

NESHAMINY SCHOOL DISTRICT  
Langhorne, Pennsylvania

PUBLIC BOARD MEETING MINUTES  
NESHAMINY BOARD OF SCHOOL DIRECTORS  
April 26, 2011

The Neshaminy Board of School Directors met in public session on April 26, 2011, in the Harry M. Dengler, Jr., Performing Arts Center at Maple Point Middle School. The following persons were in attendance:

**BOARD MEMBERS:**

Mr. Ritchie Webb, President  
Mr. Kim Koutsouradis, Vice President  
Ms. Irene M. Boyle  
Mr. Scott Congdon  
Mrs. Susan Cummings  
Mr. Richard M. Eccles  
Mr. Mike Morris  
Mr. William Oettinger

**ADMINISTRATORS:**

Dr. Louis T. Muenker  
Mrs. Barbara Markowitz  
Dr. Geeta Heble  
Mr. Kevin Kane  
Dr. Jacqueline Rattigan

**BOARD MEMBER ABSENT:**

Mr. William D. O'Connor

**OTHERS:** Approximately 120 persons from the public, staff and press

**SECRETARY:** Mrs. Jennifer Burns

**SOLICITOR:** Thomas J. Profy, III, Esquire

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Mr. Webb announced that prior to the meeting an Executive Session was held where personnel and legal issues were discussed.

**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**

Cara DeLorenzo, Spanish teacher at Neshaminy High School, Holland, pointed out that both the union and the School Board continue to be miles apart from resolving their differences. She said that both sides have gone outside the negotiation room to try to persuade the public to support their side. Ms. DeLorenzo stated that nothing is being accomplished because both sides continue to simply talk about the other side, while refusing to work toward a resolution. She said that the union and the School Board need to lock themselves in a room with a goal of finding a common ground. Ms. DeLorenzo remarked that there is a solution to the problem and the harmful rhetoric needs to stop before that solution can be found. She stated that turning this around will be an example to the children and students on how to come together for a common goal.

Kevin Yenst, parent in Neshaminy School District, Feasterville, voiced his disappointment that the contract dispute has been an ongoing battle in the newspapers, TV, and websites, which in his opinion, is an embarrassment to the residents of Neshaminy. He said that there are many opinions among the parents and taxpayers of Neshaminy and no one person can speak for all. Mr. Yenst stated that Neshaminy has good teachers, good administrators, and good programs. He called on the School Board and union to have more meetings and to come together and find a resolution.

Irv Rotter, resident of Neshaminy, Villages of Flowers Mill, remarked that he was very impressed with the presentation by Delaware Valley High School. Mr. Rotter said that he supports the proposal of the Delaware Valley High School because

it would save the district \$1.5 million dollars. He said that the retired members of the community cannot afford any more tax increases. Mr. Rotter urged the Board to consider the proposal of the Delaware Valley High School because the community needs a cost savings alternative.

Suzi Drake, English teacher at Neshaminy High School, Pennndel, stated that she feels that Neshaminy is and always will be the best district in the area; however, she said she disagrees with the Board's position that the healthcare issue must be resolved first before any other negotiations can move forward. Ms. Drake stated that the union leadership takes their job very seriously, but she says no end is in sight until all the issues are negotiated. She stated that Neshaminy is like a family, and as a family, grievances should be discussed and resolved without ultimatums.

Jeff Dunkley, elected officer of the NFT and Neshaminy school teacher, Feasterville, mentioned that the Proposed Preliminary Neshaminy Budget dated January 19, 2011 forecasted a balanced budget. Mr. Dunkley acknowledged that recently the proposed state cuts could cost Neshaminy as much as \$1.6 million; however, he said he only sees the result of a deficit of \$1.6 million and not the \$11 million dollars that the Board has put into the picture. He asked the Board to clarify this point. Mr. Dunkley remarked that the school district elected to freeze all staff nearly three years ago and it is the district who stated three months ago that whenever this contract is settled all staff will resume movement at the point from which it was frozen. He declared that the NFT is committed to maintaining excellence in education at an affordable cost and he urged the Board to commit to bargaining in good faith, so that together the NFT and the School Board can address the real challenges facing the district.

Kirsten Hogg, student at The Learning Center, Langhorne, stated that she has attended TLC for the past 2 years. She declared that TLC has been a great experience and urged the Board to keep the center open for the sake of the students and parents who have benefited so much from this school.

