

NESHAMINY SCHOOL DISTRICT  
Langhorne, Pennsylvania

PUBLIC BOARD MEETING MINUTES  
NESHAMINY BOARD OF SCHOOL DIRECTORS  
November 24, 2009

The Neshaminy Board of School Directors met in public session on November 24, 2009, in the Harry M. Dengler, Jr. Performing Arts Center in the Maple Point Middle School. The following persons were in attendance:

**BOARD MEMBERS:**

Mr. Ritchie Webb, President  
Mr. Kim Koutsouradis, Vice President  
Mr. Joseph R. Blasch  
Ms. Irene M. Boyle  
Mr. Richard M. Eccles  
Mr. Frank J. Koziol  
Mr. William D. O'Connor  
Dr. William H. Spitz

**ADMINISTRATORS:**

Dr. Louis T. Muenker  
Mr. Joseph V. Paradise  
Mrs. Patricia Boylan  
Dr. Geeta Heble  
Mr. Kevin Kane

**BOARD MEMBER NOT PRESENT:**

Mrs. Susan Cummings

**OTHERS:** Approximately 95 persons from the public, staff and press

**SECRETARY:** Mrs. Anita E. Walls

**SOLICITOR:**

Thomas J. Profy, IV, Esquire

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Mr. Webb announced that prior to the meeting an Executive Session was held for Board members regarding personnel matters and legal issues at 6:00 p.m.

**Call to Order**

Mr. Webb called the meeting to order at 7:10 p.m.

**Pledge of Allegiance**

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

**Announcements**

None.

**Public Comment**

Mrs. Annamarie Miller, Middletown Township, stated that she is a homeowner for twenty years and parent of children in Neshaminy School District who has relied on the district for five of those years. Last week the parents were fortunate enough to enjoy American Education Week. The parents were welcomed into the classrooms. Mrs. Miller thanked everyone from the Administration and teaching through custodial and PTO volunteers. The property owners throughout the district recognize the importance of what goes on here at the Board meetings is far reaching in the community both now and thirty years into the future. Property values can be seriously affected by decisions that are made at the board meetings. Positive and constructive ways must be discovered to hold on to what cash the district does have and be very careful what dollars are being spent. The district must also figure out ways to save large sums of money so we stop letting go of the employees. District employees are the people who pull off the invisible miracles each day that we families take for granted. We miss the people who have lost their jobs. More parents and guardians will be in attendance as these meetings go forward. The taxpayer's thoughts on how to run a leaner budget must be taken seriously. Mrs. Reiser recently suggested turning off the computers at the end of the day along with automatic sensors for the lighting and the district was able to save \$80,000. That translates into one language program. More can be

done along these lines. An employee did a test on the windows recently to see how many dollars are being lost through the glass. The district is losing a lot of energy and money. Replacing windows right now would give the district additional debt that cannot be handled at this time. The average large window in a school would run approximately \$800. Mrs. Miller stated that in her home she is saving heat energy by using window covering film and making sure the valve in the oil burner is clean. These steps are very inexpensive and Mrs. Miller is seeing immediate savings. On a larger scale stopping heat loss throughout the district would save the district thousands of dollars. This idea was well received by parents and guardians at one of the elementary school PTO meetings. Window coverings could be done in one classroom as a test and the dollars saved could be calculated for an entire building. Film covering windows was discussed in the past and quickly discounted. This needs to be considered as a serious option for immediate savings this winter. There is no reason to believe that the students would tear down the film when vinyl window shades are in place right now that are left alone. The film is designed to work on all size windows and is very durable and can be custom fitted. The cost of the film would be paid back quickly with cash savings realized immediately in energy costs. More bond issue debt could be avoided for now. Ask the PTO if there are any extra dollars in their budgets this year to help out. We all have a common motivation to save programs and bring back our laid off employees the PTO's can be considered a human resource for helping install the film within the district. If the contracts of the support staff have requirements that only paid support personnel can do such a job, then I would suggest asking for a union vote among support staff on whether they can ask us for help on just this one thing to get it done quickly. If the vote is no then certainly the union staff could accomplish the job, however, it would take longer. During the last meeting of the facilities and finance meeting a board member referred to the tax increase as "chump change." This may be less money than the board would like to receive in tax increase. Families are seeing unnecessary spending in places such as new desks, sporting equipment, etc. Let's make the objects last a little longer if it can help protect the jobs of the staff. Stop taking out bonds on expense jobs that can wait. Mrs. Miller is fascinated that three new air conditioning compressors per year, instead why can't they be refurbished. Mrs. Miller stated that the Board accomplished holding the yearly costs at approximately \$160M over the last few years, but this was accomplished by closing a building and laying off staff. How many years do we have to wait when there are no more buildings to close and no more staff? Transportation has been affected by cuts. The use of funds should prioritize the safety of the children first and the protection of programs and staff. Work that is not immediately necessary must be put on hold because the district cannot afford to pay more bond issue debt. Mrs. Miller feels that agreements should be quickly met with the union members that teach our students every day. Mrs. Miller stated that America's health care premiums have increased 130% inside the last five years. No other industry except an unregulated one such as this could pull that off. Our nation has been brought to its knees. Its 2009 and the township has suffered the loss of many businesses which once thrived well in this area. Insurance premium piracy is directly related to this. Every school district is suffering due to this. These statements are not meant to bring us down. Everyone pledged to the same flag before the meeting. We will rise up from the problems together. Mrs. Miller invited other parents and guardians to provide other ideas and positives suggestions that can be helpful. We need real solutions to the financial problems and they can only come from real ideas. These Board members have a very difficult task right now. Everyone should be paying attention and involve with helping Neshaminy move forward. Go Neshaminy!!

