

NESHAMINY SCHOOL DISTRICT  
Langhorne, Pennsylvania

PUBLIC BOARD MEETING  
PUBLIC WORK SESSION MINUTES  
NESHAMINY BOARD OF SCHOOL DIRECTORS  
April 8, 2008

The Neshaminy Board of School Directors met in public work session on April 8, 2008, in the District Offices Board Room in the Maple Point Middle School. The following persons were in attendance:

**BOARD MEMBERS:**

Mr. Richard M. Eccles, President  
Mr. Frank Koziol, Vice President  
Mr. Joseph Blasch  
Ms. Irene Boyle  
Mrs. Susan Cummings  
Mr. Kim Koutsouradis  
Mr. William D. O'Connor  
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

**OTHERS:** Approximately 30 persons from the public, staff and press

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

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

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**1. Call to Order**

Mr. Eccles called the meeting to order at 7:00 p.m.

**2. Pledge of Allegiance**

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

**3. Announcements**

None.

**4. Public Comment**

Mr. Chris Graham, Langhorne Borough, PA, stated that our district is in crisis mode. The district has a budget deficit of \$11.2M which is still a major crisis. Teacher negotiations are ongoing and the public has no idea what is occurring at the present time, however, those issues need to be kept private. Ultimately, it will cost the taxpayers more money, in addition to the \$11.2M budget deficit. The Board will have many unhappy people within the district for the simple reason that the Board has no choice as to what it will do regarding the school closure issue. This problem has come down to dollars and cents. At the finance meeting it was discussed regarding unemployment compensation and the ramifications of what happens when someone is brought into the district and they are hired and subsequently they become unemployed due to downsizing within the district. Downsizing right now makes economic sense. If the district does not downsize at this point the district will be forced to bring in a new set of teachers to replace the retirees of the district. Make the downsizing occur now, it makes economic sense. Mr. Graham heard of three seniors who own homes within the district that are being forced to move out of the district because they cannot afford the property taxes. The Board has tough decisions to make and the decisions need to be made for the good of the district.

**5. Items for Discussion**

a) Update on Redistricting

Mr. Kadri provided a presentation to Board members regarding redistricting. A true and correct copy of the Redistricting Review presentation is attached hereto and made a part hereof. (See Attachment A).

Mr. Kadri advised that the purpose of the presentation was to review the goals set going forward and to explain the intricacies of the effort and the levels of discussions taking place and update the progress to date.

Dr. Muenker also reviewed with Board members specific slides which were part of the presentation.

Dr. Muenker advised that a Redistricting Review Committee has been formed and the Committee has met twice to date. The Committee consists of approximately 25 people. Good discussions have taken place to date.

Dr. Rattigan provided Board members with enrollment projections.

Dr. Spitz has concerns with the accuracy of the McKissick report regarding enrollment and class sizing.

A redistricting meeting will take place on Thursday, April 17, 2008.

Mr. Kadri asked the Board to provide direction in terms of how the plans are moving forward. The Administration needs to work with the Board to establish parameters and have the flexibility to smooth out problems and concerns and maintain a human process.

Mrs. Cummings inquired regarding specific redistricting and grandfathering certain areas to certain schools. Mr. Kadri noted that each situation will be looked at individually with the most human course of action to be taken.

## **6. Items for Approval**

Dr. Heble requested Board approval for the following overnight trip:

a) **Overnight Trips**

- i) Maple Point and Neshaminy Middle Schools to the Future Problem Solving Program State Competition – Camp Hill, PA - April 18 & 19, 2008

Mr. Webb made a motion to approve the trip to Camp Hill. Mrs. Cummings seconded the motion. The Board unanimously approved said motion.

b) **Approval of New Board Policy #553 – Bullying/Cyberbullying**

Dr. Rattigan provided the Board with a copy of Policy #553. Approval will be requested of the Board at the meeting on April 23<sup>rd</sup>.

c) **Personnel Report**

Dr. Muenker provided the Board with an Elections of Certified Personnel report which included five Administrative positions which are being recommended by the Administration. The first position is a permanent one; whereas items 2, 3, 4, 5 are temporary positions.

Mr. Webb made a motion to accept the Personnel Report. Mr. Koutsouradis seconded the motion.

Mr. O'Connor made a motion that Item #3 be removed from the report and voted upon separately. Dr. Spitz seconded the motion.

