

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

PUBLIC BOARD MEETING MINUTES
NESHAMINY BOARD OF SCHOOL DIRECTORS
September 23, 2014

The Neshaminy Board of School Directors met in public session on September 23, 2014, in the Harry M. Dengler, Jr. Performing Arts Center 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. 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

BOARD MEMBER ABSENT:

Mr. Mike Morris

OTHERS: Approximately 175 persons from the public, staff and press

SECRETARY: Mrs. Jennifer Burns

SOLICITOR: Thomas J. Profy, III, Esquire

Call to Order

Mr. Congdon called the meeting to order at 7:13 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:

- Working out transportation issues.
- Presentations will be starting in October.
- Added to the agenda will be several programming issues.

Public Comment

Mary Ellen Bowman, Neshaminy fourth grade teacher, stated that she has been an educator at Samuel Everitt Elementary School for 24 years and for many years the parents, students, and teachers have been waiting patiently for upgrades to the building. She said other schools in the district have been improved and maintained, while Everitt and the other 2 elementary schools that are scheduled for closing have been neglected.

Jim Jenca, retired, resident of Levittown, said that the majority of the Board, with the exception of 3 members, is making decisions against the taxpayers wishes. Mr. Jenca emphatically voiced his opposition to the consolidation plan and the proposal to move fifth grade to middle school. He challenged the Board to put a stop to the consolidation plans or put it to a referendum.

Ed Kern, retired, resident of Levittown, seriously questions the decision to move fifth grade to middle school. He said that the research indicates that there most likely would be a negative impact on the development of students rather than a positive effect.

Doreen Stratton, resident of Doylestown, remarked that the term "Redskins" is an offensive racial term and urged the Board to discontinue using it. She referred to the Phips Proclamation of 1755 urging the scalping of Penobscot Indians for a bounty, saying this is where the term originated. Ms. Stratton stated that the use of the term does nothing to teach diversity or tolerance in the schools and urged the Board to reconsider.

Tim Sauritch, Neshaminy elementary teacher, pleaded with the Board to reconsider the decision to close 3 neighborhood schools and build a new "mega" school and move the fifth grade to middle school. He urged the community to stand together and not allow this to happen.

Donald Gallagher, retired teacher, resident of Lititz, PA, spoke on behalf of the Warwick Bright Torch civic action group. He asked the Board to demonstrate leadership by representing those who elected them and discontinue using the term "Redskins."

Donna Boyle, nanny, resident of Langhorne, said our nation has a long history of racial hatred. She said the NCAI (National Congress of American Indians) has taken a firm position against the use of Indian stereotypes in mascots, logos and symbols in various sports. She said these harmful and archaic depictions must be ended.

Mindy Feinberg, resident of Levittown, said she wanted to speak on behalf of the residents in the Samuel Everitt community. She implored the Board not to close this neighborhood school, because having a commercial business occupy the building would create a traffic hazard.

Mark Fiore, real estate agent, resident of Levittown, stated that the parents and students of Samuel Everitt, Oliver Heckman, and Lower Southampton deserve an apology because these buildings did not receive the same level of maintenance and care as other school buildings in the district. He said all students should have the same opportunities and advantages as every other student within the district. Mr. Fiori remarked that children today are growing up too fast and this is why fifth graders should not be put in middle school before they are emotionally ready.

Joyce Hadley, retired, resident of Bensalem, commented that she does not understand why the Board has not addressed the "Redskins" issue. She said it is an offensive and derogatory term.

Joy Ward said everyone knows that it is wrong to use the term "Redskins," so why hasn't it been stopped. She also stated that she is against moving fifth grade to middle school. Ms. Ward said that closing neighborhood schools will dissolve the ties to the community. She asked the Board to re-examine their goals to the community.

Mack Ward, Lenape Village educator at the Churchville Center, said he doesn't understand why this issue has not been addressed. He said the Board will continue to hear about it until something is done to stop the use of the derogatory term.

Bob Krayner, Neshaminy teacher, resident of Langhorne, voiced his concern that the Board has only presented one representative from the bond company and one vendor for renovations. He said the district is not getting a balanced view of what needs to be done. Mr. Krayner also asked what will become of vacated school buildings and why have they been neglected over the years. He said it is a form of discrimination that certain schools have been neglected. He requested that a referendum be conducted to give taxpayers a voice.

