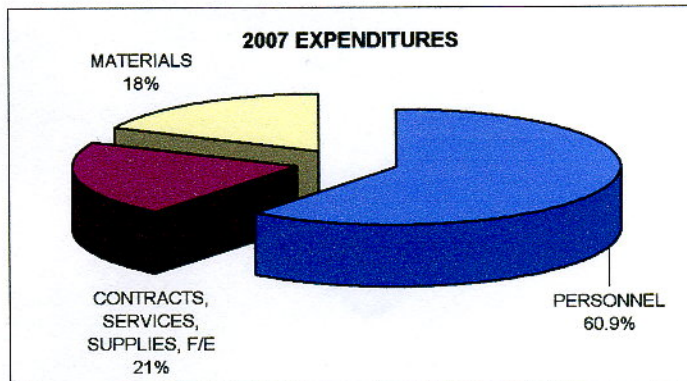
WESTLAKE PORTER PUBLIC LIBRARY 2007 TAX BUDGET REQUEST

EXPENDITURE ACCOUNTS, continued

LINE	DESCRIPTION	2007 PROPOSED (5/06)	COMMENTS
3100	TRAVEL/TRG/MTG	\$ 35,000	<u>Includes:</u> All contracted services, such as phone service, security system monitoring, hardware and software maintenance contracts, all utilities, printing of newsletters/service brochures/informational flyers, statewide library-to-library delivery service, cataloging and materials processing services, insurances, mailings, legal services, and all staff training and development.
3210	TELECOMMUN/SECURITY	\$ 17,000	
3220	POSTAGE/UPS	\$ 36,300	
3230	PRINTING/PR/COPIERS	\$ 58,000	
3310	MAINT:COMPUTER	\$ 82,650	
3320	MAINT:OFFICE EQUIPMT	\$ 11,000	
3330	MAINT:BLDG/PROP	\$ 98,000	
3400	INSURANCE	\$ 34,000	
3500	RENT/LEASE	\$ 30,000	
3600	UTILITIES	\$ 204,120	
3700	CONTRACTED SERVICES	\$ 120,200	
3800	OCLC AND ONLINE FEES	\$ 31,550	
3900	DELIVERY SERVICE	\$ 5,000	
SUBTOTAL(SERVICES)		\$762,820	14% of tti expenditures

LINE	DESCRIPTION	2007 PROPOSED (5/06)	COMMENTS
4000	MATERIALS	\$ 993,000	<u>Includes:</u> Books, Periodicals, Audio, Video, Microfilm, Cd-ROMs, Online databases, E-books, repairs, and ILL fees
SUBTOTAL(MATERIALS)		\$ 993,000	18% of tti expenditures

LINE	DESCRIPTION	2007 PROPOSED (5/06)	COMMENTS
5200	LAND IMPROVEMT	\$ 15,000	<u>Includes:</u> Paving, landscaping, signs, furnishings, equipment, hardware and software, organizational dues, transfers to long-term improvement funds for RFID and Generator.
5400	BLDG IMPROVEMT	\$ 18,350	
5510	FURN/EQUIPMENT	\$ 87,500	
5520	LIBRARY HARDWARE	\$ 31,500	
5530	LIBRARY SOFTWARE	\$ 5,000	
7100	DUES/MEMBERSHIPS	\$ 12,200	
7900	MISCELLANEOUS	\$ 1,000	
8000	CONTINGENCY/OTHER	\$ 15,130	
9000	TRANSFERS	\$ 75,000	
SUBTOTAL(OTHER)		\$ 260,680	
TOTAL OPER EXPEN		\$ 5,521,900	



RESOLUTION TO APPROVE PARTICIPATION IN THE 2007 OHIO SCHOOL BOARDS
ASSOCIATION WORKERS' COMPENSATION GROUP RATING PROGRAM

RESOLVED THAT

the Westlake Board of Education approves participation in the 2007 Ohio School Boards
Association Workers' Compensation Group Rating Program.

Motion by Mr. Mays

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

EXHIBIT E-1-a
RES. #06-146

RESOLUTION TO APPROVE EMPLOYMENT, FMLA LEAVE,
AND RETURN FROM LEAVE FOR CERTIFIED STAFF MEMBERS

RESOLVED THAT

the Westlake Board of Education approves employment , FMLA leave and return from leave for certified staff members as follows:

<u>Employment:</u>	Eneida Ruiz WHS Spanish	Effective: Rate:	08/28/06 BA+20, Step 2
	Geoff Freidrich WHS English	Effective: Rate:	08/28/06 MA, Step 0
	Kathleen McGinty Holly Lane	Effective: Rate:	08/28/06 BA, Step 1
	Cassandra Hardman LBMS Language Arts	Effective: Rate:	08/28/06 BA+30, Step 2
	Jonathan Cuomo WHS Science	Effective: Rate:	08/28/06 MA, Step 2
	Erin Blahnik LBMS Intervention Spec.	Effective: Rate:	08/28/06 MA, Step 4
	Matthew Planisek WHS Science	Effective: Rate:	08/28/06 MA, Step 3
	Larissa Laboda WHS Family/Cons. Science	Effective: Rate:	08/28/06 BA+30, Step 2
<u>Employment Change:</u>	Ann Marie Keel WHS English	From: To:	MA, Step 2 MA, Step 5
<u>2006 Summer School</u>	Scott Gioia	Health 10	14 Day Contract

