

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

PUBLIC WORK SESSION MINUTES
NESHAMINY BOARD OF SCHOOL DIRECTORS
April 12, 2011

The Neshaminy Board of School Directors met in public work session on April 12, 2011, Harry M. Dengler, Jr., Performing Arts Center at the Maple Point Middle School. The following persons were in attendance:

BOARD MEMBERS:

Mr. Ritchie Webb, President
Ms. Irene Boyle
Mrs. Susan Cummings
Mr. Scott Congdon
Mr. Richard M. Eccles
Mr. Mike Morris
Mr. William D. O'Connor
Mr. William Oettinger

ADMINISTRATORS:

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

BOARD MEMBERS ABSENT:

Mr. Kim Koutsouradis, Vice President

OTHERS: Approximately 75 persons from the public, staff and press

SECRETARY: Mrs. Jennifer Burns

SOLICITOR: Thomas J. Profy, III, Esquire

Mr. Webb stated that prior to the meeting an Executive Session was held regarding Personnel and Legal issues.

1. Call to Order

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

2. Pledge of Allegiance

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

3. Announcements

None

4. Public Comment

Jackie Koellner, junior at Neshaminy High School, Feasterville, stressed to the Board how important it is to the field hockey team members that Ms. Pennington be permitted to coach the team. Ms. Koellner stated that there are many improvements needed that would benefit the field hockey team, but having Ms. Pennington return as the coach is the first priority. Ms. Koellner presented the Board with a petition signed by more than 600 Neshaminy residents supporting Ms. Pennington. Ms. Koellner concluded by asking the Board to vote tonight on this issue.

Marlana Koellner, 12 year old student, said that Ms. Pennington gave her her first hockey stick at the age of three. She stated that she has been looking forward to the day when Ms. Pennington would coach her hockey team. She asked the Board to change the rule that does not allow an administrator to coach a sport.

Charlotte Reese, player on Neshaminy's field hockey team, Trevoise, mentioned that the juniors had a meeting with Dr. Muenker regarding the coaching position for the field hockey team. Ms. Reese said that everyone concerned should be working towards what is best for the field hockey team. She mentioned that her mother had polled some of the Board members and was informed that there should be a way to work out the problem. Ms. Reese said that Ms. Pennington is willing to coach the team on a volunteer basis.

Ms. Reese concluded by pointing out that administrators have coached teams in other districts without any conflict and why can't Neshaminy be the same.

Lindsay Blum, junior at Neshaminy High School, asked the Board if they would consider allowing Ms. Pennington to coach or assist in some way. Ms. Blum said that Ms. Pennington's experience and expertise speaks for itself. Ms. Blum asked the Board to reconsider allowing Ms. Pennington to coach or at least be part of the coaching staff.

Jay Miers, marketing manager and father of three Neshaminy graduates, Langhorne, said that two of his daughters have played for Ms. Pennington on the field hockey team. Mr. Miers said that Ms. Pennington does a wonderful job of developing a sense of responsibility and consideration in the students that she teaches. Mr. Miers urged the Board to reconsider the position that they have taken. He said that he understands that rules are necessary in any organization; however, at times exceptions are appropriate. Mr. Miers asked the Board to grant Ms. Pennington the privilege to coach the field hockey team.

Charles Alfonso, semi-retired executive, Laurel Oaks, Langhorne, opened his comments by stating that he firmly believes that 70% to 80% of Neshaminy teachers are between adequate and excellent, mostly in kindergarten to fifth grade. He said it is the other 20% to 30% of the teachers that must improve or be replaced. Mr. Alfonso said that he feels very strongly about these issues and he is willing to speak on behalf of those parents who are too intimidated to speak in public, for fear of retaliation against their children. He read several emails from parents who spoke of alleged misconduct by teachers who have singled out their children in class and spurned the parents in social settings. Mr. Alfonso also read some emails thanking him for speaking on their behalf.

5. Items for Discussion

a) Budget Development

Dr. Muenker informed the Board that he attended a workshop with other Superintendents from Bucks County in Hersey, PA. They met with the new Secretary of Education, Ron Tomalis, discussing the fiscal challenges that currently exist for public schools across Bucks County and the State. Dr. Muenker stated that the budgetary assumption has fallen short. The basic funding dollars provided is at the '06, '07 level or \$543,568.00 less dollar amount than the '08, '09 prediction. Dr. Muenker noted this coupled with less subsidy reimbursement for social security expenditures, and no reimbursement for tuition for Cyber and Charter Schools has returned us to a starting point of approximately \$11 million dollars. Dr. Muenker stated that at the next Public Board Meeting on April 26th a list of cuts will be presented to help reconcile this huge deficit.

