

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

PUBLIC BOARD MEETING MINUTES
NESHAMINY BOARD OF SCHOOL DIRECTORS
April 21, 2015

The Neshaminy Board of School Directors met in public session on April 21, 2015, in the District Offices Board Room, at Maple Point Middle School. The following persons were in attendance:

BOARD MEMBERS:

Mr. Scott E. Congdon, President
Ms. Irene Boyle, Vice President
Mr. John Allen
Mr. Mike Morris
Mr. Stephen Pirritano
Mr. Ron Rudy
Mr. Mark Shubin
Mr. Anthony Sposato

ADMINISTRATORS:

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

BOARD MEMBER ABSENT:

Mrs. Susan Cummings

OTHERS: Approximately 75 persons from the public, staff and press

SECRETARY: Mrs. Jennifer Burns

SOLICITOR: John Torrente, Esquire

Call to Order

Mr. Congdon called the meeting to order at 7:05 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 advised the Board on the following:

- Update on the Budget.
- Neshaminy High School Boys Bowling Team 2015 Pennsylvania High School State Bowling Championship Winners.
- Erich Hansen, Shawn Minch, Holden Tisone (captain), David Moffit (won individual state title), AJ Wolenholme (captain), Blaze Binkowski, Matt Boyle, Paul Creely, Vincent DiDonato, David Emsley, Michael Gay, Hansen, Riley Hastings, Shawn Minch Greg Munder, Peter Strippoli and Ray Worthington.
- Coach - Mark Dunfee

Public Comment

Kevin Gallagher, IT analysis, Middletown, asked what action, if any, is the Board going to take against the recent legal action brought against the school district by parents who are against the closing of Samuel Everitt Elementary School. Mr. Gallagher said these nuisance suits will cost the district unnecessary funds and the Board should counter sue to send the right message.

Paul Murdoch, field service engineer, Highland Park, asked the Board about several discrepancies in the numbers that were reported in the newsletter as opposed to numbers that are posted on the website.

Mindy Anderson, president of NESPA, spoke on behalf of the food service workers in the district about the importance of keeping these dedicated employees instead of outsourcing their jobs. Ms. Anderson stated that the food service workers know the children and have personal connections to the Neshaminy District students. She pleaded with the Board not to take away the jobs of these devoted employees.

Lou McFeeley, Neshaminy Food Service worker, suggested that the food service workers be given the opportunity to compete via questionnaires with the outsourcing company. He also suggested that the high school students be allowed to attend the negotiation meetings to educate them on the proceedings.

Donna Boyle, nanny, Langhorne, remarked about recent decisions by other institutions not to use the term "Redskins" as a mascot.

Karen Lowry, Lower Southampton, said the district's newsletter should be challenged because it only presents one side of the story. She questioned whether the newsletter is politically motivated.

Steve Rodos, retired, Villages of Flowers Mills, applauded the district's newsletter for disclosing the plans for a new STEM program to move the district forward. Mr. Rodos expressed his dismay that there are frivolous lawsuits pending against the district that will only succeed in costing the district money and attempting to take the district in a backward direction.

Consent Calendar:

Approval of Minutes

1. Board Meeting Minutes for March 17 and April 7, 2015

Mr. Congdon made a motion to approve the Board minutes of March 17 and April 7, 2015, and Mr. Shubin seconded the motion. The Board unanimously approved the March 17 and April 7, 2015, Board minutes by a vote of 8 ayes, and 0 nays. (Mrs. Cummings was not present.)

Finance and Personnel Reports:

Mr. Congdon presented the following for approval:

1. March, 2015 Treasurer's Report, subject to audit
2. Check Register – March, 2015
3. Personal and per capita tax exonerations for March, 2015
4. Investment Summary
5. Budget Transfers
6. Bids
7. Certified and Support Personnel Actions
8. Extra-Curricular Staff and Salary Report
9. Federal Programs

Mr. Congdon made a motion to approve items 1 through 9.

Ms. Boyle seconded the motion.

The Board unanimously approved said report by a vote of 8 ayes, and 0 nays. (Mrs. Cummings was not present.)