EXHIBIT E-1-a
(Continued)

<u>Employment:</u>	Airyn Mealey	Algebra II	14 Day Contract
<u>FMLA Leave:</u>	Heather Marinelli	Effective:	05/30/06 – 06/08/06
<u>Return From Leave:</u>	Claudia Vakos	Effective:	05/30/06

Motion by Mr. O'Malley

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

EXHIBIT E-1-b
RES. #06-147

RESOLUTION TO APPROVE EMPLOYMENT AND
SUMMER EMPLOYMENT FOR CLASSIFIED STAFF MEMBERS

RESOLVED THAT

the Westlake Board of Education approves employment and summer employment for classified staff members as follows:

<u>Employment:</u>	Christine Wrightsman	Effective:	08/28/06
	Holly Lane Secretary	Rate:	Step 1
	Larry Schenkelberg	Effective:	06/05/06
	LBMS Cleaner	Rate:	5 Hrs/Day, Step 0, 9 Mo/Yr

<u>Summer 2006</u>	Pam Phillips – Bus Driver	Rate:	Step 19, 4-3/4 Hrs Per Day
<u>Employment:</u>	Camp Cheerful	Effective:	06/12/06
	Elizabeth West – Bus Driver	Rate:	Step 22, 4 Hrs Per Day
	Camp Help	Effective:	06/19/06
	Diane Christian - Bus Driver	Rate:	Step 31, 5 Hrs Per Day
	Lakeshore Day Camp	Effective:	06/19/06

Motion by Mr. O'Malley

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>
Ms. Rocco	<u>AYE</u>

RESOLUTION TO APPROVE SUMMER EMPLOYMENT OF BUS DRIVERS

RESOLVED THAT

the Westlake Board of Education approves the summer 2006 employment of the following bus drivers:

<u>Name</u>	<u>Step</u>	<u>Name</u>	<u>Step</u>	<u>Name</u>	<u>Step</u>
Shirley Wolfe	35	Rosemary Geib	14	Denise Wering	5
Diane Christian	31	Barbara Damron	14	Erin Peacock	5
Linda Clemons	24	Reda Perusek	13	James Carlin	4
Lorrie Knapp	22	Daryl Cooke	13	Emma Loving	4
Elizabeth West	22	Susan Kantner	12	Edward Moran	4
Marcia Krucek	22	Jody Ovelgonne	12	William Carlin	4
Jackie Hollis	22	Jerry Lewis	11	Robert Carlin	3
Pam Phillips	19	Sherry West	11	Cindy Manning	3
Carol Flannick	16	Carole Metzger	10	Robert Saal	2
Karen Ormsby	16	Angela Robinson	9	Steve Maler	2
Barbara Italiano	16	Joan Kotulak	8	Robyn Nock	0
Michele Yehlik	16	Jerry Slabaugh	7	Donna Wright	0
Laurie Whiting	15	Sandee Lewis	6	Anna Cavender	0
Sandee Kodysh	15	Eileen Winter	5	D. Rooney	0
Mary Scavelli	14	Cathy Rasmussen	5	Juan Sanchez	0

Motion by Mr. O'Malley

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>
Ms. Rocco	<u>AYE</u>

EXHIBIT E-1-d
RES. #06-149

RESOLUTION TO APPROVE SUMMER CURRICULUM WRITING
(CIP SUMMER UPDATE) FOR CERTIFICATED STAFF MEMBER

RESOLVED THAT

the Westlake Board of Education approves Summer Curriculum Writing (CIP Summer Update) at the negotiated curriculum writing rate of pay not to exceed 24 hours each for the following certificated teacher:

Jessica Molenaar

Motion by Mr. O'Malley

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

RESOLUTION TO APPROVE EXTENDED TIME FOR GUIDANCE COUNSELORS,
LIBRARIANS, VOCATIONAL EDUCATION STAFF, SCHOOL NURSES
AND SCHOOL PSYCHOLOGISTS

RESOLVED THAT

the Westlake Board of Education approves the following extended time for librarians and guidance counselors for the 2006-2007 school year.

<u>Librarian</u>	Nancy Jackson	Bassett	2 days
<u>Librarian</u>	Sunny Thompson	Dover	2 days
<u>Librarian</u>	Kim Geletka	Hilliard	2 days
<u>Librarian</u>	Sharon Vlasek	Holly Lane	2 days
<u>Librarian</u>	Diane Bialkowski	Parkside	2 days
<u>Librarian</u>	Lynn Pettyjohn	Burneson	2 days
<u>Guidance Counselor</u>	Sandee Erdman	Elementary	7 days
<u>Guidance Counselor</u>	Roberta English	Elementary	7 days
<u>Guidance Counselor</u>	William Bowles	Parkside	7 days
<u>Guidance Counselor</u>	Joan Jerome	Parkside	7 days
<u>Guidance Counselor</u>	Sheri Foster	Burneson	11 days
<u>Guidance Counselor</u>	Susan Wilson	Burneson	11 days
<u>Guidance Counselor</u>	Elizabeth Ruper	WHS	15 days
<u>Guidance Counselor</u>	Debora Petro	WHS	15 days
<u>Guidance Counselor</u>	Terry Kennedy	WHS	15 days
<u>Guidance Counselor</u>	Sarah Clark	WHS	15 days
<u>Vocational Education</u>	Michele Dallas	WHS - CBE	10 days
<u>Vocational Education</u>	Tabatha Devine	WHS - Work Study Coordinator	10 days
<u>School Psychologist</u>	Tom Ward	Administration	15 days
<u>School Psychologist</u>	Lorene Mihalko	Administration	10 days
<u>School Nurse</u>	Dorothy Beyer	WHS – LBMS – Parkside	2 days
<u>School Nurse</u>	Dolores Kuclo	Parkside – All Elementary	2 days

