

NESHAMINY SCHOOL DISTRICT  
Langhorne, Pennsylvania

PUBLIC BOARD MEETING MINUTES  
NESHAMINY BOARD OF SCHOOL DIRECTORS

November 27, 2007

The Neshaminy Board of School Directors met in public session on November 27, 2007, in the Board Room of the Maple Point Middle School. The following persons were in attendance:

**BOARD MEMBERS:**

Mr. Richard M. Eccles, President  
Mrs. Sue C. Barrett, Vice President  
Ms. Irene Boyle  
Mr. Jason Bowman  
Mrs. Susan Cummings  
Mr. Frank J. Koziol  
Dr. William H. Spitz  
Mr. Ritchie Webb

**ADMINISTRATORS:**

Mr. Paul J. Kadri  
Dr. Louis T. Muenker  
Dr. Sandra Costanzo  
Dr. Geeta Heble  
Mr. Joseph V. Paradise  
Dr. Jacqueline Rattigan

**BOARD MEMBER NOT PRESENT:**

Mr. Joseph R. Blasch

**SOLICITOR:**

Thomas Profy, III, Esquire

**SECRETARY:**

Mrs. Anita E. Walls

**OTHERS:**

Approximately 32 persons from the public, staff and press

---

Mr. Eccles advised that an Executive Session took place prior to the meeting regarding Personnel issues.

**Call to Order**

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

**Pledge of Allegiance**

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

**Announcements**

Mr. Eccles advised that Mr. Blasch was visiting with family for the holiday and would not be present at this evenings meeting.

**Public Comment**

Mrs. Shirley Knauth, Feasterville, PA, stated that she is a member of the community and computer lab aide at Albert Schweitzer Elementary School. Mrs. Knauth had the privilege over the summer helping with the new phone installation and the district has a wonderful group of people that work in the schools. Mrs. Knauth came in contact with many people on every level. District office staff is tremendous. Mrs. Knauth wanted the board to know that from certified staff all the way down to support staff, from the Superintendent on down, everyone was wonderful. Mrs. Knauth wanted everyone to know that the Neshaminy working community is a great group of people. Mrs. Knauth observed Mr. Kadri who is a great asset and took the time to show the staff how to use the new web page. All staff members greatly appreciated his help. Mrs. Knauth has attended funerals and retirement parties with him. He is a great Superintendent and wonderful leader for Neshaminy School District.

Mrs. Chris Coia, Feasterville, PA, stated that her son attends Poquessing. Mrs. Coia has watched the last couple of board meetings. Poquessing needs air conditioning in the library and auditorium. Many have never been at the school during Move Up Day, etc. Mrs. Coia hopes that the board agrees to put the air conditioning in. Mrs. Coia noted that it is very disturbing to watch board members going through their materials during public comment and not focus on the person making public comment. It is just plain rude.

Mrs. Coia feels that the website takes time. All good things take time. Unfortunately, our websites needs to continue to grow. The trip which is being planned for the AP students needs to be approved. Many of these students will never have or had the experience of going to another country and Mrs. Coia personally believes that it is parent and families obligation to decide whether or not they can afford a trip like that. The educational value behind a trip like that is priceless. For many of these children it may be the only time they have ever flown on a plane. Whether funds are raised or obtained from their parents it should be an option.

Mrs. Mindy Graham, Langhorne, PA, stated that for the past fourteen years she has worked with Sheila Murphy in the Co-Curricular office at Neshaminy High School. It has been an honor and a privilege to work with someone with such high moral standards and integrity. Everyone in this district from the smallest child to each and every one of the members of the school board who have been held in high esteem has or should have learned valuable lessons from Ms. Murphy. Her work ethic is impeccable, her devotion to all things Neshaminy is unwavering and her compassion to her Neshaminy family is uncompromising. She has been the consummate teacher helping each of us learn from many situations we have found ourselves in over the years. While we may not always agree with her method of accomplishing a task you never have to question where her loyalty lies. We can only hope that your predecessor possesses the same qualities. After dedicating thirty-six years of your life to Neshaminy School District you are more than deserving of all the accolades that you have received. We would be truly happy if you did not retire, but since we know this is not possible we wish you a wonderful, healthy retirement.