Mr. Rich Miller, Middletown Township, stated that he is a controller and has two daughters in the district. Mr. Miller thought that it could be an option to look into refinancing the bond or getting a replacement bond issue to obtain a lower interest rate or stretch out the maturity in order to lower the debt service and free up some cash. Mr. Miller thought it could be an option to approach bond holders to see if they would voluntarily purchase them through another bond issue. Mr. Miller stated many bond holders are local and they should recognize the problems that the district is having and also might appreciate cash in this economy. Mr. Miller thought the paper recycling dumpsters could be placed at apartment buildings or commercial buildings that are not recycling with the township, the dumpsters could be located at their locations and it could then benefit the district and generate some funds. Mr. Miller offered his assistance with any of these matters.

Mr. Howard Lindner, Langhorne, PA, congratulated the Board on the magnificent night with the Harry Dengler dedication of the auditorium. Mr. Lindner stated that a few years ago the Board made a trip to Parkland High School and they wanted to build a new high school like the Parkland school. The only person going against this

project was Rick Eccles. Between Mr. Eccles, Mr. Bowman, Mr. Webb and Mrs. Lindner somehow it was managed to place same on the referendum at the election. The School Board at that time in his opinion was very dictatorial. A movement was started for renovations and many said it could not be done. Some Administrators even stopped speaking with Mr. Lindner. They felt they wanted a new school and forget the public and community. A campaign was started and manpower and money were raised. The manpower and money came very easy and during the four campaigns Mr. Lindner raised \$45,000. Not from corporations, not from the Republican Party, not from the Democratic Party, from the people in the community. We became a bipartisan group, democrats and republicans working together, along with independents. Once a movement was started the key issue was to hold on to the people. Get them to work. So many things are necessary in an election. Literature needs to be gotten out to the public. Mr. Lindner noted that Sue Barrett and her husband, Jim, were also very involved. The facts at the time that were being presented by the School Board Mr. Eccles, Mr. Bowman, Mr. Webb and Mrs. Barrett felt were not correct, so they needed to come up with literature to convince the public that what the Board was saying at that time was not true. By the results of the election, which was a landslide, evidently they did a good job. Many people were involved for four years. Mr. Lindner had a log book of people who gave donations throughout that time period and believed. Old and young alike worked the streets and age was not a difference. Mr. Lindner stated that a ceremony and ribbon cutting took place at the Neshaminy High School for the completion of the renovations and Mr. Lindner was not aware that it was to take place. Mr. Lindner saw same on T.V. Mr. Lindner stated that he was told it was advertised, however, many of the people who participated in the movement did not know about same. Mr. Lindner stated that from the Superintendent on down, present and old, everyone knows that Mr. Lindner and his wife were the leaders of that group. Why we were not contacted? Mr. Lindner stated that if he was contacted he would have called everyone who participated in the movement and let them know that there was going to be a ribbon cutting ceremony because of your money and time. Please attend and stand together as a group to show what a community can do. Mr. Lindner believes that it was not correct, and for someone to say "thank you for the people who stood up and fought" for what everyone is bragging about today, a renovation program that is unmatched.

