

NESHAMINY SCHOOL DISTRICT  
Langhorne, Pennsylvania

PUBLIC BOARD MEETING MINUTES  
NESHAMINY BOARD OF SCHOOL DIRECTORS  
June 15, 2010

The Neshaminy Board of School Directors met in public session on June 15, 2010, 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 D. O'Connor  
Mr. William Oettinger

**ADMINISTRATORS:**

Dr. Louis T. Muenker  
Mr. Joseph V. Paradise  
Mrs. Patricia Boylan  
Dr. Geeta Heble  
Dr. Jacqueline Rattigan

**BOARD MEMBER ABSENT:**

**OTHERS:** Approximately 200 persons from the public, staff and press

**SECRETARY:** Mrs. Jennifer Burns

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

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

**Call to Order**

Mr. Webb called the meeting to order at 7:09 p.m.

**Pledge of Allegiance**

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

**Announcements**

None

**Public Comment**

Nancy Doster, President of Neshaminy High School S. P.I.N. Association, Feasterville, thanked the parents who assisted this year at graduation. She stated that the parents worked with the administration to insure that the focus of graduation was on the students and not on agendas or contract talks. Ms. Doster stated that the parents gained an appreciation for the hard work and dedication of the Support Staff and administration in organizing a wonderful graduation event for the students. Ms. Doster concluded by congratulating the graduates and wishing them luck in their future endeavors.

Denise Mariakis, retired registered nurse, Neshaminy resident, pleaded with the Board to listen to the taxpayers and not give in to the teacher's demands regarding the healthcare issue. She stated that she pays a significant amount monthly for her own healthcare and that the teachers must realize that they should pay something towards their healthcare also.

Thomas Miller, truck driver, Levittown, stated that he is not anti-teacher or anti-union, because he is a member of a union himself. However, Mr. Miller stated that because of the state of the economy many families are experiencing hardships. He said that he pays into his healthcare and his family's income has been affected. Mr. Miller remarked that his expenses are at an all-time high and he simply cannot afford to have his taxes

raised. He feels that it is outrageous for the teachers to expect free healthcare. He asked the Board to stand firm because the taxpayers cannot afford a raise in taxes.

Dylan Atkinson, Neshaminy High School Student, Langhorne, explained that he is the President of the Neshaminy Class of 2011 and the leader of the student demonstration at Neshaminy High School for the negotiations to resume. He described the work to contract issue as technically being a "strike." He quoted the second part of Pennsylvania's Law, Act 88, the definition of a strike as "the slowdown or abstinence in whole or in part from the full, faithful and proper performance of the duties of employment for the purpose performance of the duties of employment for the purpose of inducing, influencing or coercing a change in conditions for the compensation of rights and privileges or obligations of employment." Additionally, Mr. Atkinson stated that teachers writing letters of recommendation for the students applying to colleges should be considered part of their job description, because it has been a past practice and applied consistently and repeatedly and should continue even with the work to contract movement. Mr. Atkinson concluded by saying that the school district should sit down and work things out and not lose sight of their purpose, which is to educate young minds and create model citizens.

James Brigham, Neshaminy employee, Bristol Borough, asked the Board to carefully consider the issue of outsourcing the transportation department. Mr. Brigham stated that he has worked for Neshaminy for 29 years and he feels that outsourcing is a temporary solution that will not benefit the district in the long run. He pleaded with the Board not to outsource the transportation department.

Charles Alfonso, Laurel Oaks, commented that according to test results from the Commonwealth of Pennsylvania, Neshaminy School District rates 98 out of 536 districts in the state, however, the teachers rank number one in total compensation. Mr. Alfonso noted that 25 % of the school districts in Pennsylvania tested higher than Neshaminy in reading, in math 28% tested higher, and in overall tests 46% tested higher. Mr. Alfonso commented that when the free healthcare benefits are considered over 60% of Neshaminy teachers are compensated over \$100 thousand dollars a year over 9 months work. Additionally, he noted, that many retired Neshaminy teachers are also making over \$100 thousand dollars per year and have free healthcare. Mr. Alfonso suggested that the teachers should be dismissed collectively for non-performance and insubordination and dereliction of duty over the last few weeks. He further stated that any teachers willing to demonstrate a sincere love of teaching and commitment to children could then apply and be interviewed and rehired. Mr. Alfonso also noted that there are some teachers who are appalled by the greed and insensitivity of the union leadership and he extended his thanks and respect to these teachers.

