

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

PUBLIC WORK SESSION MINUTES
NESHAMINY BOARD OF SCHOOL DIRECTORS
May 10, 2011

The Neshaminy Board of School Directors met in public work session on May 10, 2011 in the 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
Mr. Kim Koutsouradis, Vice President
Ms. Irene Boyle
Mr. Scott E. Congdon
Mrs. Susan Cummings
Mr. Mike Morris
Mr. William D. O'Connor
Mr. William Oettinger

ADMINISTRATORS:

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

BOARD MEMBERS ABSENT:

Mr. Richard M. Eccles

OTHERS: Approximately 225 persons from the public, staff and press

SECRETARY: Mrs. Jennifer Burns

SOLICITOR: Thomas J. Profy, III, Esquire

1. Call to Order

Mr. Webb called the meeting to order at 7:11 p.m.

2. Pledge of Allegiance

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

3. Announcements

Mr. Webb announced that the three year contract proposal to the Neshaminy Federation of Teachers (NFT), first offered in 2008, was being withdrawn. Mr. Webb stated that this action leaves the Board free to make a new proposal effective July 1, 2011 and thereafter. Teams representing the Board and NFT have met 29 times since January 2008, with the most recent meeting being February 15, 2011. No progress has been made in reaching a new agreement. Mr. Webb stated that this is not a moment for rejoicing as it signifies that our negotiations with the Teachers' Union have not progressed, but we must continue trying to move forward.

Mr. Webb stated that the Board cannot allow lack of progress to discourage them from talking with union leadership. The students and taxpayers are depending on the Board to negotiate a reasonable and affordable contract, and the Board remains committed to ongoing, good faith negotiations.

The Board's initial offer from 2008 was highlighted by an average 3.1% salary increase, employee health care contributions ranging from 10%-12%, elimination of Master's Equivalency (MEQ) certificates, increasing the number of work days from 188.5 to 190.5, lengthening the work day from 7.0 hours to 7.5 hours, and removing the \$27,500 retirement benefit.

The Board's offer was later amended to include an increase in the healthcare contribution rate to 15% - 17% based on the NFT's desire to maintain a high cost, top tier insurance plan. The Neshaminy School District is facing an \$11+ million dollar deficit for the 2011/2012 school year as the Board considers cuts to student programs and staff layoffs to close the gap.

Mr. Webb restated his desire for transparent negotiations with the NFT moving forward, saying, "By videotaping our talks and allowing news reporters into the room, we can remove any and all doubt as to who said what. Maybe then some real progress can be made."

Mr. Webb added that the Board will interview residents who could provide input as officials put together a new proposal. Anyone interested should email the Superintendent's Office.

4. Public Comment

Jan King, teacher at Neshaminy, Levittown, stated that Neshaminy School District Physical Education Program is a nationally recognized program. She stated that Neshaminy currently has eight teachers that have been honored as Pennsylvania's "Teachers of the Year." Ms. King said that the Pennsylvania state standards were based off of the Neshaminy standards. She also said that the social and emotional issues of our children have a direct link to their academic proficiency. Ms. King asked the Board to reconsider the proposed reduction of physical education programs based on the success that Neshaminy has had providing quality education and the evidence that quality P.E. provides students the appropriate learning environments to require healthy habits for a lifetime.

Rebecca Johnson, junior at Neshaminy High School, Langhorne, announced that she is currently taking French IV as a junior and is looking forward to taking French V as a senior. Ms. Johnson stated that by eliminating 8th grade language opportunity no Neshaminy student can graduate with a 5th year of foreign language, which would put Neshaminy students at a distinct disadvantage in the competitive college market. Ms. Johnson implored the Board to reconsider the proposal of eliminating foreign language in 8th grade.

Richard Sypek, retired engineer, Langhorne, compared benchmarking with Council Rock School District and Pennsbury School District. Mr. Sypek said that the cost of educating a student in Neshaminy has almost doubled and now is almost \$2,300 more per student than the adjacent districts. He also said that Neshaminy PSSA scores are lower than Pennsbury and Council Rock School Districts. Mr. Sypek recommended that Neshaminy decrease the teaching staff, while requiring the remaining teachers to increase their efficiency. Mr. Sypek also recommended that the Board considers reduction in salary, reduction in administrators, purchase professional technical service, purchase service, stop using consultants, review food service costs, and a onetime offer to encourage retirements as possible means to reduce the budget.

Yasmeen Malik, 6th grader at Maple Point, Langhorne, remarked that a world of opportunity is opened through the study of a foreign language. Ms. Malik stated that she feels that the school district should offer a variety of classes, one of them being languages, in order to enhance the student's learning opportunities and to prepare them for the future. Ms. Malik pleaded with the School Board to think of the children and the future and not to cut 8th grade foreign languages.

Staci Speece, college student, Levittown, stated as a world language education major in college she is against cutting 8th grade foreign language program because starting at an older age presents more of a challenge for the student. Ms. Speece also stated that by eliminating the 8th grade foreign language program it would eliminate a 5th year of foreign language for the students, which would take away the opportunity for equal competition at the college level. Ms. Speece asked the Board to take a look at the bigger picture and to think of the children and not just the monetary savings.

Kathleen Keeney, physical education teacher at Maple Point, Jamison, stated that she came to Neshaminy School District four years ago with much enthusiasm to teach in a district where she could make a difference in the whole child, physically, mentally, emotionally, and socially. Ms. Keeney applauded Neshaminy's physical education program for being a nationally recognized program that promotes lifelong fitness activities and teaches students ways to be active throughout life. Ms. Keeney said that cutting any

part of a nationally recognized program would be detrimental to the reputation of this district. Ms. Kenney asked the Board to reconsider the decision to eliminate physical education at the 10th grade level.