Mr. Steve Rodos, Villages of Flowers Mill, Langhorne, PA, stated that it is a good thing that a speaker does not have to be relevant on any topic before the School Board. The ribbon cutting ceremony was on the district's website for at least three weeks, every day before the affair took place. If you wanted to attend all you needed to do was look at the school website. Mr. Rodos thinks that discussions of renovations to the high school should be not bragged about, because a lot of people said that it could not be done, but also should not have been done. Mr. Rodos thanked Dr. Spitz, Mr. Blasch, and Mr. Koziol for their dedication over the past few years. Mr. Rodos does not welcome their retirement. Mr. Rodos reminded the new members, if they find their way to these meetings, that however crazy this may sound, your job is to ensure the education of the more than 8,500 students of the Neshaminy School District and in Mr. Rodos' opinion it is time to address the needs of the students, and if this means greater funding for technology, foreign languages and social studies, then so be it. Mr. Rodos would like to point out that the Board has not addressed any major issue involving education in at least six months. Shortly, in mid January you will be informed yet again by Mr. Paradise that the district is short approximately \$5M to \$6M in next year's budget and what will we do. Mr. Rodos hopes that it will not be a replay of last January to June when everyone ran around and tried to cut any and all programs which might be of value and is already too late to close the school for next year, even the Board wanted too. Mr. Rodos noted that according to the McKissick report it costs \$45M for renovations involved in Option 2 which was previously selected by the Board. Mr. Rodos does not know where that fits in. Mr. Rodos urged the Board to forget about contracts. Mr. Rodos stated that pardon the expression "wants to talk turkey" that is the fault of both sides. Not one or the other, but both sides.

Mr. Sy Goldstein, Villages of Flowers Mill, Langhorne, PA, pointed out that sometimes when figures are discussed the overall picture is not looked at. The six percent that the teachers want for three years would cost the district over three years approximately \$20M. The Board broke their necks to save \$15M so we could keep the place running. They want \$20M over the next three years. What are they getting now? Mr. Goldstein advised that the 2008-2009 total salary including benefits:

30 lead teachers	averaging \$125,700 per year
21 vocational educational teachers	averaging \$126,400 per year

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106 special education teachers	averaging \$98,800 per year
10 librarians	averaging \$91,500 per year
26 guidance counselors	averaging \$117,200 per year
Nurses	averaging \$118,000 per year

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This is about 200 of the 700 employees involved. They are doing a lot better than most the community. Of the balance of the teachers, 300 teachers are earning over \$100,000 including benefits and that leaves about 200 teachers earning under \$100,000 per year. The NFT presented a free sixty second course on how to negotiate a fair contract. Lesson number one – for any negotiation to be successful all involved parties have to come away with something they want. The NFT is coming out with a tremendous increase in their pensions in three years which the taxpayers are going to fund. Are the 9,000 students coming out ahead? Have the taxpayers ever come out ahead? We are interested parties. The taxpayers have never come out ahead. Only the 700 teachers come out ahead. Pension increase 2012 will present havoc, especially since our kind legislators stated that there is a limit on how much tax increase you can enforce. The Administrative raises are already in place, \$3.2M is all that can be raised by tax increases, where is the rest coming from? We are not the government that can just print money. We just can't do it. Mr. Goldstein's suggestion is to withdraw any offers until the district finds out whether or not it has the money. Mr. Goldstein asked last time for figures and he has not received any. Mr. Goldstein suggested asking the advice of the NFT and letting them come up with how the district should raise the money that they are requested.

#### Superintendent's Report

Dr. Muenker reminded the community that the 2009-2010 per capita taxes and personal taxes are due now and are payable. If the per capita tax bill is dated July 1, 2009 the tax must be paid on or before December 15, 2009 in order to avoid delinquency. If eligible for financial exoneration, such request must be made and filed with the school district on or before December 15, 2009.

Dr. Muenker stated that a number of the schools have reached out to the community. Maple Point Middle School for the 17<sup>th</sup> year in a row with the cooperation and coordination with the Maple Point student council has conducted another successful Thanksgiving food drive to assist 20 needy families in the Maple Point community. Each grade level of students supplies certain foods to make up a wonderful holiday meal. Maple Point PTO offers to collect the needed turkeys from families within our school. This year Mrs. Miller obtained \$25.00 gift certificates from Giant to purchase food items for the drive. Boxes were decorated and the guidance counselors and secretarial staff coordinate the selection of needy families and make arrangements for the pick-up times. The Maple Point staff supplies pies and oven baked goods to finish off the feast. Again, truly a community effort and the Maple Point student council, entire school and community can be proud of the endeavors and thankful for some many generous hearts during this holiday season.