Jennifer Wallover, teacher, resident of Levittown, remarked that she opposes the consolidation plan. She said she signed the petition asking for a referendum and still wants to see this happen. Ms. Wallover remarked that the consolidation plan is not a fair and equitable plan for all the students in the district. She stated that the future programs that are proposed are vague and indefinite.

Approval of Minutes

Mrs. Burns presented the minutes of August 26 and September 9, 2014. Upon motion of Mr. Pirritano and seconded by Mrs. Cummings the Board unanimously approved the minutes of the August 26 and September 9, 2014 Board Meeting Minutes. (Mr. Morris was not present.)

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

Mrs. Markowitz presented the following for approval:

- August, 2014 Treasurer's Report, subject to audit
- Check Register – August, 2014
- Investments
- Personal and per capita tax exonerations for August, 2014

Mr. Shubin moved the August, 2014 Treasurer's Report be approved, subject to audit, Check Register for August, 2014, the Investment report, and the Personal and Per Capita Tax Exonerations for August, 2014. Ms. Boyle seconded the motion.

The Board unanimously approved said reports by a vote of 8 ayes, and 0 nays. (Mr. Morris was not present.)

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

The Board unanimously approved said reports by a vote of 8 ayes, and 0 nays. (Mr. Morris was not present.)

Motion: Elections of 2015 PSBA Officers

Mrs. Cummings presented the following motion:

WHEREAS, once again, PSBA members will be following procedures for electing PSBA officers as authorized in bylaws changes approved by the membership at the 2012 annual business meeting (PSBA Bylaws, Article IV; Section 6); and

WHEREAS, each school entity will cast one vote for each officer and at-large representative. This will require Boards of the various school entities to come to a consensus on each candidate and cast their vote electronically during the open voting period. Each District has identified an authorized electronic voter on behalf of your school entity and Neshaminy's designated electronic voter is the Assistant Board Secretary; and,

WHEREAS, electronic voting will be open from September 9 – October 6, 2014 and the Board needs to decide by a majority vote how to cast its votes during a Board meeting in September.

NOW, THEREFORE, be it resolved that Neshaminy Board of School Directors casts their votes for the following (choose one in each category - see the attached list).

President-Elect: Kathy K. Swope* X or Charles H. Ballard

Vice President: Mark B. Miller* X

Treasurer: Otto W Voit III* X

At-Large Representative (East) Representing Regions 7, 8, 10, 11, 15:

Michael Faccinetto* X Robert M. Schwartz*
Edward J. Cardow

Please Note: * Endorsed – The Leadership Development Committee may, by a majority vote, choose to endorse the nomination(s) of one or more candidates for any elected position as a means of identifying those candidates that the Leadership Development Committee considers to be highly qualified.

Mr. Pirritano seconded the motion.

The Board unanimously approved said motion by a vote of 8 ayes, and 0 nays. (Mr. Morris was not present.)

Motion: Alternative Programming

Mr. Shubin presented the following motion:

Whereas the Neshaminy School District provides a full continuum of both general education and special education programming within its buildings, and whereas there are unique circumstances where the neighborhood public school is not educationally beneficial to all students, Be it resolved that the Neshaminy School District approves the following contracts for alternative programming:

Lakeside School will reserve 3 Special education slots at one of their campuses for \$94,530.00 with a transportation fee of \$65.05 per day per student...

Lifeworks Alternative School will provide educational programming for a per diem rate of \$253.00 for autistic support...

Chester County Intermediate Unit will provide a Brandywine Virtual Academy cyber programming at a rate ranging from \$182.00 to \$695.00 per credit...

Titusville Academy will provide an educational program for 2 special education students during the 2014-2015 school year at a combined cost of \$94,682.00...

The Quaker School at Horsham will provide an educational program for a special education student for the 2014-2015 school year for \$32,640.00...

The Lewis School will provide an educational program for a special education student for the 2014-2015 school year for \$38,000.00...

New Hope Academy will provide an educational program for a special education student for the 2014-2015 school year for \$33,000.00.

Mr. Rudy seconded the motion.