Mr. Chris Graham, Langhorne, PA, stated that in a few moments the Board members of Neshaminy School District will have an opportunity to continue to blaze new trails. When Mr. Graham says blaze new trails he means right a ship that was heading in the wrong direction as a result of the previous Administration. This Board took the first step in pointing the ship in the right direction two years ago when they hired Mr. Kadri. Since then all of us will agree that Mr. Kadri has made many strategic hires and moves that have put Neshaminy well on its way to educational respectability. However, it's no secret this Board has had a history of being side tracked by political motives and agendas. It is imperative that we keep our momentum going and continue to make the right decisions for our district, and more importantly, for the children. This evening the Board will make a very important hiring decision for the position of Assistant Principal in charge of Athletic Activities for Neshaminy High School. We are going to attempt to replace a pillar of the Neshaminy family in the likes of Ms. Sheila Murphy. Granted her shoes are going to be tough to fill, however, the hiring committee established by this Board and Mr. Kadri has dedicated themselves to finding the candidate they feel is best suited to fill these shoes. Unfortunately, it seems as though the recommendation of the hiring committee and Mr. Kadri has gotten caught up in the same political red tape that has made our district the laughing stock of the area. Mr. Graham stated that he is here to rehash the past or bring up the many events that have put us in such a position with our peers. However, Mr. Graham is present to make sure the voice of the people who elected the Board is heard. Please make the right decisions. The hiring process took approximately six weeks and included a handful of interviews for the two remaining candidates that are being looked at this evening. In the first round of interviews all the candidates were interviewed by ten administrators from within the district. The subsequent round of interviews were conducted by four Administrators within the district. Mr. Graham's understanding is that in the eyes of the interviewing committee one candidate was superior in all aspects in each interview session. Regardless of whom the hiring committee recommends, it seems to Mr. Graham that the Board has done their due diligence in finding the right candidate to fill Ms. Murphy's shoes and the Board's recommendation is pretty solid. The Board has put the responsibility on the ten Administrators to find a candidate who is best suited to fill Ms. Murphy's shoes. Why is that we are considering anyone else? Is this all a dog and pony show? This situation reeks of the same old political posturing that has become the foundation of the Neshaminy School Board's reputation. Mr. Kadri will present his and the hiring committee's recommendation to fill Ms. Murphy's shoes. The Board members are elected by the citizens of your respective towns and boroughs to be their voice. Once again, they are saying please make the right decisions. One decision is very clear. If anyone on the Board has a personal relationship with any of the candidates they should abstain from this vote. This would clearly represent a conflict of interest. The last decision is painfully clear. Cast your respective vote for the right reason. You should not have any political motives or agenda to represent. Hopefully, after casting your vote tonight the Board can go home and look in the mirror and say that they did right by themselves.

Mr. Howard Lindner, Langhorne, PA, thanked Sue Barrett and Jason Bowman for their years of service on the Board. It was a pleasure for their service. Mr. Lindner is concerned about experience and what weight does it play. Everytime

---

politics plays a role. The Board has a responsibility. The Board is voted by the people. It is a tremendous responsibility. Some people may say that the Board micromanages. The Board has the responsibility to check on everyone and everything from the Superintendent on down. Mr. Lindner agrees with Mrs. Coia one hundred percent. A trip abroad is wonderful for students. Mr. Lindner took the first Neshaminy group of seniors out of the country to Bermuda. To this day the people are still talking about that trip. If a person cannot afford a trip, maybe next time. Trips are too educational and too worthwhile.