Tony Sposato, owner of a commercial cleaning business, Levittown, said that he truly believes that there are many terrific teachers in the Neshaminy School District. He stated that teachers have a great deal of influence on young people, the community, and society at large. Mr. Sposato declared that teachers are well compensated in Neshaminy and it is their duty to help students get the best opportunity to succeed. He said that slow downs, such as "Work to Contract," use the children as bargaining chips to serve a self interest. Mr. Sposato stated the community has supported the teachers and paid for the lifestyle that they have enjoyed, but now times are tough. He said it is time for the teachers to support the community that has underwritten their security. Mr. Sposato recognized that it is always difficult to give back, but it is time for everyone to come together and see what can be done to achieve a satisfactory end to the disagreement.

Abby Sylvester, student of The Learning Center, Feasterville, said that the center has done a lot for students in need. She said that TLC has made her feel welcome and given her the hope that she needed. Ms. Sylvester stated that the entire staff at TLC cares about the students and not only teachers them, but supports them as well. She declared that it is a good and safe place to come and learn and implored the Board not to break up the TLC family.

Mark Shubin, sales executive, Langhorne, said that we should use history as a lesson in which to act today. He stated that hard choices need to be made and the community should understand that if non prioritized programs are not cut, the possibility of key educational programs may wind up being cut. Mr. Shubin remarked that Neshaminy needs a long-term strategy from a leadership perspective. The outdated model that is in place today must be transformed with the help of teachers, administrators, parents and taxpayers and perhaps enlist guidance from organizational experts, which will help to create a roadmap of fundamental change. He asked that Board and Administration to act diligently to find redundancy, waste, and low priority items that can be the focus for a reduction in expense.

Charles Alfonso, semi-retired, Laurel Oaks, remarked about a former speaker's observation regarding the division of the audience, in which, the teachers sit in the back of the auditorium, parents and taxpayers up front. Mr. Alfonso commented that there is no directive regarding seating and teachers are welcome to sit in the front as well as any other member of the audience. He also applauded Ms. DeLorenzo for sitting among the parents. Mr. Alfonso declared that he believes that 70 to 80 percent of Neshaminy teachers are good to excellent and Ms. DeLorenzo is in that category. Mr. Alfonso took exception to a previous speaker's comment that Neshaminy is a great district. He stated that being number one in teacher compensation does not equate greatness and the average PSSA scores attest to that. Mr. Alfonso

reminded the members of the NFT that it only takes one third of the membership to call for a vote by the state and once the vote is called all it takes is 51% to decertify the union.

In Response to Mr. Dunkley's question about the budget, Mrs. Markowitz replied that the PDE budget on page 28 includes a milage increase of approximately 14.6 mills. The state requires the district to submit a balanced budget, which is just a preliminary budget. The state uses this information to see how much of the exceptions can be used. She stated the allowance for raising taxes is 1.4% or 2.1 mills. The final budget that is submitted to the state cannot show more than a 2.1 mill increase unless the allowable exceptions are used; therefore, in order to balance expenses must be cut or revenues must be increased if possible. Mrs. Markowitz added that she is available for any further questions.

### **Superintendent's Report**

Dr. Muenker gave a presentation on the 2011-2012 Possible Cost Savings Measures, which outlined the facts and figures of the proposed budget cuts and cost saving measures. Dr. Muenker explained that the starting figure was a deficit of \$11.3 million dollars. After reviewing the proposed cost savings measures, the result in total savings was \$4.7 million dollars, leaving a remaining deficit of \$6.4 million dollars. Dr. Muenker stated that this information will be posted on the website and any updates will also be posted on the website. (See attachment A.)

Mr. Webb informed the Board that Mr. O'Connor suggested that the proposed high school parking fee be raised to \$75 or \$100 and they look into elimination of classroom aide positions and secondary school library positions.

Mr. Congdon asked Dr. Muenker if the savings concerning three custodial positions include benefits as well as salary.

Dr. Muenker confirmed that both salary and benefits are included.

Mr. Webb noted that the proposed budget has to be passed at the May 10<sup>th</sup> meeting.