Mr. O'Connor stated that he has waited patiently for this matter to be addressed. Now the public needs to be fully informed as to what has happened. Because there are still legal issues and confidentiality, I will not give specific details about the particular employees involved. Back in January the Administration was initially going to recommend that an acting administrative position be split between two candidates on a half time basis each. A private conversation then took place between the Board President and the Director of Human Resources where the Board President made known his desire that the position be given to only one of these candidates. That candidate happens to be the family member of a close political ally and financial contributor to the Board President.

Unfortunately, the HR Director did not decline the Board President's request, but instead brought that recommendation in front of the entire Board at an Executive Session and the Board was unaware of the Board President's interference. Before a public vote could be taken at a later date, however, word of the Board President's involvement leaked out and the relevant part of the personnel report was instead withdrawn from the February public meeting. Now six weeks later the Administration is back with the exact same personnel recommendation. By law, unless at a public meeting or an executive session, a school board member has no power above that of any other citizen. The Board President holds no special privilege over any school board member. For this action to be taken by the School Board President without the consensus of the Board is a gross, inappropriate abuse of an elected official's power and as a direct result the process for candidate selection in this instance has been tainted. The Board has explicitly violated two of its own policies. The patronage policy #234 states that no person will be appointed into a position of employment by the Board of School Directors without the recommendation of the District Superintendent who will ensure that the hiring process focuses personnel decisions on the candidate's individual merit. And the policy further states that the Superintendent is to ensure that the candidate's qualifications are the sole basis for the recommendation of employment. The Board has violated that provision tonight by essentially forcing the Administration to present a recommendation that was clearly not based solely on the candidate's qualifications. In addition, the Board has violated the code of ethics and conduct Policy #110 which states that the Board should act upon the recommendation of the Superintendent only when deciding on matters of employment. Instead, this board has essentially usurped the Superintendent's right to recommend the people he thinks are best suited for each position, and unfortunately the Administration did not stand up to oppose this interference in violation of its prerogatives. Before going any further Mr. O'Connor stated very clearly that the candidate involved had no advance knowledge or participation of these events is unaware. This person accepted the position in good faith and is fulfilling the obligations accordingly. The public must understand that the problem here is not with the candidate. The problem rests solely within the School Board and the Administration. Mr. O'Connor regrets having to go public with this information as I hoped that this Board could effectively deal with the problem. Mr. O'Connor is skeptical that any corrective measures will ever be taken. In October, 2007 during the public meeting of this very Board, the Superintendent complained of inappropriate interference with personnel matters and had asked for an audience with the Board to discuss his concerns. What happened as a result? Nothing. Not one meeting, not one single conversation. The problem was ignored, and therefore, it should be no surprise to anyone on the Board or in this room that the problem still exists. Over the past several weeks some of my associates on this Board have asked that I just let the issue go because it is not a big deal, or because it is a victimless crime. Mr. O'Connor reminded that somewhere in this district is an employee, a flesh and blood human being, who should be getting ready to take over this administrative assignment. It is supposed to be their turn to gain more experience. Their turn to shine. Instead, they have been deprived of an opportunity to improve themselves as a result of this action. If any of you should run into this employee and they ask you why did you not stand up for me? Why did you not protect me from Board politics? I would like you to answer them with it's not that big of a deal. I guess the employee might feel differently. There is a tainted personnel action before the Board tonight. If you vote to support same it is as if you were part of the whole closed door affair yourself. Inappropriate interference in personnel matters has been a sad longstanding tradition in Neshaminy. No good will be served by allowing this behavior to go unchecked. Tonight this Board can take a significant step towards setting things right and rebuilding the public trust by voting against this tainted recommendation.

Mr. Koziol asked Mr. O'Connor if the person doing the job is qualified. Mr. Koziol asked if it were a person not known or related to someone in a political position would it have been wrong. Mr. O'Connor responded "Yes" due to the conversation which occurred without Board knowledge and consensus. Mr. Koziol noted that the harm was that one person was recommended temporarily over any other person temporarily.

Mr. O'Connor noted that the law does not provide any Board member power over another Board member or any other person not part of a meeting or executive session. Any conversation which would have occurred was inappropriate.

Mr. Koziol noted that it was showing a preference. Mr. O'Connor reiterated that any conversation should have taken place at a public meeting or executive session.

Mr. Eccles commented that his reputation is being tainted. Mr. Eccles feels that Mr. O'Connor has constantly made lies and innuendos against him. Mr. Eccles feels that Dr. Muenker should be allowed to transpose what happened. Mr. Eccles advised that over the ten years he has sat on the Board he has been asked by numerous Superintendents and numerous times to give his feelings toward individuals. That is not uncommon.