Master Motions:

Motion: Approval of Sunday Field/Facility Usage

According to Board Policy #800, Facilities/Fields may not be scheduled on Sundays without School Board approval.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves Sunday usage for the following events:

- Guy's Racing Club's Annual Mountain Bike Race – NHS – Idlewood Environmental Center Wooded Area behind the high school – Sunday, June 21, 2015
- National Dance Showcase – Maple Point Middle School – Sunday, May 17, 2015
- Chris Bayon Film Shoot – Heckman Elementary School – Saturday, May 23/Sunday, May 24, 2015

Motion: Approval of Austill's Rehabilitation Services, Inc.

Whereas PA Code, Chapter 14 Special Education Services and Programs, Chapter 15 Protected Handicapped Student, and the US IDEA require the provision of school based related services to identified students, and...

Whereas Neshaminy School District is a district dedicated to the provision of FAPE in the Least Restrictive Environment, be it resolved that Neshaminy School District will enter a contractual agreement with Austill's Rehabilitation Services, Inc. retaining services to provide Occupational and Physical Therapies.

Motion: Approval of Deputy Tax Collector for Langhorne

WHEREAS, in accordance with House Bill 1590, Now Act 164 of 2014, all tax collectors need to appoint a Deputy Tax Collector, which must be approved by the taxing body and the bonding company.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors accept the appointment of Stephan Reid as Deputy Tax Collector for Langhorne Manor in accordance with the request of the Tax Collector. This approval is subject to receipt of confirmation that the bond secured by the elected Tax Collector shall be applicable to the Deputy Tax Collector named above.

Motion: Transfer of Entity

Whereas, the transfer of certain Neshaminy students with disabilities from IU-operated Autistic Support, and Emotional Support/Autistic Support classes to District operated programs would facilitate the integration and inclusion of these students in their schools, render more efficient the administration and oversight of programming for these students, and yield cost savings to the District and its taxpayers; and

Whereas, such transfer could be subject to the "transfer between entities" provisions of the Pennsylvania Public School Code, be it therefore RESOLVED--

That, effective with the commencement of the 2015-2016 school term, the Neshaminy School District shall transfer students currently on caseloads of Autistic Support, and Emotional Support/Autistic Support classes currently operated by the Bucks County Schools Intermediate Unit No. 22 ("BCIU") at Poquessing Middle School to caseloads of District-employed teachers, as identified in the Special Education Plan Revision Notice submitted herewith and here approved for submission to the Pennsylvania Department of Education;

That, effective with the conclusion of any applicable BCIU extended school year programming or July 1, 2015, whichever is sooner, the classroom space in District-operated schools in which such transferred students currently receive services shall revert to the exclusive use and control of the District;

That, effective with the commencement of the 2015-2016 school term, such transferred students shall be assigned to appropriately-certified teachers either currently employed by the District or currently in the District furlough pool, to the maximum extent possible given the program needs of the students; and

That, to the extent that the transfer of students as required herein is deemed the transfer of an IU class or program "as a unit," the District shall adhere to any applicable provisions of the Public School Code governing transfers of programs between school entities.

Mr. Congdon made a motion to pass items 1 through 4.

Mr. Allen seconded the motion.

Mr. Morris asked for an explanation on item number 4.

Mr. Copeland explained the transfer of entity.

The Board unanimously approved items 1 through 4 by a vote of 8 ayes, and 0 nays. (Mrs. Cummings was not present.)

Other Board Business

Mr. Shubin asked if the Board would consider a resolution to the State regarding legislative action on school employee pension reform.

Mr. Congdon asked if there were any objections to this being added to the agenda at the May 20 Board meeting, and there were no objections.

Mr. Congdon stated that this resolution will be added to the agenda.

Public Comment

Lou McFeeley, Neshaminy Food Service worker, explained how important the jobs are to all the food service workers. He implored the Board to see the human side of the matter and not only look at the financial side.

Donna Boyle, nanny, Langhorne, said she has spoken to many members of the Lenape nation who agree that the term "Redskins" is not honorable. Ms. Boyle said that Neshaminy honors many minorities, but at the same time, they do not honor the Native Americans. She pleaded with the Board to reconsider the mascot name.

