

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

PUBLIC BOARD MEETING MINUTES
NESHAMINY BOARD OF SCHOOL DIRECTORS
June 17, 2014

The Neshaminy Board of School Directors met in public session on June 17, 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
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. Therese Hinterberger
Mr. Anthony Devlin
Mr. Don Harm

BOARD MEMBER ABSENT:

OTHERS: Approximately 250+ persons from the public, staff and press

SECRETARY: Mrs. Jennifer Burns

SOLICITOR: Thomas J. Profy, III, Esquire
John Torrente, Esquire

Call to Order

Mr. Congdon called the meeting to order at 7:17 p.m.

Pledge of Allegiance

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

Announcements

None

Superintendent's Report

- Mr. Copeland read the following statement:

Over the last several months the Policy Committee has been wrestling with the issue of student publications and how best to balance a newspaper and journalism learning experience with the rights of students with differing views.

Anyone who thinks this an easy task hasn't tried it. The editors of the Playwickian took a principled stance and felt the use of the word "Redskin" was a racial slur and thus would not be used in their publication. They wanted the word banned not only from the news articles written by their staff, but also banned from editorials written by fellow students, regardless of the context in which it was being used and regardless of whether it was used as a slur or, for example, to refer to the High School mascot.

Both Mr. Levin and Mr. Profy have advised the Board that the district could not stand by idly and allow the first amendment rights of one student be abridged to satisfy the stated objections of another group of students. It must be remembered, restated and emphasized that the student newspaper does not operate solely as an afterschool club. The journalism class and the curriculum link the club with the class. Also, "Redskin" is the name of the school mascot.

In an attempt to respect the dialog that had emerged from the policy committee meetings the administration with the Board Policy Committee agreed to have a discussion with the editors to try and come to some common ground. I attended that meeting and I continued to be impressed with the student editor's passion and maturity. In fact it was at that meeting that the administration offered the students the opportunity to enact their ban on articles within the news coverage but not on the letters page and in opinion pieces. We also pointed out that after the editorial opinion was rendered the Playwickian published a cartoon depicting the principal wearing a sweat shirt with the word "redskin" emblazoned on the shirt. How can you allow the word when you use it to put your point across but ban it when others offer a different opinion? One editor said that they couldn't alter someone's art. That is exactly the point I was trying to make.

At any rate the meeting ended with the advisor saying the students needed to caucus. It was made clear that no authorization was granted to print the paper without the unabridged letter from the student who used the word "Redskin."

We are currently investigating the circumstances surrounding the entire situation and while we will not comment on that investigation let me make two points. First, Dr. McGee's initial collection of about 40 issues was made because he was uncertain as to what was printed since no prior approval was given. What some have called an overreaction I would call prudence. Secondly, while we applaud students who stand up for something we also expect a respect for school district authority and the rules that govern. This is especially true when so much time and patience was afforded by the Board and Administration to the process.

Finally, let me reach back into my distant past as a history teacher. It seems to me that the lessons I wanted my students to learn about the first amendment was how critical it is to our freedom and that the first amendment guarantees free speech not just popular speech.

- Mr. Copland gave a PowerPoint presentation on the Budget.

Public Comment

Scott Brigham, school bus driver, Langhorne, said the members of NESPA take care of the district and the students and they do not deserve to be outsourced.

Linda Hilferty, taxpayer, Oakford, voiced her opposition to outsourcing and asked the Board to allow the support staff to earn a living as they have been doing.

Beth Connolly, former Neshaminy employee, Langhorne, said that while it is true that the budget must be prioritized, she cautioned the Board that outsourcing can lead to loss of control over future rising costs of busing and other expenditures. She concluded by thanking everyone for the love and support shown to her husband during his final days.

Cecelia Ridge, Neshaminy employee, Levittown, pleaded with the Board not to take away the support staff jobs because they are greatly needed.

Michele Palmer, Neshaminy employee, Middletown Township, said that support staff employees are required to keep the knowledge and training for their jobs current and upgraded. She said they take great pride in their work and they are invested in the Neshaminy School District. Ms. Palmer stated that outsourcing will hurt the community and the school district will decline.

Mindy Anderson, Neshaminy NESPA President, Levittown, commented that outsourcing the support staff jobs would have a negative effect on the community. Ms. Anderson stated that a savings which is perceived by outsourcing would result in an expense somewhere else. She stated that the support staff has continually given back to the district and done what has been asked of them and implored the Board to keep that in mind.

Charles Alfonso, retired, Middletown Township, expressed his displeasure with what he believes is a decline in the course of action that the Neshaminy School District is taking. He voiced his opposition to the proposal of outsourcing support staff positions. Mr. Alfonso said there is a troubling divergence between the administration and the certified and support staff unions.

Suzi Drake, Neshaminy teacher, Penndel, announced that Tara Huber, adviser to the Playwickian, has been named journalism teacher of the year for 2014-2015 by the Pennsylvania School Press Association. Ms. Drake congratulated Tara Huber on her courageous leadership and service to Neshaminy as a teacher. She expressed her dismay at the funds that are being spent on an "untenable battle" over the name of the mascot, in the face of the financial hardship that will be brought to the members of the support staff should they lose their jobs due to outsourcing.

Joe Fantozzi, Levittown, referred to the example of Bristol Township, who outsourced their busing and ultimately went back to purchasing their own fleet again because the outsourcing proved to be financially unwise.

Tara Huber, Neshaminy NFT President-elect, Huntingdon Valley, asked the Board not to outsource the support staff positions. She stated that the NFT is firmly behind NESPA in their effort to achieve a fair contract and she asked the Board to negotiate it now.

Josh Krieger, Neshaminy teacher, Bensalem, remarked that the support staff is essentially important to the community and the students. He commended Karen Small, an instructional assistant, for her excellent work with the students. Mr. Krieger stated that other districts that have outsourced support staff do not have the quality of personnel that Neshaminy has in their support staff members.

Nancy Patricella, custodian in a neighboring district, Feasterville, implored the Board not to outsource the support staff saying that you will not get the same dedicated employees that Neshaminy already has in NESPA.

Steve Rodos, retired, Villages of Flowers Mills, congratulated Tara Huber on her award by the Pennsylvania School Press Association. Mr. Rodos said the support staff of Neshaminy is the unsung heroes of the district and requested that the Board keep this in mind. He concluded by thanking Mr. Copeland and the Board for implementing full-day kindergarten.

Approval of Minutes

Mrs. Burns presented the minutes of May 21, 2014 and June 3, 2014. Upon motion of Mr. Shubin and seconded by Mr. Pirritano the Board unanimously approved the minutes of the May 21, 2014 and June 3, 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:

- May, 2014 Treasurer's Report, subject to audit
- Check Register – May, 2014
- Investments
- Personal and per capita tax exonerations for May, 2014
- Bid No. 15 - 05 and Budget Transfer Report (Working Copy) 14-6

Mr. Allen moved the May, 2014 Treasurer's Report be approved, subject to audit, Check Register for May, 2014, the Investment report, the Personal and Per Capita Tax Exonerations for May, 2014, the Budget Transfer Report (Working Copy)- 14 -6, and Bid No. 15 - 05 be approved. Ms. Boyle seconded the motion.

Mr. Morris asked for clarification about check No. 205852, on page 37, for professional services.

Mrs. Markowitz stated that it was a presentation on "at risk" students.

The Board unanimously approved said motion 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.