6. Items for Approval Tonight

a) Overnight Trip

(Omitted)

b) Personnel Report

Dr. Muenker provided the Board with an Elections of Certified Personnel Report which included two Administrative positions which are being recommended by the Administration. The first position is for Director of Human Resources and the second position, is a temporary position, for Principal at Lower South for the remainder of the school year.

Dr. Muenker recommended the approval of the Personnel Report.

Mr. O'Connor moved the Personnel Report be approved. Mr. Eccles seconded the motion.

The Board unanimously approved said report. (Mr. Koutsouradis was not present.)

c) Bill Gulla, WRG Consulting Group

Mr. Bill Gulla gave a presentation on Neshaminy school teacher insurance premiums and contributions.

- Numbers are based on current and proposed plans and premiums, 1st look premiums effective 7/1/11. This info was released to the School Board and Union Representatives in Q1 of 2011 by IBC.
- Board Costs are the actual premiums billed from IBC and paid by the district.
- 25% Tax Bracket assumes filing single, annual income between \$34,000 and \$82,000 or married filing jointly annual income between \$68,000 to \$137,000.
- Contribution percentage examples are 15 % and 17% after tax.

Mr. Gulla opened the session to questions and comments from the Board.

Mr. Webb inquired if anyone in the area has single source.

Mr. Gulla replied that Blue Cross is about 99% sure that Neshaminy is the only district that has single source. Mr. Gulla stated that the way Neshaminy's teacher's plan works, is that it is administered with three co-pay levels, generic, single and in multi-source. Mr. Gulla stated that the bottom line is that they would normally pay a co-pay of \$5.00 and in a rare exception they might pay \$20.00.

Mr. Webb stated that they get a name brand drug at a generic price.

Mr. Gulla stated that is correct.

Mr. Webb inquired if that is expensive.

Mr. Gulla answered that it is an expensive prescription plan.

Mr. Webb asked if PC 15 & 5/5/20 single source 1st Look means that Blue Cross provides two quotes.

Mr. Gulla replied that all school districts renew their plan on 7/1 and the 1st Look to let you know where your premium is going to be next July, comes out in November, then the 2nd Look comes out the first week in May. He also stated that right now the 1st Look numbers come out to about a 6% rate increase.

Mr. Webb asked if the district gets to pick the lower of the 1st or 2nd Look.

Mr. Gulla answered yes they get to pick 1st or 2nd.

Mr. Webb asked if the figures given tonight are the worst case scenario.

Mr. Gulla stated that is correct.

Mr. Webb asked if the PC 20/30/70 & 5/30/50 are medical and prescription.

Mr. Gulla stated that is correct.

Mr. Webb stated that the PC 20/30/70 is the plan that many of our current employees have and the plan that the Board is recommending.

Mr. Gulla stated that this is his understanding, correct.

Mr. Webb asked if this is a monthly fee.

Mr. Gulla stated that they are monthly fees.

Mr. Webb inquired how Mr. Gulla knew what was discussed at the meeting with the NFT's attorney, Mr. Jennings and the Board's attorney, Mr. Sweet if he was not present.

Mr. Gulla stated that the underwriting manager from Blue Cross/Blue Shield, Larry Innaurato, Lori Kendrick, and Andrea Meehan, and himself participated in a conference call and reviewed a spreadsheet that also went to Mr. Sweet and Mr. Jennings.

Mr. Webb asked, with these numbers, if the NFT's claim of a \$2.8 million dollar savings is possible.

Mr. Gulla replied that based on the information he has for the two meetings in January and February, it is not possible. The number is closer to \$893,000.00.

Mr. Webb asked if they are working on getting figures for on self insurance from Express Scripts.

Mr. Gulla replied that they are considering four different carriers, Medco, Caremart, Catalyst, and Express Scripts. He has 90% of the numbers and should be able to present the information within the next few days.

Mr. Webb asked if the district should consider a high deductible insurance plan, which allows the school district to pay 100% of the employee's deductibles, which result in a lot of savings for employees.