### **Approval of Minutes**

Mrs. Burns presented the minutes of March 22, 2011, and April 12, 2011. Upon motion of Mr. Oettinger and seconded by Mr. Eccles the Board approved the minutes of the March 22, 2011, and April 12, 2011 with a vote of 7 ayes, 0 nays, and 1 abstention. (Mr. Koutsouradis abstained for the reason that he has been absent from recent meetings and has not yet reviewed the minutes to date.) (Mr. O'Connor was not present.)

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

Mrs. Markowitz presented the following for approval:

- March, 2011 Treasurer's Report, subject to audit.
- Check Register - March, 2011.
- Personal and per capita tax exonerations for March, 2011.

### **Bids**

Mrs. Markowitz presented the following bid. Information was presented prior to the meeting.

#### **Bid No. 12-16**

Amount: \$45,032

Bid Description: This order covers 7 rows of racking and a storage mezzanine of 840 SF size.

Mr. Eccles moved the March, 2011 Treasurer's Report be approved, subject to audit, Check Register for March, 2011, the Personal and Per Capita Tax Exonerations for March, 2011, and bid No. 12-16 be approved. Mr. Morris seconded the motion.

Mr. Congdon inquired if the money indicated on the check register is all the money that was spent in the month of March.

Mrs. Markowitz responded that all purchases and services are on the check register but other expenditures, such as, wire transfers for tax payments and withholdings are not indicated on the register.

Mr. Morris asked if a breakdown was available for the bargaining units for the BlueCross/Blue Shield check No. 190184.

Mr. Webb stated that he has a print out for him of the information. He also clarified that the money that is leftover from the high school project will be designated for the purchase of bid No. 12-16, which is for shelving and is not part of the budget.

The Board approved said reports by a vote of 7 ayes, 0 nays, and 1 abstention, (Mr. Morris abstained for the reason that the NFT is not contributing 17% towards healthcare.) (Mr. O'Connor 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
- Resignation and Leaves – Certified Personnel

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

Mrs. Cummings moved the Certified and Support Personnel Reports be approved. Mr. Morris seconded the motion.

The Board approved said reports by a vote of 7 ayes, 0 nays, and 1 abstention, (Mr. Morris abstained stating that he will accept everyone with the exception the NFT's retirement due to the \$27,500 retirement bonus.) (Mr. O'Connor was not present.)

#### **Motion: Approval of Special Education Contracted Services for 2011-2012**

Mrs. Cummings presented the following motion:

WHEREAS, the Neshaminy School District is required by law to provide special education and related services to children from pre-school through age twenty-one; and

WHEREAS, a significant number of our students have severe mental and physical disabilities for which we do not operate programs.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the contract for special education services with Bucks County Intermediate Unit #22 for the 2011 – 12 school year.

Ms. Boyle seconded the motion.

Mr. Webb commented that although these services are needed the cost of \$9.5 million dollars is too high and a more efficient solution must be found.

Mr. Webb requested a roll call tally. The roll call tally indicated the motion failed by a vote of 3 ayes, (Ms. Boyle, Mr. Congdon, and Mrs. Cummings.) and 5 nays, (Mr. Eccles, Mr. Koutsouradis, Mr. Morris, Mr. Oettinger, and Mr. Webb.) (Mr. O'Connor was not present.)

#### **Motion: Approval of the BCIU #22 – 2011-2012 Programs & Services and Instructional Materials & Research Services Budget**

Mr. Eccles presented the following motion.

WHEREAS, the Neshaminy School District is one of the thirteen school districts in Bucks County that utilizes the services of the Bucks County Intermediate Unit No. 22; and

WHEREAS, the Neshaminy School District contributed to the support of the Bucks County Intermediate Unit; and

WHEREAS, the School Code requires that the Intermediate Unit budget be presented and acted upon by the Board of School Directors.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the Bucks County Intermediate Unit Program & Services and Instructional Materials Research Services Budget for 2011- 2012 in the amount of \$1,845,538 with our district share to be \$105,020

Mr. Congdon seconded the motion.

Mr. Eccles stated that presently the district is looking for a 6% reduction to reach a zero budget. A 6% reduction cost is also being considered for the Bucks County Technical School and; therefore, a 6% reduction is needed for the IU cost, which is the theory for not supporting the motion.

Mr. Webb requested a roll call tally. The roll call tally indicated the motion failed by a vote of 1 aye, (Mr. Congdon) and 7 nays, (Ms. Boyle, Mrs. Cummings, Mr. Eccles, Mr. Koutsouradis, Mr. Morris, Mr. Oettinger, and Mr. Webb.) (Mr. O'Connor was not present.)

