

NESHAMINY SCHOOL DISTRICT  
Langhorne, Pennsylvania

PUBLIC WORK SESSION MINUTES  
NESHAMINY BOARD OF SCHOOL DIRECTORS  
September 8, 2015

The Neshaminy Board of School Directors met in public work session on September 8, 2015 in the District Offices Board Room at the Maple Point Middle School. The following persons were in attendance:

**BOARD MEMBERS:**

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

**ADMINISTRATORS:**

Gloria Hancock, Ed.D.  
Mrs. Barbara Markowitz  
Mr. Don Harm  
Mr. Anthony Devlin  
Mrs. Theresa Hinterberger  
Mr. Paul Meehan

**BOARD MEMBERS ABSENT:**

Mr. John Allen

**OTHERS:** Approximately 25 persons from the public, staff and press

**SECRETARY:** Mrs. Jennifer Burns

**SOLICITOR:** Mr. John Torrente, Esquire

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**1. Call to Order**

Mr. Congdon called the meeting to order at 7:06 p.m.

**2. Pledge of Allegiance**

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

**3. Announcements**

None.

**4. Superintendent's Report**

Dr. Baugh was not in attendance.

**5. Public Comment**

Angie Manning, New Jersey teacher, resident of Middletown Township stated that she recently learned that 4th graders must audition in order to take drum lessons in elementary school. She asked the Board to research this matter and permit any child who is interested in playing drums to do so.

Robert Sanna, resident of Levittown, asked the Board to look into the busing procedures because he has been told that the drivers are not holding to the schedules and not observing the regulations regarding seating.

Karen Lowry, resident of Lower Southampton, said that she asked questions about the iPad project at the last public meeting and it was suggested that her questions were politically motivated. Ms. Lowry took exception to this suggestion. She said parents should be allowed to ask questions at the public meetings without any criticism.

Howard Lindner, retired teacher, resident of Langhorne, agreed with Ms. Lowry that parents should be able to ask questions without any consequence. Mr. Lindner stated that Brownsville Road is unsafe and he

expressed concern over the safety of students traveling to the new school. Additionally, he stated that the Board failed to listen to the parents and taxpayers who are against the fifth grade being moved to middle school.

**6. Items for Approval Tonight**

**a) Election of 2016 PSBA Officers**

Mr. Congdon read 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 August 17 – September 28, 2015 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:            Mark B. Miller\*\_\_\_\_\_ Mary Birks\*\_\_\_\_\_

Vice President:            John Love\_\_\_\_\_ Robert Schwartz\*\_\_\_\_\_  
   Michael Faccinetto\*\_\_\_\_\_

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

   Michael Melnyk\_\_\_\_\_ Gary Smedley\*\_\_\_\_\_  
   Larry Feinberg\* \_\_\_\_\_

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. (PSBA Bylaws, Section 5 C – Nominations).

Mr. Congdon made a motion to approve Election of 2016 PSBA Officers.

Mr. Rudy seconded the motion.

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

**b) Approval of Lease for Mayor's Playground in Langhorne Borough**

Mr. Congdon stated that the Approval of Lease for Mayor's Playground in Langhorne Borough has been tabled.

**c) Personnel Report (see enclosed)**

Mr. Congdon made a motion to approve the Personnel Report.

Mr. Morris seconded the motion.

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

d) Extra-Curricular Salary Report (see enclosed)

Mr. Congdon made a motion to approve the Extra-Curricular Salary Report

Mr. Pirritano seconded the motion.

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

7. Items for Approval at the September 29th Public Board Meeting

a) Revised Board Policies (see enclosed)

- Board Policy #533 - Home Education Program
- Board Policy #553 - Bullying/Cyber bullying
- Board Policy #1002 - Volunteers

b) Student Assistance Program Providers

Mr. Devlin gave a brief summary on the Student Assistance Program.

Mr. Congdon stated that items A and B will be agenda items at the September 29th Public Board Meeting.

8. Committee Reports

a) Board Policies

Ms. Boyle stated to the Board that at the last meeting the committee determined that the bid process will be decided at the Board Policy meetings.

b) Educational Development

Ms. Boyle stated to the Board that the next meeting is scheduled for September 21st, at 6:30 p.m.

c) Finance/Facilities

Mr. Congdon stated that no date has been set as of yet.

d) IU Board

Mrs. Cummings stated that the next meeting will be September 15th.

e) Neshaminy Education Foundation

Mr. Shubin said that there is no new updates at this time.

f) Technical School

Mr. Morris stated that the new school year has gotten off to a good start.

g) Technology

Mr. Shubin stated to the Board that there is no date set as of yet.

h) Facilities Ad Hoc Committee

Mr. Pirritano announced that the next meeting has not yet been scheduled.

i) Legislative

Mrs. Cummings stated that the next meeting is scheduled for September 9th at 7:00 p.m.