The Board unanimously approved said motion by a vote of 8 ayes, and 0 nays. (Mr. Morris was not present.)

Motion: School Based Services from Outside Providers

Mr. Pirritano presented the following motion:

Whereas the Neshaminy School District is a member of the Pennsylvania Network for Student Assistance Services, and whereas each building in the District has its own Student Assistance Program, and whereas interventions include linkages with outside agencies via school based services, and whereas similar related services are prescribed in Individualized Educational Programs for students with behaviors that may be impeding their own instruction, be it resolved that the Neshaminy School District approves the following contracts for group and individual counseling services:

Lakeside Educational Services will provide 2.5 adolescent counselors to provide counseling throughout the District during the 2014-2015 school year for \$204,660.00...

Laura Wallace, School Based Group Facilitator will provide group and individual counseling services for students as referred by the Student Assistance Program for the 2014-2015 school year for \$30,625.00.

Ms. Boyle seconded the motion.

The Board unanimously approved said motion by a vote of 8 ayes, and 0 nays. (Mr. Morris was not present.)

Motion: Confidential Agreements

Mr. Allen read the following motion:

Whereas the Neshaminy School District has entered a private and confidential agreement with the families of PM, BR, NB, DS, and KP, be it resolved that the Neshaminy School District will fund a summer program at a cost not to exceed \$4,000, and an educational program not to exceed \$864.00, and an educational program through the 2016-2017 school year at the Lewis School, and an educational program through the 2014-2015 school year at Titusville Academy, and an educational program through the 2015-2016 school year at Delaware Valley Friends School, respectively.

Mrs. Cummings seconded the motion.

The Board unanimously approved said motion by a vote of 8 ayes, and 0 nays. (Mr. Morris was not present.)

Motion: Approval of New Bank Account for the PSERS Reserve

Ms. Boyle read the following motion:

WHEREAS, the Pennsylvania Public School Code requires that the Board of School Directors approve all bank accounts.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors authorizes the establishment of a PSERS Reserve Account with PSDLAF in the name of Neshaminy School District.

Mr. Rudy seconded the motion.

The Board unanimously approved said motion by a vote of 8 ayes, and 0 nays. (Mr. Morris was not present.)

Motion: Approval of Appointing Bond Counsel

Mr. Congdon read the following motion:

WHEREAS, the District is in the process of partially restructuring the 2006 Bonds of the School District and financing the potential new construction and energy project and will be requesting advice for the SEC

initiative regarding the Municipalities Continuing Disclosure Cooperation (MCDC) and Bond Counsel is required.

NOW, THEREFORE, BE IT RESOLVED, that the Board adopt a motion appointing Eckert Seamans in Philadelphia, Pennsylvania as Bond Counsel for the restructuring of bonds, new bonds for construction and energy project, and the SEC initiative of the School District.

Mr. Allen seconded the motion.

Mr. Rudy asked why this bond counselor was chosen.

Mr. Copeland stated that the RFP went out to a number of companies and a committee was formed and interviews were held and this was the recommendation from the committee.

The motion passed by a vote of 7 ayes, and 1 nay. (Mr. Rudy) (Mr. Morris was not present.)

Federal Programs

Mrs. Markowitz advised the Board that the total amount of Federal Grants is \$90,590.00.

Other Board Business

None

Public Comment

Tim Sauritch, teacher, asked all residents that are opposed to the consolidation plan to come forward and state their opposition to the plan.

Suzi Drake, vice president of NFT, asked the Board to consider all the voices that have spoken at the meeting and remember that the teachers are always advocating for the students.

Donna Boyle, nanny, resident of Langhorne, said she does not understand how anyone can think that the term "Redskins" is an honorable word when it is so offensive. She asked the Board to consider the negative image that is being portrayed of the Neshaminy community by refusing to change the mascot.

Doreen Stratton, resident of Bensalem, said the continuing use of the term "Redskins" does nothing to teach diversity to the students. She said Neshaminy should find an honorable name instead.

Jennifer Simpson, homemaker, resident of Levittown, stated that she moved to Snowball Gate because it had a neighborhood school. She mentioned that the residents look out for the school children walking home from school. Ms. Simpson said she is concerned that if Samuel Everitt Elementary School is closed and leased out to another business, this will not be the case. She said her family is against the consolidation plan.