Mr. Gulla replied that those plans work well if the employees contribute 50% or more because of the underwriting regulations.

Mr. Webb asked if they would not recommend this plan at this point.

Mr. Gulla confirmed that it would not work in this situation. Mr. Gulla advised the Board that there should be something in the contract in terms of medical benefits regarding competing healthcare providers such as, Aetna, Cigna, and United Healthcare, which may reduce premiums.

Mr. Webb asked Mr. Gulla to confirm that since 2008, the district has spent approximately \$56 million dollars on health insurance for the certified staff.

Mr. Gulla replied that from January, 2008, through December, 2010, \$56.6 million dollars are the premiums that were spent.

Mr. Webb asked if the opt-out was figured into that.

Mr. Gulla answered no, the opt-out is not figured in that cost. He stated that approximately \$4 million dollars would have to be added to the \$56.6 million dollars to include the opt-out cost.

Mr. O'Connor said when you spoke about the high deductible plan and why you would not recommend it, you said the way the plan is truly underwritten it is supposed to be 50% paid by the employee and 50% paid by the district or municipality but if it would end up being 100% paid the insurance company the following year would probably recalculate those costs and are you suggesting those costs would probably go up?

Mr. Gulla stated that there was a memo two weeks ago stating that if it was a 100% paid by the employer or the public entity that the plan would not be in compliance and the result may be a change in benefits or rate increases or a change in plan design.

Mrs. Cummings asked that after the new figures come out in May, if the Board could get an adjusted copy of the figures.

Mr. Gulla stated that in the first week of May the 2nd Look will be out and he would be able to provide the Board with the updated figures.

Mr. Morris asked Mr. Gulla to explain what he meant by 95% of the NFT has this plan.

Mr. Gulla stated that teachers, guidance counselors, nurses, and retirees, 95% of those employees have the Personal Choice 15 plan. He stated that some of them do have the Keystone HMO currently.

Mr. Morris inquired what the cost of the policy is per employee.

Mr. Gulla replied that for the single source prescription and the PC 15 the annual cost for a family would be a little over \$24,000.

Mr. Morris asked if it is correct that if the employee opts out of the health plan, that they are paid 37% of the \$24,000.

Mr. Gulla replied that is correct.

Mr. Morris asked if our rate is much higher because we are carrying retirees.

Mr. Gulla replied no more than any other school district. Mr. Gulla said an older population in general if they can go on a Medicare supplement it may cost them \$1,200 to \$2,000 per year for full coverage.

Mr. Morris asked why they would do that if they are under 65 and are getting healthcare free.

Mr. Gulla said if it is written into the contract it is something that they should consider doing.

Mr. Morris said that he is speaking about presently.

Mr. Gulla stated well in that case they most likely would not.

Mr. Morris asked if there was a tax advantage between what they would pay towards healthcare and what they would get back.

Mr. Gulla replied if they contribute 17% towards their benefit it is actually costing them 12.75% and if they contribute 15% towards their benefit it is only costing them 11.25% that is the tax benefit. To have a high-end Personal Choice plan it is only \$111.00 if you are contributing 17% for a single and it is \$261.00 for a family.

Mr. Morris stated that it seems to be a very inexpensive plan; he asked if this plan is reasonable.

Mr. Gulla said it would be payroll deducted.

Mr. Morris asked if Future Scripts is a part of Blue Cross/Blue Shield.

Mr. Gulla replied yes, that is correct.

Mr. Congdon asked Mr. Gulla to explain how 17% contribution actually equals 12.75%.

Mr. Gulla explained that the employee would save 25% of their contribution towards healthcare based on the Federal Income Tax rate that they belong to.

Mr. O'Connor asked if the opt-out option that companies pay employees when they choose not to participate in the healthcare plan are still very common today or are they fading out.

Mr. Gulla replied that for the most part where there is a union involved nonpublic entity they have been fading out; however, public entities they are not fading out as quickly.

Mr. Webb stated that dental and eye care is also included and employees are only covered until age 65.

Mr. Morris asked for clarification on the 25% tax bracket that was mentioned. He stated that the average Neshaminy teacher's salary would be \$84,000 which would be a higher tax bracket.

Mr. Gulla confirmed that he used an average tax bracket of 25% percent and it was not based on the Neshaminy teacher's pay scale.

Mr. Morris said the average tax bracket for Neshaminy teachers would be 28%.