Dr. Muenker advised that the H1N1 flu shots were distributed earlier today at Gym 3 at the high school. It was well organized and the effort was well coordinated. Very minimal wait time and the program was very successful. Dr. Muenker advised that upcoming additional dates will be held by the County and that information will be posted on the website as soon as the dates and times are disclosed. Different schools may be chosen for distribution centers.

Dr. Muenker noted that an overnight trip request was received and Dr. Muenker was looking for consensus from the Board. The trip destination is Wildwood, New Jersey for the Annual Girls' Basketball Holiday Tournament taking place on December 29-30, 2009. Dr. Muenker stated that the entry fee was \$100.00.

There was Board consensus for said trip. Mrs. Cummings was not present.

#### Approval of Minutes

Mrs. Walls presented the minutes of the October 27, 2009 public meeting for the Board's approval.

Mr. O'Connor noted that on page 10, Other Board Business, it is stated that he requested Board consensus to have Mr. Proffy research something and that was actually a request made by Mr. Koziol and he should receive credit for same. Mrs. Walls noted that said request was noted.

Upon motion of Mr. Koutsouradis and seconded by Mr. Blasch the Board unanimously approved the minutes of the October 27, 2009 public meeting. Mrs. Cummings was not present.

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

Mr. Paradise presented the following for approval:

- October, 2009 Treasurer's Report, subject to audit
- Check Register – October, 2009
- Personal and per capita tax exonerations for October 2009

Mr. Paradise pointed out to Board members that the report reflects the state property tax reduction allotment of \$1,795,000 which represents the gaming revenues to offset the \$200 tax credit that is on each individual's real estate tax bill.

Mr. O'Connor moved that the October, 2009 Treasurer's Report, subject to audit, check register for October, 2009 and personal and per capita tax exonerations for October, 2009 be approved and Ms. Boyle seconded the motion.

Mr. Koziol inquired regarding two checks and if same was for union dues collected. Mr. Paradise affirmed that said checks were for union dues for Neshaminy Federation of Teachers over two paychecks on October 9<sup>th</sup> and October 23<sup>rd</sup>. Mr. Koziol noted that is roughly \$456, 000 a year in union dues. Mr. Paradise noted that these are funds taken from employees paychecks.

The Board unanimously approved said reports. Ms. Cummings was not present.

**Certified and Support Personnel Actions**

Dr. Muenker presented the following for approval:

- Elections – Certified Personnel
- Resignations and Leaves of Absence – Certified Personnel
- Elections – Support Personnel
- Resignations and Leaves of Support Personnel

Dr. Muenker noted that for the Board's consideration is the continuation of the 2009-2010 Extra Curricular Salary report. Dr. Muenker noted a clerical error on page 46 midway through on the reconciliation. Dr. Muenker noted that an employee has requested to decertify one of the certified areas on the PDE forms.

Mr. Blasch moved the certified and support personnel actions be approved. Dr. Spitz seconded same.

The Board unanimously approved said reports. Mrs. Cummings was not present.

**Motion: Contracted Transportation Services for 2009-2010**

Dr. Spitz presented the following motion:

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors authorizes the administration to enter into a private contract for the 2009-2010 school year for the transportation of certain students in accordance with state regulations as follows:

Contract: Lakeside Educational Network \$63,135.00

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

Mr. Koziol seconded the motion. The Board unanimously approved the motion. Mrs. Cummings was not present.

**Motion: Neshaminy High School Improvement Plan**

Mr. Webb presented the following motion:

WHEREAS, Neshaminy High School is required to submit a School Improvement Plan and District Supplement to the Pennsylvania Department of Education as a result of being a school in Corrective Action II, Year 3, as designated by the Pennsylvania School System of Assessment; and

WHEREAS, a team of professionals from Neshaminy High School met to develop a comprehensive framework and strategies for a plan for Corrective Action; and

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approve the Neshaminy High School Improvement Plan and authorize the Administration to submit the plan to the Pennsylvania Department of Education.