Mindy Feinberg, resident of Levittown, commented that if neighborhood schools are closed it will create traffic problems and possible safety concerns for the children.

Diane Beyer, accountant, resident of Levittown, said all students deserve a fair and equal education. She stated that she opposes moving fifth grade to middle school, closing neighborhood schools, and building a new super school.

Richard Eisenacher, resident of Levittown voiced his opposition to moving fifth grade to middle school. He also said the Board should realize that most of the parents in the Neshaminy School District want the neighborhood schools to remain open and they do not want a new super school.

Donna Eisenacher, resident of Levittown, remarked that she opposes all the proposed changes.

Public Board Meeting Minutes of the Neshaminy Board of School Directors (cont.)
September 23, 2014

Michelle Palmer, retired, resident of Middletown Township, commented that the fifth graders should mature at the elementary level. Ms. Palmer asked the Board to listen to the taxpayers and use the funds to repair the existing elementary schools and not build a super school.

Homer Bombino, resident of Levittown, said he wants more transparency with the decisions made by the Board. He stated that he is against closing neighborhood schools and wants to see the money used to improve the existing buildings.

Nicole Arazum, resident of Levittown, remarked that the reason she chose Levittown to raise her family is because of the neighborhood schools and the small community atmosphere.

Patty Alexander, information specialist, resident of Levittown, said that fifth graders are not ready to move to middle schools. She also stated that the neighborhood schools should not be closed and the money should be used to repair the buildings.

Richard Geiger, resident of Levittown, voiced his opposition to closing neighborhood schools. He is also against moving fifth grade to middle school.

Andrea Geiger, resident of Levittown, said she grew up attending a neighborhood school and cannot imagine closing any of these schools. She stated that she is against the consolidation plan and moving fifth grade to middle school.

Joe Kaiser, resident of Levittown, voiced his concern over the length of time that elementary school students have been waiting for the buses. He said the matter should be reviewed and addressed.

Susan Brounce, resident of Levittown, stated that she opposes closing neighborhood schools and moving fifth grade to middle school.

Bob Krayner, resident of Langhorne, voiced his opposition to closing any elementary schools and moving fifth grade to middle school. He urged the Board members to speak to the people of their districts and get their perspective. He also said he opposes outsourcing of any Neshaminy School District jobs.

Dara Damari, resident of Levittown, voiced her opposition to the consolidation plan.

Amy Hoffman, resident of Levittown, voiced her opposition to closing the neighborhood schools.

Jessica Millward, writer and editor, resident of Langhorne Borough, commented that the Neshaminy taxpayers definitely do not want a "mega" school. She said the social and educational benefit of small neighborhood schools has been proven time and time again. She urged the Board to be a representative body and vote according to what the taxpayers want.

Matt Walther, resident of Levittown, implored the members of the Board to vote against the consolidation plan because it will impact three communities if the neighborhood elementary schools are closed.

Karen Lowry, resident of Feasterville, stated her opposition to the consolidation plan and moving fifth grade to middle school. She said it will have a devastating impact on the parents and the children.

A father of 3, resident of Snowball Gate, voiced his opposition to closing the neighborhood schools and destroying the community atmosphere that he wants for his family.

Bud Burkhardt, resident of Levittown, voiced his opposition to the consolidation plan and said it should be put to a referendum.

Jessica Merz, teacher, resident of Levittown, said bullying is a serious issue especially on school buses. She said the consolidation plan will put many more children on buses subjecting them to bullying and safety issues.

She asked what plan is in place to counteract this matter. She stated that this is only one of many reasons why she is against the consolidation plan and moving fifth grade to middle school.

Ms. Leckland, resident of Red Rose Gate, stated that she is against the consolidation plan and moving fifth grade to middle school.

Kathleen Mullins Hauser, teacher, resident of Levittown, remarked that she is against the consolidation plan and moving fifth grade to middle school. She asked the Board to consider what the community wants.

Lauren Mullins Ostach, resident of Levittown, said she opposes the consolidation plan and wants to see neighborhood schools remain open so families will keep ties to their communities.