Motion by Mr. O'Malley

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

EXHIBIT E-1-f
RES. #06-151

RESOLUTION TO APPROVE RENEWAL OF EMPLOYMENT CONTRACT
FOR STAFF MEMBER

RESOLVED THAT

the Westlake Board of Education approves employment for staff member as follows:

Douglas Warnke
Performing Arts Center Coordinator
Not to Exceed 1,500 Hours

Rate: Step 2
Effective: 08/01/06 through 07/31/07

Motion by Mr. O'Malley

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

RESOLUTION TO APPROVE EMPLOYMENT
OF WESTLAKE HIGH SCHOOL PRINCIPAL

RESOLVED THAT

the Westlake Board of Education approves the employment of Mr. Timothy Freeman as Westlake High School Principal at Step 2.5 of the administrative salary schedule for a three-year contract effective August 1, 2006 through July 31, 2009.

Motion by Mr. Mays

Seconded by Ms. Rocco

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

EXHIBIT E-2
RES. #06-153

RESOLUTION TO APPROVE CONTRACT FOR SERVICES SUPERVISED
BY LOCAL EDUCATION AGENCY FOR NON-PUBLIC SCHOOL

RESOVLED THAT

the Westlake Board of Education approves the Contract for Services Supervised by Local Educational Agency with the Educational Service Center of Summit County for St. Paul Lutheran Non-Public School for the 2006-2007 school year.

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

RESOLUTION TO APPROVE SUNDAY BUILDING USE

RESOLVED THAT

the Westlake Board of Education approves Sunday building use as follows:

Kick-It 3v3 Soccer
Soccer Tournament

Lee Burneson Middle School
Soccer Fields & Parking Area
Sunday, 07/23/06
8:00 AM – 5:00 PM

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

EXHIBIT E-4
RES. #06-155

RESOLUTION TO APPROVE TRANSPORTATION FOR SUMMER FIELD TRIPS

RESOLVED THAT
the Westlake Board of Education approves transportation for the following summer field trips.

Parkside Preschool	June 21, 28, July 12, 19, August 9	Regal Cinema
	June 23, 30, July 7, 14, 21, 28, August 11	Fairview Lanes

Motion by Mr. O'Malley

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

RESOLUTION TO ADOPT TENTATIVE AGREEMENT WITH OAPSE
ON CONTRACT MODIFICATIONS

WHEREAS, the Board of Education is party to a collective bargaining agreement with the Ohio Association of Public School Employees, which contract expired on December 31, 2005; and

WHEREAS, the Board and OAPSE have engaged in bargaining to address issues of mutual concern relating to the collective bargaining agreement; and

WHEREAS, the bargaining with OAPSE has produced a tentative agreement on all issues presented and agreed to the terms of the modified contract for a period of three years effective January 1, 2006 thru December 31, 2008; and

WHEREAS, the Board has received notification from OAPSE that the tentative agreements reached between the parties have been ratified by a vote of the membership of OAPSE;

NOW, THEREFORE BE IT RESOLVED, as follows:

That the Board hereby adopts the tentative agreement reached with the Ohio Association of Public School Employees, and attached hereto, as an extension and modification to the current contract for a period of three years effective January 1, 2006 thru December 31, 2008.

Motion by Mr. Mays

Seconded by Mr. O'Malley

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

EXHIBIT E-6
RES. #06-157

RESOLUTION TO APPROVE REVISED SALARY SCHEDULE FOR
PERFORMING ARTS CENTER COORDINATOR

RESOLVED THAT

the Westlake Board of Education approves the revised salary schedule for Westlake City Schools Performing Arts Center Coordinator as follows: (2.5% increase for 2006-2007, 2.6% for 2007-2008).

