

NESHAMINY SCHOOL DISTRICT  
Langhorne, Pennsylvania

PUBLIC BOARD MEETING MINUTES  
NESHAMINY BOARD OF SCHOOL DIRECTORS  
November 18, 2014

The Neshaminy Board of School Directors met in public session on November 18, 2014, in the District Offices Board Room at Maple Point Middle School. The following persons were in attendance:

**BOARD MEMBERS:**

Mr. Scott Congdon, President  
Ms. Irene Boyle, Vice President  
Mr. John Allen  
Mrs. Susan Cummings arrived at 7:27 p.m.  
Mr. Mike Morris  
Mr. Stephen Pirritano  
Mr. Ron Rudy  
Mr. Mark Shubin  
Mr. Anthony Sposato

**ADMINISTRATORS:**

Mr. Robert L. Copeland  
Mrs. Barbara Markowitz  
Dr. Gloria Hancock  
Mrs. Theresa Hinterberger  
Mr. Anthony Devlin  
Mr. Don Harm

**BOARD MEMBER ABSENT:**

**OTHERS:** Approximately 50 persons from the public, staff and press

**SECRETARY:** Mrs. Jennifer Burns

**SOLICITOR:** Thomas J. Profy, III, Esquire, arrived at 7:41 p.m.

John Torrente, Esquire, left at 7:47 p.m.

---

**Call to Order**

Mr. Congdon called the meeting to order at 7:15 p.m.

**Pledge of Allegiance**

Mr. Congdon requested those in attendance join in the salute to the flag.

**Announcements**

Mr. Congdon announced that Mrs. Cummings will be arriving late due to an IU committee meeting.

**Superintendent's Report**

Mr. Copeland advised the Board on the following:

- Ferderbar Elementary Students and Staff Support Troops and Veterans Times Three
- Teachers Tackle Tech in Multi-District Workshop
- Elf Fund Offers Holiday Help
- Rotary Prepares Dictionaries for 3rd Grade
- Overnight Trip
  1. Neshaminy High School Holiday Basketball Tournament, Wildwood Convention Center - December 28 & 29, 2014.

There was Board consensus for said trip.

**Public Comment**

Stacy Kirsch, teacher, resident of Middletown Township, remarked that the decision to close 3 neighborhood schools and moving 5th grade to middle school has been rushed. She asked the Board to delay the process for one year so that the educational committee can prepare properly for the benefit of the children.

Karen Lowry, travel agent, resident of Feasterville, said she is against the recent decision for school consolidation and moving 5th grade to middle school. Ms. Lowry wants a referendum. She also expressed displeasure at a recent school assembly that her 5th grade child attended on the subject of the Columbine tragedy. Ms. Lowry stated that this is a topic that should be discussed by parents with their children and not focused on in school.

Robert Sanna, taxpayer, resident of Levittown, called for a referendum on the bond issue. Mr. Sanna said he also believes that the matter is being rushed. He noted that the Act 34 hearings scheduled for December 4th and 5th will fall during a very busy time on the Neshaminy calendar and he questioned the timing of the hearings.

Reita Bakshi, parent, resident of Langhorne, asked Mr. Morris why he voted against the consolidation plan, however, in the past he voted in favor of accepting charter schools in the district, which would cost the district money.

Mr. Morris replied that he voted in favor of charter schools because he believes that parents should have a choice when it comes to the education of their children. He said he voted against the consolidation plan because he does not think it is, indeed, a savings to the district, but rather it will be an additional cost. He also said he is a supporter of neighborhood schools and he thinks the best plan would be to put the money into renovating the schools that already exist and not build a new super school. Mr. Morris said he believes that the Board members should vote according to what their constituents want.

Raina Shoemaker, resident of Langhorne, asked Mr. Rudy if he provided the data on the financial numbers that support his theory to Mr. Congdon.

Mr. Rudy replied that he has shown the bond information, which was taken directly from the handout from RBC Capital Markets, to Mr. Congdon indicating the cost of \$107 million over the next 23 years.

#### **Approval of Minutes**

Mrs. Burns presented the minutes of October 28, and November 5, 2014 Board Minutes. Upon motion of Mr. Sposato and seconded by Ms. Boyle the Board unanimously approved the minutes of the October 28, and November 5, 2014 Board Meeting Minutes.

#### **Approval of Treasurer's Report, Check Register, and Exonerations of Personal and Per Capita Tax**

Mrs. Markowitz presented the following for approval:

- October, 2014 Treasurer's Report, subject to audit
- Check Register – October, 2014
- Personal and per capita tax exonerations for October, 2014
- Budget Transfer Report (Working Copy) 15-2

Mr. Shubin moved the October, 2014 Treasurer's Report be approved, subject to audit, Check Register for October, 2014, Budget Transfer Report - (Working Copy) 15-2, and the Personal and Per Capita Tax Exonerations for October, 2014. Mr. Pirritano seconded the motion.

Mr. Allen asked what building was referred to on the roofing repairs on page 54.

Mrs. Markowitz responded that it is the new roof on the Maple Point Middle School auditorium.

The Board unanimously approved said reports by a vote of 9 ayes, and 0 nays.

#### **Certified and Support Personnel Actions**

Mr. Copeland presented the following for approval: (See Attached Report.)