Mrs. Cummings moved the certified and support personnel actions be approved and Mr. Rudy seconded the motion.

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

Mr. Copeland recommended the approval of the Extra Curricular Staff and Salary Report.

Mr. Pirritano moved that the Extra Curricular Staff and Salary Report be approved and Mr. Sposato seconded the motion.

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

Motion: Redistricting of Joseph Ferderbar Elementary School 8K - Option 5

Mrs. Cummings presented the following motion:

WHEREAS, in order to provide for overall economic efficiencies, the Board Facilities Ad Hoc Committee has reviewed options as presented by administration, and

WHEREAS, the Board Facilities Ad Hoc Committee has held meetings to discuss the options for the redistricting of 8K students from Joseph Ferderbar Elementary School, and

WHEREAS, after review by the Board Facilities Ad Hoc Committee, the District is ready to recommend: Option 5 – Joseph Ferderbar Elementary School redistricting

NOW THEREFORE BE IT RESOLVED, that the Neshaminy Board of School Directors approves Option 5 – Joseph Ferderbar Elementary School redistricting as recommended by the Board Facilities Ad Hoc Committee.

Mr. Sposato seconded the motion.

Mr. Harm gave an analysis on redistricting of Joseph Ferderbar Elementary School 8K - Option 5.

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

Motion: Approval of Revised Board Policy #536

Mr. Pirritano presented the following motion:

WHEREAS, in order to keep District Board Policies updated and current, revisions and new policies are recommended by the administration to the Board Policies Committee for review, and

WHEREAS, recommended policies meet the requirements of Federal Law; and

WHEREAS, after review by the Board Policies Committee, the District is ready to recommend:

Revised Policy 536 – Administration of Medication

NOW THEREFORE BE IT RESOLVED, that the Neshaminy Board of School Directors approve the revised Policy as recommended by the School Board Policies Committee.

Mr. Rudy seconded the motion.

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

Motion: Approval of State Mandated Food Price Increase

Mrs. Cummings presented the following motion:

WHEREAS, proper nutrition for school students contributes to health and academic performance; and

WHEREAS, school food lunch programs must meet federal dietary guidelines established by the United States Departments of Agriculture and Health and Human Services; and

WHEREAS, continuing to provide low-cost, nutritionally beneficial school meals to elementary and secondary students is both a health and education objective; and

WHEREAS, schools provide student meals in concert with the federal and state government; and

WHEREAS, the USDA's New Healthy Hunger Free Kids Act of 2010 mandated increases in

NOW, THEREFORE, BE IT RESOLVED, that the following student lunch prices will go into effect September 2014:

Elementary "Type A" lunch price will increase to \$2.35

Secondary "Type A" lunch price will increase to \$ 2.85

This represents a \$0.10 per lunch increase.

No change in elementary student breakfast price is recommended.

Ms. Boyle seconded the motion.

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

Motion: Approval of Lease Extension Agreement for the Tawanka Elementary School with the BCIU #22

Mr. Rudy presented the following motion:

WHEREAS, the Bucks County Intermediate Unit #22 has expressed an interest in extending its utilization of the facility beginning July 1, 2014; and

WHEREAS, the I.U. has negotiated with the District for terms and conditions of a one year lease agreement for the use of the Tawanka facility.

NOW, THEREFORE, BE IT RESOLVED, that the Board of School Directors authorize the Business Administrator to execute a one year lease agreement with the Bucks County Intermediate Unit #22, upon the review of the Solicitor.

Mr. Allen seconded the motion.

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

Motion: 2014 - 2015 Bucks County Technical High School Budget

June 17, 2014

Mrs. Cummings presented the following motion:

WHEREAS, in order to provide technical high school education for our students, six Lower Bucks County School Districts cooperatively established the Bucks County Technical High School; and

WHEREAS, each participating school district must annually approve the Technical High School's annual budget.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the 2014-2015 Bucks County Technical High School budget in the total amount of \$24,017,934 with the Neshaminy School District 2014-2015 net fiscal payment to be \$3,656,419.

Mr. Pirritano seconded the motion.

Mr. Congdon called for a roll call vote and the tally indicated the motion passed by a vote of 9 ayes, (Mr. Allen, Ms. Boyle, Mr. Congdon, Mrs. Cummings, Mr. Morris, Mr. Pirritano, Mr. Rudy, Mr. Shubin, and Mr. Sposato) and 0 nays.

Motion: Approval of Budgetary Increase for Federal and Other Programs for 2013 - 2014

Mr. Sposato presented the following motion:

WHEREAS, each year the Neshaminy Board of School Directors, in accordance with instructions from the Auditor General's Office, must increase its receipts and expenditures budget by the total amount of other programs; and

WHEREAS, this amount represents previously approved federal and other special program receipts and expenditures for the current fiscal year.

NOW, THEREFORE, BE IT RESOLVED that the total 2013-2014 adjusted budget of all funds with this increase will total \$169,496,718. Corresponding amounts should be added to both the revenue and expenditure side of the budget as indicated on the attached document.

**Neshaminy School District
Budgetary Increase for Federal and Other Programs for 2013-2014**

Description	District Fund No.	Amount of Revenue
Title I - Carryover	42	1,584.00
Title II, Part A - Carryover	43	20,517.00
Title III - Carryover	45	2,303.00
Summer P.A.S.S.	46	18,300.00
Trumark Financial Grant	48	5,500.00
Trumark Financial Grant - carryover	49	4,760.00
Summer P.A.S.S. - Carryover	50	3,909.00
IDEA 2013-2014 - Revision	51	(0.29)
Title II, Part A - Carryover	54	2,036.00
Title I - Revision	56	252,465.00
Title III - carryover	57	8,206.00
Title II, Part A - Revision	60	(12,720.00)
Progress Monitoring Data Grant-Carryover	62	2,582.00
Title II, Part A - Carryover	63	122,285.00
Community in Schools, PA	68	1,000.00
IBM Grant - Carryover	69	18,279.00

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Sea World/Busch Gardens Grant-Carryover	72	4,813.00
Grammy Foundation/Best Buy Award-Carryover	74	2,000.00
Title I - Carryover	75	164,251.00
Summer P.A.S.S. - Carryover	77	11,309.00
Title III	78	16,802.00
Pre-K Counts Grant - Carryover	79	4.00
Pre-K Counts Grant	81	74,290.00
E.L.E.C.T. Grant	82	236,175.00
E.L.E.C.T. Fatherhood Program	84	69,362.00
Pre-K Counts Grant - carryover	90	14.00
Inclusive Practices Grant	93	3,832.00
Title II, Part A - Carryover	95	29,431.00
Title III	97	9,974.00
ESA Foundation Grant	98	13,000.00

Total Other Program Receipts

\$1,086,262.71

Mr. Shubin seconded the motion.

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

Motion: Facilities Professional Services/Consultants for 2014-2015

Ms. Boyle presented the following motion:

WHEREAS, the district Facilities Department must use the professional services of various firms in order to ensure compliance with the many federal and state mandates concerning school facilities; and

WHEREAS, the Facilities Department must also use professional consultants/engineers to develop bid specifications for other related facility improvements during the year.

NOW, THEREFORE, BE IT RESOLVED, that the following list of professional service vendors be accepted for use during the 2014-2015 fiscal year.

Neshaminy School District
Office of the Business Administrator

Facilities Professional Services/Consultants for 2014-2015

The professionals/consultants anticipated for use during the next fiscal year, along with examples of the work that will be required, are listed below.