Westlake City Schools Performing Arts Center Coordinator

Step 1	\$29.73 per hour
Step 2	\$30.47 per hour
Step 3	\$31.23 per hour
Step 4	\$32.01 per hour
Step 5	\$32.81 per hour
Step 6	\$33.63 per hour
Step 7	\$34.47 per hour
Step 8	\$35.33 per hour
Step 9	\$36.21 per hour

Motion by Ms. Rocco

Seconded by Mr. Beal

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>
Ms. Rocco	<u>AYE</u>

RESOLUTION TO INCREASE THE EXEMPT EMPLOYEE SALARY BASE,
REVISE SALARY SCHEDULE, ESTABLISH ADDITIONAL SALARY
SCHEDULES, AND ADJUST FRINGE BENEFITS

RESOLVED THAT

the Westlake Board of Education revises the exempt employee salary schedule and establishes additional salary schedules for exempt employees as attached and approves an increase to the exempt salary base by 2.5% effective January 1, 2006; 2.6% effective January 1, 2007; 2.5% effective January 1, 2008 and makes the following changes in fringe benefits for exempt employees effective July 1, 2006:

Exempt Employee Fringe Benefits

A. Hospitalization Insurance

The Board shall pay 100% of all premiums for prescription drug, dental and vision insurance coverage for those employees electing insurance coverages and assigned to a position scheduled to work at least 1,080 hours per year. The Board shall pay 95% of family coverage for hospital, surgical, and major medical premiums. Each employee who opts for family coverage shall have 5% of the insurance premium (to a maximum of \$45 per month) deducted from his/her paycheck per month.

Effective July 1, 2006, each employee who opts for family coverage shall have 7.5% of the insurance premium (to a maximum of \$70 per month) deducted from his/her paychecks per month. Effective July 1, 2007, each employee who opts for family coverage shall have 10% of the insurance premium (to a maximum of \$80 per month) deducted from his/her paychecks per month. Effective July 1, 2008, each employee who opts for family coverage shall have 10% of the insurance premium (to a maximum of \$90 per month) deducted from his/her paychecks per month.

The Board shall pay 100% of the cost of prescription drug insurance for employees assigned to positions scheduled to work 180 days in a school year and a minimum of four hours each day. The Board shall pay 95% of single coverage for hospital, surgical, and major medical premiums. Each employee who opts for single coverage shall have 5% of the insurance premium (to a maximum of \$18 per month) deducted from his/her paychecks per month.

Effective July 1, 2006, each employee who opts for single coverage shall have 7.5% of the insurance premium (to a maximum of \$28 per month) deducted from his/her paychecks per month. Effective July 1, 2007, each employee who opts for single coverage shall have 10% of the insurance premium (to a maximum of \$32 per month) deducted from his/her paychecks per month. Effective July 1, 2008, each employee who opts for single coverage shall

have 10% of the insurance premium (to a maximum of \$36 per month) deducted from his/her paychecks per month

B. Prescription Drug Benefits

Retail Pharmacy

- \$20 co-pay for multi-source drugs (a drug where there is a generic drug available, but the employee opts for the name brand drug); Effective July 1, 2006, \$30 co-pay for multiple-source drugs (a drug where there is a generic drug available, but the employee opts for the name brand drug).
- \$10 co-pay for single-source drugs (a drug where no generic drug is available); Effective July 1, 2006, \$15 co-pay for single-source drugs (a drug where no generic drug is available).
- \$5 co-pay for generic drugs; Effective July 1, 2006, \$7 co-pay for generic drugs

Mail Order

- \$5 co-pay for generic drugs purchased through mail order; \$20 co-pay for single-source drugs purchased through mail order; and \$40 co-pay for multiple-source drugs purchased through mail order. All mail order purchases are for a 90-day supply. Effective July 1, 2006, \$14 co-pay for generic drugs purchased through mail order, \$30 co-pay for single-source drugs purchased through mail order, and \$60 co-pay for multiple-source drugs. All mail order purchases are for a 90-day supply

C. Spousal Insurance

(This section only applied to exempt employees newly-hired in the Westlake City Schools beginning with the 2006-07 school year.)

1. If an exempt employee's spouse is eligible to participate (as a current employee or retiree) in group health insurance and/or prescription drug insurance sponsored by his/her employer, the spouse must enroll in such employer-sponsored group insurance coverage(s) ("spouse available insurance"). The spouse may enroll in single employer-sponsored group insurance coverage(s); the spouse is not required to enroll in family coverage.
2. Upon the spouse's enrollment in any such "spouse available insurance" insurance coverage, that coverage will become the primary payer of the spouse's benefits and the coverage sponsored by the Board will become the secondary payer of the spouse's benefits.
3. Any spouse who fails to enroll in any "spouse available insurance" as required by this Section, shall be ineligible for benefits under the group insurance coverage sponsored by the Board.

4. Every employee whose spouse participates in the Board's group health insurance coverage and/or prescription drug insurance coverage shall complete and submit to the Board, upon request, a written declaration verifying whether his/her spouse is eligible to participate in "spouse available insurance" sponsored by the spouse's employer.
5. If an exempt employee submits false information or fails to timely advise the Board of a change in his/her spouse's eligibility for "spouse available insurance" within thirty (30) days of the qualifying event, and such false information or such failure by the exempt employee results in the Board providing benefits and/or payment of administrative fees to which the spouse is not entitled, the exempt employee will be personally liable to the Board for reimbursement of benefits and expenses including attorneys' fees and costs, incurred by the Board.
 - a. Any amount to be reimbursed by the exempt employee may be deducted from the benefits, including salary, to which the exempt employee would otherwise be entitled.
 - b. In addition, the exempt employee's spouse will be terminated immediately from the Board's group health insurance and/or prescription drug insurance coverage.
6. If an exempt employee submits false information about his/her "spouse available insurance" coverage(s), the administrator may be subject to disciplinary action by the Board, up to and including termination of employment.