- Elections – Certified Personnel
- Resignations and Leaves of Absence – Certified Personnel
- Elections – Support Personnel
- Sabbatical Leaves – Certified Personnel
- Extra Curricular Staff and Salary Report

Mr. Copeland recommended the approval of the Personnel Report for Certified and Support Personnel and the Extra Curricular Staff and Salary Report.

Mr. Sposato moved the Certified and Support Personnel actions and the Extra Curricular Staff and Salary Report be approved and Mr. Rudy seconded the motion.

The Board unanimously approved said reports by a vote of 9 ayes, and 0 nays.

**Motion: Approval of Agreement with STA of PA, Inc. - Standby Drivers**

Mr. Allen presented the following motion:

WHEREAS, The Neshaminy School District is entering into an agreement with STA of Pennsylvania, Inc. to retain Standby Drivers; and

WHEREAS, the purpose of said agreement will be to reduce significantly the overhead, insurance and operating expenses expected to be incurred by the district.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the agreement with STA of Pennsylvania, Inc. in the form submitted as approved by the Solicitor and Superintendent of Schools.

Mr. Shubin seconded the motion.

Mr. Morris asked for an explanation for the public on this motion.

Mr. Copeland stated that STA is a private firm that will do the hiring for substitute drivers.

The Board unanimously approved said motion by a vote of 9 ayes, and 0 nays.

**Motion: Contracted Transportation Services for 2014 - 2015**

Mrs. Cummings presented the following motion:

WHEREAS, the school district transports public, private and parochial school students in accordance with the applicable state laws; and

WHEREAS, private contractors are sometimes used if it is more practical and less expensive to do so with other than district staff and vehicles.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors authorizes the administration to enter into a private contract for the 2014-2015 school year for the transportation of certain students in accordance with state regulations as follows:

Contract	Lakeside Youth Services \$35,127
	TOTAL \$35,127

BE IT FURTHER RESOLVED, that the Business Administrator is authorized to sign this contract on behalf of the school district.

Mr. Sposato seconded the motion.

Mr. Morris asked for an explanation for the public on this motion.

Mr. Minotti stated that these are special students that need to be transported to the school.

The Board unanimously approved said motion by a vote of 9 ayes, and 0 nays.

**Motion: Approval of Agreement with Source 4 Teachers for Substitute Teacher Placement**

Mr. Pirritano presented the following motion:

WHEREAS, The Neshaminy School District has participated in a partnership with the Bucks County IU #22 for the employment of Substitute Teachers, Para Professionals, Support Staff, and Administrators; and

WHEREAS, the purpose of said agreement will be to reduce significantly the overhead, insurance and operating expenses expected to be incurred by the district.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the renewal substitute teacher placement agreement with Source 4 Teachers in the form submitted. This agreement includes a reduction in the costs to the district.

Ms. Boyle seconded the motion.

Mr. Shubin asked what the current rate is as of right now and what will it be.

Mr. Copeland responded that the rate of pay for the substitutes was renegotiated.

Mr. Shubin asked what the fill rate is.

Mrs. Hinterberger stated that in September of the current year it was 93%, and in October of this year it was at 86% which is an increase from 2012 and 2013.

Mr. Morris asked if we can fill it in-house or from another agency.

Mr. Copeland stated that the district will use this agency exclusively.

The motion passed by a vote of 8 ayes, and 1 nay, (Mr. Morris.)

**Motion: Approval of Assistant Superintendent Employment Contract**

Mr. Shubin read the following motion:

WHEREAS, there is a vacancy in the office of the Assistant Superintendent of Curriculum and Instruction of the Neshaminy School District; and

WHEREAS, the Board of School Directors of the Neshaminy School District desire to elect Dr. Gloria Hancock to serve as Assistant Superintendent of the School District; and

WHEREAS, Dr. Gloria Hancock is agreeable to serve as Assistant Superintendent in accordance with the terms of the Agreement prepared by the School District's Solicitor.

NOW, THEREFORE, BE IT RESOLVED, that the Board of School Directors elects Dr. Gloria Hancock to the Assistant Superintendent of the Neshaminy School District for a term of three (3) years and seven (7) months commencing on December 1, 2014 and ending on June 30,

2018, to serve at an initial annual salary of \$144,547.00 in accordance with the Pennsylvania Public School Code.

AND BE IT FURTHER RESOLVED, that the Board of School Directors approve the Assistant Superintendent Agreement of Employment as prepared by the District's Solicitor and authorize the Board President and Secretary to execute said Agreement on behalf of the School District.

Mrs. Cummings seconded the motion.

Mr. Morris asked for clarification on several issues within the contract.

Mr. Profy clarified Mr. Morris's requests and stated that any further questions could be asked and answered in private.

Mr. Rudy asked if this contract is commensurate with other assistant superintendent contracts within the area.

Mr. Profy stated that it is.

The motion passed by a vote of 8 ayes, and 1 nay, (Mr. Morris.)

Dr. Hancock thanked the Board and the community and looks forward to working with everyone.

Mr. Pirritano welcomed Dr. Hancock to the district.

Mr. Allen welcomed Dr. Hancock to the district.