Mr. O'Connor does not understand why a split recommendation was not brought before the Board.

Dr. Spitz noted that the bottom line was that the original recommendation was to be for a split position, a conversation took place between the Board President and HR Director and that recommendation transformed into a single person to take the position. That change was not mentioned to the Board. A private conversation took place between the HR Director and the Board President.

Dr. Spitz stated that anyone can ask Superintendent Kadri if he feels any pressure and has been treated fairly to change any recommendations by Board members.

Mr. Webb feels the private conversation was between Mr. Kadri and Mr. O'Connor.

Further Board discussion ensued regarding this issue.

Mr. Webb asked Dr. Muenker to explain what occurred from his point of view.

Mr. Blasch recalled that the report presented this evening is the same one that was presented back in February, 2008 in which the Board had a consensus to move forward at that time. Mr. Blasch feels that he was not privy to any of the above information.

Mr. Webb stated that Dr. Muenker's word is good enough for him. The recommendations have been presented by Mr. Kadri and not Dr. Muenker. The Board has the ability to accept or reject any recommendation.

Dr. Spitz believes that a Board member has interfered with the recommendation itself. It is the sole role of the Superintendent to make the recommendation and the Board accepts or rejects. It is never the Board's role to interfere with the recommendation itself.

Mr. Eccles inquired where the conversation took place and what proof is there that interference occurred in this process?

Mr. O'Connor stated that Mr. Kadri wished to know why the Board had a problem with the split decision. Mr. O'Connor responded to Mr. Kadri that he had no idea what he was speaking about. The only thing represented in the Executive Session was that the job was to be offered temporarily as an Administrative position to one particular person. Mr. Kadri then proceeded to speak with Dr. Muenker. Dr. Muenker told Mr. Kadri that the Board had objections to the split position, but however, it was not the Board, but specifically Mr. Eccles. Mr. Kadri stated he was uncomfortable having any further conversations. Mr. Kadri told Mr. O'Connor to speak directly with Dr. Muenker. Mr. O'Connor contacted Dr. Muenker and not much information was provided. This is what prompted the situation.

Mr. O'Connor stated that he absolutely does not have first hand knowledge. Mr. O'Connor noted that a job was changed between what was agreed upon within the Administration.

Ms. Boyle stated that at the Executive Session when the information was provided by Dr. Muenker it was for the exact same position that the Board is looking at tonight. It was recommended by Mr. Kadri. Ms. Boyle stated that the two documents are definite. The Board had consensus and asked the Superintendent to provide a definite recommendation and he came back with the recommendation. Ms. Boyle does not see a split between the Superintendent and Assistant. Mr. Kadri asked Dr. Muenker to contact the Board President and ask for his opinion.

Dr. Spitz requested Mr. Kadri or Dr. Muenker to explain to the Board and the public exactly what has gone on. Dr. Spitz regrets having to do this publicly, however, explanations were asked for regarding this situation during the Board retreat and no explanation was given.

Mr. Kadri stated that this is a rather uncomfortable position and Dr. Muenker feels the same. Mr. Kadri noted that the Board is his boss. Mr. Kadri noted that his job as Superintendent is to follow Board policy to the best of his ability unless directed differently from the Board of School Directors. Mr. Kadri feels that same is executed. It is uncomfortable when the Administration is the enforcer of Board policies at any level or clarifier. Clear expectations are necessary, clearer dialogue will make us stronger. Mr. Kadri noted that all decisions are in the best interests of the students.

Mrs. Cummings inquired why the recommendation was not a split decision. Mr. Kadri stated that his decision was not to cure any problem of the past or to make any statement, it was purely to say that at this point and time given the circumstances that exists with the school at this point what is the best recommendation. Mr. Kadri believes that is this recommendation.

Dr. Spitz believes that it is the Administration's prerogative to make a recommendation about what they think is the best. It is not the Board's position as members to interfere with that recommendation.

Dr. Spitz feels this situation could be resolved if Dr. Muenker and Mr. Eccles would be forthright.

Mr. Kadri stated that the framework was to provide everyone with equal opportunities. Temporary positions vary depending upon individual situations.

Mr. Profy stated that the issue before the Board is to separate the Personnel Report moving on Items #1, 2, 4, & 5 and Item #3 will be split off as a separate item on the agenda.

Mr. Eccles requested a roll call on the motion made previously to separate the report. The roll call tally indicated the motion fails by a vote of four ayes (Mr. Blasch, Mrs. Cummings, Mr. O'Connor, Dr. Spitz) and five nays (Ms. Boyle, Mr. Eccles, Mr. Koutsouradis, Mr. Koziol, Mr. Webb).