D. Enrollment Practices

If an exempt employee and/or his/her spouse and/or his/her dependent(s) involuntarily lose insurance coverage(s) from any other plan (e.g. employer of spouse/dependent discontinues insurance coverage(s), spouse/dependent changes job and no longer has insurance benefits through employer), that administrator and/or spouse and/or dependent(s) are automatically eligible to enroll in the Board's insurance coverage(s) with no pre-existing condition exclusions or waiting period.

E. Payment and Deferral of Severance Pay/Retirement Incentive Bonus

1. Notwithstanding anything in Board policy to the contrary, in accordance with the terms of this Section and any related provisions of a plan document adopted by the Board to comply with the requirements of Section 403(b) of the Internal Revenue Code (the "IRC"), certain retiring employees shall have their "Severance Pay" mandatorily paid into an annuity contract or custodial account that is designed to meet the tax-qualification requirements of IRC Section 403(b) (a "TSA"). Such payment shall be in lieu of the payment being made directly to the retired exempt employee; and such payment shall eliminate all sick leave credit of the retired exempt employee. For purposes of this Section, this arrangement is referred to as the 403(b) Plan.
2. For purposes of the 403(b) Plan, the term "Severance Pay" shall include payments that are, upon retirement, attributable to:

- a. an employee's unused sick days,
 - b. vacation pay, and
 - c. retirement incentive pay (if applicable).
3. Participation in the 403(b) Plan shall be mandatory for any exempt employee who would be entitled to severance pay. There is no requirement that an employee specified above have attained age 55 or any other minimum age at the time of retirement.
4. If a retiring exempt employee is a participant in the 403(b) Plan, an employer contribution shall be made on his/her behalf under the 403(b) Plan in an amount equal to the lesser of:
 - a. The total amount of the Participant's Severance Pay in accordance with Board policy, exempt employee handbook or individual contract.
 - b. The maximum contribution amount allowable under the terms of the 403(b) Plan.
 - c. The required contribution to the 403(b) Plan shall be made within the timeframe as described in Board policy, the exempt employee handbook or individual contract.
 - d. In the calendar year of retirement, or in any other calendar year, the total amount of Severance Pay that may be paid to a TSA under the 403(b) Plan shall not exceed the maximum contribution amount allowable under the federal income tax law for TSAs that are intended to be tax qualified under IRC Section 403(b). If the amount payable to the 403(b) Plan in any calendar year would exceed the maximum amount that is permitted under the applicable federal income tax law for that year, the excess amount shall be contributed to the 403(b) Plan after the first payroll date in January of the next calendar year. This process shall be repeated for up to five calendar years following the year of retirement, in each such year not to exceed the maximum amount permitted under the applicable federal income tax law for that year; and if there are still any remaining excess amounts in the fifth calendar year after retirement, the remaining excess shall be paid in cash to the retired member.
 - e. The TSA that shall be used for the 403(b) Plan shall be a group annuity contract of AIG VALIC. 403(b) Plan participants shall be required to complete AIG VALIC enrollment forms; and unless and until a member does so, no contribution of Severance Pay shall be made to under the 403(b) Plan on behalf of the member. The Board may change the TSA provider contract in the future.
 - f. If a member is entitled to have a contribution paid to the 403(b) Plan and dies prior to such contribution being paid to the 403(b) Plan, the contribution shall be paid to the 403(b) Plan provider and shall be paid to a Beneficiary of the member in accordance with the terms of the 403(b) Plan provider's contract.
5. Any exempt employee who is entitled to severance pay who is not an eligible participant in the Plan will continue to be eligible for any and all severance payments in accordance with Board policy, exempt employee handbook or individual contract. The exempt employee may elect to defer such payments to a tax-sheltered annuity that is tax qualified

under Internal Revenue Code Section 403(b) (a "TSA") as permitted by law and Board policy.

6. All contributions to the Plan, all deferrals to a TSA, and all check payments to exempt employees shall be subject to reduction for any tax withholding or other withholding that the Treasurer, in his/her sole discretion, determines is required by law.