- **Berkshire Systems Group, Inc.** – Professional Protection and Communications Systems – NSD Security Systems.
- **Consolidated Engineers** – boilers and other mechanical engineering.
- **Weatherproofing Technologies, Inc. (Tremco)** – roof replacements and similar projects.
- **Eagle Industrial Hygiene Associates, Inc.** – asbestos related compliance.
- **Siemens Building Technologies, Inc.** – HVAC control systems.

- Environmental Control Systems, Inc. – hazardous waste disposal, underground storage tanks regulations.
- D.A.D. & Associates, Inc. – boilers and cooling tower water treatment.
- Quality Control Laboratories (QC Labs) – pools and water testing.
- Parry's Project Management – logistic services – High School and others if needed.
- The Wire Runner – District wide life safety services; fire, smoke, burglar alarms.
- Liberty Environmental – Department of Environmental Protection air quality reports for district.
- 1 Source Safety & Health, Inc. – District's professional for air testing.
- Stanley Security Solutions – patented locks for all doors and all buildings.
- George Miller Inc. – Novar Controls – HVAC controls in 8 buildings.

Mrs. Cummings seconded the motion.

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

Motion: Year End Budget Transfers

Mr. Congdon presented the following motion:

WHEREAS, Section 687 of the Public School Code of 1949 requires that line item "...sums appropriated to specific purposes in the budget..." not be exceeded; and

WHEREAS, under the school accounting system, line items have been determined to be major object levels within specific subfunctions; and

WHEREAS, year-end adjustments by the Business Office and Auditors may cause such line items to be exceeded.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors, in accordance with directions from the Auditor General's office, authorizes the Administration to make those necessary budget transfers within and between accounts to prevent any possible over expenditure without exceeding the total budget for 2013-2014.

Mr. Pirritano seconded the motion.

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

Motion: 2014 Homestead and Farmstead Exclusion Resolution

Mr. Shubin presented the following motion:

RESOLVED, by the Board of School Directors of Neshaminy School District, that homestead and farmstead exclusion real estate tax assessment reductions are authorized for the school year beginning July 1, 2014, under the provisions of the Homestead Property Exclusion Program Act (part of Act 50 of 1998) and the Taxpayer Relief Act (Act 1 of 2006), as follows:

1. Aggregate Amount Available for Homestead and Farmstead Real Estate Tax Reduction. The following amounts are available for homestead and farmstead real estate tax reduction for the school year beginning July 1, 2014:

a. **Gambling Tax Funds.** The Pennsylvania Department of Education (PDE) has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53 P.S. §6926.505(b), as a property tax reduction allocation funded by gambling tax funds, the amount of \$3,591,457.72.

b. **Remaining Property Tax Reduction Funds.** Funds will also be available during the school year for real estate reduction as a result of undistributed funds from the property tax reduction funds received in 2013-2014. These funds will be added to the allocation for this school year in the amount of \$0.

c. **Philadelphia Tax Credit Reimbursement Funds.** PDE has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53. P.S. § 5926.324(3), as reimbursement for Philadelphia tax credits claimed against the School District earned income tax by School District resident taxpayers, the amount of \$-0-.

d. **Other Sources.** No funds will be available during the 2014-2015 school year for real estate tax reduction other than the gambling tax funds, remaining property tax reduction funds and Philadelphia tax credit reimbursement funds set forth in subparagraphs (a.), (b.) and (c.) of Section 1 of this Resolution.

e. **Aggregate Amount Available.** Adding the amounts set forth in subparagraphs (a.), (b.), (c) and (d) of Section 1 of this Resolution, the aggregate amount available during the 2014-2015 school year for real estate tax reduction is \$3,591,457.72.

2. Homestead/Farmstead Numbers. Pursuant to Act 50, 54 Pa. C.S. § 8584(i), and Act 1, 53 P.S. § 5926.341(g)(3), the County has provided the School District with a certified report listing approved homesteads and approved farmsteads as follows:

a. **Homestead Property Number.** The number of approved homesteads within the School District is 17,380.

b. **Farmstead Property Number.** The number of approved farmsteads within the School District is -0-.

c. **Homestead/Farmstead Combined Number.** The aggregate number of approved homesteads and approved farmsteads is 17,380.

3. Real Estate Tax Reduction Calculation. The school board has decided that the homestead exclusion amount and the farmstead exclusion amount shall be equal. Dividing the paragraph 1(d) aggregate amount during the 2014-2015 school year for real estate tax reduction of \$3,591,457.72 by the paragraph (2)(c) aggregate number of approved homesteads and approved farmsteads of 17,380, before considering the assessed value of approved homestead and approved farmsteads having an assessed value below the preliminary calculation of the maximum real estate assessed value reduction amount to be established as the homestead and farmstead exclusion amount, the preliminary calculation of the maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$206.64.

Based on calculations provided by the School District Business Office from the best available information and carefully evaluated by the School Board, considering the assessed value of approved homesteads and approved farmsteads having an assessed value below the preliminary calculation of the maximum real estate assessed value reduction amount to be established as the homestead exclusion and the farmstead exclusion amount, an additional aggregate amount of \$1,236 will be available during the school year for real estate tax reduction applicable to approximately 17,376 homesteads and farmsteads, resulting in an additional real estate tax reduction amount available for each homestead and farmstead of \$-0-. Adding this additional amount to the preliminary calculation of the maximum real estate tax reduction amount of \$206.64 the final maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$206.64.

4. Homestead Exclusion Calculation. Dividing the paragraph 3 maximum real estate tax reduction amount of \$205.50 by the School District real estate tax rate of 152 mills (.1520), the maximum real estate assessed value reduction to be reflected on tax notices as a homestead exclusion for each approved homestead is \$1,359, and the maximum real estate assessed value reduction to be reflected on tax notices as a farmstead exclusion for each approved farmstead is \$0.

5. Homestead/Farmstead Exclusion Authorization – July 1 Tax Bills. The tax notice issued to the owner of each approved homestead within the School District shall reflect a homestead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the homestead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$1,359. The tax notice issued to the owner of each approved farmstead within the School District shall reflect an additional farmstead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the farmstead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$0. For purposes of this Resolution, “approved homestead” and “approved farmstead” shall mean homesteads and farmsteads listed in the report referred to in paragraph 2 above and received by the School District from the County Assessment Office on or before May 1, 2014 pursuant to Act 1, 53 P.S. § 5926.341(g)(3), based on homestead/farmstead applications filed with the County Assessment Office on or before March 1. This paragraph 5 will apply to tax notices issued based on the initial tax duplicate used in issuing initial real estate tax notices for the school year, which will be issued on or promptly after July 1, 2014 and will not apply to interim real estate tax bills for tax periods beginning prior to July 1, 2014.

RESOLUTION adopted this 17th day of June, 2014.

ATTEST:

NESHAMINY SCHOOL DISTRICT

Jennifer Burns, Board Secretary

By: _____
Scott Congdon, President

Mrs. Cummings seconded the motion.

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

Motion: Local, State and National Contract Participation Authorization for 2014 - 2015

Mr. Allen presented the following motion:

WHEREAS, the District participates in cooperative purchasing agreements with entities under the Intergovernmental Cooperation Act of 1996; and

WHEREAS, Act 57 of May 15, 1998 (Title 62 PA C.S. 1902) known as the "Commonwealth Procurement Code", permits local public procurement units to participate in cooperative purchasing; and

WHEREAS, such contracts are competitively bid and compliant to Pennsylvania laws, and codes; and

WHEREAS, the piggybacking on competitively bid local, regional, state, and national contracts, financially assists the District by increasing its purchasing power through volume leveraging and improved operating efficiencies by streamlining the bidding and purchasing process.