Paul Murdoch, field service engineer, Highland Park, stated that although the district is claiming that the fifth graders will have the same elementary school experience in middle school, that is not the case. He said there are no playgrounds at the middle schools and the cafeteria experience will not be the same.

Bob Feather, home inspector, Highland Park, said the fifth grade students do not belong in a middle school environment. Mr. Feather questioned the timing of the newsletter stating that it should have been put out before the Act 34 hearings and not right before an election. He also questioned what did the newsletter cost the district to put out.

Karen Lowry, Lower Southampton, said the Board members should work one day of the month as a food service worker to see what it is like to perform their duties.

Tina Hollenbach, Feasterville, said all the children in Neshaminy need to get the best education possible and she fears that their best interests are being lost in all of the controversy. She implored everyone to think of the students first.

Steve Rodos, retired, Villages of Flowers Mill, said the district is going in the right direction and the Board is committed to enhancing the educational direction of the district. He remarked that those individuals who are suing the district are simply wasting time and costing the district money unnecessarily. Mr. Rodos stated that in the past when the district outsourced substitute teachers the district did save money because of the high cost of benefits. He said the benefits have now been adjusted to a more reasonable cost.

Board Comment

Mr. Pirritano said the estimated cost to the district to defend pending lawsuit is approximately \$40,000. He added that frivolous lawsuits cost the district money that should be used to purchase new equipment such as iPads and text books. Mr. Pirritano stated that the mailer was sent out in response to a request via public comment. Mr. Pirritano reiterated the financial status of the district and the plan that the Board is following in order to save money and reinvest into the quality of education that everyone wants for Neshaminy.

Mr. Rudy stated that the consolidation project will cost the district \$108 million over the next 23 years. He also declared that, in his opinion, the mailer should have been delayed until after the election and the timing of the mailer release is suspect.

Mr. Sposato stated that Neshaminy has come a long way compared to neighboring districts, such as Bristol Township, Philadelphia, and Morrisville, who failed to recognize the signs that improvement was seriously needed. He stated that the Board has done everything possible to remain transparent with the parents and taxpayers. Mr. Sposato said the decisions that the Board has been making are by no means politically motivated. He said, on the contrary, these difficult decisions are with one purpose in mind and that is to continue the educational progress of the Neshaminy School District.

Mr. Morris stated that anyone who disagrees with the decisions of the Board has the right to take whatever action they feel is appropriate. He stated that there is distrust among many groups of parents in the district and he feels it is because of lack of transparency. Mr. Morris said that he has always been an advocate for upgrading the district's buildings; however, in the past it was not financially possible due to the high cost of the contract for the certified staff. Mr. Morris asked for the appropriate person to contact him with the figures on what the mailing cost the district. He questioned why the Board would approve of an insurance broker who was costing more money than the previous insurance contract.

Mr. Shubin remarked that his goals for Neshaminy have always been about education improvement, accountability, student achievement and progress and certainly not for political reasons. Mr. Shubin said he is against outsourcing and would always choose to operate with the district's own employees; however, the issue is really about the quality of the food provided to the children. He also expressed his concern about standardized testing in the district. He said too much time is taken away from teaching in order to conduct these tests.

Ms. Boyle said she is against outsourcing also. She stated that the priority of the Board is to look after the best interest of the children and she does feel the Board is taking the right steps. She said the mailing was in response to the public asking for information and it was not politically motivated.

Mr. Allen asked for an update on the Color Fest that was held at the high school.

Ms. Drake gave an update on the Color Fest function, which was very successful.

Mr. Pirritano noted that there is a link on the district's homepage to provide email addresses in order to receive pertinent district information via email.

Public Board Meeting Minutes of the Neshaminy Board of School Directors (cont.)
April 21, 2015

Mr. Congdon said the Board has worked hard to make the right decisions for the whole district and not just certain areas of the district.