Motion by Mr. O'Malley

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>
Ms. Rocco	<u>AYE</u>

SALARY SCHEDULE- EXEMPT EMPLOYEES

Fiscal Year 1/1/2006
Base Salary- (260 day) \$ 27,297.95

Salary Schedule-Exempt Employees

	<u>Step 0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>
Pesonnel Coordinator	1.56	1.585	1.61	1.635	1.66	1.685	1.71	1.735	1.76	1.79	1.83	1.86	1.90	1.93	1.93	1.97	1.97	2.01	2.01	2.01	2.05
Superintendent Secretary	1.3	1.325	1.35	1.375	1.4	1.425	1.45	1.475	1.5	1.53	1.56	1.59	1.62	1.65	1.65	1.68	1.68	1.71	1.71	1.71	1.74
Payroll Manager	1.32	1.345	1.37	1.395	1.42	1.445	1.47	1.495	1.52	1.55	1.58	1.61	1.64	1.67	1.67	1.70	1.70	1.73	1.73	1.73	1.77
Treasurer/CFO Secretary	1.15	1.175	1.2	1.225	1.25	1.275	1.3	1.325	1.35	1.38	1.40	1.43	1.46	1.48	1.48	1.51	1.51	1.54	1.54	1.54	1.57
Business Secretary	1.22	1.245	1.27	1.295	1.32	1.345	1.37	1.395	1.42	1.45	1.47	1.50	1.53	1.56	1.56	1.59	1.59	1.62	1.62	1.62	1.65
Account Payable/ Budget Analyst	1.27	1.295	1.32	1.345	1.37	1.395	1.42	1.445	1.47	1.50	1.53	1.56	1.58	1.62	1.62	1.65	1.65	1.68	1.68	1.68	1.71
Clerical 1	1.1	1.12	1.14	1.16	1.19	1.21	1.23	1.25	1.28	1.30	1.33	1.35	1.38	1.40	1.40	1.43	1.43	1.46	1.46	1.46	1.49
Clerical 2	1.001	1.02	1.04	1.06	1.08	1.10	1.12	1.14	1.16	1.19	1.21	1.23	1.25	1.28	1.28	1.30	1.30	1.33	1.33	1.33	1.35
Clerical 3	0.9999	1.02	1.04	1.06	1.08	1.10	1.12	1.14	1.16	1.18	1.21	1.23	1.25	1.28	1.28	1.30	1.30	1.33	1.33	1.33	1.35
Senior Technician	1.325	1.35	1.38	1.40	1.43	1.46	1.48	1.51	1.54	1.57	1.60	1.63	1.66	1.69	1.69	1.72	1.72	1.76	1.76	1.76	1.79
Technician	1.145	1.17	1.19	1.21	1.23	1.26	1.28	1.31	1.33	1.36	1.38	1.41	1.44	1.46	1.46	1.49	1.49	1.52	1.52	1.52	1.55

EXHIBIT E-8
RES. #06-159

RESOLUTION TO INCREASE ADMINISTRATIVE AND PROJECT LINK
SUPERVISOR BASE SALARY AND ADJUST FRINGE BENEFITS

RESOLVED THAT

the Westlake Board of Education increases the Administrative and Project Link Supervisor base salary by 2.5% effective January 1, 2006, 2.6% effective January 1, 2007 and 2.5% effective January 1, 2008;

FURTHER RESOLVED THAT

the following changes be made to the administrative fringe benefits as specified in the Administrative Handbook:

IV. Administrative Fringe Benefits

B. Hospitalization Insurance

The annual open enrollment period for insurance shall be November 20 through December 20.

The Board will pay one hundred percent (100%) of the hospital, surgical, and major medical insurance premium; however, each administrator who opts for family coverage shall have 5% of the insurance premium (to a maximum of \$45 per month) deducted from his/her paychecks per month, and each administrator who opts for single coverage shall have 5% of the insurance premium (to a maximum of \$18 per month) deducted from his/her paychecks per month.

Effective July 1, 2006, each administrator who opts for family coverage shall have 7.5% of the insurance premium (to a maximum of \$70 per month) deducted from his/her paychecks per month, and each administrator who opts for single coverage shall have 7.5% of the insurance premium (to a maximum of \$28 per month) deducted from his/her paychecks per month. Effective July 1, 2007, each administrator who opts for family coverage shall have 10% of the insurance premium (to a maximum of \$80 per month) deducted from his/her paychecks per month, and each administrator who opts for single coverage shall have 10% of the insurance premium (to a maximum of \$32 per month) deducted from his/her paychecks per month. Effective July 1, 2008, each administrator who opts for family coverage shall have 10% of the insurance premium (to a maximum of \$90 per month) deducted from his/her paychecks per month, and each administrator who opts for single coverage shall have 10% of the insurance premium (to a maximum of \$36 per month) deducted from his/her paychecks per month.

All part-time administrators are eligible for a pro-rata share of their premium to be paid by the Board and are responsible for a 5% premium contribution with maximum com-

puted on a pro-rata share of a full-time administrator. Effective July 1, 2006, all part-time administrators are eligible for a pro-rata share of their premium to be paid by the Board and are responsible for a 7.5% premium contribution with maximum computed on a pro-rata share of a full-time administrator. Effective July 1, 2007, all part-time administrators are eligible for a pro-rata share of their premium to be paid by the Board and are responsible for a 10% premium contribution with maximum computed on a pro-rata share of a full-time administrator. Effective July 1, 2008, all part-time administrators are eligible for a pro-rata share of their premium to be paid by the Board and are responsible for a 10% premium contribution with maximum computed on a pro-rata share of a full-time administrator.

The lifetime maximum benefit per person shall be \$3,000,000.

E. Prescription Drug Coverage

\$20 co-pay for multiple-source drugs (a drug where there is a generic drug available, but the administrator opts for the name brand drug). Effective July 1, 2006, \$30 co-pay for multiple-source drugs (a drug where there is a generic drug available, but the administrator opts for the name brand drug).

\$10 co-pay for single-source drugs (a drug where no generic drug is available). Effective July 1, 2006, \$15 co-pay for single-source drugs (a drug where no generic drug is available).