**Motion: Approval of Post Issuance Compliance Policy**

Mr. Rudy read the following motion:

WHEREAS, the District needs to monitor post-issuance compliance of Obligations issued by the School District with applicable provisions of Rule 15c 2-12, under the Securities Exchange Act of 1934, as amended.

WHEREAS, the Neshaminy Board of School Directors recognizes the importance of complying with its continuing disclosure requirements necessary during the entire term of the obligations.

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the attached Post-Issuance Compliance Policy which establishes procedures and systems in order that the School District complies with its continuing disclosure undertakings, as prepared by the District's bond counsel.

Mr. Allen seconded the motion.

Mr. Morris asked if bond counsel is responsible to make sure all of the compliances are in line with the Security Exchange Commission.

Mr. Copeland responded that the bond counsel was the one who drew up this policy so that the Board could feel comfortable that the administration would be the ones responsible for being compliant.

Mr. Profy stated that the bond counsels function is to guide the school district through the issuance of the debt. If there were any questions the district could call upon the bond counsel for assistance.

The Board unanimously approved said motion by a vote of 9 ayes, and 0 nays.

**Motion: Approval of Superintendent Contract of Employment - Second Modification**

Mr. Sposato read the following motion:

WHEREAS, Robert L. Copeland commenced employment with the Neshaminy School District as District Superintendent on October 1, 2012 pursuant to a Superintendent Contract of Employment entered into on August 22, 2012; and

WHEREAS, the School District and Robert L. Copeland did, on June 17, 2014, enter into a Modification and Extension of Superintendent Contract of Employment dated August 22, 2012; and

WHEREAS, Robert L. Copeland has advised the Board of School Directors that he wants to forego the salary increases for the third, fourth and fifth years of the term of the Superintendent Contract of Employment dated August 22, 2012, as modified and extended by Modification and Extension Agreement dated June 17, 2014; and

WHEREAS, the School District and Robert L. Copeland desire to confirm by this second Modification the salary of the Superintendent for the third, fourth and fifth years of the Superintendent Contract of Employment as modified and extended.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the Second Modification of the Superintendent Contract of Employment dated August 22, 2012, as presented at this meeting pursuant to which the Superintendent shall forego salary increases for the third, fourth and fifth years of the term of the Agreement as modified.

AND, BE IT FURTHER RESOLVED, that the Board of School Directors authorizes the Board President and Secretary to execute the Second Modification as prepared by the District's Solicitor.

Mrs. Cummings seconded the motion.

Mr. Congdon called for a roll call vote and the tally indicated the motion passed by a vote of 7, ayes, (Mr. Allen, Ms. Boyle, Mr. Congdon, Mrs. Cummings, Mr. Pirritano, Mr. Shubin, and Mr. Sposato) and 2 nays, (Mr. Morris, and Mr. Rudy.)

Mr. Rudy stated that the reason why he voted no on this motion was that he feels next year there will be a new Board elected and the new Board should determine Mr. Copeland's salary.

Mr. Copeland thanked the Board and expressed his enthusiasm to work with everyone in the district.

Mr. Pirritano stated that he would like to make an addendum to the agenda to the December 1st Board meeting to allow a presentation from Reynolds's Energy Solutions on Phase 1 of the GESA Project and at that time the Board can vote to either move forward with the project or table it for another time.

Mrs. Cummings asked if the reason for the December 1st date was that this was an advertized meeting.

Mr. Pirritano responded that is correct.

Mr. Morris asked why this matter cannot wait until a later date.

Mr. Pirritano deferred the question to Mr. Spahr.

Mr. Spahr stated that he wanted to ensure that all the information was thorough before presenting it to Mr. Minotti and the Board. He further stated that it is important to present the information in a timely manner because the longer the matter is delayed the pricing may change.

There was Board consensus, which agreed that Reynolds Construction will have a presentation on Phase 1 of the GESA Project on December 1st after the reorganization meeting.

Mr. Pirritano advised the Board that the Ad Hoc Committee recommends a hearing be scheduled for December 15th on the possible school closure. Since Mr. Sposato was unable to attend the Ad Hoc Committee meeting, Mr. Congdon asked the committee members for their vote on this recommendation. The recommendation passed by a vote of 2 ayes, (Mr. Pirritano and Mr. Sposato), and 1 nay (Mr. Rudy).

Mr. Morris objected that the vote was conducted at the public meeting instead of the committee meeting.

Ms. Boyle verified that the procedure that was followed is an acceptable practice according to the PSBA.

Mr. Morris requested that this matter be discussed at a future policy meeting.

**Motion: Hearing on December 15th School Closure**

Mr. Profy read the following motion:

Resolution of the Board of School Directors, of the Neshaminy School District to hold a public hearing of the Board to consider the permanent closure of Samuel Everitt Elementary School. The Board of Directors of Neshaminy School district due pursuant to article 7 section 780 of the Pennsylvania Public School Code of 1949 is amended resolved that a public hearing of the Board will be held in the auditorium of the Maple Point Middle School, 2250 Langhorne Yardley Road, Langhorne, PA 19047, on December 15, 2014, at 7:00 p.m., and if needed for a continuation to the hearing on December 16, 2014, at 7:00 p.m., upon the question of whether or not to permanently close the Samuel Everitt Elementary School located at Forsythia Drive South, Levittown, Middletown Township, Bucks County, PA, at the end of the 2014 - 2015 school year.