Mr. Gulla confirmed that is correct.

Ms. Boyle asked if the \$97.95 for the PC 15 is the actual amount that comes out of the teacher's pay.

Mr. Gulla stated that is the actual amount.

7. Items for Approval at the April 26, 2011 Public Board Meeting

a) New and Revised Board Policies

Dr. Rattigan advised the Board on the following policies.

- New policy #131 – Participation in Public Meeting through use of electronic communication equipment.
- Revised Policy #505 – Discipline
- Revised Policy #539 – Lice Infestation

Ms. Boyle asked if the remote policy has any location restrictions.

Dr. Rattigan stated that locations will be a consideration for the remote policy.

Mr. Profy stated that if the electronics fail then that member would no longer be considered part of that meeting.

Dr. Rattigan asked if they would be considered present if they already signed in.

Mr. Profy replied yes they are accounted for a quorum and their personal attendance purposes but they can no longer participate if the electronic system fails.

Ms. Boyle asked does a quorum have to be established first.

Mr. Profy replied yes.

Mr. Morris stated that while he did not vote for Policy #505 previously, he is now in favor of it. Mr. Morris stated that he is very concerned with the safety of the students in the middle schools and the high school. He said he would like to see stronger rules written into the policy in regard to offenders.

b) Bucks County Intermediate Unit #22 Special Education Contracted Services for 2011- 2012

Dr. Muenker requested that the Board review the information provided and that the Bucks County Intermediate Unit #22 Special Education Contracted Services for 2011- 2012 will be presented for the Board's approval at the April 26th Public Board Meeting.

c) Bucks County Intermediate Unit #22 2011-2012 Programs & Services and Instructional Materials & Research Services Budget

Dr. Muenker stated that the Bucks County Intermediate Unit #22 2011-2012 Programs & Services Instructional Materials & Research Services Budget will be presented for the Board's approval at the April 26th Public Board Meeting.

Mrs. Cummings stated that she was very impressed with all of the programs when she had a chance to visit the BCIU and encourages the Board members to do the same.

Dr. Muenker clarified that most of the programs listed and the costs associated with that are housed in the district.

Mr. Webb announced that the IU has asked the Board to approve overhead costs for \$105,000; however, he is concerned with the actual cost for the IU in the current year of \$9.6 million dollars. Mr. Webb acknowledges that the services and programs are necessary and worthwhile; however, in this economy there should be other alternatives to explore to reduce the costs.

d) Neshaminy Kids Club Lease

Mrs. Markowitz advised the Board that the Neshaminy Kids Club provides before and after school care for the elementary schools. Mrs. Markowitz noted that they are working out of six schools. The Club is asking for a five year extension on their current lease. Mrs. Markowitz stated that the Neshaminy Kids Club Lease will be presented for the Board's approval at the April 26th Public Board Meeting.

e) Bids/Budget Transfers

Mrs. Markowitz advised the Board that there were no bids and no budget transfers.

8. Superintendent's Report

Dr. Muenker presented Patricia Boylan with a plaque on her retirement for her outstanding devotion and service to the Neshaminy School District for 22 years.

9. Committee Reports

a) Board Policies

Ms. Boyle advised the Board that the next meeting has not been set but will be posted on the website.

b) Educational Development

Mr. O'Connor informed the Board that the April and May meetings will be combined on Monday, May 2nd.

c) Finance/Facilities

Mr. Webb advised the Board that the next meeting is scheduled for May 4th.

d) IU Board

Mr. Eccles informed the Board that there was nothing new to report.

e) Education Foundation

Dr. Muenker advised the Board that the Spring Phillies Basket was raffled off on March 29th and the proceeds went towards scholarships for seniors majoring in education. Thanks went out to the community and staff for supporting the fund raiser. To support the future Education Foundation projects checks can be sent to the Education Foundation in care of the Superintendent's Office. Anyone interested in being a corporate sponsor can also contact the Superintendent's Office.

f) Technical School

Mr. Eccles announced that Neshaminy's part of the Tech School budget is .3% or \$12,000 down from last year and asked for the Board's opinion if a \$12,000 reduction is satisfactory and also if the Board would be in favor of moving the 9th grade back to the high schools.

Mr. O'Connor asked if Mr. Eccles thinks the savings which has been presented is truly accurate and if there is a possibility if any further savings may be realized without compromising the educational process.