\$5 co-pay for generic drugs. Effective July 1, 2006, \$7 co-pay for generic drugs

\$5 co-pay for generic drugs purchased through mail order, \$20 co-pay for single-source drugs purchased through mail order, and \$40 co-pay for multiple-source drugs. All mail order purchases are for a 90-day supply. Effective July 1, 2006, \$14 co-pay for generic drugs purchased through mail order, \$30 co-pay for single-source drugs purchased through mail order, and \$60 co-pay for multiple-source drugs. All mail order purchases are for a 90-day supply.

M. Spousal Insurance

(This section only applied to administrators newly-hired in the Westlake City Schools beginning with the 2006-07 school year.)

1. If an administrator's spouse is eligible to participate (as a current employee or retiree) in group health insurance and/or prescription drug insurance sponsored by his/her employer, the spouse must enroll in such employer-sponsored group insurance coverage(s) ("spouse available insurance"). The spouse may enroll in single employer-sponsored group insurance coverage(s); the spouse is not required to enroll in family coverage.
2. Upon the spouse's enrollment in any such "spouse available insurance" insurance coverage, that coverage will become the primary payer of the spouse's benefits and

the coverage sponsored by the Board will become the secondary payer of the spouse's benefits.

3. Any spouse who fails to enroll in any "spouse available insurance" as required by this Section, shall be ineligible for benefits under the group insurance coverage sponsored by the Board.
4. Every employee whose spouse participates in the Board's group health insurance coverage and/or prescription drug insurance coverage shall complete and submit to the Board, upon request, a written declaration (See Form 4) verifying whether his/her spouse is eligible to participate in "spouse available insurance" sponsored by the spouse's employer.
5. If an administrator submits false information or fails to timely advise the Board of a change in his/her spouse's eligibility for "spouse available insurance" within thirty (30) days of the qualifying event, and such false information or such failure by the administrator results in the Board providing benefits and/or payment of administrative fees to which the spouse is not entitled, the administrator will be personally liable to the Board for reimbursement of benefits and expenses including attorneys' fees and costs, incurred by the Board.
 - a. Any amount to be reimbursed by the administrator may be deducted from the benefits, including salary, to which the administrator would otherwise be entitled.
 - b. In addition, the administrator's spouse will be terminated immediately from the Board's group health insurance and/or prescription drug insurance coverage.
6. If an administrator submits false information about his/her "spouse available insurance" coverage(s), the administrator may be subject to disciplinary action by the Board, up to and including termination of employment.

N. Enrollment Practices

If an administrator and/or his/her spouse and/or his/her dependent(s) involuntarily lose insurance coverage(s) from any other plan (e.g. employer of spouse/dependent discontinues insurance coverage(s), spouse/dependent changes job and no longer has insurance benefits through employer), that administrator and/or spouse and/or dependent(s) are automatically eligible to enroll in the Board's insurance coverage(s) with no pre-existing condition exclusions or waiting period.

O. Payment and Deferral of Severance Pay/Retirement Incentive Bonus

1. Notwithstanding anything in Board policy to the contrary, in accordance with the terms of this Section and any related provisions of a plan document adopted by the Board to comply with the requirements of Section 403(b) of the Internal Revenue

Code (the "IRC"), certain retiring employees shall have their "Severance Pay" mandatorily paid into an annuity contract or custodial account that is designed to meet the tax-qualification requirements of IRC Section 403(b) (a "TSA"). Such payment shall be in lieu of the payment being made directly to the retired administrator; and such payment shall eliminate all sick leave credit of the retired administrator. For purposes of this Section, this arrangement is referred to as the 403(b) Plan

2. For purposes of the 403(b) Plan, the term "Severance Pay" shall include payments that are, upon retirement, attributable to:
 - a. an employee's unused sick days, to the extent that such payments are in excess of the value of one fourth (1/4) the first 120 days of such unused sick days,
 - b. vacation pay, and
 - c. retirement incentive pay (if applicable)
3. Participation in the 403(b) Plan shall be mandatory for any administrator who would be entitled to severance pay. There is no requirement that an employee specified above have attained age 55 or any other minimum age at the time of retirement.
4. If a retiring administrator is a participant in the 403(b) Plan, an employer contribution shall be made on his/her behalf under the 403(b) Plan in an amount equal to the lesser of:
 - a. The total amount of the Participant's Severance Pay in accordance with the adopted Administrative Handbook or individual contract.
 - b. The maximum contribution amount allowable under the terms of the 403(b) Plan.
 - c. The required contribution to the 403(b) Plan shall be made within the timeframe as described in the Administrative Handbook or individual contract.
 - d. In the calendar year of retirement, or in any other calendar year, the total amount of Severance Pay that may be paid to a TSA under the 403(b) Plan shall not exceed the maximum contribution amount allowable under the federal income tax law for TSAs that are intended to be tax qualified under IRC Section 403(b). If the amount payable to the 403(b) Plan in any calendar year would exceed the maximum amount that is permitted under the applicable federal income tax law for that year, the excess amount shall be contributed to the 403(b) Plan after the first payroll date in January of the next calendar year. This process shall be repeated for up to five calendar years following the year of retirement, in each such year not to exceed the maximum amount permitted under the applicable federal income tax law for that year; and if there are still any remaining excess amounts in the fifth calendar year after retirement, the remaining excess shall be paid in cash to the retired member.
 - e. The TSA that shall be used for the 403(b) Plan shall be a group annuity contract of AIG VALIC. 403(b) Plan participants shall be required to complete AIG VALIC enrollment forms; and unless and until a member does so, no contribution

of Severance Pay shall be made to under the 403(b) Plan on behalf of the member. The Board may change the TSA provider contract in the future.