Alexis Cordero, resident of Levittown, said she opposes the consolidation plan and will consider moving out of the area if this plan is put into action.

Mark Fiore, real estate agent, resident of Levittown, stated that he opposes the consolidation plan and moving fifth grade to middle school. He also voiced concern over the long bus commutes that the consolidation plan would create for elementary students.

Melanie Busfield, former teacher, resident of Langhorne, voiced her opposition to the consolidation plan. She also stated her concern over the longer bus routes that will occur. Ms. Busfield asked for an explanation why the second grade students at Pearl Buck Elementary School do not have math workbooks.

Jen Ianacone, resident of Levittown, said her children love attending Samuel Everitt Elementary School and stated she is opposed to closing the neighborhood schools.

Jennifer Wallover, teacher, resident of Levittown, advised the Board to listen to the community before they make their decisions on the important issues.

A resident of Red Rose Gate said closing the neighborhood schools is not the right thing for the community. She also wants to know why the buildings have been neglected for so many years. She also suggested that smaller area contractors be used to improve the buildings.

Brian Huber, resident of Levittown, said he moved to Neshaminy because he wanted a better school district for his family. He said he is disappointed about the consolidation plan and is opposed to it.

Clare Lysun, Samuel Everitt teacher, resident of Feasterville, stated that she is firmly opposed to the consolidation plan and said that parents should be aware that it will affect all families in a negative way within the district.

Katie Irizarry, Samuel Everitt teacher, stated that she is against the consolidation plan and wonders what is the source of the enrollment study that has been conducted. Ms. Irizarry said the special education staff is being underutilized and this should be addressed.

Kimberly Sperling, educator, resident of Levittown, stated that she is opposed to the consolidation plan.

Sean Collins, environmental scientist, resident of Levittown, said he moved to Snowball Gate because of the neighborhood school and he is against the consolidation project.

Rebecca Collins, resident of Levittown, voiced her opposition to the consolidation project and moving the fifth grade to middle school.

Janice Daulton, resident of Levittown, said she is opposed to the consolidation project and the matter should be put to a referendum.

Joy Ward asked the Board to put themselves in the place of the children and remember what it was like to have the safety and security of a small community school.

Missy Kitzmiller, realtor, resident of Levittown, told the Board that they have heard from the parents and taxpayers and now it is their turn to do the right thing and vote no for consolidation.

Meg Offenbach, resident of Levittown, thanked the teachers and parents from Samuel Everitt Elementary School for their attendance at the meeting and voicing their oppositions to the closing of the school. She said she is against the consolidation project and the moving of fifth grade to middle school.

Tom Wyatrouski, resident of Levittown, said he is opposed to consolidation and moving fifth grade to middle school. He noted to the Board that not one person has appeared to say they are in favor of the consolidation. He demanded that the issue be put to a referendum. He concurred with the suggestion to use local contractors to improve and update the school buildings.

Karen Soriello, therapist, resident of Levittown, said she disagrees with the entire consolidation plan. She said she is concerned about children with an IEP getting lost in the school changes and redistricting.

Jim Jenca, retired, resident of Levittown, said there is no community support for the consolidation plan. He urged the 3 Board members who voted no for the consolidation plan to persuade the other members to abolish the plan.

Board Comment

Mr. Copeland addressed some of the public comments by acknowledging his role as an educator, but he also acts in the capacity of a CEO who proposes a yearly budget of over \$170 million. He stated that the programs projected are not vague, but rather specific, such as full-day kindergarten, better reading in middle and elementary schools, and the return of foreign languages. Mr. Copeland explained that it is his duty to make recommendations to the Board and then the matter is researched and decided upon. He asked Dr. Hancock to elaborate on the research report that was questioned during public comment.

Dr. Hancock said the research reports were not definitive, because much of the studies referred to children in urban areas and not suburban areas. She said there are transition issues in all areas and at all levels. She said the committee will do their best to insure the best grade configuration that is beneficial to all the students before any implementation is made.

Mr. Pirritano asked Dr. Hancock to explain what the interim report on the website consists of.

Dr. Hancock explained that it includes the conversations and debates that have taken place regarding the consolidation plan. It gives a review of the research literature and gives recommendations, implementation plans and preliminary cost figures.

