BE IT RESOLVED: that the Board of Education of the West Babylon Union Free School District does hereby elect to provide the benefits of the Chapter 105, Part A retirement incentive program to all targeted employees who are members of the New York State Teachers' Retirement System and the New York State Local Employees’ Retirement System and who retire with an effective date of retirement during the “open period” commencing on July 27, 2010, and ending on August 31, 2010, and who are otherwise eligible to participate in such program. (A list of the titles targeted for the benefits of Part A of Chapter 105 of the Laws of 2010 is annexed hereto.) The Board is not electing to exempt employees from waiving any local retirement incentive. Accordingly, employees who are provided the benefits of the Chapter 105, Part A Retirement Incentive program shall not be permitted to avail themselves of a local retirement incentive.
<table>
<thead>
<tr>
<th>#</th>
<th>TITLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>ELEMENTARY</td>
</tr>
<tr>
<td>1</td>
<td>GUIDANCE</td>
</tr>
<tr>
<td>1</td>
<td>HEAD CUSTODIAN</td>
</tr>
<tr>
<td>1</td>
<td>HEALTH</td>
</tr>
<tr>
<td>1</td>
<td>MECHANIC</td>
</tr>
<tr>
<td>1</td>
<td>PERSONNEL ASSISTANT</td>
</tr>
<tr>
<td>1</td>
<td>PRINCIPAL ACCOUNT CLERK</td>
</tr>
<tr>
<td>1</td>
<td>READING</td>
</tr>
<tr>
<td>1</td>
<td>REGISTERED NURSE</td>
</tr>
<tr>
<td>1</td>
<td>SENIOR CLERK TYPIST</td>
</tr>
<tr>
<td>1</td>
<td>SENIOR STENOGR APHER</td>
</tr>
<tr>
<td>2</td>
<td>SPECIAL EDUCATION</td>
</tr>
<tr>
<td>2</td>
<td>TECHNOLOGY</td>
</tr>
</tbody>
</table>
WEST BABYLON UNION FREE SCHOOL DISTRICT  
WEST BABYLON, NEW YORK  

REGULAR MEETING  
BOARD OF EDUCATION  
BOARD ROOM - ADMINISTRATION BUILDING  

TUESDAY, JULY 27, 2010  

**ADDENDUM**  

BOARD OF EDUCATION  

**#BE-7**

WHEREAS, on June 2, 2010, the State signed into law an early retirement incentive designed to achieve cost savings for public employers, including educational employers under the Laws of 2010, Chapter 105, Part A (the “Targeted Part A Retirement Incentive”); and

WHEREAS, the Targeted Part A Retirement Incentive provides that such incentive may be offered to targeted eligible employees where the District demonstrates a compensation savings of fifty percent over a two (2) year period; and

WHEREAS, the Superintendent of Schools has developed a compensation plan designed to achieve fifty percent cost savings over the two (2) year period, which targets eligible positions for the Part A Targeted Early Retirement Incentive as set forth at Exhibit A hereto; and

WHEREAS, by resolution and, based upon the compensation plan attached hereto, the Board has elected to offer the Part A Targeted Retirement Incentive to targeted eligible positions; and

WHEREAS, said resolution electing the Part A Retirement Incentive identified the targeted eligible positions under the Part A Retirement Incentive; and

WHEREAS, the employees, within the targeted eligible positions, have submitted letters of resignation to the District availing themselves of the benefit of the Targeted A Retirement Incentive; and

WHEREAS, the Board of Education has determined that the cost savings to be achieved under the compensation savings plan is in the best interests of the District; and

NOW, THEREFORE, BE IT RESOLVED: that the Board of Education hereby accepts the letters of resignation from the targeted eligible employees identified at Exhibit B attached hereto.
EXHIBIT A
COST SAVINGS PLAN

In the spirit of the legislation, the West Babylon School District will achieve a (1) 50% cost savings; and, (2) that such savings could not have otherwise been realized at this time but for the school district's ability to participate in the Early Retirement Incentive Program, which has assisted in avoiding and/or reducing the likelihood of layoffs in the future. The retirement benefits provided for in the Act are designed to achieve costs-savings for public employers and to avoid or reduce the likelihood of layoffs of public employees in this time of fiscal need.