Larry Pastor, Business Executive, Langhorne, encouraged the public to keep attending meetings and become familiar with the facts. He also stated that Dylan Atkinson's speech was extremely impressive and he applauded the intellect of the students of Neshaminy. Mr. Pastor asked the Board when they vote on June 29<sup>th</sup> to vote for a zero tax increase for the taxpayers of Neshaminy. His second request to the Board was to pass a resolution supporting House Bill 1369 and 2992 banning teacher's strikes. Mr. Pastor noted that 37 states, including New Jersey and New York, have banned teacher's strikes. Mr. Pastor said that he was encouraged that the Board has postponed the vote for the budget and negotiations with NESPA will be continuing. He noted that if the unions do not make concessions, it will be necessary to have outsourcing this year and next year and it will be necessary to cut programs.

Billy Ritchey and Anthony Gentile, Maple Point Middle School students, Langhorne, thanked the Board for sending them to Wisconsin University Lacrosse for the Future Problem Solving Competition. Mr. Ritchey stated that the FPS Program is a yearlong educational program in which students are challenged to think creatively and to solve problems on related issues of global significance as to 20 or more years into the future. Approximately 25 hundred students participated in the competition. Mr. Ritchey announced that the sixth grade team included Aiden Drake, Anthony Gentile, Billy Ritchey, and Nick O'Brien were on the team representing Neshaminy School District and placed 10<sup>th</sup> in the out of 60 teams in their junior division. He stated that the high school team comprised of Emily Duke, Emaline Jarvy, and Mike Singer placed 6<sup>th</sup> in the

Action Plan Skit among the 60 teams in their division. Mr. Ritchey stated that they were very proud to represent the Neshaminy School District at this prestigious competition.

John Goldner, financial officer for a private construction company, Langhorne, complimented the middle school and high school students for their speeches. Mr. Goldner asked the Neshaminy School Board to stand firm within their dispute with the Neshaminy Teacher's Union. He stated that the hard work on the part of the School Board is appreciated and thanked them for protecting the interest of the taxpayer. Mr. Goldner stated that at this time the private sector has been asked to accept increasing co-pays and deductibles to medical plans, layoffs, and declining salaries. He also stated that the Neshaminy Teacher's Union must realize that they are not exempt from these conditions.

Derya Warner, parent of two Neshaminy students, Feasterville, stated that it should not be necessary to include every responsibility within a teacher's job description. Ms. Warner said that an employee should take on the responsibilities of the job without it being a mandatory requirement. Ms. Warner recited a poem about teachers. Ms. Warner stated that her wish is for the Neshaminy teachers to remember their dedication to teaching and not focus on monetary rewards.

Perry Strauss, resident of Highland Gate, Langhorne, implored the School Board to listen to the residents of Neshaminy about raising taxes. Mr. Strauss stated that the taxes have been going up each year. Mr. Strauss declared that the taxpayers cannot withstand any more. He said that in the private sector people are worried about losing jobs and losing their homes. Mr. Strauss reiterated to the Board to listen to the pleas of the taxpayers.

Ellen Lockyer, self-employed, Langhorne, thanked all those involved in Neshaminy High School's graduation. Ms. Lockyer stated that she questions the teacher's judgment in obeying the Union leaderships "work to contract" order. She noted that the teachers missed a final opportunity to say goodbye to the senior class and to wish them well. Ms. Lockyer commented that the walkout action of the teachers at the last meeting was disrespectful and rude. Ms. Lockyer criticized the Union leadership that is not leading towards better education for the students. She stated that compromising with the Teacher's Union is not the answer because the teachers have unreasonable demands. Ms. Lockyer advised the Board to revise their offer to the teachers. Ms. Lockyer concluded by saying that in years past the taxpayers have cooperated with the Teacher's Union in providing great salaries and benefits and now the Teacher's Union should cooperate with the taxpayers.

John McGinley, school bus driver for Neshaminy, Bensalem, asked why a question, which was posed during public comment in the May 19<sup>th</sup> Board meeting, was not included in the minutes. The question was why there was a 400 percent increase in a line budget item. Mr. McGinley also asked several more questions regarding financial issues in the May 19<sup>th</sup> minutes from pages 27 through 36. Mr. McGinley continued to question specific checks listed in the check registry as to whom the checks were written and what the payments were for. Mr. McGinley said that the public has heard over the past months of the school district's insufficient funds regarding cost of living increases, money for health insurance, money for certain programs and he would like to know where the money mentioned in the check registry has gone.