NOW, THEREFORE, BE IT RESOLVED, that the Business Administrator be authorized to participate under contracts with piggyback provisions when it is financially advantageous to the District to order and purchase such materials, supplies, and equipment as needed by the District, and which include these currently available contracts through the following organizations:

Mr. Morris seconded the motion.

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

Motion: Approval of Fund Balance Commitment for PSERS

Mr. Allen presented the following motion:

WHEREAS, the Pennsylvania School Employee Retirement System (PSERS) is a mandatory, multi-employer, pension plan for all Pennsylvania school employees; and

WHEREAS, PSERS is funded by three sources – employee contributions, employer contributions, and investment earnings; and

WHEREAS, investment earnings have been the primary source of funding for PSERS benefits, dwarfing the contributions from both school employers and PSERS active members; and

WHEREAS, because of declining investment income, lower employer funding rates, and increased benefits as required by Act 2001-9 and Act 2002-38, unfunded liabilities have been created; and

WHEREAS, such unfunded liabilities will create significant employer rate hikes in the near future.

NOW, THEREFORE, BE IT RESOLVED, that the Board of School Directors commit a portion of the remaining unassigned Fund Balance as of June 30, 2014, up to \$3,000,000 towards funding this pending debt. As a result of this commitment, these funds will not be available for any other purpose unless changed by a new commitment.

Mr. Shubin seconded the motion.

Mr. Shubin asked what the current amount is that the district has set aside for PSERS.

Mrs. Markowitz stated that currently \$6 million dollars have been set aside for PSERS.

Mr. Shubin asked what percentage would the district be responsible for next year.

Mrs. Markowitz stated 16.93%.

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

Motion: Adoption of the 2014- 2015 Final Operating Budget

Mr. Congdon presented the following motion:

WHEREAS, the Neshaminy Board of School Directors adopted a 2014-2015 Proposed Preliminary Budget from the Administration on January 28, 2014; and the Board has reviewed and adopted a Preliminary Budget on February 18, 2014 and subsequently adopted a Proposed Final Budget on May 6, 2014, all in accordance with Act 1 of 2006 and the Public School Code of 1949, as amended; and

WHEREAS, Notice of Intent to adopt the Budget has been duly advertised as required by law and the budget was also made public throughout the process on PDE Form 2028 as required by law; and

WHEREAS, in accordance with the Pennsylvania School Code, the Board of School Directors must adopt a Final Operating Budget for the 2014-2015 fiscal year.

NOW, THEREFORE, BE IT RESOLVED that the Neshaminy Board of School Directors adopt a Final Operating Budget of all funds in the amount of \$174,074,519.

- General Fund in the amount of \$168,668,098
- Capital Projects in the amount of \$2,040,604
- Federal and other programs in the amount of \$3,149,769; and
- Carry-over purchase orders of \$216,048

BE IT FURTHER RESOLVED that the Capital Projects Budget will be funded from the capital reserve fund. The federal programs budget will be funded by specific federal grants. In order to fund the general fund budget the following taxes are hereby levied:

1. Real Estate Tax	152.0 mills	(zero increase)
2. Interim Real Estate Tax	152.0 mills	(zero increase)
3. Per Capita Tax - School Code	\$5.00	
4. Per Capita Tax - Act 511	\$10.00	
5. Local Services Tax (formerly OPT/EMS)	\$10.00	
6. Business Privilege Tax	1 mill wholesale, 1.5 mills retail, \$5.00 license fee	
7. Mercantile Tax	1 mill wholesale, 1.5 mills retail, \$2.00 license fee	
8. Real Estate Transfer Tax	1%	
9. Amusement Tax	10%, as amended by current law	

Mr. Shubin seconded the motion.

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

Solicitor's Report

Mr. Proffy recommended the settlement of pending 2011 - 2014 Tax Year Assessment Appeals of Langhorne Gardens RE 2, LP, as follows:

Langhorne Gardens RD 2, LP

Settlement Assessments

Tax Map Parcel 19-007-047	\$795,700.00 - 2011 Tax Year Assessment
	\$824,900.00 - 2012 Tax Year Assessment
	\$788,400.00 - 2013 Tax Year Assessment
	\$803,300.00 - 2014 Tax Year Assessment

Mr. Rudy made a motion to accept Mr. Profy's recommendation on the settlement of pending 2011 - 2014 Tax Year Assessment Appeals of Langhorne Gardens, RE 2, LP.

Mr. Allen seconded the motion.

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

Motion: Superintendent Contract of Employment – Modification and Extension

Mr. Profy 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 is desirous of extending the employment of Robert L. Copeland as District Superintendent pursuant to the terms of the Modification and Extension of Superintendent Contract of Employment dated August 22, 2012 ("Agreement") prepared by the Solicitor and presented to the Board at this meeting; and

WHEREAS, Robert L. Copeland is agreeable to serve as District Superintendent in accordance with the terms of the Agreement.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the Modification and Extension of the Superintendent Contract of Employment dated August 22, 2012, as presented at this meeting pursuant to which the employment of Robert L. Copeland with the Neshaminy School District as District Superintendent is extended through and until September 30, 2017, in accordance with the Agreement.

Mr. Shubin made a motion to accept the Superintendent Contract of Employment - Modification and Extension.

Mrs. Cummings seconded the motion.

Mr. Congdon called for a roll call vote and the tally indicated the motion passed by a vote of 8 ayes, (Mr. Allen, Ms. Boyle, Mr. Congdon, Mrs. Cummings, Mr. Pirritano, Mr. Rudy, Mr. Shubin, Mr. Sposato) and 1 nay, (Mr. Morris).

Federal Programs

Mrs. Markowitz advised the Board that the total amount of Federal Grants is \$1,585,039.

Other Board Business

None

Public Comment

Suzi Drake, Penndel, Neshaminy teacher, commended the Board for the full day kindergarten program. Ms. Drake also expressed her support and appreciation for the support staff.

Charles Alfonso, Langhorne, voiced his concern over the extension of the superintendent's contract of employment. He requested that more specific details of the contract, in addition to Mr. Copeland's performance review be released to the taxpayers. Mr. Alfonso also remarked that he disagrees with the comments made by Mr. Copeland regarding the Playwickian.

Margie McCurdy, teacher at Poquessing Middle School, voiced her concern over the cost to the district of an appreciation dinner for the PTO executive officers with Mr. Copeland.

Elise Ridgeway, school bus driver, Langhorne, stated that outsourcing is very dangerous. She said that Neshaminy school bus drivers look out for their passengers as well as one another and are in constant communication. She also stated that the drivers know the students personally and are familiar with the students' everyday routines.

Matt Deegon, taxpayer and Neshaminy employee, Langhorne, stated that although he was hired by Source4Teachers it was the actual fellow custodians that took the time to train him properly on the job. He urged the Board to reconsider the choice to use Source4Teachers.

David Goodman, Local 19 sheet metal worker, Hulmeville, stated that his mother is a support staff member. He said that by knowing local school bus drivers who are familiar with the children and the routes it alleviates concern and worry that parents may have over placing their children in someone else's care. He asked the Board to reconsider outsourcing.