The West Babylon School District is faced with the following challenges:

➢ The potential loss of State aid for the 2010/11 school year in the amount of $1,777,976;
➢ As yet undetermined increased contributions to retirement systems;
➢ The cessation of last year's federal stimulus aid;
➢ The recent defeat in Congress of additional aid legislation designed to save teaching jobs;
➢ State legislative efforts to cap budget increases at extremely dangerously low but politically expedient levels; and
➢ State legislative efforts to deplete school district reserve funds.

As a result of the Early Retirement Incentive Program, the West Babylon School District will realize an approximate salary savings in the amount of $1,526,443 over a two year period.
## EXHIBIT A
### COST SAVINGS PLAN

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Sal 10-11</th>
<th>Sal 11-12</th>
<th>2yr Earn</th>
<th>Title</th>
<th>RSal 10-11</th>
<th>RSal 11-12</th>
<th>R2yr Earn</th>
<th>SVGS</th>
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<tbody>
<tr>
<td>NEILSON JR, JAMES</td>
<td>HEAD CUSTODIAN</td>
<td>65,024</td>
<td>66,901</td>
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<td><strong>MECHANIC II</strong></td>
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<td>28,938</td>
<td>36,258</td>
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<td><strong>SENIOR CLERK TYPIST</strong></td>
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<td>230,152</td>
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<td>203,496</td>
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<td>49,823</td>
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<td>-52.60%</td>
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<td>224,965</td>
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<td>230,152</td>
<td>HEALTH</td>
<td>46,629</td>
<td>49,823</td>
<td>96,452</td>
<td>-58.09%</td>
</tr>
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<td>PENN, LINDA R</td>
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<td>116,344</td>
<td>230,152</td>
<td>READING</td>
<td>46,629</td>
<td>49,823</td>
<td>96,452</td>
<td>-58.09%</td>
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<td>-58.09%</td>
</tr>
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</tr>
<tr>
<td>SQUICCIARINI, DOMENICO</td>
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<td>TECHNOLOGY</td>
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<td>96,452</td>
<td>-58.09%</td>
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<tr>
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<td>198,309</td>
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<td>-51.36%</td>
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<td>1,481,198</td>
<td>1,512,744</td>
<td>2,993,942</td>
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<td>698,184</td>
<td>769,315</td>
<td>1,467,499</td>
<td>-50.98%</td>
</tr>
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**ANTICIPATED SEPTEMBER, 2010 START DATE**

| GORMAN, NANCY E      | REGISTERED NURSE    | 48,463    | 49,551    | NOT REPLACED         |           |           |           |      |
EXHIBIT B
LETTERS OF RESIGNATION

BORZELLECA, FRANCES
DAVIES, JAMES E
DIMARTINO, PASQUALINA
EHRENSPERGER, MARGARET A
FISHMAN, MARIE A
GORMAN, NANCY E
HORSTMANN JR, GERARD
LARSON JR, CHARLES A
NEILSON, JAMES
NOLFO, JOSEPHINE
PENN, LINDA R
QUINLAN JR, WILLIAM
SCHORTEMEYER JR, FRANK J
SQUICCIARINI, DOMENICO
TITOLO, LORETTA
VITALE, THERESA R
WILLIAMS, KIM
July 9, 2010

Anthony Cacciola  
Superintendent of Schools  
West Babylon Union Free School District  
10 Farmingdale Road  
West Babylon, NY 11704  

Re: Letter of Resignation

Dear Mr. Cacciola:

This letter is to inform you that effective **July 25, 2010**, I will be resigning from my Special Education Teacher position in the West Babylon School District for purposes of retirement under the (TRS/ERS), which retirement shall be effective **July 8, 2010**. This irrevocable letter of resignation for purposes of retirement is subject to the Board of Education's election of the Chapter 105, Part A early retirement incentive program and conditioned upon my eligibility to retire in accordance with and subject to the conditions of Chapter 105, Part A, of the Laws of 2010. I acknowledge that I am not entitled to any retirement incentive in my respective collective bargaining agreement.

Should I not be entitled to retire because the above noted conditions are not fulfilled, this letter of resignation shall be deemed revoked and shall be of no force and affect, and the school district shall return this letter to me.