Mr. Steve Rodos, Villages of Flowers Mill, Langhorne, PA, stated that a day without discussion of full day kindergarten is like a day without sunshine. Mr. Rodos stated that when you propose a sensible and fair solution to a problem sometimes you have to explain your position before people believe you. Mr. Rodos thanked Mr. Paradise for meeting with him. Mr. Rodos is saying that the cost of each additional teacher would be \$77,000 and if every child born in the district five years ago is sent to full day kindergarten it would yield 770 students. There would be a need for a total of 35 teachers and there are currently 21 including the pre-first program. Fourteen additional teachers would be necessary at a cost of \$1,078,000. Mr. Rodos stated that the expenses for the program do not take into any additional funds that can be received under Title 1 or from PA or using less funds if full day kindergarten is placed in only selected schools. Studies show that parents favor a full day kindergarten program because it reduces the number of transitions kindergarten students experience in a typical day. Research also suggests that many children benefit academically and socially during the primary years from participation in full day compared to half day kindergarten programs. Full Day kindergarten is also popular with schools because buses and crossing guards are not needed mid day. There is a positive relationship between participation in full day kindergarten and later school performance. This is the primary focus. Students express less withdrawal, anger, shyness, etc. In general, children in full day kindergarten exhibit more positive behaviors.

Mr. Dennis Hliwski, Langhorne, PA, stated that he is appalled that the Principal of Neshaminy High School stated that when he asked the smartest students in the high school why they did so poorly on an assessment test and they stated "What's in it for us?" One day maybe people will stop funding the school system and having taxes raised and getting poor results on the testing. In the past Mr. Hliwski has heard that special education students are to blame, students are not interested in the testing, they don't take it seriously. It is time for people to start withholding the funds. If half of the eleventh graders are below level that is a disgrace. Mr. Hliwski teaches in Philadelphia and has been a school teacher for 34 years. The scores in Philadelphia are horrible; the scores in Bristol Township are horrible. There is no reason why 50% of students in this school system cannot read. Either it is the teaching technique, curriculum, the lack of interest, etc. The district needs to find a solution. Mr. Hliwski also stated that a school bus from Neshaminy is traveling with only one student for more than fifteen miles. This all costs the school district money. The assessment testing in March takes three days and teachers are monitoring the tests. Teachers are sitting there at \$300.00 per day to watch the students fail. It needs to stop. Mr. Hliwski is disgusted.

#### Student Representative Report

Mr. Matt Miller provided the following student representative report:

- Football team has had a very successful season
- Neshaminy Cares Program is hosting a toy drive
- Honor Society is hosting a Blood Drive on December 5<sup>th</sup>
- Powder Puff Football game was successful and the Red team won
- Red Ribbon week took place in October to raise drug awareness
- Winter Ball is coming up this weekend
- Drama Program put on a play called "Leading Ladies"

Matt Miller also wished to address the gentlemen regarding the PSSA scores. Matt agrees that many students do not care when they take the PSSA tests; however, Matt stated that he personally is in the top 5% and other students also do very well on the tests.

#### Superintendent's Report

Mr. Kadri advised of the following:

- Academic Achievement Awards took place at the High School. Thirty students were recognized as either National Merit or AP Scholars.

- PTO at High School Level - SPIN (School Parent Information Network) has been put into place at the High School. Information Sessions are taking place and the next one will involve the Graduation Project which will be held on Thursday, January 10, 2008 at 7:00 p.m. in the High School Auditorium.
- Playwickian received a Gold Medal Certificate of Excellence for High School journalism presented by the Columbia Scholastic Press Association.
- Writers from the Playwickian are presently writing for the Bucks County Advance.
- Kathy Zeiss, our Staff Development Specialist working with teachers and professionals to help develop their skills, was awarded the Outstanding Leadership Award by the Bucks County Programs and Services Council.

#### Approval of Minutes

Mrs. Walls presented the minutes of the October 23, 2007 and November 13, 2007 public meetings. Upon motion of Mr. Webb and seconded by Ms. Boyle, the Board unanimously approved the minutes of the October 23, 2007 and November 13, 2007 Public Meetings. Mr. Blasch was not present.