Administration of the School District and the Solicitor are hereby authorized and directed to advertise the public hearing to take all action required by law to be taken in conjunction with the holding of the public hearing. The public will be invited to attend and participate in the hearing as permitted by law.

The Resolution adopted this 18th day of November, 2014.

Mr. Congdon made a motion to accept the above resolution.

Mr. Allen seconded the motion.

Mr. Congdon called for a roll call vote and the tally indicated the motion passed by a vote of 7 ayes, (Mr. Allen, Ms. Boyle, Mr. Congdon, Mrs. Cummings, Mr. Pirritano, Mr. Shubin, Mr. Sposato,) and 2 nays, (Mr. Morris and Mr. Rudy).

**Federal Programs**

Mrs. Markowitz advised the Board that the total amount of Federal Grants is \$1,482,429.00.

**Other Board Business**

None

**Public Comment**

Raina Shoemaker, resident of Langhorne, asked the 3 Board members who voted against the consolidation plan to explain what their plan would be to save the district money.

Reita Bakshi, resident of Langhorne, asked Mr. Morris to describe what is his definition of a school board member's function.

Mark Fiore, resident of Middletown Township, expressed his displeasure over the continuing fluctuation in the costs of the consolidation plan. He said the plan is not equitable for all students in the district and he is frustrated that the public has not been shown the full extent of the supposed savings.

Robert Sanna, resident of Levittown, commented that the public has not been given a full account of the consolidation plan. He said things are stated, but no specifics are given. Mr. Sanna stated that a referendum is needed.

Joanna McGee, parent, resident of Langhorne Borough, asked the Board to stop rushing the process. She voiced her opposition to the consolidation plan and moving 5th grade to middle school.

Stacy Kirsch, teacher, resident of Langhorne, said there should be a referendum. She implored the Board to delay moving the 5th grade to middle school until the 2016-2017 school year. Ms. Kirsch said rushing the process will allow for possible mistakes and this is too important of an issue.

Steve Rodos, resident of Villages of Flowers Mill, thanked Mr. Copeland and commended him for an excellent job serving as superintendent. Mr. Rodos remarked that, contrary to some public opinion, the subject of closing schools and consolidation has been contemplated for many years. He said that sentiment and emotions are getting in the way of common sense and fiscal responsibility.

#### **Board Comment**

Mr. Shubin stated that Mr. Morris has his respect and regard and they can still agree to disagree. Mr. Shubin said that borrowing money for the purpose of advancing Neshaminy School District is appropriate and now is the best time to do it. He said the Board has a responsibility to the students of Neshaminy to improve the educational curriculum and move the district forward and that is their main objective. Mr. Shubin also clarified that the referendum years ago regarding the Neshaminy High School plan was for the bond issue and not a question of whether to build a new school or renovate the existing school. He stated that the public voted no on the amount of the bond; however, the Board went forward with securing the bond, nevertheless, but for a lesser amount.

Mr. Allen said that through the experience that he has acquired in his business, he believes that the Board is making the right decision. He said that replacing some of the older buildings will drop energy costs in the district and consolidation is a good investment in Neshaminy's future.

Mr. Rudy said that the under utilization issue is currently with the middle schools. He suggested that the funds be used to fix the elementary schools, close one middle school, and leave 5th grade in elementary school. He remarked that, by using this plan, the district could save approximately \$5 - \$6 million and still retain the neighborhood schools.

Mr. Sposato commented that other school districts, such as Philadelphia School District, who place more importance on keeping buildings open instead of educational priorities, have declined significantly. He said that is why he is in favor of the consolidation plan because he wants Neshaminy to move forward with the emphasis on improving the educational experience for the students.

Mr. Morris remarked that he respectfully disagrees with those Board members who are in favor of consolidation. He said he feels that renovating the existing schools is a better way to go. Mr. Morris said he respects the superintendent and he acknowledged that Mr. Copeland is highly qualified in his position. He said that he still reserves the right to ask questions and hold administrators accountable for their dealings. Mr. Morris said he welcomes Dr. Hancock to Neshaminy and respects her ability.



Public Board Meeting Minutes of the Neshaminy Board of School Directors (cont.)  
November 18, 2014

---

Ms. Boyle said she is in favor of renovating elementary schools; however, she does think it would still be necessary to close some schools that are beyond fixing. She reminded the public that referendums are not binding. She said this issue occurred in the past with the referendum for the bond for the high school project. Ms. Boyle said that renovations and upgrades were not carried out on Samuel Everitt Elementary School because there were other pressing issues being dealt with at that time.

Mr. Pirritano thanked Dr. Hancock and Mr. Copeland for accepting their contracts/extension. Mr. Pirritano said that the plan never quoted the amount of a \$50 million cost, rather, the amount to borrow would be \$50 million. He said there is money in the reserve fund that also can be accessed. He said the \$34 million cost for the new school is a "not to exceed" cost and they are working to reduce some of the expenses to come in lower than that amount. Mr. Pirritano said it is the Board's intention to bring all remaining school buildings up to the same level of standards. He reminded the public that all information on savings can be found on the website. Mr. Pirritano said the date for the special meeting for Act 34 is based on legal requirements. Mr. Pirritano stated that the issue of a 5-8 middle school model has been fully examined for the last 18 months and he feels the Board has given sufficient evaluation to justify their decision.