- f. If a member is entitled to have a contribution paid to the 403(b) Plan and dies prior to such contribution being paid to the 403(b) Plan, the contribution shall be paid to the 403(b) Plan provider and shall be paid to a Beneficiary of the member in accordance with the terms of the 403(b) Plan provider's contract.
5. Any administrator who is entitled to severance pay who is not an eligible participant in the Plan will continue to be eligible for any and all severance payments in accordance with the Administrative Handbook or individual contract. The administrator may elect to defer such payments to a tax-sheltered annuity that is tax qualified under Internal Revenue Code Section 403(b) (a "TSA") as permitted by law and Board policy.
6. All contributions to the Plan, all deferrals to a TSA, and all check payments to administrators shall be subject to reduction for any tax withholding or other withholding that the Treasurer, in his/her sole discretion, determines is required by law.

Motion by Ms. Rocco

Seconded by Mr. O'Malley

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>
Ms. Rocco	<u>AYE</u>

RESOLUTION TO APPROVE STEP PLACEMENT ON
SALARY SCHEDULE FOR EXEMPT EMPLOYEES

RESOLVED THAT

the Westlake Board of Education approves the step placement on the Exempt Salary Schedule for the following employees:

<u>Exempt Staff</u>	<u>Classification</u>	<u>Step Placement on Exempt Salary Schedule</u>
Cheryl Masciere	Clerical 1	11
Kim Katz	Clerical 1	2
Meri Shortreed	Clerical 2	0
Diana Hollars	Clerical 2	12
Maureen Hagerty	Clerical 3	20
Ruth Barendt	Clerical 3	20
Judy Sobera	Clerical 3	8
Eric Baker	Senior Technician	12
Renee Bailey	Technician	8

Motion by Ms. Rocco

Seconded by Mr. Mays

Roll Call Vote:

Mrs. D'Ettorre Wargo	<u>AYE</u>
Mr. Beal	<u>AYE</u>
Mr. Mays	<u>AYE</u>
Mr. O'Malley	<u>AYE</u>
Ms. Rocco	<u>AYE</u>

EXHIBIT E-10
RES. #06-161

RESOLUTION TO APPROVE LAKE ERIE EDUCATIONAL COMPUTER ASSOCIATION
(LEECA) COUNCIL PROGRAM AGREEMENT FOR HIGH-SPEED ACCESS

RESOLVED THAT

the Westlake Board of Education approves the Lake Erie Educational Computer Association
Council Program Agreement for High-Speed Access.

Motion by Ms. Rocco

Seconded by Mr. O'Malley

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

RESOLUTION TO APPROVE LAKE ERIE EDUCATIONAL COMPUTER ASSOCIATION
(LEECA) COUNCIL AGREEMENT FOR HIGH-SPEED ACCESS

RESOLVED THAT
the Westlake Board of Education approves the Lake Erie Educational Computer Association
Council Agreement for High-Speed Access.

Board Discussion

O'Malley: Is there an additional cost to participate in the program?

Superintendent: No.

O'Malley: What equipment will the District need to purchase?

Superintendent: The agreement includes equipment needed at LEECA, but the District will
need to upgrade some switches.

O'Malley: Is there an "out" clause contained in the agreement?

Superintendent: Yes.

Motion by Ms. Rocco

Seconded by Mr. O'Malley

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

EXHIBIT F-1-a
RES. #06-163

RESOLUTION TO APPROVE WESTLAKE HIGH SCHOOL
STUDENT-PARENT HANDBOOK FOR 2006-2007

RESOLVED THAT
the Westlake Board of Education approves the Westlake High School Student-Parent Handbook
for 2006-2007.

Motion by Mr. Mays

Seconded by Mr. O'Malley

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

RESOLUTION TO APPROVE LEE BURNESON MIDDLE SCHOOL
STUDENT-PARENT HANDBOOK FOR 2006-2007

RESOLVED THAT
the Westlake Board of Education approves the Lee Burneson Middle School Student-Parent Handbook for 2006-2007.

Motion by Mr. Mays

Seconded by Mr. O'Malley

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

EXHIBIT F-3-a
RES. #06-165

RESOLUTION TO APPROVE PARKSIDE INTERMEDIATE SCHOOL
STUDENT-PARENT HANDBOOK FOR 2006-2007

RESOLVED THAT
the Westlake Board of Education approves the Parkside Intermediate School Student-Parent Handbook for 2006-2007.

Motion by Mr. Mays

Seconded by Mr. O'Malley

Roll Call Vote:

Mrs. D'Ettorre Wargo AYE

Mr. Beal AYE

Mr. Mays AYE

Mr. O'Malley AYE

Ms. Rocco AYE

June 12, 2006
06-320

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