#### Approval of Treasurer's Report, Check Registers, Investments, and Exonerations of Personal and Per Capita Tax

Mr. Paradise presented the following for approval:

- October, 2007 Treasurer's Reports, subject to audit
- Check Register - October, 2007
- Investment Summary
- Personal and Per Capita Tax Exonerations - October, 2007

Mr. Bowman moved the October, 2007 treasurer's report, subject to audit, check register, investments, and exonerations of personal and per capita tax be approved. Mrs. Barrett seconded the motion.

Mr. Koziol questioned a check payable to SchoolWires, Inc. in the amount of \$37,875.00. Mr. Paradise advised that this was for a period of July, 2007 to June, 2008. Mr. Kadri advised that the actual web cost was \$1250 times 15 sites. A bundle of options were obtained for \$12,000 which is giving the district access to extra features. Further discussion took place regarding the topic.

Dr. Spitz inquired whether the web master was still serving the equipment. Mr. Paradise advised that that individual is still within the district.

Mr. Webb questioned the Xerox copying costs. Mr. Paradise advised that this was district wide costs.

The Board unanimously approved the Treasurer's Reports, subject to audit, check registers, investments and personal and per capita tax exonerations. Mr. Blasch was not present.

#### Bid:

Mr. Paradise presented the following bid for Board approval:

#### Bid No. 09-12 Poquessing Auditorium & Library A/C

Bid Amount: \$306,200.00

The Bid was for new air conditioning at Poquessing Middle School auditorium plus alternates to add library and library offices and extended 5 year warranties.

The Board unanimously approved Bid No. 09-12. Mr. Blasch was not present.

#### Certified and Support Personnel Reports

Dr. Muenker presented the following for approval:

- Elections of Certified Personnel
- Resignations/Leaves of Certified Personnel

- Elections of Support Personnel
- Resignations/Leaves of Support Personnel
- Sabbatical Leaves – Certified Personnel
- Addendum to Certified Personnel

Dr. Muenker recommended the approval of the personnel report for certified and support personnel.

Ms. Boyle moved the certified and support personnel reports be accepted. Mr. Koziol seconded the motion.

Mr. Koziol commented that Neshaminy has received a Music Director from a higher paying district. Neshaminy is very fortunate to have a Neshaminy graduate come back into the fold and he is very excited about the prospect.

Mr. Kadri provided an overview of the Athletic Director position at the High school and what has transpired. Approximately one month ago a search was begun with approximately 60 candidates that were taken down to 9 and then to 4. Ultimately, 2 candidates were interviewed. Administration has made a recommendation for Candidate A to the Board. The Board upon review has indicated that they would like to consider Candidate B for the review. In submission to the Board the Addendum contains Candidate B's name for consideration.

Dr. Spitz made a motion to amend the motion to consider the Addendum regarding that position separately from the Personnel Report. Mrs. Barrett seconded the motion.

Mr. Eccles requested a roll call vote regarding the motion to separate the Addendum from the Personnel Report. The motion failed with three ayes (Mrs. Barrett, Mr. Bowman, Dr. Spitz) and five nays (Ms. Boyle, Mrs. Cummings, Mr. Eccles, Mr. Koziol, Mr. Webb). Mr. Blasch was not present.

Board discussion took place on the consequences of the failure of the motion.