Steve Rodos, Villages of Flower Mills, thanked the parents for attending the meetings. Additionally, Mr. Rodos thanked Dylan Atkinson for the fine example he is setting for a Neshaminy High School student. Mr. Rodos suggested that the payment of retiree benefits should be eliminated, which would free these funds to be used to increase the top end of the pay scale so, these employees could pay for their healthcare. Mr. Rodos said that the Union should realize that the taxpayer will never agree to fully fund teacher's healthcare. He further mentioned that the Board could offer an increase in healthcare payments in exchange for employees limiting sick days to eight per year. Mr. Rodos declared that the public is tapped out. Mr. Rodos explained that he has in the past, suggested raising taxes in order to balance the budget. He said the increase taxes would offset the retirement benefits for next year.

Stacie Stearns, sales associate, Levittown, voiced her concerns that being a single mother who works and attends school, how she would be able to continue her obligations if the Neshaminy teachers went on strike. Ms. Stearns urged the Board to come to a resolution before the start of the new school year in August.

### **Superintendent's Report**

Dr. Muenker remarked that the 2010 graduation was an overwhelming success. The 2010 graduating class consisted of approximately 725 graduates. Dr. Muenker thanked Dr. McGee and Mr. Magdelinkas for their thorough planning. He also thanked Dr. Rattigan and Mr. Kern for their excellent job in the reading of the names of the seniors at the graduation ceremony. Additionally, he thanked all of the district administrators along with the parent volunteers who helped with the supervision of the students. Dr. Muenker also extended his gratitude to all of the support staff workers, custodians, grounds, facilities and secretaries who worked diligently to make this event successful. He expressed his appreciation to Middletown Township for providing additional support for this event. Dr. Muenker concluded his remarks by congratulating and offering best wishes to the graduating class of 2010.

### **Overnight Trip - Neshaminy High School to Nashville, Tennessee**

Dr. Rattigan advised the Board on the following:

- Neshaminy High School to Nashville, Tennessee for the FBLA National Leadership Conference – Cyber Security Event Competition – July 12-18, 2010

Upon motion of Mr. O'Connor and seconded by Mrs. Cummings the Board unanimously approved said trip.

### **Approval of Minutes**

Mrs. Burns presented the minutes of May 19, 2010, Public Board Meeting. Upon motion of Mrs. Cummings and seconded by Mr. Eccles the Board unanimously approved the minutes of the May 19, 2010, Public Board Meeting.

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

Mr. Paradise presented the following for approval:

- May, 2010 Treasurer's Report, subject to audit
- Check Register – May, 2010
- Personal and per capita tax exonerations for May and June, 2010

Mr. Paradise responded to Mr. McGinley's question regarding manual checks, stating that the second column is a status column indicating whether the checks are regular, manual, or void checks.

Ms. Boyle moved the May, 2010, Treasurer's Report be approved, subject to audit, Check Register for May, 2010 and the Personal and Per Capita Tax Exonerations for May and June, 2010 be approved. Mr. Morris seconded the motion.

The Board unanimously approved said report.

### **Motion: RESCHEDULE MEETING FOR ADOPTION OF BUDGET**

Mr. Webb presented the following motion:

WHEREAS, the Board of School Directors did, on May 4, 2010, resolve that the 2010-2011 proposed Final Budget presented at the May 4, 2010 Public Meeting of the Board of School Directors be made available for public inspection and be made available for duplication by any person on request beginning on May 25, 2010, and authorized President of the Board of School Directors to issue the Certification for the Pennsylvania Department of Education, required by Section 687 of the Pennsylvania Public School Code and;

WHEREAS, the Board of School Directors did, on May 4, 2010, further resolve that the Board of School Directors would approve the 2010-11 Final Budget of the School District at a Public Meeting to be held on June 15, 2010 at the Maple Point Middle School District Offices, Harry M. Dengler, Jr. Performing Arts Center, 2250 Langhorne-Yardley Road, Langhorne, Pennsylvania; and

WHEREAS, the Board of School Directors and the School District Administration continue to work upon the Budget and to consider and act upon matters affecting the 2010-11 Final Budget of the School District.

NOW, THEREFORE, be it RESOLVED that the 2010-11 proposed Final Budget presented at the May 4, 2010 Public Meeting of the Board of School Directors continue to be made available for public inspection and to be made available for duplication, as provided in the Resolution adopted on May 4, 2010; and

BE IT FURTHER RESOLVE, that the Board of School Directors will approve the 2010-11 Final Budget of the School District at a Public Meeting to be held on June 29, 2010 at the Maple Point Middle school District Offices, Harry M. Dengler, Jr. Performing Arts Center, 2250 Langhorne-Yardley Road, Langhorne, Pennsylvania; and

BE IT FURTHER RESOLVED, that the Public Meeting to be held on June 29, 2010 be advertised as required by law.