**Motion: Approval of the Neshaminy Kids Club Lease**

Mr. Koutsouradis presented the following motion.

WHEREAS, the Neshaminy School District has leased rooms/areas in several elementary schools to Neshaminy Kids Club since 1985; and

WHEREAS, Neshaminy Kids Club wishes to renew its lease for an additional five-year term and has entered into discussions with the school district's Acting Business Administrator regarding the terms of the lease.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors authorizes the Acting Business Administrator to finalize the terms and conditions of the lease and to enter into a lease renewal agreement with Neshaminy Kids Club for a new five-year term, under terms and conditions acceptable to the school district Solicitor and the Acting Business Administrator.

Mr. Eccles seconded the motion

Mr. Koutsouradis remarked that he had an opportunity to visit the Neshaminy Kids Club and was pleasantly surprised at the efficiency of the program and said he would support it.

The Board unanimously approved said motion. (Mr. O'Connor was not present.)

Mr. Morris made a motion to the Board to separate Policy #505 (discipline) from Policy #131 (Participation in Public Meetings Through Use of Electronic) and Policy #539 (Lice Infestation).

Mr. Koutsouradis seconded the motion.

The Board approved said motion by a vote of 8 ayes and 0 nays. (Mr. O'Connor was not present.)

**Motion: Approval of New and Revised Board Policies**

Mr. Morris presented the following motion.

WHEREAS, in order to keep District Board Policies updated and current, new policies and 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:

New Policy 131 – Participation in Public Meetings Through Use of Electronic

Communication Equipment

Revised Policy 505 – Discipline

Revised Policy 539 – Lice Infestation

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

Mr. Profy advised that the first point of action and discussion be on Policy #131 (Participation in Public Meetings Through Use of Electronic) and Policy #539 (Lice Infestation).

Mr. Webb called for a second on the motion to approve Policy #131 (Participation in Public Meetings Through Use of Electronic) and Policy #539 (Lice Infestation).

Mr. Eccles seconded the motion.

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

Mr. Webb called for a second on the motion to approve revised Policy #505 (discipline).

Mrs. Cummings seconded the motion.

Mr. Webb requested a roll call tally. The roll call tally indicated the motion passed by a vote of 5 ayes, (Ms. Boyle, Mr. Congdon, Mrs. Cummings, Mr. Koutsouradis, and Mr. Webb) and 3 nays, (Mr. Eccles, Mr. Morris, and Mr. Oettinger.) (Mr. O'Connor was not present.)

#### **Federal Programs**

Dr. Muenker advised the Board that there was one additional grant; the Giant Food Market Grant in the amount of \$1,000.00 will be used to assist student education at Neshaminy.

#### **Other Board Business**

Mr. Profy noted that there was an amendment to the denial resolution to the Charter School Neshaminy, which was read at the Public Meeting of February 22, 2011, to delete any reference that the applicant is noncompliant with regard to the operations at its *current* existing Charter School, School Lane Charter School Bensalem, the first draft used the term *current* the final draft had the word *proposed* Charter School. He also noted that this in no way effects the action taken by the Board.

Mr. Eccles inquired if there is an update on the half a million dollars owed to the school district from Middletown Township.

Mr. Profy said he has not received any response.

Mr. Eccles asked if Mr. Profy recommends withholding payment to Middletown Township until a response is received.

Mr. Profy recommended that a meeting be scheduled with the township on this issue.

Mr. Eccles inquired if Neshaminy has fulfilled all of its obligations to the township.

Mr. Profy confirmed that all obligations have been fulfilled.

Mr. Eccles clarified that Dr. Muenker and Mr. Profy will attempt to facilitate a meeting with the Township Board of Supervisors.

Mr. Profy responded that is correct.

### **Public Comment**

Larry Pastor, business executive, Middletown, remarked that the members of the NFT that have come to the podium continue to blame the School Board or provide misinformation instead of explaining the justification of three years of holding out for salary increases and continued benefits above the current CBA. Mr. Pastor requested that Mr. Webb address the issue of who and why the teacher's salaries were frozen over the past three years. He expressed dismay over Dr. Muenker's presentation of the cost saving measures of the 2011-2012 budget. Mr. Pastor remarked that his impression of the final result will be that the School Board will rely on the taxpayer and the reserved funds to balance the budget. Mr. Pastor said that it is necessary to go outside the box during difficult times such as these and consider other means, such as staff cuts to save money.