Very truly yours,

[Signature]  
Frances Borzelleca  

[Date]  

[Stamp: RECEIVED]  
SUPERINTENDENT'S OFFICE  
WEST BABYLON SCHOOLS  
JUL 14 2010
July 15, 2010

Anthony Cacciola
Superintendent of Schools
West Babylon Union Free School District
10 Farmingdale Road
West Babylon, NY 11704

Re: Letter of Resignation

Dear Mr. Cacciola:

This letter is to inform you that effective 8/30/10, I will be resigning from my Personnel Assistant position in the West Babylon School District for purposes of retirement under the (ERS), which retirement shall be effective 8/31/10. This irrevocable letter of resignation for purposes of retirement is subject to the Board of Education's election of the Chapter 105, Part A early retirement incentive program and conditioned upon my eligibility to retire in accordance with and subject to the conditions of Chapter 105, Part A, of the Laws of 2010. I acknowledge that I am not entitled to any retirement incentive in my respective collective bargaining agreement.

Should I not be entitled to retire because the above noted conditions are not fulfilled, this letter of resignation shall be deemed revoked and shall be of no force and affect, and the school district shall return this letter to me.

Very truly yours,

Pasqualina DiMartino
[signature]

PASQUALINA DIMARTINO

[June 21, 2010]
July 9, 2010

Anthony Cacciola
Superintendent of Schools
West Babylon Union Free School District
10 Farmingdale Road
West Babylon, NY 11704

Re: Letter of Resignation

Dear Mr. Cacciola:

This letter is to inform you that effective Aug. 30, 2010, I will be resigning from my Senior Clerk Typist position in the West Babylon School District for purposes of retirement under the (TRS/ERS), which retirement shall be effective Aug. 31, 2010. This irrevocable letter of resignation for purposes of retirement is subject to the Board of Education's election of the Chapter 105, Part A early retirement incentive program and conditioned upon my eligibility to retire in accordance with and subject to the conditions of Chapter 105, Part A, of the Laws of 2010. I acknowledge that I am not entitled to any retirement incentive in my respective collective bargaining agreement.

Should I not be entitled to retire because the above noted conditions are not fulfilled, this letter of resignation shall be deemed revoked and shall be of no force and affect, and the school district shall return this letter to me.

Very truly yours,

[signature]
Marie Fishman
July 20, 2010

[Stamp: RECEIVED JUL 20 2010]
SUPERINTENDENT'S OFFICE WEST BABYLON SCHOOLS
July 9, 2010

Anthony Cacciola
Superintendent of Schools
West Babylon Union Free School District
10 Farmingdale Road
West Babylon, NY 11704

Re: Letter of Resignation

Dear Mr. Cacciola:

This letter is to inform you that effective **July 17, 2010** I will be resigning from my Elementary Teacher position in the West Babylon School District for purposes of retirement under the (TRS/ERS), which retirement shall be effective **July 17, 2010**. This irrevocable letter of resignation for purposes of retirement is subject to the Board of Education's election of the Chapter 105, Part A early retirement incentive program and conditioned upon my eligibility to retire in accordance with and subject to the conditions of Chapter 105, Part A, of the Laws of 2010. I acknowledge that I am not entitled to any retirement incentive in my respective collective bargaining agreement.

Should I not be entitled to retire because the above noted conditions are not fulfilled, this letter of resignation shall be deemed revoked and shall be of no force and affect, and the school district shall return this letter to me.

Very truly yours,

[signature]
Gerard Horstmann Jr.

[date]

[RECEIVED]
JUL 13 2010
SUPERINTENDENT'S OFFICE
WEST BABYLON SCHOOLS
July 9, 2010

Anthony Cacciola
Superintendent of Schools
West Babylon Union Free School District
10 Farmingdale Road
West Babylon, NY 11704

Re: Letter of Resignation

Dear Mr. Cacciola:

This letter is to inform you that effective 8/27/2010, I will be resigning from my Head Custodian position in the West Babylon School District for purposes of retirement under the (TRS/ERS), which retirement shall be effective 8/28/2010. This irrevocable letter of resignation for purposes of retirement is subject to the Board of Education's election of the Chapter 105, Part A early retirement incentive program and conditioned upon my eligibility to retire in accordance with and subject to the conditions of Chapter 105, Part A, of the Laws of 2010. I acknowledge that I am not entitled to any retirement incentive in my respective collective bargaining agreement.

Should I not be entitled to retire because the above noted conditions are not fulfilled, this letter of resignation shall be deemed revoked and shall be of no force and affect, and the school district shall return this letter to me.