Tara Huber, teacher, Huntington Valley, remarked that she hopes that a new contract for NESPA will come as easily as the decision to extend the Neshaminy School Superintendent's contract was accomplished.

Deb Harker, Langhorne, voiced her support for Policy 600. She agreed that an investigation should be conducted to determine how the last issue of the Playwickian was sent to the printer without administrative approval. Ms. Harker said every student should have the right to speak of the school mascot's name with pride; therefore, free speech applies to all. She also suggested that all funding of the Playwickian be removed for the 2014 - 2015 school year should it be determined that the staff of the Playwickian acted in an unauthorized manner.

Theresa Saloky, Neshaminy employee, Feasterville, urged the Board not to resort to outsourcing stating that the support staff deserves to keep their jobs. Ms. Saloky voiced her concern over the redistricting of Ferderbar Elementary School. Ms. Saloky asked the Board to address a rumor alleging that Mr. Copeland has a relative employed by Source4Teachers.

Michele MacKay, Neshaminy employee, Langhorne, stated that outsourcing would raise serious safety concerns for Neshaminy School District as well as future financial costs. She also said that there are other ways the district could save money. She asked that the Board look at Policy #502, residency, and also to consider a tax increase.

Steve Rodos, retired, Villages of Flower Mills, congratulated Mr. Copeland for his outstanding job as Neshaminy School Superintendent. He also appealed to the public to attend the committee meetings where everyone is welcome to share their opinions, concerns or issues. Mr. Rodos asked for an update on the amount of amusement tax that is assessed to Sesame Place and suggested that a review is in order for a possible increase.

Raina Shumaker, Langhorne, stated that all funding of the Playwickian should go to other parts of education.

John McGinley, VP of NESPA, Bensalem, thanked the members of the NFT and the community for their support on behalf of NESPA. He also thanked the professionalism of the NESPA members. Mr. McGinley asked the Board to reconsider outsourcing saying that the services that the students receive from NESPA cannot be replaced.

Board Comment

Mr. Shubin extended his condolences to the Connolly family for their loss.

Mr. Pirritano also expressed his condolences to Mrs. Connolly and the family. He announced that an Ad Hoc Facilities Committee meeting will be held on June 24, 2014 at 7 pm. In response to a speaker's comments, Mr. Pirritano said he has made no attempt to withhold anything from taxpayers and it is public knowledge that his son wrote a letter to the editor regarding the censoring of the Neshaminy mascot name, *Redskins*. He further stated that it is his son's right to speak his mind and he is entitled to freedom of speech without being censored by a small group of fellow students.

Mr. Copeland remarked that the administration has collaborated with teachers on several programs and committees, so there is, indeed, an ongoing outreach to involve teachers in decisions and planning. Mr. Copeland clarified that the appreciation dinner for the PTO executive officers is at his own expense and tax monies are not used. He refuted the story that he has a relative employed by Source4Teachers. In conclusion, Mr. Copeland assured the public that the district makes residency a priority and is aggressive in their due diligence.

Mr. Morris extended his condolences to Mr. Recupido for the loss of his wife and asked for a moment of silence in her memory. He also asked Mr. Pirritano to retract his remark about a speaker being a conspiracy theorist.

Mr. Pirritano apologized for any offense that may have been taken by his remark.

Ms. Boyle said a Policy Committee meeting will be announced on the website within the next week or two. She also mentioned that the old policy regarding the necessity of obtaining administrative approval for publication of the Playwickian is very clear and there should be no confusion.

Mrs. Markowitz stated that the financial consultants have indicated that Neshaminy would be able to fund \$49.8 million, which is up from a few months ago. Additionally, she said that at this time Sesame Place is still paying the same amount of amusement tax as in the past.

Mr. Congdon thanked the Neshaminy family for their appearance tonight and stated that Mr. Connolly's passing is a big loss to the district.

Adjournment

Mr. Congdon moved the meeting be adjourned and Mr. Shubin seconded the motion. The Board unanimously approved the motion. Mr. Congdon adjourned the meeting at 9:46 p.m.

Respectfully submitted,

Jennifer Burns
Board Secretary

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF ADMINISTRATIVE PERSONNEL

DATE PRESENTED TO BOARD: June 17, 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**

<u>ADMINISTRATIVE POSITION</u>								
NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2014/15 ANNUAL SALARY*
1. Brewster, Kathleen	G. Heble (R)	7	Supervisory Elem. Principal Elementary Special Ed. Reading Specialist	M in Reading/Special Education, Holy Family Univ. B in Elementary Ed., Holy Family	5 Yrs. Principal – Schweitzer Elem. 4 Yrs. Special Ed. Supervisor, C&I	Director of C&I - Humanities	7/01/14	\$134,910
2. Johnson, Lorraine	M. Burkholder (T)	1	Supervisor of C&I Principal K-12	MS in Special Ed., Bloomsburg Univ. BS in Special Ed., Indiana Univ. of Pa.	1 Yr. Supervisor Spec. Ed., Mission One 3 Yrs. Supervisor of Spec. Ed., Council Rock SD	Supervisor, Special Ed., Pupil Services	7/01/14	\$126,720

RC/jr

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

LEAVES OF ABSENCE OF CERTIFIED PERSONNEL DATE PRESENTED TO BOARD: June 17, 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. Eiswerth, Diane	5 th Grade, Lower South	L	Medical	4/10/14	4 Yrs.
2. Markey, Erin	Social Studies, High School	M	Maternity	8/25/14	9 Yrs.
3. McClure, Sarah	Special Ed., High School	L	FMLA	8/25/14	9 Yrs.

RC/jr

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: June 17, 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

<u>CERTIFIED CONTRACTS</u>								
NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2014/15 ANNUAL SALARY*
1. Ballard, Pamela (was .5) (now full)	Increase in Contract		Elementary	BS in Elementary, East Stroudsburg Univ.	1 Yr. Kindergarten, Ferderbar 10 Yrs. LTS and Daily Sub in various Elementary Schools	Kindergarten, TBD	8/25/14	\$55,938
2. Belmonte, Ashley (was .4) (now .6)	D. Cox (R) Increase in Contract		Special Education Elementary	MS in Elem/Spec. Ed., St. Joseph's BS Elem/ St. Joseph's Univ.	1 Yr. Special Ed., High School 3.2 Yrs. LTS Elem/Special Ed. Miller, MP, HS	.6 Special Ed., High School	8/25/14	\$34,969
3. Jackson, Katelyn (was .2) (now .4)	Martys/Gurysh Increase in Contract		Elementary Special Ed. ML Math	BA in Elem/Spec Ed., Holy Family	1 Yr. (.2) Math Specialist, Sandburg	.4 Math, Maple Point	8/25/14	\$17,418