Dr. Spitz stated that this Board is not paying attention when the residents of the district come before us and beg the Board not to interfere in Personnel decisions. The Board is not paying attention when residents say that the Board should keep politics out of the hiring decisions and not get involved with who specifically is hired for a particular position. The Board is not paying attention when the Administration gives the Board a fifteen page document that goes to great lengths to explain the process that was used to make a recommendation for the Assistant Principal/Athletic Director position. This process included an initial paper screening of approximately 60 plus candidates that applied for the job. Screening group included the Superintendent, Assistant Superintendent, Director of Secondary Education, and two former high school principals. This process identified nine potential candidates worthy of further consideration. The board is not paying attention when five more Administrators are brought into the process and the result is the creation of two five person interview teams which contained the highest level educational professionals within the District. Two teams interviewed each of the nine remaining candidates. At the end of all eighteen interviews, candidates were ranked by each interviewer on nine different criteria which resulted in the clear identification of the top four candidates. The Board is not paying attention when those rankings based on nine different criteria show that seven of the ten interviewers agree that one particular individual stands out from the rest. For the group to cross all the interviewers, that same individual ranked first on six out of the nine criteria. No other candidate came close to matching this candidates scores on first round interviews. Dr. Spitz stated that the Board is not paying attention when the second and third round interviews that were conducted continued to identify this same individual as standing out from the other finalists. The Board apparently has no interest at all in the extremely thorough and fair process the Administration went through to arrive at their recommendation. There only concern is a lack of Administrative experience of the recommended individual. This was addressed directly in the Administration's report. Clearly, the lack of experience was not felt to be an automatic disqualifier by at least seven of the ten interviewers who ranked this individual first among the nine first round candidates. This Board apparently believes that they know better and that they should therefore be the final arbitrators in selecting a particular individual to fill this position. This is the worst sort of political interference, and in Dr. Spitz's opinion steps way over the bounds of what is the proper role of the Board in approving employment hiring within this District. This is not just stepping on the toes of the Administration; it is trashing traditional and proper roles and responsibilities. It is inconceivable that some members of this Board believe that they as lay people, who spend at best a few hours a

November 27, 2007

---

month overseeing the general direction of the District, are better qualified to select the best person for this job than our top educational professionals. If there is any hope in moving this District forward, this Board should stay out of medaling and hiring decisions and act to support the Superintendent instead of putting up road blocks. Let the Administration do their job and let's stick to doing ours.

Ms. Boyle stated that over the past months the process has been very well thought out. The Administration has done a very fine job. The last two candidates were very close in the Administration's own words. Administrative experience was critical. This was the one component apparently missing in one of the candidates resumes. This was the concern of the Board. The Board was elected to use their knowledge and understanding to select the best qualified person for the position.

Mr. Bowman commented that the process which took place was very good. Mr. Kadri did an excellent job of keeping politics and certain individual's activities at bay. Unfortunately, many individuals outside of this board felt it necessary to place undue pressure on certain Board members directly. That is inexcusable. You may not agree with how this Board proceeds. Every Board members acts within the best interests of Neshaminy. This position started with sixty candidates. The Board does not see who the candidates are. The final two outstanding candidates are presented to the Board. This is a very difficult decision. Mr. Bowman stated that his father always taught him to take the high road. Mr. Bowman promised Mr. Graham that he has only ever acted in the best interests of Neshaminy and Mr. Bowman will continue to do so. Mr. Kadri did an excellent job keeping exterior activities away from the process.

Mrs. Barrett would like to remove a single personnel action from the report as a whole. Mrs. Barrett stated that fortunately for Neshaminy there were two highly qualified candidates. However, the person the Administration recommended in Mrs. Barrett's mind is the top person. Mrs. Barrett is disappointed that the rest of the Board does not think the same.

Mr. Profy advised that the Board may want to reconsider the motion to separate the Addendum from the regular Personnel report.

Mr. Webb made a motion to separate the Addendum from the regular Personnel Report. Mrs. Cummings seconded the motion.

The Board unanimously approved the motion.

Mr. Webb moved that the Personnel Report excluding the Addendum be voted upon. Mr. Koziol seconded the motion.

The Board unanimously approved the Personnel Report excluding the Addendum. Mr. Blasch was not present.

Mr. Webb moved that the Addendum be voted upon. Ms. Boyle seconded the motion.

Mr. Eccles requested a role call vote be taken regarding the Addendum. The motion passed by a vote of six ayes (Ms. Boyle, Mr. Bowman, Mrs. Cummings, Mr. Eccles, Mr. Koziol, and Mr. Webb) and two nays (Mrs. Barrett and Dr. Spitz). Mr. Blasch was not present

Motion: Contracted Transportation Services for 2007-08

Ms. Boyle 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 vehicles.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors authorizes the school district to enter into private contracts for the 2007-2008 school year for the transportation of certain students in accordance with state regulations as follows:

Contract #07-08-02	Lakeside Educational Network	\$39,405
Contract #07-08-01	Middle Earth, Incorporated	\$105,117
Total		\$144,522

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

Mr. Koziol seconded the motion.