Very truly yours,

James Neilson

July 12, 2010
July 9, 2010

Anthony Cacciola
Superintendent of Schools
West Babylon Union Free School District
10 Farmingdale Road
West Babylon, NY 11704

Re: Letter of Resignation

Dear Mr. Cacciola:

This letter is to inform you that effective July 31, 2010, I will be resigning from my Reading Teacher position in the West Babylon School District for purposes of retirement under the (TRS/ERS), which retirement shall be effective July 31, 2010. This irrevocable letter of resignation for purposes of retirement is subject to the Board of Education’s election of the Chapter 105, Part A early retirement incentive program and conditioned upon my eligibility to retire in accordance with and subject to the conditions of Chapter 105, Part A, of the Laws of 2010. I acknowledge that I am not entitled to any retirement incentive in my respective collective bargaining agreement.

Should I not be entitled to retire because the above noted conditions are not fulfilled, this letter of resignation shall be deemed revoked and shall be of no force and affect, and the school district shall return this letter to me.

Very truly yours,

[signature]

Linda Penn

[Date] 7/15/10
July 9, 2010

Anthony Cacciola
Superintendent of Schools
West Babylon Union Free School District
10 Farmingdale Road
West Babylon, NY 11704

Re: Letter of Resignation

Dear Mr. Cacciola:

This letter is to inform you that effective 7-13-10, I will be resigning from my Mechanic position in the West Babylon School District for purposes of retirement under the (TRS/ERS), which retirement shall be effective Aug. 31, 2010. This irrevocable letter of resignation for purposes of retirement is subject to the Board of Education's election of the Chapter 105, Part A early retirement incentive program and conditioned upon my eligibility to retire in accordance with and subject to the conditions of Chapter 105, Part A, of the Laws of 2010. I acknowledge that I am not entitled to any retirement incentive in my respective collective bargaining agreement.

Should I not be entitled to retire because the above noted conditions are not fulfilled, this letter of resignation shall be deemed revoked and shall be of no force and affect, and the school district shall return this letter to me.

Very truly yours,

Frank Schortemeyer
2-13-10

(signature)
July 9, 2010

Anthony Cacciola
Superintendent of Schools
West Babylon Union Free School District
10 Farmingdale Road
West Babylon, NY 11704

Re: Letter of Resignation

Dear Mr. Cacciola:

This letter is to inform you that effective 8/27/10, I will be resigning from my Principal Account Clerk position in the West Babylon School District for purposes of retirement under the (TRS/ERS), which retirement shall be effective 8/28/10. This irrevocable letter of resignation for purposes of retirement is subject to the Board of Education’s election of the Chapter 105, Part A early retirement incentive program and conditioned upon my eligibility to retire in accordance with and subject to the conditions of Chapter 105, Part A, of the Laws of 2010. I acknowledge that I am not entitled to any retirement incentive in my respective collective bargaining agreement.

Should I not be entitled to retire because the above noted conditions are not fulfilled, this letter of resignation shall be deemed revoked and shall be of no force and affect, and the school district shall return this letter to me.

Very truly yours,

[Signature]
Loretta Titolo

[Date]

[Date]

[Stamp: RECEIVED: JUL 20 2010]
July 9, 2010

Anthony Cacciola
Superintendent of Schools
West Babylon Union Free School District
10 Farmingdale Road
West Babylon, NY 11704

Re: Letter of Resignation

Dear Mr. Cacciola:

This letter is to inform you that effective 8/6/2010, I will be resigning from my Elementary Teacher position in the West Babylon School District for purposes of retirement under the (TRS/ERS), which retirement shall be effective 3/6/2010. This irrevocable letter of resignation for purposes of retirement is subject to the Board of Education's election of the Chapter 105, Part A early retirement incentive program and conditioned upon my eligibility to retire in accordance with and subject to the conditions of Chapter 105, Part A, of the Laws of 2010. I acknowledge that I am not entitled to any retirement incentive in my respective collective bargaining agreement.

Should I not be entitled to retire because the above noted conditions are not fulfilled, this letter of resignation shall be deemed revoked and shall be of no force and affect, and the school district shall return this letter to me.