Mr. Congdon said the thought of closing a middle school was entertained in the past and discarded because of the insurmountable problem of redistricting that many students. He said he thinks the 5-8 middle school model has been sufficiently researched. Mr. Congdon said he appreciates the passion that parents and teachers feel for the neighborhood schools, but now is the time to act and this plan must go through. Mr. Congdon concluded by acknowledging that Mr. Copeland and Dr. Hancock are great assets to the district and thanked them for accepting their contracts.

Adjournment

Mr. Congdon moved the meeting be adjourned and Mr. Pirritano seconded the motion. The Board unanimously approved the motion. Mr. Congdon adjourned the meeting at 9:59 p.m.

Respectfully submitted,



Jennifer Burns  
Board Secretary

**NESHAMINY SCHOOL DISTRICT**  
Langhorne, Pennsylvania

**ELECTIONS OF CERTIFIED PERSONNEL**

**DATE PRESENTED TO BOARD: November 18, 2014**

**TO: NESHAMINY BOARD OF SCHOOL DIRECTORS**  
**FROM: MR. ROBERT COPELAND, Superintendent**

**CODE:**    **R - Resignation**        **S - Sabbatical**  
              **L - Leaves**                **O - Other**  
              **M - Maternity**        **T - Transfer**  
              **A - Adoption**        **SL - Sick Leave**

**LONG TERM SUBSTITUTE POSITION**

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2014/15 ANNUAL SALARY*
1. Speece, Staci (Currently .6 LTS)	C. DeLorenzo- Palka (M)	1	Spanish	BS in World Language, Penn State Univ.	1 Yr. LTS Spanish, High School	.4 Spanish, High School	12/5/2014 (earlier if required)	\$17,699 (.4)
2. Styer, Erik	D. Palmer (T)	7	Secondary School Counselor Elementary K-6	M in Counselor Education, University of Texas BS in Elem. Ed., West Chester	2 Yrs. Sub List Various School Districts in PA	.6 Grad Project/ Counselor, High School	11/19/2014	\$33,186 (.6)

**NESHAMINY SCHOOL DISTRICT**  
**Langhorne, Pennsylvania**

**LEAVES OF ABSENCE OF ADMINISTRATIVE PERSONNEL    DATE PRESENTED TO BOARD: November 18, 2014**

**TO:            NESHAMINY BOARD OF SCHOOL DIRECTORS**  
**FROM:        MR. ROBERT COPELAND, Superintendent**

**CODE:        R - Resignation    S - Sabbatical**  
**L - Leaves            O - Other**  
**M - Maternity        T – Transfer**

NAME	GRADE OR SUBJECT ASSIGNED	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Holland, Joann	Principal, Poquessing	L	Medical	11/11/2014	26 Years

RC/jr

**NESHAMINY SCHOOL DISTRICT**  
**Langhorne, Pennsylvania**

**SABBATICAL LEAVES OF CERTIFIED PERSONNEL**    **DATE PRESENTED TO BOARD: November 18, 2014**

**TO:            NESHAMINY BOARD OF SCHOOL DIRECTORS**  
**FROM:       Mr. ROBERT COPELAND, Superintendent**

**CODE:       R - Resignation    S - Sabbatical**  
**L - Leaves            O - Other**  
**M - Maternity       T – Transfer**

NAME	GRADE OR SUBJECT ASSIGNED	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. DeLorenzo-Palka, Cara	Spanish, High School	S	Sabbatical	2 <sup>nd</sup> Semester	10 Years

RC/jr

**NESHAMINY SCHOOL DISTRICT**  
**Langhorne, Pennsylvania**

**RETURNING FROM LEAVES OF ABSENCE/  
SABBATICALS OF CERTIFIED PERSONNEL**

**DATE PRESENTED TO BOARD:** November 18, 2014

**TO:** NESHAMINY BOARD OF SCHOOL DIRECTORS  
**FROM:** MR. ROBERT COPELAND, Superintendent

**CODE:** R - Resignation S - Sabbatical  
L - Leaves O - Other  
M - Maternity T - Transfer

**RETURNING FROM LEAVES OF ABSENCE/SABBATICALS**

NAME	GRADE OR SUBJECT ASSIGNED	REASON	EFFECTIVE DATE
1. Kristin Nichols	Music, High School	Maternity	1/05/2015

**NESHAMINY SCHOOL DISTRICT**  
**Langhorne, Pennsylvania**

**LEAVES OF ABSENCE OF CERTIFIED PERSONNEL    DATE PRESENTED TO BOARD: November 18, 2014**

**TO:            NESHAMINY BOARD OF SCHOOL DIRECTORS**  
**FROM:       MR. ROBERT COPELAND, Superintendent**

**CODE:       R - Resignation    S - Sabbatical**  
**L - Leaves            O - Other**  
**M - Maternity       T - Transfer**

NAME	GRADE OR SUBJECT ASSIGNED	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Lesser, Brooke	H&PE, Poquessing	M	Maternity	2/02/2015	9.5 Years
2. Rodgers, Casey	Guidance Counselor, High School	M	Maternity	4/20/2015	7 Years