CERTIFIED CONTRACTS

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2014/15 ANNUAL SALARY*
4. Kelly, James (was .3) (now .9)	D. Recupido (D)		Social Studies	BA in Social Studies, La Salle Univ.	1 Yr. A/E, Sandburg 5 Yrs. Social Studies, HS and Sandburg	Social Studies, Maple Point (.6 Contract .3 AE/Sandburg)	8/25/14	\$17,660
5. Kurley, Jodi (was .5) (now full contract)	New Increase in Contract		Elementary	MS in Education, Temple Univ. BS in Elementary, Temple Univ.	4 Yrs. Kindergarten, Buck 4 Yrs. LTS Elementary, Various Schools	Kindergarten, Schweitzer	8/25/14	\$57,340
6. Lausch, Greg (was Job Coach)	V. Haugh/(R)	1	Home & School Visitor	M in Social Work, Temple Univ. BA in Sociology, Indiana Univ. of Pa.	8 Yrs. Job Coach, Pupil Services	Home & School Visitor	8/25/14	\$55,310
7. Maloney, James (Recall)	.4 S. Butler (R)		Chemistry Biology Environ. Science General Science Earth & Space	BS in Environ. Science, East Stroudsburg	3 Yrs. .6 Science, High School 5 Yrs. LTS Science, High School	.4 Science, High School	8/25/14	\$27,229
8. Mueller, Debra (was .8) (now full contract)	Roderick/ Bunda Increase in Contract		Mathematics	B in Math, Temple	1 Yr. Math Specialist, Maple Point 2.5 Yrs. LTS Math, High School	Math Coach/High School	8/25/14	\$48,673
9. Stoll, Linda (was .4) (now full contract)	Recall		Business, Family Consumer Science, English	MBA, Banking & Finance, La Salle University	2.5 Yrs. Business Teacher, Maple Point	Reading/Language Arts Maple Point	8/25/14	\$61,949

CERTIFIED CONTRACTS

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2014/15 ANNUAL SALARY*
10. Szymcak, Andrew (was .4) (now full contract)	.6 S. Butler (R) Recall Increase in Contract		Physics 7-12	M in Education, Gwynedd-Mercy BS in Physics, East Stroudsburg	4.5 Yrs. Physics, Maple Point/HS 2 Yrs. Physics, Hawaii Dept. of Ed.	Science, High School	8/25/14	\$63,009

RC/jr

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: June 17, 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

CERTIFIED (ADDITIONAL ASSIGNMENTS)

NAME	REPLACING	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	APPROVAL DATE	2014/15 ANNUAL SALARY*
1. Buckwalter, Mary Grace	Prior	English	BS in English, Indiana Univ. of Pa.	22 Yrs. English, Sandburg 6 Yrs. Dept. Chair	Department Chair/English, Sandburg	6/17/2014	\$3,000
2. Curley, Linda	Prior	Math	M in Computer Tech., Philadelphia College of Textiles BS in Math, Univ. of Maryland	7 Yrs. Dept. Chair, Math 21 Yrs. Math, Various Middle Schools	Department Chair/Math, Maple Point	6/17/2014	\$3,000
3. Dougherty, Janet	Prior	Accounting Office Technologies	MBA in Finance, La Salle Univ. BS in Accounting, Penn State	5 Mos. Lead Teacher, Business 14 Yrs. Business Teacher, High School	Lead Teacher, BCIT	6/17/2014	\$3,000
4. Elliott, Josh	Prior	Industrial Arts	MS in Educ. Lead., College of NJ	2 Yrs/ Lead Teacher/Dept. Chair 7 Yrs. Tech. Ed. Teacher,	Lead Teacher, Tech Ed.	6/17/2014	\$3,000
5. Foley, Carol	Prior	English	Masters Equivalency BA in Second. Ed./English, La Salle Univ	23 Yrs. English, Various Middle Schools Dept. Chair.	Department Chair/ English, Maple Point	6/17/2014	\$3,000
6. Heaney, David	Prior	Social Studies	Masters Equivalency BS in History, Shippensburg Univ.	22 Yrs. Social Studies, High School and Middle Schools	Lead Teacher, Social Studies	6/17/2014	\$3,000

NAME	REPLACING	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	APPROVAL DATE	2014/15 ANNUAL SALARY*
7. Hunt, Timothy	Prior	Biology General Science Earth & Space ML Science	ME in Education, Cabrini BS in Geology, West Chester	2 Yrs. Dept. Chair/Maple Point 9 Yrs. Science, Maple Point	Department Chair/Science, Maple Point	6/17/2014	\$3,000
8. King, Janet	Prior	Principal K-12 H&PE	M in H&PE, Trenton State BS in H&PE, West Chester Univ.	11 Yrs. Lead Teacher/Dept. Chair 25 Yrs. Teacher/H&PE	Lead Teacher, H&PE	6/17/2014	\$3,000
9. Kuneck, Kristeen	Prior	Special Ed. ML English	Masters Equiv., BA in Special Ed., Holy Family	2 Yrs. Dept. Chair/Spec. Ed. 15 Yrs. Spec. Ed/ Teacher, Maple Point	Department Chair/Sp. Ed., Maple Point	6/17/2014	\$3,000
10. Martian, Terry	Prior	H&PE	Masters Equivalency BS in H&PE, West Chester Univ.	22 Yrs.H&PE, Sandburg 16 Yrs. Dept. Chair	Department Chair/Phys. Ed., Sandburg	6/17/2014	\$3,000
11. Michaud, Michelle	Prior	Special Ed ML English	M from Trenton State BS in Elem Ed., Special Ed, Millersville Univ.	37 Yr. Special Ed., various schools	Department Chair/Special Ed., Sandburg	6/17/2014	\$3,000
12. Mueller, Deborah		Math	BS in Math, Temple	1 Yr. Math Spec., Maple Point/Poq. 2.5 Yrs. LTS Math, HS	Lead Teacher, Math 6-12	6/17/2014	\$3,000
13. Robson, Wendy	Prior	Music K-12 Principal K-12	M in Educational Leadership, Gwynedd-Mercy BS in Education, Coombs College of Music	21 Years Music, Maple Point 5 Months LTS Asst. Principal, Nesh. Middle School	Lead Teacher, Music	6/17/2014	\$3,000
14. Romberger, Sandy	K. Gurysh (T)	Math	Masters Equivalency BS in Sec. Ed./ Math, Temple Univ.	21 Yrs. Math, Sandburg	Department Chair/Math, Sandburg	6/17/2014	\$3,000
15. Schmidt, Anne	Prior	ML Citizenship Elementary	M in Elem Ed., Bloomsburg Univ. BS in Elem., Bloomsburg Univ.	28 Yrs. Teacher/Social Studies/Maple Point Department Chair/Social Studies, Maple Point	Department Chair/ Social Studies	6/17/2014	\$3,000

NAME	REPLACING	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	APPROVAL DATE	2014/15 ANNUAL SALARY*
16. Simons, Steve	Prior	Social Studies	MED in Social Studies, Temple Univ. BA in Bible Studies, Washington Bible College	25 Yrs. Social Studies, Sandburg	Department Chair/ Social Studies, Sandburg	6/17/2014	\$3,000
17. Suter, Brian	Prior	Biology Envir. Education	MS in Educational Admin., Gwynedd- Mercy College, BS in Biology, Shippensburg Univ.	17 Yrs. Science, High School 6 Yrs. Lead Teacher	Lead Teacher, Science	6/17/2014	\$3,000
18. Van Reed, Josh	Prior	H&PE	BS in Kinesiology, Temple	1 Yrs. Dept. Chair, MP 6 Yrs. H&PE, HS/Maple Point	Department Chair, Phys. Ed, Maple Point.	6/17/2014	\$3,000
19 Welke, Connie	Prior	Biology General Science	M in Biology, Beaver College BS in Biology, Delaware Valley	22 Yrs., Science, Various Middle Schools 13 Yrs. Dept. Chair	Department Chair/ Science, Sandburg	6/17/2014	\$3,000