Mr. Sposato asked the public to talk to the State Representatives and Senators to resolve the PSERS matter, because that would go a long way to alleviate the financial burden for school districts and enable neighborhood schools to remain open. He also noted that children in the Gate sections will not be bused to the Tawanka site. He said the object of the consolidation plan is to save programs and introduce new programs while saving the district \$2 million per year.

Mr. Shubin said he understands the passion regarding closing neighborhood schools, but the financial crisis makes difficult decisions a reality. He said Neshaminy cannot continue to spend the reserve funds and not address the issues. He clarified that a referendum is not allowed on the matter of closing schools. A referendum can only be held for the bond issue.

Mrs. Cummings said that many people misunderstand what a referendum is. She reiterated that school closings would not be listed on the ballot. It would be a vote for monetary value.

Mr. Pirritano thanked the public for their comments and said the Board members agree that the sense of community is very important. He said unfortunately the financial issues are what drive these decisions, because the district cannot continue to operate on a deficit each year. Mr. Pirritano assured everyone that their concerns are acknowledged and taken into consideration and the Board will continue to do its due diligence.

Mr. Allen said that school boards are often faced with difficult decisions that are beyond control, but the one thing that they can control is operational costs and this is what they are currently faced with. He said this is an opportunity to modernize the district and save money. Mr. Allen said the majority of the Board feels that the buildings that are not up to standard are not worth the cost of renovating and that is why they are considering these options.

Mr. Congdon stated, in response to the suggestion about using local contractors for school maintenance, that although it sounds like an excellent idea it is not possible because of state mandates. He said there are rules in place to insure against preferential treatment. Mr. Congdon concluded by saying he is proud of each Board member for their dedication and commitment to a position that, at times, can be misunderstood and unacknowledged.

Adjournment

Mr. Congdon moved the meeting be adjourned and Mr. Sposato seconded the motion. The Board unanimously approved the motion. Mr. Congdon adjourned the meeting at 9:45 p.m.

Respectfully submitted,

Jennifer Burns
Board Secretary

Voting Receipt - 2015 PSBA Officers and At-Large Representatives [CURRENT]

[\[Print\]](#)

Receipt code: SXPV

Time of vote: 2014-09-24 10:46:28 US/Eastern

IP address: 199.231.179.197

President-Elect: Kathy Swope*

Vice President: Mark B. Miller*

Treasurer: Otto W. Voit III *

At-Large Representative (East): Michael Faccinnetto*

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NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: September 23, 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

CONTRACT POSITION

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2014/15 ANNUAL SALARY*
1. Zuerblis, Nicole	J. Tesno (R)	4	Reading Specialist Elementary Early Childhood Principal K-12 Supvr. Curriculum & Instruction	MS in Reading Specialist, Gwynedd-Mercy BS in Elem. Ed., Temple Univ.	8 Yrs. Acting Principal, Reading Specialist, Staff Development Facilitator, Central Bucks SD 10 Yrs. 3 rd Grade Teacher, Upper Dublin SD	Academic Coach/K-5 Math & Language Arts C&I	9/24/2014	\$96,383 (includes \$1500 stipend for National Board Certification)

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	T. Phelan (SL)	1	Spanish	BS in World Language, Penn State Univ.	1 Yr. LTS Spanish, High School	.6 Spanish, High School	9/24/2014	\$44,248

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

RESIGNATION/RETIREMENTS OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: September 23, 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. Meade, Kimberly	Nurse/Pearl Buck	R	Resignation	09/29/2014	2 Years

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF MIDDLE MANAGEMENT PERSONNEL

DATE PRESENTED TO BOARD: September 23, 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

MIDDLE MANAGEMENT

NAME	REPLACING	NUMBERED CONSIDERED	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2014/15 ANNUAL SALARY*
1. Stanley, Chris	New	12	BA/Film, TV, & Journalism, Boston University	25 Yrs. Digital First Media/The Reporter, Journalist, Photographer & Online Editor.	Community Relations Coordinator	9/24/2014	\$59,500

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF ADMINISTRATIVE PERSONNEL

DATE PRESENTED TO BOARD: September 23, 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