BE IT FURTHER RESOLVED, that the implementation of the financial components will be dependent upon School Board approval of the annual operating budgets of the Neshaminy School District.

Mr. O'Connor seconded same.

Mr. Koziol inquired how much would it cost for the volunteer system in this program. If teachers work after school to participate in the improvement plan efforts, will they be paid? Mr. Koziol was also concerned about page 25 regarding construction/discipline and core practices of principal. Mr. Koziol feels that not enough data is provided. Mr. Koziol feels that the Carl Sandburg plan is excellent. Mr. Koziol will be voting no to the high school improvement plan since same does not provide benefits to the children.

Mr. O'Connor stated that in fairness to the new principal at the high school, Dr. McGee, he needs to deal with a number of factors with the improvement plan and Mr. O'Connor feels that Dr. McGee has provided an honest evaluation of the problems and same will take more than one year to rectify.

Mr. Webb agreed that Dr. McGee is being open and honest and encouraged Dr. McGee to move forward with the progress at the high school.

The motion passed by a vote of seven ayes and one nay (Mr. Koziol). Mrs. Cummings was not present.

**Motion: Sandburg Middle School Improvement Plan**

Mr. Blasch presented the following motion:

WHEREAS, Sandburg Middle School is required to submit a School Improvement Plan to the Pennsylvania Department of Education as a result of being a school Making Progress, as designated by the Pennsylvania School System of Assessment; and

WHEREAS, a team of professionals from Sandburg Middle School met over a period of two months to develop a comprehensive framework and strategies for a plan for School Improvement; and

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the Sandburg Middle School Improvement Plan and authorizes the Administration to submit the plan to the Pennsylvania Department of Education.

BE IT FURTHER RESOLVED, that the Implementation of the financial components will be dependent upon School Board approval of the annual operating budget of the Neshaminy School District.

Mr. Eccles seconded same.

The Board unanimously approved said motion. Mrs. Cummings was not present.

**Motion: Approval of Revised Board Policies 505, 510, 535 and 549**

Ms. Boyle presented said motion:

WHEREAS, in order to keep District Board Policies updated and current revisions 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 505 – Discipline

Revised Policy 510 – Alcohol and Other Drugs

Revised Policy 535 – Weapons

Revised Policy 549 – Search of Students and Seizure of Evidence

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

Mr. Koutsouradis seconded same.

The Board unanimously approved said motion. Mrs. Cummings was not present.

**Federal Programs**

Dr. Muenker advised that there were no changes in grant funds at this time.

**Other Board Business**

Mr. O'Connor noted that he was contacted by one parent regarding the H1N1 shots and that a student was not able to remain in the building and was asked to return for the vaccine. Dr. Muenker noted that the entire facility was exited in order to allow the County workers to come on site to administer said shots and then those receiving the shots were allowed to return at 3:00 p.m.

Mr. O'Connor is concerned about elementary computer classes and asked if Dr. Muenker has passed on concern to Dr. Heble and what is status of said analysis. Dr. Muenker advised that he has spoken with Dr. Heble and said will be discussed at the next Educational Development meeting.

Mr. Koziol inquired whether a Resolution was received regarding the Pennsylvania School Employee Retirement System. Mr. Paradise received over the last six months various districts have adopted similar resolutions and it is certainly an option for this Board, however, not everyone has done same. Many are in circulation at this point and they are an option.

#### Public Comment

Mr. Howard Lindner, Langhorne, PA, stated that many people do not use websites and Mr. Lindner is one such person. There needs to be other ways to communicate events with the general public. Mr. Lindner stated that he is also concerned with lead teachers. If you hire a teacher to teach, let that teacher teach, not become a part time administrator. We have an administrator who makes approximately \$125,000 and her job is curriculum. Why do we need lead teachers doing curriculum and why do we need department heads? Three different sets of people are doing the job and something is wrong. Mr. Lindner was very upset to hear that the library was closed at a specific time. Being an ex educator the library is an essential tool. It may only be a couple of students, but they would use the library before and after school due to work or other commitments. Mr. Lindner was told that the Administration made the decision to close the library. Mr. Lindner is hoping that the School Board candidates coming on and the current President be told what is going on before it happens, if this should be the case. A library needs to be open. The 4:15 bus has been stopped. But for those who want to use the library, they will make other arrangements to get home. A library in a school system should be open.