9. Public Comment

Robert Sanna, resident of Levittown, asked for clarification on what committee decides the procedure for a new bidding process.

Suzi Drake asked everyone to support the Bertucci's Night Fund Raiser in which 15% of your order will be donated to the NEF (Neshaminy Education Foundation).

Karen Lowry, resident of Lower Southampton, stated that her daughter's bus was late to and from the technical school. Ms. Lowry asked if the drivers are familiarized with the route before they start driving.

Reita Bakshi, resident of Langhorne, commented that Brownsville Road has been one of the roads traveled in the Neshaminy District for many years with no safety issues. She stated that the suggestion now that a new safety hazard has been created is absurd.

#### **10. Board Business**

Mr. Congdon read the following letter:

Dear Board Members, Colleagues and Community:

I regret to inform you that I could not be with you this evening as I am being appointed to the position of Superintendent in a neighboring district. You have taken on a prodigious amount of work and I am sorry not to be able to assist you with your endeavors. Much of the work here in Neshaminy is deeply interesting, personally engaging and ultimately serves the community in the long run moving forward.

It has been a real pleasure to be of assistance to you in opening schools and operations work this summer. Quite frankly, this has been one of the smoothest, most pleasant openings in years. The number of teachers who are welcoming, excited and student centric in combination with administrators with a "can do" attitude has been impressive to say the least. The students I have met are excited to be here and engaged in learning.

I am greatly interested in being of any assistance moving forward but in a meeting earlier today with your Board President and Vice President we have agreed that my last day in Neshaminy will be October 2nd. Unfortunately the position of Superintendent has become one of periods of brief stability. The chance to be of service for five years is deeply appealing to me and I look forward to at least five graduations.

The Board is to be commended for attempting to do things correctly and in the service of children. While it would have been exciting to be your superintendent the need for due diligence and deliberation in this decision cannot be negated and I commend the leadership of this district.

Sincerely,  
David E. Baugh, Ed.D.

Mr. Congdon made a motion to accept Dr. Baugh's resignation effective October 2nd.

Ms. Boyle seconded the motion.

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

#### **11. Future Topics**

None.

#### **12. Board Comment**

Mrs. Cummings said that the Tawanka School has been open since 1964 and there have been no safety issues with Brownsville Road to date.

Mr. Shubin asked Mr. Meehan to clarify the discrepancy in the student to teacher ratio that was reported in the newspaper.

Mr. Meehan stated that the number in the paper of 13 - 1 referred to the number of students to teachers in the building not to be confused with class size. The actual class size ranges from an average 20 students at the kindergarten level to 25/26 at the middle and high school level.

Mr. Morris reiterated that he agrees with the parents that are against the fifth grade move to middle school. He also stated that he agrees that Brownsville Road is a safety hazard for students traveling to and from school. Mr. Morris restated that he opposed closing Everitt and he hopes that it does not affect the real estate values in that neighborhood.

Mr. Sposato said he has looked into property values in areas where there are closed schools and he has found there is no specific difference. He said the exception is in the inner cities where schools are boarded up.

Ms. Boyle said she apologizes if the commenter who asked a question about iPads felt the Board disrespected her. She assured that was not the intent. Ms. Boyle stated that there are times when a question is asked that requires Board members to research the answer, it is better to forward the question prior to the meetings so they can be prepared to present an accurate answer at the public meeting. Ms. Boyle said the function of the policy committee is to determine if an action should be taken and then forward the recommendation to the appropriate committee.

Mr. Pirritano said the school year has gotten off to a good start. Mr. Pirritano stated that he is always very happy and willing to answer parents' questions. He said the parent that had questions about the iPad program agreed to email the questions to the Board and then did not follow through; therefore, when the questions were presented at the public meeting the Board was not prepared to give appropriate answers on the matter. Mr. Pirritano stated that this was the reason for the misunderstanding.

Mr. Shubin said the numbers prove that enrollment is up in Neshaminy as the district continues to improve.

Mr. Rudy agreed with Mr. Morris that property values can be affected when schools are closed depending on the areas studied. He also stated that he feels that the parents of Samuel Everitt Elementary School were extremely upset over losing their local school and not necessarily that the IU has taken over the building.