ACTING ADMINISTRATIVE POSITION

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2014/15 ANNUAL SALARY*
1. Palmer, Donald	C. Stoneback (T)	3	Administrative K-12 H&PE	Bs in H&PE, Temple Univ. MA in Education, Gratz College	8 Yrs. H&PE, Poquessing. HS LTS H&PE, various schools	Acting Asst. Principal, Poquessing Middle	9/24/2014 – 6/30/2015	\$117,459

RC/jr

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF SUPPORT PERSONNEL

DATE PRESENTED TO BOARD September 23, 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. Adcock, Jessica	6	New	To: Instructional Assistant Buck Elementary	P/A	TBD	\$16.02	5.75/188
2. Callahan, Megan	4	New	To: Instructional Assistant Sandburg MS	P/A	9/24/2014	\$16.02	5.75/188
3. Danieluk, Diane	4	P. Stetson	From: Dishwasher To: Cashier Hoover	P/A	9/24/2014	\$13.64 \$13.64	3/183 3.5/186
4. Eppley, Stacey	6	M. Morton	To: Instructional Assistant Lower South Elementary	P/A	9/24/2014	\$16.02	5.75/188
5. Ferretti, Joy	8	K. McAnulty	To: Instructional Assistant Hoover Elementary	P/A	TBD	\$16.02	5.75/188
6. French-DiFiori, Lynda	8	New	To: Instructional Assistant Heckman Elementary	P/A	9/24/2014	\$16.02	5.75/188
7. Hazlett, Kristy	8	New	To: Instructional Assistant Hoover	P/A	TBD	\$16.02	5.75/188
8. Kevitch, Nicole	7	New	To: Instructional Assistant Maple Point	P/A	9/24/2014	\$16.02	5.75/188
9. Loftus, David	4	New	To: Instructional Assistant Sandburg MS	P/A	9/24/2014	\$16.02	5.75/188
10. Lynch, Ken	3	C. Wesley	To: Dining Room Aide Maple Point	P/A	TBD	\$13.92	3.5/188
11. Mason, Kathy	10	C. Seuffert	From: Clerk Typist/HS To: Secretary High School	P/G F/G	9/24/2014	\$21.16 \$23.24	5/212 7/217
12. Morgan, Crystal	6	New	To: Instructional Assistant Schweitzer Elementary	P/A	TBD	\$16.02	5.75/188
13. Mowatt, Julie	6	New	To: Instructional Assisant Ferderbar Elementary	P/A	TBD	\$16.02	5.75/188

**SUPPORT STAFF
New Hire (Continued)**

NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	DAYS/ HOURS
14. O'Brien, Patricia	8	S. Daeche	To: Instructional Assistant Everitt Elementary	P/A	TBD	\$16.02	5.75/188
15. Paslo, Diane	1	R. Poole	From: Substitute To: Bus Driver Transportation	P/A	9/24/2014	\$16.64	4/189
16. Schultz, Nicole	6	New	To: Instructional Assistant Schweitzer Elementary	P/A	TBD	\$16.02	5.75/188
17. Sheehy, Lisa	8	K. Irwin	To: Instructional Assisant Hoover Elementary	P/A	TBD	\$16.02	5.75/188
18. Stern, Beth	6	D. Mamie	To: Building Aide Sandburg MS	P/A	9/24/2014	\$14.22	5.75/188
19. Tinjala, Alina	6	New	To: Instructional Assistant Lower South Elementary	P/A	9/24/2014	\$16.02	5.75/188

**SUPPORT STAFF
Long-Term Substitute**

NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	DAYS/ HOURS
1. Kroker, Ryan	2	D. Tull	To: Computer Lab Aide	P/A	9/24/2014	\$14.34	7/194
2. Gordon, Jacqueline	7	New	To: Instructional Assistant Poquessing MS	P/A	9/24/2014	\$15.72	5.75/188

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

Support Retirements, Leaves, Resignations

ELECTIONS OF SUPPORT PERSONNEL

DATE PRESENTED TO THE BOARD: September 23, 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