The Board unanimously approved the motion. Mr. Blasch was not present.

Motion: Revised 2007-2008 School Calendar

Mrs. Cummings presented the following motion:

WHEREAS, Wednesday, February 27, 2008 was originally designated as a half day Teacher Professional Development/Act 80 Day and a half day for students. It has now been designated as a full day Teacher Professional Development/Act 80 Day; and

WHEREAS, no classes will be held for students.

NOW, THEREFORE, BE IT RESOLVED, that the Board of School Directors approves the attached revised school calendar.

Mr. Bowman seconded the motion.

The Board unanimously approved the motion. Mr. Blasch was not present.

Motion: PlanCon Documents for High School Construction

Mr. Eccles presented the following motion:

WHEREAS, the Neshaminy Board of School Directors has embarked on a long term renovation and construction plan for the Neshmyny High School; and

WHEREAS, in order to receive the maximum reimbursement available from the Commonwealth of Pennsylvania, the filing of certain documents during the process is required by the Pennsylvania Department of Education.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors authorizes the Administration to submit the next step in the PlanCon Process.

PlanCon F (revised): Construction Documents – Neshaminy High School, including revised educational specifications as of November, 2007

PlanCon I: Interim Reporting – Neshaminy High School

BE IT FURTHER RESOLVED, that the Board is also approving the transmittal sheets necessary for submission of the above documents to the Pennsylvania Department of Education.

Mr. Koziol seconded the motion.

The Board unanimously approved the motion. Mr. Blasch was not present.

#### Federal Programs

Mr. Kadri directed Board members to the report provided. Mr. Kadri discussed the Classrooms of the Future Grant with Board members.

#### Other Board Business

None.

#### Public Comment

Mr. Solis Basen, Villages of Flowers Mills, Langhorne, PA, stated that the Board and Administration are not paying attention to the residents of Neshaminy School District when they are asking for better education and cost controls on a \$160M budget. Mr. Basen stated that the Board is not paying attention. Mr. Basen commented that the PlanCon documents are allowing the district to obtain more funding. Between Mr. Paradise and Mr. Minotti, they have come up with ways to save the school district a considerable amount of money. Mr. Basen complimented them on doing so.

Mr. Steve Rodos, Villages of Flowers Mills, Langhorne, PA, was concerned that, with all the school holidays, will the students have the accurate number of days required to obtain state funding. Mr. Rodos stated that the public would like to know who the new Athletic Director is.

Mr. Chris Graham, Langhorne, PA, stated that the public has no idea who the new Athletic Director is. Mr. Graham just wished to know whether the hired individual was the recommendation of the Administration. Mr. Graham is dumb founded by the role that this Board plays and what they feel their job is. All the Administrators are put into the position to interview. Mr. Graham asked how many Board members participated in the interview process. For the record, no Board member participated. Two people were interviewed approximately six times and yet the Board is going to make a decision of Candidate A or Candidate B. Mr. Graham is here to support the process the Board put into motion. What is wrong with the Administration's recommendation. The Board has wasted the time and tax dollars of the public. Mr. Graham feels that the Board has told Mr. Kadri that his services are no longer needed. To the folks that voted to circumvent the process, Mr. Graham will be working to put them out of office.

Mrs. Chris Coia, Feasterville, PA, agrees with Mr. Graham. Mr. Coia is appalled that the Board did not listen to the Administration. The Board members are not professionals in hiring for this type of job. The Personnel committee does not need to be in effect. That is why the district has Mr. Kadri, that is why the district has Dr. Muenker. Experience needs to be gotten from somewhere. This was absolutely a political move.