Adjournment

Mr. Congdon moved the meeting be adjourned and Mr. Pirritano seconded the motion. The Board unanimously approved the motion. Mr. Condon adjourned the meeting at 8:37 p.m.

Respectfully submitted,

Jennifer Burns
Board Secretary

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: April 21, 2015

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. Ferraro, Zachary	L. Boyd (SL)	1	Earth & Space Science	BS in Science, E. Stroudsburg Univ.	1 Yr. Source4Teachers	Science, High School	4/22/2015	\$44,469 (Step 1, Range 1)
2. Howie, Jennifer (now full)	E. Shaw (SL) (.2)	1	English, Mathematics Social Studies Reading Spec.	M in English, Widener Univ.	12 Yrs. A/E, Maple Point	.2 A/E, Maple Point (Currently .8 A/E)	4/22/2015	\$17,345 (Range 9, Step 7)
3. Laurence, Diane	M. Marquis (R)	1	Elementary Special Ed.	M in Art of Teaching, Marygrove College BA in Ed. Holy Family	1.5 Yrs. LTS Spec Ed., HS/Schweitzer 11 Yrs. Various Charter Schools	Special Ed, Schweitzer	4/22/2015	\$55,587 (M, Step 1)

LONG TERM SUBSTITUTE POSITION

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2014/15 ANNUAL SALARY*
4. O'Brien, Nicole (Currently .2 LTS)	E. Shaw (SL)	1	English 7-12	MA in Conflict Resolution, Arcadia Univ., BA in Humanities, Arcadia Univ.	3 Months LTS English, Maple Point 1 Yr. LTS, Centennial SD 1 Yr. LTS Council Rock SD 2 Yrs. Grant Position, Bensalem	.8 English, Sandburg (Currently .2)	4/22/2015	\$47,788 (M+12, Step 1)
5. Toth, Alyssa	L. Chakler (M)	3	Elementary	BS in Business/Elem. Ed., Albright College	6.5 Yrs. Elementary, Reading School District 2 Yrs. Nesh. Sub List 1 Yr. S4Teachers	Grade 2, Ferderbar	4/22/2015	\$44,469 (B, Step 1)

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

LEAVES OF ABSENCE OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: April 21, 2015

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. Cromwell, Michele	Grade 3, Lower South	L	Medical	5/18/2015	19 Years
2. Kornblau, Rachel	Reading, Poquessing	M	Maternity	6/01/2015	10 Years
3. Richardson, Christine	Science, Poquessing	L	Medical	3/30/2015	22 Years
4. Sisca, Kimberly	Special Ed., Lower South	L	Leave Extension to 9/2016	6/3/2014	5 Years

RC/jr

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

RESIGNATION/RETIREMENTS OF MIDDLE MANAGEMENT

DATE PRESENTED TO BOARD: April 21, 2015

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. Erb, Jill	Food Service Mgr./Maple Point	R	Retirement	4/01/2015	22 Years

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

RESIGNATION/RETIREMENTS OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: April 21, 2015

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. Flanly, Susan	Librarian, Maple Point	R	Retirement	6/30/2015 (changed from 6/18/2015)	30 Years
2. Ianni, Denise	Gifted, Ferderbar/Heckman, Schweitzer	R	Retirement	6/18/2015 (or last teacher day)	36 Years
3. Kistner, Charles	Tech Ed., Poquessing	R	Retirement	6/18/2015 (or last teacher day)	34 Years
4. Marquis, Megan	Special Ed., Schweitzer	R	Resignation	4/03/2015	2.5 Years
5. Notwick, Paul	5 th Grade, Miller	R	Retirement	6/18/2015 (or last teacher day)	22 Years