NAME	ASSIGNMENT	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Breuning, Marie	Instructional Assistant	P	Resignation	8/28/2014	Declined Position
2. Daeche, Sarah	Instructional Assistant	P	Resignation	8/22/2014	4 Years
3. Eidenshink, Susan	Instructional Assistant	F	Retirement	9/12/2014	20 Years
4. Guldin, Kelsey	Instructional Assistant	P	Resignation	8/28/2014	Declined Position
5. Irwin, Kellianne	Instructional Assistant	P	Resignation	8/25/2014	1 Year
6. Kebert, Kim	Dishwasher	P	Resignation	8/26/2014	Declined Position
7. McAnulty, Kelly	Instructional Assistant	P	Resignation	8/27/2014	1 Year
8. Morton, Marcy	Instructional Assistant	P	Resignation	8/27/2014	1 Year
9. Nickey, Cynthia	Gen. Fund Bookkeeper	F	Resignation	8/15/2014	Declined Position
10. Ortiz, Dana	Instructional Assistant	P	Resignation	8/28/2014	Declined Position
11. Pastor, Amanada	Instructional Assistant	P	Resignation	8/28/2014	Declined Position
12. Poole, Robert	Bus Driver	P	Resignation	9/2/2014	1 Year
13. Puente, Meredith	Instructional Assistant	P	Resignation	8/28/2014	Declined Position
14. Talbert, Melanie	Instructional Assistant	P	Resignation	8/28/2014	Declined Position

**NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania**

ADDENDUM TO:

RESIGNATION/RETIREMENTS OF ADMINISTRATIVE PERSONNEL

DATE PRESENTED TO BOARD: September 23,2014

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. Brewster, Kathleen	Director of C& I - Humanities	R	Resignation	TBD (max 60 Days or 11/25/2014) Request 10/3/2014)	9 Years

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ADDENDUM/ELECTIONS OF SUPPORT PERSONNEL

DATE PRESENTED TO BOARD September 23, 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. Graham, Megan	6	New	To: Instructional Assistant Schweitzer	P/A	9/29/2014	\$16.02	5.75/188
2. Morrone, Karen	4	C. Jensen	To: FS Porter Poquessing MS	P/A	9/29/2014	\$12.95	3.5/183

SUPPORT STAFF Change of Classification							
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	DAYS/HOURS
1. Hartley, Karen	11	F. Baran	From: Cleaner	P/G	9/24/2014	\$20.21	4/257
			To: Dishwasher	F/G		\$18.20	2.5/183
2. Kaufmann, Robert	1	V. Kieser	From: Custodian	F/G	9/24/2014	\$22.64	8/261
			To: Night Leader	F/G		\$22.74	8/261
3. Kieser, Vonda	4	B. Moser	From: Hoover	F/G	9/24/2014	\$23.60	8/261
			To: Night Leader	F/G		\$23.60	8/261
			To: Head Custodian	F/G		\$24.34	8/261

Revised 9/23/2014					
Neshaminy School District					
<u>EXTRA-CURRICULAR ACTIVITIES</u>					
2014/2015 School Year					
September 23, 2014					
Code: E-Certified or Support Employee					
N- Coach Only					
NAME	CODE	Location	Assignment	Season	Salary
Appointments					
Koczynski, Caitlin	E	Sandburg	Yearbook	Y	\$2,047.00
Rhydderch, Hillary	E	Sandburg	Choral Director	Y	\$2,810.00
Rhydderch, Hillary	E	Sandburg	Soccer - 7th Grade	F	\$2,335.00
Total					\$7,192.00
Resignations/Terminations					
Buckwalter, Mary G	E	Sandburg	Yearbook	Y	\$2,047.00
Elliott, Joshua	E	Sandburg	Soccer - 7th Grade	F	\$2,335.00
Gaurrasi, Brianna	N	PMS	Cheerleading Coach - Head	F/W	\$3,742.00
Grisolia, Jason	N	MP	110 Head Football	Fall	\$2,335.00
Jackson, Donna	E	Sandburg	Yearbook Assistant	Y	\$1,195.00
Phillips, Kim	E	Sandburg	Choral Director	Y	\$2,810.00
Reed, Brian	E	Sandburg	Musical Assistant #3	Y	\$1,539.00
Rhydderch, Hillary	E	Sandburg	Choral Director Assistant	Y	\$1,405.00
Roode, Kate	E	Maple Point	Basketball, Girls 7th	W	\$2,335.00
TOTAL					\$19,743.00