Mr. Eccles stated that he has been assured that everything has been considered; however, if the Board wishes, he will inquire further to see if there are any other possible savings.

Mr. O'Connor stated that he doesn't want to see anything that would hurt the program but he would like to reaffirm that everything has been done that should be done. He further stated that he doesn't see any savings to Neshaminy if 9th grade was put back to the high school and, in his opinion; it is more beneficial for the students to have a four year program at the technical school.

Mr. Morris asked if there are layoffs, are they cutting programs, or if there is overall savings and how does this affect the formula.

Mr. Eccles said their health insurance went up 22 -23% and they are in a consortium. He explained that a consortium is a group of districts pooling together to get better experience rates and lower premiums. He stated that at this time it is not working. He also added that there have been staff layoffs.

Mr. Morris asked if they will be selling equipment or any shut down of work areas.

Mr. Eccles stated that he doesn't see that happening, because the tech school does not get hit as badly from state funding.

Mr. Morris asked for an update on Morrisville's outstanding bill.

Mr. Eccles replied that they were heading into arbitration and they had a state mediator involved.

Mrs. Cummings asked what the cost reduction would be without 9th grade at the tech school.

Mr. Eccles stated he doesn't have the specific numbers as of yet, but approximately 27 employee eliminations, which equates to about \$1.96 million and then adding in unemployment the net savings is \$1.2 million for them.

Mr. Webb stated that the 9th grade would not be moved without an extensive study. He also stated that he thinks that they should continue to pursue additional savings to the budget.

g) Technology

Mr. O'Connor advised the Board that there are no updates to report.

10. Public Comment

Stephen Pirritano, self-employed, Feasterville, agreed with Mr. Webb that there should be a way to reduce the cost of the IU without denying the children the support that they need. Mr. Pirritano suggested that the public should be informed of the total cost of the healthcare plan for active employees and separately for retired staff. He would also like to see comparisons of the total cost of the current plan and the proposed plan and he would also like to see how these costs compare to an alternative plan. He asked if these numbers can be presented at another meeting or posted on the website. Mr. Pirritano said he supports Mr.

Webb's suggestion of forming a community advisory board. He said that he would like to see a two-tiered board comprised of community members, administration, and teachers.

Charlotte Reese and Jackie Koellner, players on Neshaminy's field hockey team, Trevose, asked if the Board would take a public vote now to determine whether Ms. Pennington would be allowed to coach the field hockey team.

Mr. Webb stated that the matter will be discussed in Board comment.

Dr. Muenker added that there has been a conversation with the team players and the policy regarding Administrators not being allowed to coach was reiterated. He stated that the Board is continuing to look into the entire matter and he hopes to have an answer in the next two weeks where the program will be headed.

Larry Pastor, Business Executive, Middletown, applauded the members of the field hockey team for their tenacity and confidence in presenting their cause. He stated that phenomenal coaches have a great deal of influence on students and help to mold them into mature, confident young women. He added that he admires and supports their cause. Mr. Pastor asked if the Board could advise the public what the savings would have been if the teachers would have contributed anywhere from 8 to 22% to their healthcare for the past two contract cycles. Mr. Pastor said that he estimates that it would be close to \$10 million dollars, which the district would have had to use to invest in technology in elementary schools, to invest in programs, and to do some building repairs. Mr. Pastor mentioned that Dr. Muenker's budget report was quite somber and if the Board is considering raising taxes that will be totally unacceptable. Mr. Pastor remarked that the Board should seriously consider the option of Delaware Valley High School in terms of savings for a service that is already given in the district. Mr. Pastor showed an example of a flyer put out by the NFT that he says attacks the Board and the taxpayers and he called on the Board to stop collecting union dues stating that it is in their charter to do so.

Michael Connolly, electrical contractor, Lower Southampton, voiced his support for Ms. Pennington being allowed to coach the field hockey team. Mr. Connolly said that he knows Ms. Pennington personally and she is totally dedicated to the Neshaminy School District. He asked Mr. Webb and the School Board to give Ms. Pennington the opportunity to give back to the community.

Charles Alfonso, semi-retired executive, Laurel Oaks, Langhorne, reiterated that there are some parents in the district that are too intimidated to speak out. He remarked that there is an abundance of dedicated teachers at the elementary level; however, he finds that more parents of 6th to 12th grade speak out more. Mr. Alfonso advised the Board that intimidated parents need to be heard.