Mr. Bill Dittinger, Feasterville, PA, stated welcome to the good old boy network. It has worked. Mr. Dittinger applauded the Board. The Board circumvented the process that was well thought out. It worked. Mr. Dittinger would like to know the connection that the person who was hired had to each Board member. Whether it is a friend, colleague, etc. Get ready, Mr. Profy may have work to do. A suit may be placed. This school board has been sued many times before because they went against the recommendations. Mr. Webb stated during his campaign to keep politics out of the school. Keeping the process clean. The Board just dirtied the process.

Mr. Kadri advised that the new Assistant Principal/Athletic Director is Mr. Tom Magdelinskas.

#### Board Comment

Ms. Boyle advised that she did not know any of the people or their families who were finalists for the position. Ms. Boyle advised that under the PSBA rules the legal hiring authority for the district is the Board. The process was in place, the recommendation was made, however, it is up to the Board to accept or reject the recommendation. That is following the process. This is not simply an advisory committee. It is submitted to the Board, it is evaluated and analyzed and a vote is taken. Nothing is contradictory to the process. Experience is a big factor. Experience needs to be gotten somewhere, however, for a position as important as this one, the most experienced candidate needs to be taken.



Mr. Webb stated that he knows neither candidate personally. Mr. Webb has not met either candidate. At the moment we are paying a per diem rate to the present athletic director and Mr. Webb felt it time to acquire a new person. Mr. Webb noted that the candidate not chosen was limited in direct experience in data driven decision making. Mr. Kadri was recommending both candidates. The Board felt that experience was important. These are both outstanding candidates.

Mr. Eccles stated that it is incredible that the word politics is brought into this process. Sixty candidates were narrowed down to two. When someone does not get their way, it is said to be political. Is it internal or external. Let us have the facts. The decision is made in the best interests of the district. The Board has had e-mails and lobbying for several candidates. The public may not always agree and disagree. The Board needs to look at the qualifications. Both candidates were recommended by the Administration.

Mrs. Barrett stated that this is her last Board meeting and her journey began to be elected for school director in the mid seventies in Bensalem Township. Mrs. Barrett was not elected then. Her journey continued and she moved to Lower Southampton and Mrs. Barrett began again. Four years ago she was elected to the school board in Neshaminy. Mrs. Barrett thanked the voters of Region One for the confidence. Mrs. Barrett has tried to serve to the best of her ability. Mrs. Barrett's reelection was not to be. Her interest and commitment to public education really came from her mom and dad. They are Mrs. Barrett's heroes. Mrs. Barrett thanks them for that. The past four years has been rewarding, frustrating and many lessons have been learned in patience. Mrs. Barrett began her term with a quote from George Washington Carver and Mrs. Barrett read it again: "How far you go in life depends on your being tender with the young, compassionate with the aged, sympathetic with the striving and tolerant of the weak and the strong because some day in life you will have been all of these." Mrs. Barrett thanked everyone and charged her fellow board members to dwell in possibility.

Mr. Kadri advised that public service in any respect is truly putting your efforts forth. Mr. Kadri recognized Mrs. Barrett and Mr. Bowman for their great efforts. Mr. Kadri presented library books which will be placed in the school library for both Mrs. Barrett and Mr. Bowman. Mr. Kadri thanked Mrs. Barrett and Mr. Bowman for their years of service to the District. Mr. Bowman has a tremendous amount of history with the district and he and his father have made Mr. Kadri feel part of the Neshaminy family.

Mr. Bowman stated that he is looking forward to spending more time with his family. Mr. Bowman appreciated the support and he will remain active within the Neshaminy community.

Dr. Spitz congratulated Mr. Bowman and Mrs. Barrett for being outstanding board members. Dr. Spitz advised that they have been great examples of what it means to volunteer time and effort to make things better within the school district.

The rest of the Board members thanked Mr. Bowman and Mrs. Barrett for their time, efforts and dedication to the Neshaminy School District.

**Adjournment of Meeting**

Mr. Bowman moved the meeting be adjourned and Mrs. Cummings seconded the motion. The Board unanimously approved the motion. Mr. Eccles adjourned the meeting at 9:30 p.m.

Respectively submitted,

Anita E. Walls  
Board Secretary