RC/jr

**NESHAMINY SCHOOL DISTRICT**  
**Langhorne, Pennsylvania**

**ELECTIONS OF SUPPORT PERSONNEL**

**DATE PRESENTED TO BOARD November 18, 2014**

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS  
 FROM: ROBERT COPELAND, Superintendent

CODE: F - Full Time	A - Apprentice
P - Part Time	G - Grandfathered
T - Transfer	R - Resignation
S - Sick Leave	O - Other

SUPPORT STAFF New Hire								
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	DAYS/ HOURS	
1. Caban, Joyce	7	D. Messina	To: Playground Aide Heckman	P/A	11/19/2014	\$12.00	2/188	
2. Gerdy, Jennifer	8	K. Kline	To: Dining Rm. Aide Maple Point	P/A	TBD	\$12.00	2.5/189	
3. Johnson, Leyla	7	New	To: Playground Aide Lower South	P/A	11/19/2014	\$12.00	2/188	
4. Ledger, Margaret	9	K. Morrone	To: FS Porter Poquessing	P/A	TBD	\$12.00	3.5/183	
5. McGinley, John	1	R. Sica	From: Bus Driver	F/G	11/19/2014	\$22.19	8/193	
			To: Lead Driver Transportation	F/G		\$22.39	8/193	
SUPPORT STAFF SUBSTITUTE								
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	ANNUAL SALARY	DAYS/ HOURS
1. Acquaviva, Gus			To: Security		11/19/2014	\$11.50		
2. Clark, Jason			To: CORE Swimming		11/19/2014	\$18.00		
3. Kebert, Kim			To: Security		11/19/2014	\$11.50		

RC/la  
 11/6/2018

# NESHAMINY SCHOOL DISTRICT

## Langhorne, Pennsylvania

### Support Retirements, Leaves, Resignations

**DATE PRESENTED TO THE BOARD: November 18, 2014**

**TO: NESHAMINY BOARD OF SCHOOL DIRECTORS**

**FROM: ROBERT COPELAND, SUPERINTENDENT**

<b>CODE:</b>	<b>F - Full-Time</b>	<b>A - Apprentice</b>
	<b>P - Part-Time</b>	<b>G - Grandfathered</b>
	<b>T - Transfer</b>	<b>R - Resignation</b>
	<b>S - Sick Leave</b>	<b>O - Other</b>

NAME	ASSIGNMENT	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Crooks, Brian	Cleaner	R	Resignation	11/5/2014	1 Year
2. Culp, Geri	Secretary	R	Retirement	1/30/2015	27.5 Years
3. Galloway, Edna	Instructional Assistant	R	Resignation	10/20/2014	1 Year
4. McLearnon, Brittany	Instructional Assistant	R	Resignation	11/14/2015	3 Months
5. Pettit, Dennis	Bus Driver	R	Retirement	1/5/2015	10 Years
6. Adcock, Jessica	Instructional Assistant	O	Furloughed	11/28/2014	1 Month
7. Callanan, Meghan	Instructional Assistant	O	Furloughed	11/28/2014	2 Months
8. Eppley, Stacey	Instructional Assistant	O	Furloughed	11/28/2014	2 Months
9. French-DiFiori, Lynda	Instructional Assistant	O	Furloughed	11/28/2014	2 Months
10. Graham, Megan	Instructional Assistant	O	Furloughed	11/28/2014	2 Months
11. Hansen, Denise	Instructional Assistant	O	Furloughed	11/28/2014	2 Months
12. Hazlett, Kristy	Instructional Assistant	O	Furloughed	11/28/2014	2 Months
13. Kevitch, Nicole	Instructional Assistant	O	Furloughed	11/28/2014	2 Months
14. Klause, Christina	Instructional Assistant	O	Furloughed	11/28/2014	3 Months
15. Loftus, David	Instructional Assistant	O	Furloughed	11/28/2014	2 Months
16. Lynn, Danica	Instructional Assistant	O	Furloughed	11/28/2014	3 Months
17. Mowatt, Julian	Instructional Assistant	O	Furloughed	11/28/2014	2 Months
18. O'Brien, Patricia	Instructional Assistant	O	Furloughed	11/28/2014	2 Months



NAME	ASSIGNMENT	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
19. Ocasio, Christine	Dining Room Aide	O	Declined Position	10/30/2014	
20. Rosen, Melissa	Instructional Assistant	O	Furloughed	11/28/2014	3 Months
21. Schultz, Nicole	Instructional Assistant	O	Furloughed	11/28/2014	2 Months
22. Sheehy, Lisa	Instructional Assistant	O	Furloughed	11/28/2014	1 Month
23. Tinjala, Alina	Instructional Assistant	O	Furloughed	11/28/2014	2 Months
24. Toto, Sharon	Instructional Assistant	O	Furloughed	11/28/2014	3 Months