Steve Rodos, semi-retired, Villages of Flower Mills, stated that Delaware Valley High School receives the majority of its funding as an alternative high school for at-risk youth, disruptive, over aged, motivationally challenged, and truant students. Mr. Rodos remarked that he doesn't think that Delaware Valley High School would be suitable for Neshaminy students. Mr. Rodos voiced his concern about standardized test results and standardized testing companies. He said that this country seems to be heading towards taking the decisions about American education out of the hands of American educators and instead placing that trust in the arms of an industry that is run entirely without oversight by unethical companies.

11. Future Topics

None

12. Agenda Development for the April 26, 2011 Public Board Meeting

None

13. Other Board Business

Mr. O'Connor commented that he agrees that the vast majority of Neshaminy teachers are hardworking and dedicated, but there is a growing trend that homework is continuing to be done in the classrooms. Mr. O'Connor said that the Board has been getting complaints from the parents regarding this matter. He appealed to the teachers who are doing this to please stop because any dispute that the teachers may have should never be directed towards the children. Mr. O'Connor requested that Dr. Muenker look into the online Master's Equivalency courses to determine whether records are kept on the materials that are handed in by participants in the course. Mr. O'Connor stated that if records are not maintained it would be impossible to validate whether the courses are being completed as they should be and, therefore, these courses should not be allowed towards Master's Equivalency. In response to Mr. Pastor's comment about not raising taxes, Mr. O'Connor assured that first he is committed to not cutting any programs that would hurt the children and secondly, to not raising taxes.

Mr. Oettinger asked Mr. Webb if there has been any update from the state mediator regarding the next negotiation session with the NFT.

Mr. Webb replied that he has not heard from the mediator at this time.

Mr. Oettinger suggested that a follow-up letter be sent to the mediator. He stated that the Ad Hoc committee will be meeting on April 25th at 6:30 p.m. Mr. Oettinger commended the field hockey team members for their presentation and said that he supports them.

Mr. Congdon suggested that further investigation be conducted regarding homework being done in the classroom. He asked Dr. Muenker to direct the administrators to be aware of these complaints and document any incidents that they may be aware of.

Mr. Morris stated that he was impressed with the presentation by Delaware Valley High School. He said he supports the Delaware Valley High School especially for the high risk students. Mr. Morris noted that he has not heard from the NFT regarding their claim of a \$2.8 million dollar savings. He asked Dr. Muenker how many NFT members are currently employed.

Dr. Muenker replied that it is less than 700 but more than 600.

Mr. Morris suggested the possibility that the district could collect \$2.00 per week per NFT member for direct deposit, which would bring in approximately \$62,000 extra for the budget.

Mrs. Cummings asked Mr. O'Connor for an update on the last Facilities Committee.

Mr. O'Connor stated that the committee requested \$20,000 for additional studies by Mr. McKissick, which the Board had turned down. He added that they could still come up with a recommendation from the existing information; however, additional resources may be needed to implement such a plan. Mr. O'Connor stated that the goal is to make a recommendation before the school year ends.

Mrs. Cummings requested that Mr. Gulla come back in May after the 2nd Look comes out to do another presentation.

Mr. Webb replied yes.

Mrs. Cummings asked Mr. Webb for an update on a previous facilities presentation and where the district is concerning those repairs.

Mr. Webb replied that, to date, repairs have been postponed due to lack of funds

Mrs. Cummings thanked the field hockey players for their passion in supporting their cause.

Ms. Boyle thanked Mrs. Boylan for her extraordinary dedication to the district and said she will be missed.

Mr. Webb thanked Mrs. Boylan for a job well done and for her dedicated service. In response to Mr. Pastor's question, regarding the amount of savings if the NFT members had been contributing 15% to healthcare over the past years Mr. Webb estimates that the amount would be \$8.4 million dollars. Mr. Webb stated that the district is contractually obligated to collect union dues from the NFT. Mr. Webb asked Mr. Profy if he is aware of any law that mandates that union dues be collected by the district.

Mr. Profy said he is not aware of any such law.

14. Adjournment of Meeting

Mr. O'Connor moved the meeting be adjourned and Mr. Congdon seconded the motion. The Board unanimously approved the motion. Mr. Webb adjourned the meeting at 9:12 p.m.

Respectively submitted,

Jennifer Burns
Board Secretary