RC/jr
6/17/2014

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

2014 SUMMER SCHOOL STAFF*
ADDITIONS

<u>NAME</u>	<u>SUBJECT/POSITION</u>
1. Anderson, William	Summer School Teacher
2. Aubrey, Kimberly	Summer PASS Teacher
3. Bedeseem, Cheryl	ESY Program
4. Belmonte, Ashley	ESY Program
5. Berry, Allison	ESY Program
6. Bullick, Dara	Tutor
7. Cochran, Michael	Summer PASS Teacher
8. Cochran, Nancylyn	ESY Program
9. Finley, James	Summer School Teacher
10. Gerber, Kelly	Tutor
11. Haber, Mark	Summer School Teacher
12. Jackson, Katelyn	Tutor
13. Kuneck, Kris	ESY Program
14. Lausch, Greg	Summer PASS Coordinator
15. Livingstone, Kate	Summer PASS Teacher
16. McCaughey, Steve	Summer Jump Start Program
17. Morales, Marisol	ESY Program
18. Muska, Elisabeth	ESY Program
19. Pashley, Kathy	ESY Program
20. Shegda, Jason	Summer PASS Teacher
21. Smith, Ryan	Summer PASS Teacher
22. Van Reed, Joshua	Summer PASS Teacher

* All employment is tentative based on enrollment.

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

RESIGNATION/RETIREMENTS OF CERTIFIED PERSONNEL DATE PRESENTED TO BOARD: June 17, 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. Haugh, Vince	Home & School Visitor, Pupil Services	O-RET	Retirement	6/26/2014	19 Yrs.

RC/jr

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

SABBATICAL LEAVES OF CERTIFIED PERSONNEL **DATE PRESENTED TO BOARD: June 17, 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. Andre, Tracey	Business, Sandburg	S	Sabbatical	1 st Semester	12 Years
2. Hart, Mary	Math, High School	S	Sabbatical	Full Year	12 Years
3. Houser, Kathleen	Social Studies, High School	S	Sabbatical	1 st Semester	11 Years
4. Razzano, Tammi	Art, Maple Point	S	Sabbatical	1 st Semester	11 Years

RC/jr

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF SUPPORT PERSONNEL

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

DATE PRESENTED TO BOARD June 17, 2014

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

NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	APPROVAL DATE	HOURLY RATE	ANNUAL SALARY	DAYS/ HOURS
I. Ratcliffe, Daniel	1	L. Nulph	From: Substitute To: Bus Driver Transportation	P/A	6/17/2014	\$16.64	\$12,646	4/190

RC:la
6/17/2014

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

RESIGNATION/LEAVES OF SUPPORT PERSONNEL

DATE PRESENTED TO BOARD: June 17, 2014

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

CODE: R – Resignation
L - Leave O - Other
M - Maternity T – Termination

NAME	ASSIGNMENT	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Greenleaf, Thomas	Custodian	O	Retirement	6/1/2014	30 Years
2. Marnien, Marguerite	Bus Driver	O	Retirement	6/30/2014	25 Years
3. Scicluna, Margaret	Dining Room Aide	O	Resignation	6/19/2014	6 Years

LEAVE WITHOUT PAY - SUPPORT PERSONNEL

DATE PRESENTED TO BOARD: June 17, 2014

NAME	ASSIGNMENT	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Hutcheon, Robin	Instructional Assistant/HS	L	Leave	6/3/2014	
2. Thieroff, Michelle	Building Aide/MP	L	Leave	5/30/2014	
3. Von Clef, Ronald	Custodian/Operations	L	Leave	6/20/2014	

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF SUPPORT PERSONNEL

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

DATE PRESENTED TO BOARD June 17, 2014

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

SUMMER SUPPORT

<i>Operations</i>	<i>Martin, Amy</i>	<i>Summer IT</i>	<i>Facilities</i>
Askey, Dennis	Miller, Jacklyn	Gancarz, Chris	Campbell, Karen
Benvenuto, Chelsea	Natelli, Jacqueline	Tull, Donna	Grisolia, Jason
Bristow, Kathy	Pica, Nancy	Wallace-Mele, Veronica	Heaney, George
Brutschea, Tina	Poole, Robert		Heaney, Renee
Carotenuto, Kathy	Santman, , Jim	<i>Summer School Building Aides</i>	Heaney, Scott
Connelly, Mary	Sarcwicz, Ray	Askins, Madeline	Hofmann, Letty
Curry, Carol	Servis-Anderson, Karen	Cooperman, Hugh	Jensen, Craig
Danieluk, Diane		Lawrence, Diane	Jones, Matthew
Darrah, Debra			Laborde, Dot
Davis, Christopher		<i>Summer School Secretary</i>	Lukacs, Bethany
Devos, Tina		States, Maryann	Mason, Sr., Patrick
Dina, Julie			McCole, Maryann
Disharoon, Joan		<i>Shipper/Receiver</i>	McCurdy, Margie
Doheny, Amy		Caldwell, Kenneth	McMaster, John
Doheny, Pam		Crist, Frank	Murphy, Elizabeth
Donohue, Michael		Darrah, Debra	Oswald, Stephen
Durante, Al		McGoldrick, Lauren	Ratcliffe, Lynn
Ehresman, Alexxys		McGoldrick, Patricia	Reice, Bryan
Fink, Grace			Reice, Jaclyn
Fleming, Lena		<i>ESY Support</i>	Sauls, Charlie
Gabriele, Karen		Clemmensen, Joanne	Small, Tyler
Gardener, Pam		Harasim, Alison	Smith, Aleisha
Gilbert, Patricia		Kaechele, Pam	Snow, Caroline
Goldberg, Linda		Kemmerer, Mary Jo	Sorensen, Yvonne
Haney, Judith		Pulak, Mary Ellen	Tomlinson, Penny
Heisse, Maria			Whitfield, Derek
Irwin, Daniel			
Jacobs, Heather			
Kane, Dianne			
Keenan, Jami			
Kennelly, Barbara			
Kerbert, Kim			
Kieser, Felicia			
King, Dana			
Kuneck, Ryan			

6.17.2014

NESHAMINY SCHOOL DISTRICT
Langhorne, PA
EXTRA-CURRICULAR ACTIVITIES
2013-2014 School Year Additions/Changes
6/17/2014

E-Certified or Support Employee
N - Coach only

Appointments

Name	CODE	Location	ASSIGNMENT	SEASON	SALARY
Lare, Theresa	E	Maple Point	National Honor Society .5 (inc. to 1.0)	Annual	\$535.00
Welwood, Benjamin	E	Hoover	Safety Patrol (.5)	Annual	\$234.00
Showalter, Susan	E	Hoover	Safety Patrol (.5)	Annual	\$234.00
Oskyuk, Anna	E	Hoover	Orchestra	Annual	\$855.00
Waterson, Holly	E	Hoover	Choral	Annual	\$241.00
TOTAL					\$2,099.00

Resignations/Terminations

Name	CODE	Location	ASSIGNMENT	SEASON	SALARY
Howie, Jennifer	E	Maple Point	National Honor Society (.5) (Club)	A	\$535.00
TOTAL					\$535.00

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania
EXTRA-CURRICULAR ACTIVITIES