RC/la  
11/12/2014

11/18/2014

**Neshaminy School District**  
**EXTRA-CURRICULAR ACTIVITIES**  
**2014/2015 School Year**  
**November 18, 2014**

Code: E-Certified or Support Employee

N- Coach Only

NAME	CODE	Location	Assignment	Season	Salary
<b>Appointments</b>					
DeLosAngeles, Shawn	E	NHS	Track - Assistant Boys Indoor	W	\$3,371.00
Dillon, Michael	E	NHS	Track - Assistant Girls Indoor	W	\$3,371.00
Harnish, Steve	N	NHS	Track - Girls Indoor Head	W	\$5,057.00
Mason, John	N	NHS	Basketball - Boys Assistant	W	\$3,914.00
O'Neill, Aimee	E	MP	Dramatics	All	\$1,612.00
Perrin, Amy	N	NHS	Tennis Girls Assistant	F	\$2,787.00
Sinagoga, Beth	E	MP	Stage Manager (All)	All	\$2,007.00
Starosta, Calvin	N	NHS	Swim - Assistant Boys	W	\$3,754.00
<b>Total</b>					<b>\$25,873.00</b>
<b>Resignations/Terminations</b>					
Krzywonos, Pat	N	MP	Dramatics	All	\$1,612.00
Torchia, Kris	E	MP	Stage Manager .5	All	\$1,003.50
<b>Total</b>					<b>\$2,615.50</b>

**NESHAMINY SCHOOL DISTRICT**  
Langhorne, Pennsylvania

**ADDENDUM**

**ADDENDUM**

**ELECTIONS OF CERTIFIED PERSONNEL**

**DATE PRESENTED TO BOARD: November 18, 2014**

**TO: NESHAMINY BOARD OF SCHOOL DIRECTORS**  
**FROM: MR. ROBERT COPELAND, Superintendent**

**CODE:**    **R - Resignation**      **S - Sabbatical**  
              **L - Leaves**                **O - Other**  
              **M - Maternity**        **T - Transfer**  
              **A - Adoption**        **SL - Sick Leave**

**LONG TERM SUBSTITUTE POSITION**

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2014/15 ANNUAL SALARY*
1. Capps, Marylin	C. DeLorenzo- Palka (M)	3	Spanish	BS in Spanish, Temple Univ.	1 Yr. Spanish, School Lane Charter School	.6 Spanish, High School	12/8/2014 (earlier if required)	\$26,548 (.6)
2. Kropp, Patricia	D. Eiswerth (SL)	1	Elementary Special Ed.	BS in Elem. Ed., Bloomsburg Univ.	5 Yrs. Nesh. Sub List 1 Yr. Source4Teachers Sub List	Special Ed., Lower South	11/19/2014	\$48,673

11/18/2014

**Addendum**

**Neshaminy School District**  
**EXTRA-CURRICULAR ACTIVITIES**  
**2014/2015 School Year**  
**November 18, 2014**

Code: E-Certified or Support Employee

N- Coach Only

NAME	CODE	Location	Assignment	Season	Salary
<b>Appointments</b>					
Albertson, Alyson	N	NHS	Track - Indoor Girls Asisstant	Winter/Spring	\$3,371.00
Bauerle, Melissa	E	NHS	Club - Dance Team	Annual	\$1,498.00
Bedemsem, Cheryl	E	NHS	Club - Game	Annual	\$1,498.00
Boccuti, Lisa	E	NHS	Band Director - Assistant	Annual	\$3,179.00
Brown, Kristen	N	NHS	Musical Director Assistant 1	Annual	\$2,376.00
Chiolan, Gina	E	NHS	Club - Drama/Musical .5	Annual	\$749.00
Chiolan, Gina	E	NHS	Dramatics Director	Annual	\$3,877.00
Conrad, Anthony	E	NHS	Club - Chess	Annual	\$1,498.00
Conrad, Anthony	E	NHS	Forensic - Assistant Director	Annual	\$2,110.00
Daly, Sean	E	NHS	Club - Spectrum	Annual	\$1,498.00
Davis, Len	E	NHS	Class Sponsor - 9	Annual	\$2,689.00
Devine, Jerry	E	NHS	Basketball - Varsity Boys - Head	Winter	\$6,185.00
DiCicco, Chris	E	NHS	Literary Magazine .5	Annual	\$822.00
Donahue, Gale	E	NHS	Bowling (Girls)	Winter	\$3,463.00
Dougherty, Janet	E	NHS	Club - Future Business Leaders America .5	Annual	\$749.00
Douglass, Rebecca	N	NHS	Musical Assistant Director 3	Annual	\$2,376.00
Drake, Suzanne	E	NHS	Club - Interact	Annual	\$1,498.00
Drake, Suzanne	E	NHS	Club - Reading Olympics .5	Annual	\$749.00
Duke, Kyle	N	NHS	Dramatics Director - Assistant	Annual	\$2,354.00
Duke, Kyle	N	NHS	Musical Assistant Director 4	Annual	\$2,376.00
Dunfee, Mark	E	NHS	Bowling (Boys)	Winter	\$3,463.00
Ennis, Keith	N	NHS	Basketball - JV Boys	Winter	\$3,914.00
Farquharson, Thoma	N	NHS	Basketball - Assistant (Girls)	Winter	\$3,914.00
Force, Jennifer	E	Miller	Choral Program .5	Annual	\$120.50
Gordon, Jacqueline	E	PMS	Homework Club 1/3	Winter/Spring	\$356.66
Hall, Ashley	E	NHS	Club - FBLA (.5)	Annual	\$749.00
Heilig, Amy	E	PMS	Homework Club 1/3	Winter/Spring	\$356.66
Hensel, Kevin	E	NHS	Club - World Affairs	Annual	\$1,498.00
Hibbard, Hans	E	Miller	Orchestra Program	Annual	\$855.00
Incollingo, Anthony	E	NHS	Wrestling - Varsity Head	Winter	\$5,985.00
Innocenti, Janis	E	NHS	School Store	Annual	\$1,498.00
Jennings, Diana	E	NHS	Club - Ski .5	Annual	\$749.00
Johnson, Laurier	E	NHS	Class Sponsor - 10	Annual	\$2,689.00
Kain, Richard	E	NHS	Student Council	Annual	\$2,100.00
Kelley, Kim	E	NHS	National Honor Society - Assistant	Annual	\$1,562.00