Sy Goldstein, retired, Villages of Flowers Mill, referenced a list of rules for negotiations that was sent to the School Board by the NFT, stating that all interested parties should come out ahead. Mr. Goldstein voiced his opinion that the taxpayers are interested parties and rarely come out ahead. He remarked that citizens who are on social security have gone two years without an increase. Mr. Goldstein mentioned that he heard that next year the average taxpayer will pay \$311.00 towards the new pension plan and questioned the accuracy of this figure. Mr. Goldstein urged the public to visit [www.getrealneshsaminy.com](http://www.getrealneshsaminy.com) and voice their support for the School Board.

Molly Lickman, student at TLC, said she has been to four different schools in the past five years and she has never been to a greater school than The Learning Center. She said that students at TLC are made to feel welcome and cared about. Ms. Lickman urged the Board to consider the benefits of TLC and not to take it away from the students.

Mark Shubin, sales executive, Langhorne, stated that while he has the highest regard for teachers, when they make disparaging comments regarding the School Board they should be prepared to back up their statements. He suggested to the NFT that instead of employing a PR firm they should hire an accounting firm to educate them on the laws, rules and regulations of creating a budget. Mr. Shubin cautioned the younger teachers that they need to step up and be aware of their position within their own union. Mr. Shubin said that other districts that have been able to settle their own contracts have partnered together with the School Board to come to an equitable agreement. He said that whatever is agreed on is less than what we have today; it's going to be difficult to negotiate. Mr. Shubin said it is important to understand that givebacks and reduction are what the taxpayers, community, and School Board need to succeed.

Steve Rodos, semi-retired, Villages of Flowers Mill, opened his comments by welcoming back Mr. Koutsouradis. Mr. Rodos remarked that cutting funds for education, increasing class size, or cutting teaching jobs, will be detrimental to the quality of education that the children will receive. He said that the problem with the country's educational system is not with those that teach, but with those who would sacrifice all that is good in education in their continued pursuit of the dollar. Mr. Rodos stated that the School Board must realize that the system needs good teachers in order to succeed and the teachers must realize that in order to step forward sometimes it is necessary to first take a step back. Mr. Rodos said that the NFT should help by lowering the cost of healthcare for the district and the School Board should use the excess of \$8 million dollars in surplus and the taxpayers should agree to a \$1.6 million dollar tax increase, which would be a savings of approximately \$9 million dollars. He also mentioned a \$1 million dollar savings in busing would bring the total savings to approximately \$10 million dollars.

Kirsten Murphy, Student at TLC, said that she came to The Learning Center last year as a junior and the school has helped her very much. Ms. Murphy said that last year she became a mother and TLC has helped her to cope with the struggles of being a teenage parent. She said that she thinks of the students and staff at TLC as a family. She said that she hopes the school continues in years to come to help younger students who may need the same advantage.

Jennifer Bouton, financial services, Langhorne, asked the School Board why the healthcare cost is a priority in negotiation with the NFT. Additionally, she asked the Board to provide an update on scheduling negotiation meetings with the state mediator. Ms. Bouton concluded by asking for an update on the suggestion of discontinuing withholding union dues through payroll deduction.

Charles Alfonso, semi-retired, Laurel Oaks, voiced his disappointment regarding the Proposed Cost Saving Measures Presentation to the budget. Mr. Alfonso stated his disapproval of cuts in the support staff, administrative cuts, students programs, and operational cutbacks with no mention of a reduction in the teaching staff. He was also shocked to hear of the suggestion of increasing fees to parents for student programs. Mr. Alfonso stated that with the average teacher's salary being close to \$90 - \$100 thousand dollars this should be a major consideration for budget cuts. Mr. Alfonso asked the Board to reassure parents and taxpayers during Board comment that there will be no tax increase this year whatsoever.

Almando Carrasquillo, private investigator, Laurel Oaks, acknowledged that the School Board has a tough job cutting the budget. He said he has the highest respect for good teachers; however, he said the teachers are not looking at the picture clearly and are not dealing fairly in negotiations. Mr. Carrasquillo stated that some teachers have accused the School Board of being divisive, but the School Board was not responsible for the "work to contract," or for the picketing, or the refusal to attend parent teacher night.