Mr. Lindner is hoping that the School Board works out something with the custodial staff and bus drivers. Mr. Lindner has always felt that we have the best. These are all local people. Very few live outside of Neshaminy School District. That cannot be said for other areas in the school system. We have good people. Mr. Lindner is hoping that due to the economic status they give back a little and the district gives a little so that an amicable meeting ground is arrived at to keep Neshaminy School District number one.

Mrs. Anita Murray, Feasterville, PA, stated that she has three children within the district and she and her husband operate a small business in the community. Mrs. Murray is concerned about a situation at Lower Elementary School. Mrs. Murray's daughter's kindergarten teacher is being abruptly removed as of December 2, 2009. The first official notification that she was given by the school district was today at the parent/teacher conference. She will return from her Thanksgiving break to an empty classroom. Mrs. Murray was in the room today and the walls are bare. No notification and somebody dropped the ball and there needs to be accountability. There is no reason for this to go on. Transitional periods have taken place in the past when teachers go out on maternity leave and shadowing takes place. This situation should not be occurring. Mrs. Murray presented a petition to the School Board: "Mrs. Gageway a kindergarten teacher at Lower Southampton Elementary School is being abruptly removed as a result of teacher contract issues. Our children are being forced to endure the emotional consequences and unnecessary disruption in their education as a direct result of poor planning. The goal of this petition is to inform the Neshaminy School District as to the critical nature of this situation. In order to obtain educational excellence our children require a stable situation and environment in their classrooms. Collectively, we the parents request that Mrs. Gageway be allowed to remain the kindergarten teacher throughout this school year. Also, we request that when staffing issues arise that more thought would be put into the impact that the decision makes upon the children." Mrs. Murray stated that there are about 22 signatures. Mrs. Murray is heartbroken. My child's life is being disrupted and her life is being disrupted. All the other children's lives are being disrupted. Particularly, in my opinion this is coming out of Human Resources. Mrs. Murray spoke with Mrs. Boylan and she was uncooperative and did not want to hear my side of the story. Dr. Rattigan was a little better. Mrs. Gageway is out of a job. The main objective is supposed to be the children. Who is losing site of what? Mrs. Murray does not care about the contract issues. Figure it out. Mrs. Murray that since they are self-employed they pay for their own health insurance. Figure it out. Everyone is losing focus. Mrs. Murray specifically moved back in to Neshaminy District because of the experiences that she and her husband had as former students. Dr. Rattigan was Mrs. Murray's principal. Mrs. Murray does not know who dropped the ball, but someone did and this should not be going down like this. There was no notification. Some parents still don't know. The Board is the advocates for the children and someone needs to do something. This should not be Neshaminy's way of doing business. Mrs. Murray stated to Dr. Rattigan that you would not operate an ice cream stand like this let alone a school district.

#### Board Comment

Mr. Blasch stated that he has reflected on the last four years and stated that while the Board has had some dark moments it has also had great successes and we should be thankful. A \$25M bond issue was floated to partially renovate Poquessing Middle School, the authorization and construction of the High School, the

completion of the High School on time and under budget, the closing of Neshaminy Middle School was traumatic for some students, however, it was done as quickly and effectively as it possibly could have and the reduction in the \$14M deficit last year which was done mostly through efficiencies. Mr. Blasch is disappointed that the Board could not reach an agreement with the Certified and Support Staff during his tenure on the Board. Mr. Blasch hopes that the new Board will be able to get that job done without loss of additional jobs. To the new Board Mr. Blasch hopes that there will be as much emphasize on student enrichment as it will be on cost controls.

Mr. O'Connor earlier thanked Mr. Koziol for his services and stated that once he said he only agreed with 25% of what came out of his mouth and Mr. Koziol came back and said how does it feel to be wrong 75% of the time. Mr. O'Connor stated that Mr. Blasch is one of the most decent human beings he has ever met and lastly Dr. Spitz who has become a good friend. Mr. O'Connor thanked all three gentlemen.

Mr. Koziol thanked everyone who voted for him and gave him the opportunity to serve the community, taxpayers and students of Neshaminy. Mr. Koziol thanked the other Board members and allowing open discussions to occur. Mr. Koziol thanked the people who sent e-mails and personal letters. Mr. Koziol thanked the seniors from Flowers Mill for their attendance. Mr. Koziol thanked the people who come out and vote. Neshaminy is made up of some of the best families and it was a pleasure to serve.