Mr. Profy stated that Board now has before it the full Personnel Report.

Dr. Spitz noted that by this action it will be necessary for him to vote against the entire report, even though he was prepared to vote in favor of the other four positions. Dr. Spitz is disappointed that the rest of the Board did not have the courtesy to allow those concerned about this issue to have a separate vote.

Mr. Eccles requested a roll call vote. The roll call tally indicated the motion passed by a vote of seven ayes (Mr. Balsch, Ms. Boyle, Mrs. Cummings, Mr. Eccles, Mr. Koutsouradis, Mr. Koziol, Mr. Webb) and two nays (Mr. O'Connor and Dr. Spitz).

- d) BCIU #22 Special Education Contracted Services for 2008-09  
Mr. Kadri presented to the Board the schedule of contracted costs from the BCIU. Mr. Kadri noted that these costs are less than last years due to some special education access dollars which are for one year only.
- e) 2008-2009 Bucks County Technical High school Budget  
Mr. Kadri presented to the Board the 2008-2009 Budget for the Bucks County Technical High School. The budget will be presented on the agenda at the next public meeting for the Board's approval.
- f) Proposed School Calendar for 2008-09  
Mr. Kadri noted that a tentative graduation date will be posted for 2009. Students need to be in class for a specific number of days. Mrs. Cummings questioned the Easter recess and Easter Monday. Contractually, the days are necessary to be off due to the support union contract and that support union contract can be renegotiated in 2009.

Dr. Spitz questioned whether the school calendar could be revisited at a later time if after teacher negotiations a change could be required. Mr. Profy stated that he would need to research said inquiry.

- g) Approval of New Bank Account with Citizens Bank  
Mr. Paradise noted that a new account could offer the district an interest rate of 3% short term rate which would expire on June 30. By school law it is required that the Board approves the opening of a new account. Mr. Paradise is recommending this approval at the next public meeting.
- h) Bids/Budget Transfers  
Mr. Paradise presented the following bid:

BID: 09-16 Bituminous Concrete Paving, Resurfacing and Repair at Herbert Hoover  
Bid Amount: \$78,600.00

The Bid is for replacement of bituminous concrete paving on Hoover main driveway and parking areas. Replacement is required due to deterioration and pot holes forming from water penetrating the surface. The area needs to be milled and overlaid to make the surface water tight and safe for bus and student traffic.

Mr. Paradise presented Budget Transfer Report No. 08-05 (Working Copy) which will be presented along with Bid 09-16 for approval on April 23, 2008.

## 7. Superintendent's Report

Mr. Kadri provided the following report:

- Speedy recovery to those students who are in the hospital.
- Kelly Macauley, Teacher of Family and Consumer Sciences at Maple Point was selected as a National Teacher of the Year. Only three are selected across the country.
- Physical Education Department was profiled nationally as the number one profile and innovative physical education program.
- PSSA testing took place this week.
- SPIN/Guidance Department hosted a College Night for Parents at the high school which was very successful.
- Graduation Project – most students have finished. Teacher mentoring has helped 90 students who need editing. Some students have still not taken the initiative to complete the project. Official report will be provided after April 29th

## 8. Committee Reports

### a) Board Policies

Ms. Boyle stated that next policy meeting is scheduled for April 23rd. Tentative agenda: Framework for Hiring Procedures.

**b) Educational Development**

Dr. Spitz advised that a date will be scheduled in May for next meeting.

**c) Finance/Facilities**

Mr. Webb advised that a meeting will take place on April 15<sup>th</sup> at 7:00 p.m.

**d) IU Board**

Ms. Boyle advised that the next meeting is scheduled for April 15<sup>th</sup>. At the last meeting Multi-media resources which the IU has available and the reading Olympics will take place on April 15<sup>th</sup> and April 17<sup>th</sup>.

**e) Educational Foundation**

Representative is needed.

**f) Technical School**

Mr. Koutsouradis advised that the Tech School Committee approved a 4.4% increase for the 2008-09 budget season. Also discussion took place regarding the current funding formula in which the six area districts contribute too. Neshaminy will receive an increase annually of approximately \$500,000. This increase would need to be passed by the Tech School Board and the Neshaminy School Board before any increase would go into effect. Next meeting will be held on April 28<sup>th</sup> at 8:00 p.m.