Jeff Dunkley, elected officer of the NFT and Neshaminy school teacher, Feasterville, thanked Mrs. Markowitz for her response. He stated that the impasse in negotiations must come to an end. Mr. Dunkley implored the Board to return to the negotiating table along with the NFT so information can be shared and a fair and affordable settlement can be reached. He encouraged the public to read both parties packages to see that the proposals have little to do with money.

Tonya Hansberger, insurance agent and parent of a student at TLC, Langhorne, declared her support for The Learning Center. She stated that her daughter was a victim of a crime and TLC has taught her coping skills. Ms. Hansberger said that her daughter has become an A and B student as a result of the wonderful teachers at TLC.

Debby Harker, banker and Neshaminy parent, voiced her concern that the "work to contract" action has not been addressed in the contract negotiations. She stated that she is concerned that the same action could arise again if negotiations breakdown. Ms. Harker asked the Board not to settle on any financial agreement until first addressing this issue. Ms. Harker suggested that the job description and expectation should be written into the contract to avoid the same problem in the future.

#### **Board Comment**

Mr. Koutsouradis remarked that Neshaminy has excellent teachers; however, he was dismayed by a teacher's comment about the union leadership protecting the interest of the teachers. Mr. Koutsouradis said that interest of the taxpayers and students must also be considered. He stated that it is the School Board's job to consider the interest of all parties and urges the NFT to do the same.

Mr. Morris announced to the taxpayers that he has still not received anything in writing from the NFT regarding the supposed \$2.8 million dollar savings. He urged the public to read Act I to be more informed. He urged the NFT to contact the mediator to set up a negotiation meeting. He asked the NFT retirees to accept their responsibility and pay their fair share of the healthcare cost to set an example for younger teachers. Mr. Morris assured the taxpayers of Neshaminy that he will not vote for a tax increase. He agreed that the "work to contract" verbiage should be written into the next contract.



Mr. Congdon remarked that he has been paying towards his healthcare for many years as well as other members of the community have been doing the same. Mr. Congdon stated that the time has come for the teachers to pay toward their healthcare also. He said that it is inevitable because the money simply is not available. Mr. Congdon commented that the support staff and the administration have agreed to concessions and now is the time for the NFT to step up and make concessions also.

Mrs. Cummings stated that any members of the community that may have questions about costs on the proposed budget can find the information on the website, obtain copies of the information, and the administrators are available to answer any questions they may have.

Ms. Boyle thanked the students for speaking on behalf of TLC and assured them that their comments will be taken into consideration. Ms. Boyle commented that any member of the Board that has problems with individual policies could benefit by attending the Policy Committee Meetings.

Mr. Webb said, in response to a question about the teacher's salaries being frozen, when the contract has expired it becomes status quo. The contract is frozen and neither side can make any changes under the rules of negotiation and state law. Mr. Webb assured the parents and taxpayers that the Board will attempt to do everything possible to prevent cutting programs, but that is not reality and some cuts are a possibility. Mr. Webb said that a number of teaching positions, administrators, middle managers, and support staff will be vacated and not replaced. Mr. Webb explained that healthcare is a major issue because it is extremely expensive. The healthcare provided by the Neshaminy School District is PC 15, plus a prescription plan called Single Source, and no other district in the area provides such an expensive plan. Mr. Webb reiterated that the Board will be happy to negotiate at any time and he has sent several letters to the mediator requesting for a date to meet, but has not received a response. He mentioned that the school district is contractually obligated to collect payroll deductions and this cannot be changed under the status quo. Mr. Webb said that it is a possibility that the "work to contract" action is a legal right of the teachers and he reminded the audience that the teachers unions own Harrisburg, who writes the laws. In response to a comment regarding the possibility of a 1.4% tax increase, Mr. Webb reiterated that the state is taking away \$2 million dollars in revenue so a tax increase is not favorable, but must be considered.

#### **Adjournment**

Mr. Eccles moved the meeting be adjourned and Mr. Koutsouradis seconded the motion. The Board unanimously approved the motion. Mr. Webb adjourned the meeting at 9:35 p.m.

Respectfully submitted,

Jennifer Burns  
Board Secretary