Mr. Congdon said he will look into the matter of students auditioning to take drum lessons. Mr. Congdon stated that his son is in fifth grade this year and he is very excited with the opportunities that the new model presents. He addressed the issues of the buses and said he has received very few complaints to date; however, all complaints will be addressed. Mr. Congdon said he does not feel that Brownsville Road presents any particular safety hazard more than other roads in the district. He emphasized that parents and students should be diligent with safety consciousness in all areas of the district.

### **13. Adjournment of Meeting**

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 8:08 p.m.

Respectively submitted,

Jennifer Burns  
Board Secretary

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

**ELECTIONS OF CERTIFIED PERSONNEL**

**DATE PRESENTED TO BOARD: September 8 2015**

**TO: NESHAMINY BOARD OF SCHOOL DIRECTORS**  
**FROM: Dr. David Baugh, Acting Superintendent**

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

**CERTIFIED CONTRACTS**

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2015-16 ANNUAL SALARY*
<b>1. Allan, Jacquelyn</b>	<b>S. Skale- Rahn (T)</b>	<b>1</b>	<b>Elementary Special Ed.</b>	<b>BA in Elem Ed., Alvernia Univ.</b>	<b>6 Months, Special Ed., Colonial SD 7 Mos. Special Ed., Pennsbury SD</b>	<b>Special Ed., Schweitzer</b>	<b>9/09/2015</b>	<b>\$44,469</b>  <b>(Range 1, Step 1)</b>
<b>2. Kenney, Kathleen</b>  <b>(Already .4 Contract)</b>	<b>Increase in position</b>	<b>1</b>  <b>Recall from Demotion</b>	<b>H&amp;PE</b>	<b>MS in Ed. Admin, Gwynedd Mercy BS in Phys. Ed., College of NJ</b>	<b>6 ½ Yrs. H&amp;PE, Maple Point/High School</b>	<b>.2 H&amp;PE, Maple Point</b>  <b>(Increase .6)</b>	<b>8/31/2015</b>	<b>\$17,513</b>  <b>(Range 9, Step 7.2)</b>

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

**RESIGNATION/RETIREMENTS OF CERTIFIED PERSONNEL**

**DATE PRESENTED TO BOARD: September 8, 2015**

**TO: NESHAMINY BOARD OF SCHOOL DIRECTORS**  
**FROM: Dr. David Baugh, Acting Superintendent**

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

NAME	GRADE OR SUBJECT ASSIGNED	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Hibbard, Hans-Ethan	Itinerant Music	O	Declined Position	8/28/2015	

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

**LEAVES OF ABSENCE OF CERTIFIED PERSONNEL**     **DATE PRESENTED TO BOARD: September 8, 2015**

**TO:            NESHAMINY BOARD OF SCHOOL DIRECTORS**  
**FROM:        Dr. David Baugh, Acting 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	L	Medical	8/31/2015	13 Years
2. Eastwood, Rachel	Grade 1, Schweitzer	L	Medical	08/31/2015	12 Years
3. Pollak, Marcy	Grade 2, Hoover	L	Medical	2/11/2015  (extended to 1/4/2016)	9 Years



# NESHAMINY SCHOOL DISTRICT

## Langhorne, Pennsylvania

### ELECTIONS OF SUPPORT PERSONNEL

DATE PRESENTED TO THE BOARD: September 8, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS  
FROM: DR. DAVID BAUGH, ACTING SUPERINTENDENT

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

SUPPORT STAFF New Hire							
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS
1. Newmiller, Colleen	3	New	Pupil Services Secretary Maple Point	F	9/9/2015	\$17.43	5.75 Hours
2. Good, Jeanne	1	N/A	Health Aide Maple Point	P/A	9/9/2015	\$21.36	4 Hours
3. Bennett, Lynda	6	Hannah Gessner	Clerk Typist Purchasing	P/A	9/9/2015	\$13.00	5 Hours
4. McCormick, Maura	3	MaryAnn States	Clerk Typist High School	P/A	9/9/2015	\$13.00	5.75 Hours
5. Jagers, Joanne	3	Christine Nolan	Clerk Typist High School	P/A	9/9/2015	\$13.00	4 Hours

SUPPORT STAFF Re-call from Furlough							
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS
1. Filanowski, Dominic	1	Elizabeth Parker	Custodian Long Term Sub	F/A	9/9/2015	\$17.07	8 Hours