**g) Technology**

Mr. Blasch advised that at the last meeting it was discussed regarding video streaming and video conferencing. In the near future video conferencing for homebound students will be available in the District. Also discussed was the archiving of e-mail and the retention of electronic records. New equipment will also be coming in the future. Terra bites are in the upcoming future and two servers will likely be necessary to accommodate these upgrades. The state will be looking closer to see how the district is infusing technology into the curriculum for students.

**9. Future Topics**

Budget will be discussed at the Finance Meeting on April 15<sup>th</sup> and Mr. Kadri will have a presentation and update at that meeting.

**10. Agenda Development for the April 23, 2008 Public Meeting**

**11. Other Board Business**

Mrs. Cummings inquired regarding the naming of the auditorium since another letter was received regarding this issue. Mr. Kadri advised that at the end of the year 5 to 9 individuals will review the requests for that year according to the Board policy. Two requests have been received to date.

Mr. Eccles directed the following questions toward Dr. Muenker: Has any sitting Board member used their political contacts, connections and clout? Ever asked you to make special arrangements for their family members while they were a college student? Dr. Muenker stated that he has had communications with Board members regarding that question, but this is a very uncomfortable place to be.

Mr. Eccles noted that his reputation has been taken under consideration.

Mr. Eccles directed the following questions to Mr. O'Connor: Did you ever speak to a superior in the Neshaminy School District to hire a family member or a personal family friend. Mr. O'Connor stated that he did not.

Mr. Eccles read the following letter:

“As I have stated to you verbally, Mr. Bud O’Connor, on two occasions, while I was Superintendent made requests for persons to be considered for hiring. I must say that his requests were very gracious and polite and if I could not do anything –it was understood.

The first request was for Marie DeAngelis, family living teacher and the second, was for his daughter to get on the substitute list upon satisfactory completion of her student teaching practicum.

I directed Dr. Lou Muenker to honor these requests as long as both met credential criteria.

Howard Wilson, former Superintendent of Schools”

Mr. Eccles stated that Mr. O’Connor has attacked his credibility without absolutely any evidence, just innuendos and lies and Mr. Eccles noted that he has a letter from the former Superintendent of Schools where Mr. O’Connor has asked for people to be hired.

Mr. O’Connor cannot explain what Mr. Wilson is referring to. In regards to the first person Mr. O’Connor just had a conversation with Mr. Wilson regarding how difficult it was for someone in elementary education vs. secondary vs. special education to get the job. Mr. Wilson provided Mr. O’Connor with an answer to that question. Mr. O’Connor did not ask him in any way, shape or form to hire, etc. Regarding Mr. O’Connor’s daughter he flat out denies that he ever asked for her or anyone else to be considered for a position.

Mr. Eccles noted that Dr. Spitz was involved with a political hiring in regards to Maria Wallace and the Food Services Director. Mr. Eccles took a stand for months. Dr. Spitz pushed strongly for the Board to pass a patronage policy and nepotism policy, which Mr. Eccles voted against.

Dr. Spitz once again requested Dr. Muenker to advise whether he had a private conversation with the Board President regarding the positions discussed earlier this evening.

**Statement of William Spitz, Neshaminy Board of School Directors  
April 8, 2008**

Like Mr. O’Connor earlier, I would first like to apologize for not keeping the public adequately informed up until now. Many residents have wondered just what the “board retreat” that was mentioned back in February was going to involve. I can now say that this meeting, which was well intentioned, nevertheless did nothing to remedy many improper actions that have taken place over the past several months, and which are being continued tonight by Board interference in a personnel action.

As was noted earlier, there is strong reason to believe that the Board President personally interfered with an Assistant Principal recommendation in order to benefit a close political friend and campaign contributor, and the Board approved this tainted recommendation earlier tonight. In my opinion, Mr. Eccles, the Administration, and the Board as a whole all share in the blame – the Board President for asking that the recommendation be changed, the Administration for not forcefully defending its right to make recommendations free of Board interference, and the Board majority for approving the tainted recommendation.

Through this chain of events, the Board’s Patronage Policy has been violated, which gives to the Superintendent the right and responsibility to ensure that a candidate’s qualifications are the *sole* basis for the recommendation of employment. The Board has also violated the Code of Ethics and Conduct Policy, which says that the Board should act upon the recommendation of the Superintendent *only*, when deciding on matters of employment. It does not state anywhere that we should tell the Superintendent which recommendations to make, which is what this Board has done.