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF SUPPORT PERSONNEL

DATE PRESENTED TO BOARD April 21, 2015

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

CONFIDENTIAL STAFF New Hire							
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	SALARY	DAYS/ HOURS
1. Morrow, Karen	8	K. McManus	To: Confidential Secretary Human Resources	F	TBD	\$56,900	261/7
SUPPORT STAFF							
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS
1. Tweedie, Denise	3	D. Danieluk	From: Dishwasher	P/P	4/22/2015	\$12.00	3 Hrs.
			To: Cashier Hoover	P/P		\$12.00	3.5 Hrs.
2. Schwab, Amy	4	E. Skyba	From: Playground Aide Everitt	P/A	4/22/2015	\$13.92	2 Hrs.
			To: Dining Room Aide Miller	P/A		\$13.92	2 Hrs.
SUPPORT STAFF Long-Term Substitute							
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS
1, Day Hunt, Anna Marie	4	L. Jones	From: Playground Aide Everitt	P/P	4/22/2015	\$12.00	2 Hrs.
			To: Dining Room Aide Maple Point	P/P		\$12.00	2.5 Hrs.
2. Wendy Ginsberg	4	A. Schwab	To: Playground Aide Everitt	P/P	4/22/2015	\$12.00	2 Hrs.

SUPPORT STAFF
Long-Term Substitute (Continued)

NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS
3. Meinzer, Kim	1	D. Kenney	From: Bus Driver	P/G	4/22/2015	\$22.19	5.75 Hrs.
			To: Bus Driver Transportation	F/G		\$22.19	6.25 Hrs.
4. Mitchell, Brenda	4	A. Day Hunt	To: Playground Aide Everitt	P/P	4/22/2015	\$12.00	2 Hrs.
5. O'Donnell, Kim	4	K. Kebert	To: Dining Room Aide Everitt	P/P	4/22/2015	\$12.00	2 Hrs.
6. Peapus, Debbie	5	V. Barbiero	To: Instructional Assistant Poquessing MS	P/P	4/22/2015	\$16.02	5.75 Hrs.
7. Williams, David	1	D. Keenan	From: Bus Driver	P/G	4/22/2015	\$22.19	5.5 Hrs.
			To: Bus Driver Transportation	F/G		\$22.19	6.25 Hrs.

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

Support Retirements, Leaves, Resignations

DATE PRESENTED TO THE BOARD: April 21, 2015

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

NAME	ASSIGNMENT	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Collins, Drew	Cleaner	R	Resignation	3/27/2015	2 Years
2. Judson, Geraldine	Bus Driver	R	Resignation	3/25/2015	17 Years
3. Katsourides, Virginia	LTS Instructional Assistant	O	Assignment Completed	4/6/2015	2 Months
4. Lagomarsino, Robert	LTS Cleaner	R	Resignation	4/10/2015	2 Months
5. Levondosky, Ted	Custodian	R	Retirement	7/24/2015	14 Years
6. Linebaugh, Joan	Bus Driver/DR Aide	L	Sick Leave	2/19/2015	6 Years
7. McManus, Kristine	Confidential Secretary	R	Resignation	4/6/2015	1 Month
8. Von Clef, Ronald	Custodian	R	Retirement	4/30/2015	16 Years

4/15/2015

4/13/2015

**Neshaminy School District
EXTRA-CURRICULAR ACTIVITIES
2014/2015 School Year
April 21, 2015**

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

NAME	CODE	Location	Assignment	Season	Salary
Appointments					
Coll, David	E	NHS	Club - Adventure	A	\$1,498.00
DiCicco, Chris	E	NHS	Club - African American Pride	A	\$1,498.00
Greenberg, Richard	E	NHS	Club-Anti-Bullying	A	\$1,498.00
Mallon, Patrick	N	NHS	Baseball - 9th Grade	S	\$3,039.00
Zefran, Hara	E	NHS	Club - Ceramics	A	\$1,498.00
Elliot, Joshua	E	NHS	Club - Nesh. Activities Programming Network	A	\$1,498.00
Speece, Staci	E	NHS	Club - Neshaminy Pride	A	\$1,498.00
Leventhal, Elaine	E	NHS	Club - Science	A	\$1,498.00
Aubrey, Kim	E	NHS	Club - Yoga	A	\$1,498.00
Caven, Shawn	N	NHS	Lacrosse - Assistant Boys	S	\$3,754.00
Total					\$18,777.00
Resignations/Terminations					
MacPherson, Andrew	N	NHS	Lacrosse- Assistant Boys	S	\$3,754.00
Total					\$3,754.00