2014/2015 School Year
Additions/Changes/Resignations
June 17, 2014

Code: E-Certified or Support Employee
N- Coach Only

NAME	CODE	Location	Assignment	Season	Salary
Barnes, William	E	PMS	Student Council Advisor	Y	\$1,473.00
Barnes, William	E	PMS	Club #2 Rotary interact	Y	\$1,070.00
Bech, William	E	NHS	Tennis - Varsity Head (G)	F	\$3,803.00
Bell, Alexa	N	NHS	Field Hockey - 9th Grade	F	\$3,039.00
Belmonte, Ashley	E	NHS	Soccer - 9th Grade (B)	F	\$3,039.00
Bluett, Brian	E	PMS	8th Gr Asst Football Coach	F	\$2,201.00
Bluett, Brian	E	PMS	7/8 Gr Asst Track Coach	S	\$2,201.00
Boccuti, Lisa	E	PMS	Band Director	Y	\$2,810.00
Boccuti, Lisa	E	PMS	1/2 Stage Manager	Y	\$1,003.50
Boccuti, Lisa	E	PMS	Jazz Band	Y	\$2,327.00
Boccuti, Lisa	E	PMS	Dramatics	Y	\$1,612.00
Brown, Thomas	E	PMS	8th Gr Head Softball Coach	S	\$2,335.00
Coates, Tom	N	NHS	Football - Asst.	F	\$5,263.00
Cochran, Mike	E	NHS	Soccer - J.V. (B)	F	\$3,754.00
Coleman, Hank	E	PMS	8th Gr Head Football Coach	F	\$2,335.00
Deeter, Chelsea	N	NHS	Soccer - Varsity Head (G)	F	\$5,057.00
Doster, Earl	E	Sandburg	Football 110lb Assistant	F	\$2,201.00
Elliott, Joshua	E	Sandburg	Soccer 7th Grade	F	\$2,335.00
Ennis, Keith	N	NHS	Football - Asst.	F	\$5,263.00
Farquharson, Tom	N	NHS	Volleyball - Varsity Head (G)	F	\$4,184.00
Ferrara, Dave	E	NHS	Football - Asst.	F	\$5,263.00
Fezko, Nick	N	NHS	Football - 9th Grade - Asst.	F	\$2,201.00
Flick, Debbie	E	PMS	1/2 Stage Manager	Y	\$1,003.50
Flick, Debbie	E	PMS	Musical Director	Y	\$2,676.00
Flick, Debbie	E	PMS	Choral Director - Split	Y	\$1,405.00
Foley, Tom	E	NHS	Soccer - Varsity Head (B)	F	\$5,057.00
Fox, Tadd	E	NHS	Tennis - Asst. (G)	F	\$2,787.00
Frederick, Mike	N	NHS	Football - Varsity Head	F	\$8,251.00
French, Neil	E	NHS	Football - Asst.	F	\$5,263.00
Hurd, Joanna	E	PMS	Orchestra Director	Y	\$2,810.00
Hutchinson, Kristy	N	Sandburg	Field Hockey 8th Grade	F	\$2,335.00
Irwin, Tom	N	NHS	Football - 9th Grade	F	\$3,039.00
Jackson, Katelyn	E	Sandburg	Cheerleading Assistant	F-W	\$2,466.00
Johns, Billy	N	Sandburg	Football 8th Grade Head	F	\$2,335.00
Koczynski, Caitlin	E	NHS	Field Hockey - Varsity Head	F	\$5,057.00
Leigh, Jason	E	PMS	110# Head Football Coach	F	\$2,335.00
Leigh, Jason	E	PMS	#1 Asst Musical Director	Y	\$1,539.00
Leigh, Jason	E	PMS	Choral Director - Split	Y	\$1,405.00
Lorence, Adam	E	PMS	Store Manager	Y	\$1,598.00
Lorence, Adam	E	PMS	Club #3 Reading Olympics	Y	\$1,070.00
Martys, Dave	E	NHS	Golf - Head	F	\$3,803.00
Matika, Amanda	N	Sandburg	Field Hockey 7th Grade	F	\$2,335.00
Mazur, Michelle	N	NHS	Cheerleading - Varsity (Fall)	F	\$3,575.00
McCourt, Jim	N	NHS	Soccer - Varsity Asst. (B)	F	\$3,754.00
McCurdy, Margaret	E	PMS	Yearbook	Y	\$2,047.00

McGinty, Stephanie	N	NHS	Field Hockey - J.V.	F	\$3,754.00
O'Donnell, Kaitlin	N	NHS	Volleyball - J.V. (G)	F	\$3,371.00
Palkovics, Louis	E	PMS	8th Gr Head Soccer Coach	F	\$2,335.00
Palkovics, Louis	E	PMS	8th Gr Head Baseball Coach	S	\$2,335.00
Passman, Grant	E	PMS	Head Wrestling Coach	W	\$3,039.00
Phillipp, Bonnie	N	Sandburg	Head Cheerleading	F-W	\$3,742.00
Reice, Rich	E	NHS	Soccer - Varsity Asst. (G)	F	\$3,754.00
Richardson, Christine	E	PMS	Head 8th Gr Girls Basketball	W	\$2,335.00
Salmi, Mark	E	PMS	Co-curricular Director	Y	\$4,128.00
Salmi, Mark	E	PMS	7th Gr Head Soccer Coach	F	\$2,335.00
Schweizer, Heather	N	PMS	7th Gr Head Hockey Coach	F	\$2,335.00
Schweizer, Heather	N	PMS	7th Gr Head Softball Coach	S	\$2,335.00
Scott, Lisa	E	PMS	Club #4 Environmental Club	Y	\$1,070.00
Simons, Steve	E	Sandburg	Soccer 8th Grade	F	\$2,335.00
Simpson, Mike	N	Sandburg	Football 8th Grade Asst	F	\$2,201.00
Speece, Staci	E	NHS	Cross Country (G)	F	\$3,803.00
Stanford, Kevin	E	Sandburg	Football 110lb Head Coach	F	\$2,335.00
Stoverschlegel, David	E	PMS	Asst. Band Director	Y	\$1,405.00
Taalib-Din, Nafis	E	PMS	110# Asst Football Coach	F	\$2,201.00
Taalib-Din, Nafis	E	PMS	Head 7th Gr Girls Basketball	W	\$2,335.00
Taalib-Din, Nafis	E	PMS	Head 8th Gr Boys Basketball	W	\$2,335.00
Taalib-Din, Nafis	E	PMS	7/8 Gr Head Track Coach	S	\$2,335.00
VanReed, Josh	E	NHS	Soccer - J.V. (G)	F	\$3,754.00
Volinsky, Trudy	E	NHS	Cheerleading - J.V. (Fall)	F	\$2,887.00
Weidenbaugh, Jay	E	NHS	Football - Asst.	F	\$5,263.00
White, Syd	E	NHS	Cross Country (B)	F	\$3,803.00
Wiatrowski, Michelle	N	PMS	Asst. Choral Director - Split	Y	\$702.50
Wilmot, Steve	E	NHS	Football - Asst. (1st)	F	\$5,604.00
Zuschnitt, Terry	E	PMS	Club #1 Honor Society Adv.	Y	\$1,070.00
TOTAL					\$213,951.50

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ADDENDUM TO SUPPORT PERSONNEL

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: Robert Copeland, Superintendent

DATE PRESENTED TO BOARD June 17, 2014

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

SUPPORT STAFF
LONG TERM SUBSTITUTE

NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	ANNUAL SALARY	DAYS/ HOURS
1. Kelly, Joan	10	S. Wszalek	To: Bookkeeper District Office	P/A	7/1/2014	\$18.55	\$23,651	5/255

RC/la