As bad as these violations are, it is certainly not the only instance where Mr. Eccles has abused his authority as Board President over the past several months. The public is entitled to know about other violations. In late December, Mr. Eccles took it upon himself to hand-pick who would be interviewed as legal counsel for teacher contract negotiations without consulting the rest of the Board. Mr. Eccles would not even agree to identify who he had picked despite repeated email requests from me and Mr. O'Connor. As it turns out, he included one candidate who had never even negotiated a teachers' contract.

During the interview sessions with the candidates, Mr. Eccles freely admitted that he intentionally withheld the requested information, and then he personally attacked me and Mr. O'Connor in front of other Board members, Dr. Muenker and Mr. Profy, calling me a "hypocrite" and a "slug", and stating that neither I nor Mr. O'Connor was trustworthy. Then just hours after this tirade, Mr. Eccles sent a deceptive email to the Board and Cabinet claiming he never received Mr. O'Connor's request for information about the candidates.

The Board President does not enjoy any special powers to make decisions on his own. Mr. Eccles is currently the President of the Board, not the dictator. This is similar to a recent situation in the Morrisville School District, where the President took it upon himself to authorize an engineering study without discussing it with the Board. The Courier Times' editorial comments of that situation would apply equally well to Mr. Eccles – the paper said that Morrisville had:

"a freelancing school board president who doesn't seem to understand his role or the law – and doesn't seem to care... Making decisions behind the board's and public's back isn't minor. It's major. It's a violation of the public trust, probably school board policy and possibly the law. And citizens shouldn't stand for it."

Neshaminy citizens shouldn't stand for violations perpetrated by Mr. Eccles either.

And then, of course, there is the Board President's apparent mission to drive Mr. Kadri out of the District by making it virtually impossible for him to be successful here. While Mr. Kadri has broad support among staff, students, parents and the general public, he does not have the confidence of the Board President. In fact, Mr. Eccles has gone out of his way to undermine the Superintendent at every turn.

Last fall he made false allegations against Mr. Kadri and called him a liar in front of the entire Board. He also attempted to arrange a secret meeting with the Superintendent with only two other Board members present. Mr. Kadri had the good sense to decline that particular invitation. But when Mr. Kadri requested additional discussions with the entire board to try to resolve issues, the Board President did everything he could to prevent those discussions. Once news of the Superintendent's employment intentions became public, Mr. Eccles' made a statement in the newspaper that he wished "nothing but the best for Mr. Kadri." This is a bad joke when the truth is that he was literally doing a victory dance out in the parking lot after the Superintendent told the Board of his intentions to look elsewhere.

I could go on with further examples of our Board President's harmful actions, but enough is enough. Mr. Eccles has managed to accomplish a rare trifecta as President – he has divided the Board because of his insistence on making decisions without gaining our consensus, he has undercut the Superintendent's authority, and he has severely tainted the District's hiring practices.

Frankly, Mr. Eccles should resign as Board President. If he truly had the interest of students, staff, and taxpayers at heart, he would do so promptly. But if he does not, then as soon as five members of this Board have enough courage to stand up to him rather than allow themselves to be bullied, he can be removed. Mr. Eccles can continue his personal attacks, hurl all the epithets he wants, or claim that it's all just politics. But the damage has already been done to our community, and I will continue to speak out if he persists in trying to undermine our Superintendent, asks for secret meetings, continues to make unilateral decisions without Board consensus, fails to respond to reasonable requests for information from

April 8, 2008

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other Board members, or violates the public trust by interfering with personnel recommendations to benefit his political friends. This Board, the Administration, staff, students, and the Neshaminy community all deserve better.

Mr. Eccles noted that the only Board members opposed to the formation of a personnel committee are the ones who have already used the system to their benefit and abused the system. The staff that believes that hiring family and friends are an entitlement for their employment and the Administration is trying to hide below the radar. Mr. Eccles was only going to ask for a personnel committee.

Mr. Blasch suggested that some guiding principles for this Board to work by and comply with.

Mr. Koutsouradis noted that this Board needs to start following Roberts Rules and start practicing a little respect for all Board members and, therefore, the Board can move forward in the best interest of the community.

Further Board discussion took place regarding respect towards each other and the public.

Mr. Webb noted that the community deserves to know what is factual and what is not. Mr. Webb suggested that an independent agency come into the District and investigate many of this issues that have been discussed. This could perhaps bring unity to the Board.

## **12. Adjournment**

Mr. Blasch moved that the meeting be adjourned and Mr. Koziol seconded same. Mr. Eccles adjourned the meeting at 9:40 p.m.

Respectively submitted,

Anita E. Walls  
Board Secretary