# NESHAMINY SCHOOL DISTRICT

## Langhorne, Pennsylvania

**Support: Retirements, Leaves, Resignations,  
Completed Assignments**

**DATE PRESENTED TO THE BOARD: September 8, 2015**

**TO: NESHAMINY BOARD OF SCHOOL DIRECTORS  
FROM: DR. DAVID BAUGH, ACTING SUPERINTENDENT**

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

<b>SUPPORT STAFF</b>					
<b>Retirements/Resignations</b>					
<b>NAME</b>	<b>ASSIGNMENT</b>	<b>REASON GIVEN</b>	<b>CODE</b>	<b>EFFECTIVE DATE</b>	<b>SERVICE AT NESHAMINY</b>
1. Horn, Susan	Confidential Secretary	Retirement	R	1/4/2016	25 Years
2. Iobbi, Sharon	Dining Room Aide	Resignation	R	8/28/2015	2 Years
3. Bardissi, Sameh	Instructional Aide	Resignation	R	8/27/2015	1 Year
4. Steckroat, Ida	Playground Aide	Retirement	R	8/21/2015	20 Years
5. Fischer, Heather	Playground Aide	Resignation	R	9/1/2015	2 Years
6. Van Blarcom, Nikki	Instructional Assistant	Resignation	R	9/1/2015	1 Year
7. McCormick, Samantha	General Worker	Resignation	R	8/27/2015	10 Years
8. James, Patricia	Playground Aide	Resignation	R	9/2/2015	1 Year

SUPPORT STAFF					
Leaves					
NAME	ASSIGNMENT	REASON GIVEN	CODE	EFFECTIVE DATE	Expected End Date
1. Costello, Roberta	Transportation	LWOP	O	9/2/2015	9/18/2015
2. Locasale, Amy	Transportation	LWOP	O	9/1/2015	9/30/2015

9/8/2015

NESHAMINY SCHOOL DISTRICT  
Langhorne, PA  
EXTRA-CURRICULAR ACTIVITIES  
2015-2016 School Year

CODE:

E-Certified or Support Employee

**Appointments**

N - Coach only

LAST NAME	FIRST NAME	CODE	Location	ASSIGNMENT	SEASON	SALARY
Kahler	Ashley	N	NHS	Track - Assistant 1 Girls	S	\$2,335.00
Mason	Ryan	N	MP	Soccer - 7th Grade Head	F	\$2,335.00

Total \$4,670.00

**Resignations**

LAST NAME	FIRST NAME	CODE	Location	ASSIGNMENT	SEASON	SALARY
Clemens	Rachel	E	MP	7th Gr. Head Soccer	F	2,335.00
Hunt	Tim	E	MP	8th Gr. Head Soccer	F	2,335.00

Total \$4,670.00

**ADDENDUM****NESHAMINY SCHOOL DISTRICT  
Langhorne, Pennsylvania****ADDENDUM****ELECTIONS OF CERTIFIED PERSONNEL****DATE PRESENTED TO BOARD: September 8, 2015****TO: NESHAMINY BOARD OF SCHOOL DIRECTORS  
FROM: Dr. David Baugh, Acting Superintendent****CODE:    R - Resignation    S - Sabbatical  
          L - Leaves         O - Other  
          M - Maternity      T - Transfer  
          A - Adoption      SL - Sick Leave****CERTIFIED CONTRACTS**

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2015-16 ANNUAL SALARY*
1. Howie, Jennifer  (was .8 contract)	Increase	1	English	MA in Education, Widener BA in Communications, Univ. of Pittsburgh	13 Years A/E Teacher, Maple Point	Gifted , Maple Point  (Increase of .2)	9/09/2015	\$18,187  (Range 9, Step 8)
2. Messenlehner, Kristi  (was .6 contract)	Increase	1	English	BS in Education, West Chester Univ.	1 Yr. Language Arts, Maple Point	Gifted, Maple Point  (Increase of .4)	9/09/2015	\$18,244  (Range 1, Step 2)

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

**ADDENDUM**

**DATE PRESENTED TO THE BOARD: September 8, 2015**

**ELECTIONS OF SUPPORT PERSONNEL**

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS  
 FROM: DR. DAVID BAUGH, ACTING SUPERINTENDENT

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

SUPPORT STAFF Re-call from Furlough							
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS
1. Ratcliffe, Don	1	Joan Linebaug	LTS Bus Driver/Transportation	P	9/9/2015	\$16.64	5.00 Hours

SUPPORT STAFF Change of Assignment							
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS From/To
1. Heaney, George S.	N/A	N/A	Change in Hours Bus Driver/Transportation	F	9/9/2015	no change in rate	From: 5.25 To: 6.00