King, James	E	NHS	Musical Director Assistant 2	Annual	\$2,376.00
Lally, Joseph	N	NHS	Basketball, Varsity Head Girls	Winter	\$6,185.00
Leigh, Jason	E	NHS	Musical Director	Annual	\$3,513.00
Lipton, Michael	E	NHS	Band Director	Annual	\$7,126.00
Lipton, Michael	E	NHS	Orchestra	Annual	\$3,112.00
Luongo, Daniel	E	NHS	Club - Reading Olympics .5	Annual	\$749.00
Luongo, Daniel	E	NHS	Literary Magazine .5	Annual	\$822.00
Luongo, Daniel	E	NHS	Yearbook	Annual	\$3,719.00
Macauley, Kelly	E	NHS	Club - Service Learning Center	Annual	\$1,498.00
Mansor, Isaac	N	NHS	Indoor Track - Assistant Boys	Winter	\$3,371.00
Mazur, Michelle	E	NHS	Cheerleading, Varsity	Winter	\$3,575.00
Mendham, Lori	E	NHS	Mathletes	Annual	\$1,644.00
Moraes, Karen	E	PMS	Computer Science Club	Winter/Spring	\$1,070.00
Mormello, Loree	E	NHS	Club - Game	Annual	\$1,498.00
Murray, James	E	NHS	Club - Environmental Action	Annual	\$1,498.00
Muska, Elizabeth	E	PMS	Homework Club 1/3	Winter/Spring	\$356.66
Oberto, Neal	E	NHS	Class Sponsor -12	Annual	\$2,827.00
O'Neill, Theresa	E	NHS	Club - Art Studio	Annual	\$1,498.00
O'Neill, Theresa	E	NHS	Photography	Annual	\$1,843.00
Oppenheimer, Hank	E	NHS	Forensic	Annual	\$3,407.00
Ormsby, Jeff	N	NHS	Band Director - Assistant 4	Annual	\$2,643.00
Perez, Maria	E	NHS	Club - World Language	Annual	\$1,498.00
Pimble, Joseph	E	NHS	Club - Future Problem Solving	Annual	\$1,498.00
Place Edward	E	NHS	Intramural Director - .5	Fall/Winter	\$1,303.50
Puskas, Dana	E	NHS	Swimming - Assistant Girls	Winter	\$3,754.00
Quantra, Marissa	E	NHS	National Honor Society	Annual	\$1,562.00
Reice, Richard	E	NHS	Equipment Manager	Annual	\$4,596.00
Reice, Richard	E	NHS	Faculty Manager (2/3)	Winter/Spring	\$5,090.00
Reice, Richard	E	NHS	Intramural Director - .5	Winter/Spring	\$1,303.50
Romano, Cate	E	NHS	Club - Service Learning Center	Annual	\$1,498.00
Russell, Timothy	E	Miller	Band Program	Annual	\$855.00
Scott, Lisa	E	PMS	Cheerleading, Head Coach	Fall/Winter	\$3,742.00
Shunkwiler, Jackie	N	NHS	Basketball, JV Girls	Winter	\$3,914.00
Smith, Andrew	E	NHS	Choral Director (1/3)	Fall	\$1,592.00
Speece, Staci	E	NHS	Club - Ski .5	Annual	\$749.00
Spong, Sandy	E	NHS	Club - Change it Up	Annual	\$1,498.00
Stewart, Mike	N	NHS	Wrestling - JV	Winter	\$3,755.00
Stoner, Josh	E	NHS	Club - Model UN	Annual	\$1,498.00
Stoner, Josh	E	NHS	Scholars Bowl	Annual	\$1,644.00
Stoverschlegel, David	E	Miller	Choral Program .5	Annual	\$120.50
Suter, Brian	E	NHS	Club - Nature	Annual	\$1,498.00
Suter, Brian	E	NHS	Swimming - Head Boys	Winter	\$4,512.00
Volinsky, Trudy	E	NHS	Cheerleading JV	Winter	\$2,887.00
Warlow, Garry	E	NHS	Choral Assistant Director	Annual	\$3,112.00
White, Syd	E	NHS	Track - Indoor Boys	Winter	\$3,885.00
Winchester, Kathy	E	NHS	Class Sponsor - 11	Annual	\$2,827.00
Wood, Robert	E	NHS	Club - Graphic Arts	Annual	\$1,498.00

<b>Total</b>					<b>\$172,023.98</b>
<b>Resignations/Terminations</b>					
Scott, Lisa	E	PMS	Cheerleading, Assistant	Fall/Winter	\$2,466.00
<b>Total</b>					<b>\$2,466.00</b>