Very truly yours,

Kim Williams

[signature]

Kim Williams

7/12/2010

[date]
RESOLVED: that the Board of Education authorizes the Superintendent of Schools to sign a memorandum of agreement by and between the West Babylon Union Free School District and the West Babylon Teachers Association regarding Chapter 105, Part A Early Retirement Incentive.
MEMORANDUM OF AGREEMENT
BY AND BETWEEN
WEST BABYLON UNION FREE SCHOOL DISTRICT
AND
WEST BABYLON TEACHERS ASSOCIATION

WHEREAS, the West Babylon Union Free School District ("District") and the West Babylon Teachers Association ("Association") are parties to a collective bargaining agreement; and

WHEREAS, on or about June 2, 2010 the Governor of New York State signed into law Chapter 105 Part A which affords school districts the opportunity to elect to participate in a retirement incentive in which the District may target certain employees for retirement; and

WHEREAS, in order for the District to participate in the Chapter 105 Part A retirement incentive the District must show a 50% aggregate savings in the first two years for the positions the District targets; and

WHEREAS, the District is desirous of participating in the Chapter 105 Part A retirement incentive; and

WHEREAS, in order to meet the 50% aggregate savings required under the Chapter 105 Part A retirement incentive it would be necessary for the District to hire new employees at A-1-1 of the 2010-2011 salary schedule of the collective bargaining agreement for 2010-2011 school year; and

NOW THEREFORE, the parties agree to the following:

1. All individuals hired to replace employees retiring under the Chapter 105 Part A retirement incentive shall be placed on A-1-1 of the 2010-2011 salary schedule for the 2010-2011 school year.

2. In the second year of their employment, all individuals hired to replace employees retiring under the Chapter 105 Part A retirement incentive shall be placed on A-1-2 of the 2011-2012 salary schedule for the 2011-2012 school year.

3. In the third year of their employment and every year thereafter, all individuals hired to replace employees retiring under the Chapter 105 Part A retirement incentive shall be placed on the step equal to the number of years the employee has served in the district and in the column equivalent to the number of credits earned under Article XVI of the collective bargaining agreement.
4. All individuals hired to replace employees retiring under the Chapter 105 Part A retirement incentive shall be notified in writing by the District of this agreement and shall be provided with their salary forecast for each of their first three years of employment.

5. The District affirmatively acknowledges that the Preferred Eligibility List (PEL) has been exhausted prior to paragraphs 1, 2 and 3 going into effect and that this agreement shall not be applicable to any member who is on a Preferred Eligibility List, except as provided in paragraph 6 herein.

6. This agreement shall not be applicable to Debra Mahoney and Louise Pino, who shall be recalled from the elementary preferred eligibility list.

7. This agreement shall not constitute a precedent and/or past practice, and may not be used by either party in any future proceedings except for the purpose of enforcing its terms.

8. Except for specified herein all terms and conditions of the collective bargaining agreement shall remain unchanged and in effect.

9. This memorandum of agreement shall sunset on June 30, 2012.

For the West Babylon Teachers’ Association:

[Signature]

July 26, 2010

For the West Babylon Union Free School District:

[Signature]

July ___, 2010
**#BE-9**

RESOLVED: for the purpose of participating in Part A of the Retirement Incentive, the Board of Education hereby waives the 60 day advance notice of retirement requirement that appears in Article 2.11 of the CSEA Non-Instructional Agreement and Article VI of the Chief and Head Custodians’ Agreement for the following employees:

DI MARTINO, PASQUALINA

FISHMAN, MARIE A.

NEILSON, JAMES

NOLFO, JOSEPHINE

SCHORTEMeyer, JR., FRANK J.

TITOLO, LORETTA
RESOLVED: that the President of the West Babylon Board of Education is authorized to sign an agreement between the West Babylon Union Free School District and BBS Architects and Engineer PC for the South Bay Re-construction project.
ADDENDUM

PERSONNEL

**#PE-2

RESOLVED: that the personnel schedules, as attached, are approved:

10-P-2A(a) Professional Personnel
10-C-2A(a) Civil Service Personnel
ADDENDUM
(a)

PROFESSIONAL PERSONNEL SCHEDULE

I. Professional Personnel Schedule 10-P-2A
   A. Retirements

CIVIL SERVICE PERSONNEL SCHEDULE

II. Civil Service Personnel Schedule 10-C-2A
   A. Retirements
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<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
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<th>STEP/SALARY</th>
<th>BEG/END APPT.</th>
<th>COMMENTS</th>
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<td>Ehrenspurger, Margaret</td>
<td>Health Tchr.</td>
<td>HS</td>
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<td>Horstmann, Gerard Jr. Elementary Tchr.</td>
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<td>Elementary Tchr.</td>
<td>SB</td>
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<td>Borzelleca, Frances</td>
<td>Special Ed. Tchr.</td>
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<td>7/28/10</td>
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<td>Reading Tchr.</td>
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<td>Williams, Kim</td>
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<td>Quinlan, William</td>
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<td>Fishman, Marie</td>
<td>Senior Clerk Typist (10 mo.)</td>
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