Dr. Spitz congratulated Ms. Boyle and the new Board members on their election victories. Dr. Spitz is confident that they will be valuable contributors to the Neshaminy community over the next four years. Dr. Spitz thanked the residents who have given him the opportunity to serve on their behalf for eight years. Dr. Spitz has always tried to balance the competing interests from the many stakeholders who have financial, educational, and other interests as to what goes on in the school district. Dr. Spitz hopes that he has contributed to making Neshaminy a better place than it was when he arrived. Dr. Spitz specifically thanked Dr. Muenker and the three other Superintendents, Dr. Bowman, Mr. Wilson, and Mr. Kadri. All have successfully undertaken what is a very difficult job. Each has gone above and beyond what was required.

Dr. Spitz thanked Mr. Paradise, who knows this district better then anyone. Dr. Spitz recalled the word "transformers" and was certain that Mr. Paradise would remember. Dr. Spitz thanked his fellow Board members, both past and current. Dr. Spitz stated that he has learned a lot from each of the members. Dr. Spitz urged the members to work respectfully with their new colleagues and seek out consensus rather than conflict. Special thanks to Mr. Webb who has taken the extra step during this past year to bring fairness, harmony and consensus to the Board. Mr. O'Connor has been an inspiration for the professional and thoughtful way he has contributed to the dialogue. Dr. Spitz thanked Neshaminy's employees, who are honest, hardworking people who care passionately about education. Dr. Spitz stated that it is the students who we all serve and who should be the number one priority in all we do. Dr. Spitz urged the Board to ignore the inflamed rhetoric and personal attacks made by some members of the public that are hindering the pursuit of a fair settlement of the district's labor contracts. It is one thing to stand tuff in negotiations, but dehumanizing our employees is short sided and wrong, especially when we remember that the community relies on these same people to interact with and educate our students on a daily basis. Dr. Spitz thanked the students of Neshaminy and the students have been the primary inspiration as a Board member. The community has an overriding responsibility to do right by you and to provide the very best educational opportunities for you. Dr. Spitz trusts that the Board members will keep this in mind as they face very difficult decisions over the coming months and years. Dr. Spitz thanked everyone for the opportunity to serve and good luck to the entire Neshaminy community.

Mr. Eccles addressed Mr. Lindner's comments and stated that he is sure that there was no malicious intent that he was not invited to attend the ribbon ceremony and unfortunately, Mr. Eccles was also not in attendance. Mr. Eccles does not think that there was a conspiracy not to invite the grass roots people. Mr. Eccles noted that Mr. Lindner was the spear head of a number of grass roots movements and many people were involved. Mr. Eccles thanked all those people. With the high school and the last election we could see democracy at its best. The will of the people is what makes this community go around. Mr. Eccles is sorry that Mr. Lindner was not there and he was not invited and Mr. Eccles hopes that this Board can do something for

the thirty, forty, fifty people that were truly involved. Mr. Eccles thanked the Board and the people who are leaving and Mr. Eccles stated that they are at the mercy of the voters. It is pretty obvious which direction we are heading.

Ms. Boyle thanked Mr. Koziol, Dr. Spitz and Mr. Blasch for their contribution and their presence will be sorely missed.

Mr. Webb stated that this has been a great year. Mr. Webb seconded the fact that Mr. Blasch is one of the finest gentlemen ever met. Mr. Webb considers Mr. Koziol a friend who is a character one of a kind. He is one of the most detail oriented guy Mr. Webb every met except for possibly Dr. Spitz. Mr. Webb stated that he and Dr. Spitz have not always seen eye to eye on every detail, but a special thank you for all your support during negotiations.

#### Announcements and Board Recognition

- **Recognition of Outgoing Board Members and Presentation of Gifts**

Dr. Muenker presented to Dr. Spitz, Mr. Koziol and Mr. Blasch the books chosen by the Board members to be placed in the school libraries.

Dr. Muenker presented Dr. Spitz with a Certificate of Appreciation from the Pennsylvania School Board Association for eight years of service to the Neshaminy School District as a Board member.

#### Adjournment

Mr. O'Connor moved the meeting be adjourned and Dr. Spitz seconded the motion. The Board unanimously approved the motion. Mr. Webb adjourned the meeting at 8:25 p.m.

Respectfully submitted,



Anita E. Walls  
Board Secretary