Mr. O'Connor seconded the motion.

The Board unanimously approved said motion.

**Motion: BUDGETARY INCREASE FOR FEDERAL AND OTHER PROGRAMS FOR 2009-10**

Mr. Boyle presented the following motion:

WHEREAS, each year the Neshaminy Board of School Directors, in accordance with instructions from the Auditor General's Office, must increase its receipts and expenditures budget by the total amount of other programs; and

WHEREAS, this amount represents previously approved federal and other special program receipts and expenditures for the current fiscal year.

NOW, THEREFORE, BE IT RESOLVED that the total 2009-10 adjusted budget of all funds with this increase will total \$174,712,004. Corresponding amounts should be added to both the revenues and expenditure side of the budget as indicated on the attached document.

Mrs. Cummings seconded the motion.

The Board unanimously approved said motion.

**Motion: FACILITIES PROFESSIONAL SERVICES/CONSULTANTANTS FOR THE 2010-11 FISCAL YEAR**

Mr. Congdon presented the following motion:

WHEREAS, the district Facilities Department must use the professional services of various firms in order to ensure compliance with the many federal and state mandates concerning school facilities; and

WHEREAS, the Facilities Department must also use professional consultants/engineers to develop bid specifications for other related facility improvements during the year.

NOW, THEREFORE, BE IT RESOLVED, that the following list of professional service vendors be accepted for use during the 2010-11 fiscal year.

Mr. Koutsouradis seconded the motion.

Mr. Morris inquired if these services were split up equally among union and nonunion.

Mr. Paradise responded he would need to research that question further, but added whenever the district does a project in excess of \$25,000, the district is required to pay prevailing wages, which means the district is required to use union labor.

Mr. Morris inquired if the district receives any bids from nonunion contractors.

Mr. Paradise responded yes.

Mr. Webb asked if these were all companies the district has used in the past.

Mr. Paradise answered yes.

The Board unanimously approved said motion.

**Motion: APPROVAL OF CALENDAR ADDENDUM FOR ACT 80 DAY REPORTING**

Mrs. Cummings presented the following motion:

WHEREAS, all public schools are to be open each school year for at least one hundred eighty (180) days of instruction for pupils; and

WHEREAS, exceptions to the requirement for 180 days of instruction or to the daily school hours may be made based upon Section 1504, as amended by Act 80 of 1969; and

WHEREAS, the proposed Calendar Addendum for Act 80 Day Reporting outlines PDE approved Act 80 exception activities for the 2009-10 school year.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors adopt the attached Calendar Addendum for Act 80 Day Reporting for the 2009-10 school year.

Ms. Boyle seconded the motion.

The Board unanimously approved said motion.

**Motion: YEAR-END BUDGET TRANSFER**

Mr. Koutsouradis presented the following motion:

WHEREAS, Section 687 of the Public School Code of 1947 requires that line item "...sums appropriated to specific purposes in the budget..." not be exceeded; and

WHEREAS, under the school accounting system, line items have been determined to be major object levels within specific sub functions; and

WHEREAS, year-end adjustments by the Business Office and Auditors may cause such line items to be exceeded.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors, in accordance with directions from the Auditor General's office, authorizes the Administration to make those necessary budget transfers within and between accounts to prevent any possible over expenditure exceeding the total budget for 2009-10.

Mr. O'Connor seconded the motion.

The Board unanimously approved said motion.

**Motion: PROPOSED FEE INCREASES FOR 2010-11**

Mr. Morris presented the following motion:

WHEREAS, the Neshaminy School District is required to charge fees for many activities; and

WHEREAS, these fees need to be periodically reviewed and increased in order to supplement tax revenue to the district.

NOW, THEREFORE, BE IT RESOLVED that the attached schedule of fee changes be implemented effective July 1, 2010.

Mr. Congdon seconded the motion.

Mr. O'Connor requested that there be a charge for multiple copies for transcripts for students.

The Board unanimously approved said motion.

**Motion: LOCAL, STATE AND NATIONAL CONTRACT PARTICIPATION**

Mr. Oettinger presented the following motion:

WHEREAS, the District participates in cooperative purchasing agreements with entities under the Intergovernmental Cooperation Act of 1969; and

WHEREAS, Act 57 of May 15, 1998 (Title 62 PA C.S. 1902) known as the "Commonwealth Procurement Code", permits local public procurement units to participate in cooperative purchasing; and

WHEREAS, such contracts are competitively bid and compliant to Pennsylvania laws, and codes; and

WHEREAS, the piggybacking on competitively bid local, regional, state, and national contract, financially assists the District by increasing its purchasing power through volume leveraging and improved operating efficiencies by streamlining the bidding and purchasing process.

NOW, THEREFORE, BE IT RESOLVED, that the Business Administrator be authorized to participate under contracts with piggyback provisions when it is financially advantageous to the District to order and purchase such materials, supplies, and equipment as needed by the District, and which included these currently available contracts through the following organizations:

Mrs. Cummings seconded the motion.

Mr. Morris inquired if this motion covers the trades.

Mr. Paradise responded yes.

The Board unanimously approved said motion.

**Motion: APPROVAL OF REVISED BOARD POLICIES #505 AND #506**

Ms. Boyle presented the following 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 506- Gangs

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 the motion.

Said motion was passed by a vote of 8 ayes and 1 nay (Mr. Morris).

Mr. Webb made a motion to amend the agenda by adding the Strike-Free Education Act (HB 1369).

Mrs. Cummings seconded the motion.

The Board unanimously approved said motion.

**Motion: SUPPORTING THE STRIKE-FREE EDUCATION ACT (HB 1369)**

Mr. Eccles presented the following motion:

WHEREAS, teacher strikes and strike threats undermine the ability of Pennsylvania's school board directors to provide children with a quality public education at an affordable price; and

WHEREAS, retroactive teacher contract payments can lead to large spikes in school property taxes; and

WHEREAS, thirty-seven (37) other states already guarantee students the legal right to receive a strike-free education; and

WHEREAS, there is no evidence to suggest that teacher strikes and strike threats improve the quality of education delivered to Pennsylvania's students; and

WHEREAS, public employee strikes constitute an actionable breach of duty to members of the public and create community resentment and conflict; and

WHEREAS, Pennsylvania ranks #1 in the nation for teacher strikes each year with tens of thousands of affected students and families; and

WHEREAS, seven out of the top ten states in the U.S. (70%) for highest average teacher salary prohibit strikes (source: NEA 2006-2007 salary rankings); and



WHEREAS, the Pennsylvania State Constitution mandates that the general assembly provide for a "thorough and efficient system of public education to serve the needs of the Commonwealth;" and

WHEREAS, compulsory (last-best-offer or issue by issue) binding arbitration as a mechanism to resolve teacher contract dispute is a flawed idea for taxpayers because it strips away the voice of the people's elected school officials.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy School District, by a majority vote of its Board of Directors, demands that the Pennsylvania State Legislature enact House Bill 1369 from Chief Sponsor, Rep. Todd Rock, to make teacher strikes and retroactive contract payments illegal, while retaining fiscal authority over labor costs with the people's duty elected school officials.

Mr. Congdon seconded the motion.

Mr. Webb stated that this action is a request to the State Representatives, Mr. Ferry and Mr. Tomlinson, to take this action to Harrisburg on behalf of the Neshaminy School District.

Mr. Eccles requested that the public also contact State Representative Galloway, and Representative Melio in regard to the Strike-Free Education Act.

The Board unanimously approved said motion.

#### **Federal Programs**

Dr. Muenker stated that there were no changes in Federal Programs at this time.

#### **Other Board Business**

Ms. Boyle inquired if the \$43,000 in Federal Programs was a reduction.

Dr. Muenker stated that the district has experienced a decrease in funding over the past several years.

Ms. Boyle asked if the reduction of the actual reward was due to the district's inability to come up with matching funds.

Dr. Muenker clarified that it is a reduction of federal funds coming to Neshaminy and it has nothing to do with Neshaminy's ability or inability to match funds.

Mr. Eccles asked if that has anything to do with enrollment.

Dr. Muenker stated that some of the areas like Title 1, have to do with enrollment and the number of students that are eligible. He also stated that the free lunch program is the benchmark for that eligibility.

Mr. Oettinger inquired as to the Technical School Budget.

Mr. Webb stated that all the budget items have been pushed back to the 29<sup>th</sup> of June.

Mr. Oettinger asked if the Technical School Budget is not approved on the 29<sup>th</sup> does that leave only one day to correct it.

Mr. Webb stated that it is a possibility, but hopes that is not the case. He also stated that Mr. Koutsouradis and the committee have done a good job and doesn't think it will be an issue.

**Public Comment**

Maria Culp, homemaker, Levittown, stated that her son is a student at Schweitzer Elementary. Ms. Culp inquired at her son's school if a policy exists requiring the school to call the home when a student is absent or is she required to do so. Schweitzer Elementary responded that there was no policy regarding calling parents when a student does not show up for school, and in fact, there was not enough staff to carry out that request. Ms. Culp stated she is concerned that with no policy in place, if a child does not arrive at school it could be seven or eight hours until the parent is aware that their child never made it to school that day.

Steve Rodos, Villages of Flower Mills, requested that the Board explain how many Federal Programs exist pertaining to a budgetary increase from \$155 million dollars to \$174 million dollars resulting in a \$20 million dollar increase.

John McGinley, school bus driver for Neshaminy, Bensalem, thanked Mr. Paradise and the School Board for taking the time to answer his earlier questions regarding his misunderstanding of a financial item in the Treasurer's Report.

Scott Brigham, school bus driver for Neshaminy, asked why Neshaminy employees have been told that there is no money left in the budget for salary increases when the administration was given a 3% raise current of three years.

Larry Pastor, Business Executive, Langhorne, thanked the Board for voting to support HB 1369, Strike-Free Education. Mr. Pastor stated that this is an important resolution because it conveys to the House and the State Representatives the message that teacher strikes are outdated in this country and only cause disruption to the students. He also thanked the parents for showing up at the meetings and letting their voices be heard.

Martha Brown, housewife, Trevese, commented that her household has experienced an 18-month employment layoff resulting in the necessity to use their savings towards cost of living. Ms. Brown asked the Board to listen to the taxpayers and to stand firm regarding the healthcare issue with the teachers union.

**Board Comment**

Mr. O'Connor thanked Dr. Muenker and his Cabinet for their hard work during an especially challenging year. Mr. O'Connor urged the public to not only question the incumbents but also the candidates on the no-strike legislation because this is an election year. He also advised the public to be aware of any donations to state politicians from teachers unions, because this will be an indication on how the politician will vote.

Mrs. Cummings thanked the parents that volunteered, Dr. McGee, and Mr. Magdelinskas for providing a wonderful graduation evening for the students and the parents. Mrs. Cummings also thanked the public for being involved and participating in the School Board meetings.

Ms. Boyle reiterated Mr. O'Connor's comments and added it is also important to vote on Election Day in order to get the right people in the legislature that can make a difference

Mr. Morris thanked the parents for attending the meeting and for supporting the Board. Mr. Morris stated that the gasoline budget for the year was \$40,000 and \$35,000 was used in responding to a question that was presented to him. He further explained that the diesel budget is \$480,000 and to date 95% or \$460,000 has been used. Mr. Morris remarked that in his opinion any time there is a teacher's strike it only hurts the children and the entire education system. Mr. Morris explained that he voted against the 505-506 policy on discipline and gangs. He said that while he is pro law enforcement individual, the policies must have the union mentality removed and more common sense added.

Mr. Paradise stated that the general fund budget for the current year was \$161 million; however, in comparing motion to motion a year ago, \$13 million in construction funds was added plus \$1 million in federal programs resulting in the \$174 million that Mr. Rodos inquired about.

Mr. Webb addressed Mr. Brigham's question regarding the pay raises for the administration. He stated that to understand the increase, one must first understand what they had to give up. The free healthcare plan was replaced by a plan in which they pay 15, 16, and 17 percent. The administration also gave up fully paid health benefits in retirement. They gave up the \$27,500 incentives and longevity for new employees. In return for these concessions, they received a 3% increase in salary.

Mr. Congdon thanked the public for supporting the School Board. He also stated that it is his feeling that teachers are essential personnel as are firefighters and police officers and they should not be allowed to strike. Mr. Congdon also said that in the face of the present economy everyone must give back in order to save jobs.

Mr. O'Connor expressed his appreciation to Mr. Webb for allowing him to give the commencement speech at graduation.

Mr. Webb concluded by noting that the same offer that the administrators accepted was also offered to the NFT and NESPA, which they turned down at the time.

**Adjournment**

Mr. Congdon moved the meeting be adjourned and Mr. O'Connor seconded the motion. The Board unanimously approved the motion. Mr. Webb adjourned the meeting at 9:15 p.m.

Respectfully submitted,

Jennifer Burns  
Board Secretary