Alex Gutherman, student at Maple Point, Langhorne, stated that taking a language in middle school prepares the student for high school foreign language classes. Mr. Gutherman remarked that approximately 200 students at Maple Point Middle School would like to take a foreign language next school year. He asked the School Board to take into consideration the wishes of the students to save the 8th grade foreign language program.

Khayam Malik, Neshaminy High School student, Langhorne, commented that cutting the foreign language class for the middle schools will greatly hurt the ability for future students to compete with others to achieve their goals wherever they may go. Mr. Malik shared several experiences that he encountered while traveling in which his knowledge of several foreign languages greatly enhanced his experience. He implored the Board to think carefully about the decision to cut foreign language in 8th grade, because knowing languages beyond English opens doors beyond imagination.

Nancy Kerr, teacher in Neshaminy, stated that the elimination of the 8th grade world languages program is both short sighted and detrimental to the mission of the Neshaminy School District. Ms. Kerr said that research states that the optimal time for learning a language is in elementary school. She stated that the middle school world languages program was developed to introduce learning a second language and understanding another culture at a more age appropriate time. Ms. Kerr declared that the proposed elimination of the 8th grade world languages program is being presented at a cost savings measure; however, she questioned the Board what academic program will be offered as a replacement to the approximately 400 students who will be affected by this elimination and would this replacement program be without cost.

Nico Oleaga, Social Coordinator for Delaware Valley High School, Bensalem, stated that he facilitates anger management and stress management for preparing students for developing adaptive skill sets. Mr. Oleaga said that Delaware Valley High School offers counseling for students and parents, as well as career cruising, which helps students figure out what they would like to do in the next phase of their lives. He said the staff is flexible with students and attempts to create a family atmosphere. Mr. Oleaga concluded that Delaware Valley High school offers a unique opportunity for the alternative education student.

Gemma Mattox, Site Director for Delaware Valley High School, Doylestown, stated that Delaware Valley High School serves eleven different districts. She stated that she understands the strong feelings the students have regarding The Learning Center and she sincerely hopes that it will not become necessary to close TLC. However, she stated that she would like the Board to know that if it should become necessary to close TLC that Delaware Valley High School is an excellent alternative. Ms. Mattox said that while Delaware Valley High school is very structured, the students are dealt with fairness and respect providing they meet certain expectations. Ms. Mattox concluded by saying, if the TLC students do come to Delaware Valley High School their doors will be open to them and they will take care of them to the best of their ability.

Tina Nicol, parent of Delaware Valley High School student, Fairless Hills, stated that her daughter will soon be a 2011 graduate of Delaware Valley High School. Ms. Nicol stated that Delaware Valley High School encouraged her daughter and supported her in achieving her goals. She asked the School Board to give serious consideration to Delaware Valley High School as an alternative school if it becomes necessary to close TLC.

Allyson Nicol, student of Delaware Valley High School, Fairless Hills, stated that Delaware Valley High School and Ms. Mattox helped her to achieve her goal of graduating with the class of 2011. She stated that the Delaware Valley High School works as hard as they can for the students. Ms. Nicol said the staff encouraged her and believed in her. Ms. Nicol concluded by saying Delaware Valley High School is an amazing school and she wouldn't be where she is today if she hadn't attended DVHS.

Mr. O'Connor stated that generally the Board does not allow people who don't live or work within the district to propose a business venture. He added that since Delaware Valley High School was allowed to give a presentation, then as a matter of protocol the next step would be to take the matter to the committee and then open the forum to other competing alternative schools.

Mr. Webb agreed and said Mr. O'Connor's point is well taken.

Mr. Morris inquired if Neshaminy presently has students attending Delaware Valley High School.

Mr. Webb affirmed that there are some Neshaminy students attending Delaware Valley High School.

Stephen Pirritano, self-employed, Feasterville, extended his thanks to two Neshaminy teachers for taking the time to attend an award ceremony in which his daughter was one of the honorees. Mr. Pirritano said that this type of cooperation and support is something that would benefit the negotiation between the NFT and the School Board. He stated that Neshaminy is a public school district in an extraordinarily high demand of service, a limited amount of resources, a future pension commitment that could crush the system, a past and continuing healthcare commitment with no cost containment, and a current pay structure that does not reward the type of excellence. Mr. Pirritano urged the NFT to reconsider their position and come to an agreement with the School Board.

Charles Alfonso, semi-retired business executive, Laurel Oaks, Langhorne, stated that he feels now is the time to reshape Neshaminy's educational curriculum, teaching methodologies, and the children's ability to finally become the very best that they can be. Mr. Alfonso said that he is a firm believer of a teaching methodology based on a child's ability to learn and advance under a teacher's attention and challenges. He suggested that the Neshaminy School District should develop a relationship with Mast Community Charter School of Philadelphia to modify the curriculum to a charter school curriculum. Mr. Alfonso concluded by stating that Neshaminy's students will be the undisputed beneficiaries from these groundbreaking educational reform efforts.

Keara Bernek, 8th grade student at Maple Point, implored the Board not to cut the physical education program in 10th grade because P.E. is the only mandatory way students will have movement in school. She said that the physical education teachers teach the students lifelong lessons as well as the importance of exercise. She asked the Board not to trade an important class like physical education for a study hall where students will just be spending idle time.

Andrea Bernek, Neshaminy parent, Langhorne, opened her comments by stating she is the parent of a child who qualifies for emotional support and who has attended various alternative schools over the last several years. She said that in doing research into the matter she feels the Learning Center would be a good fit for her child. Ms. Bernek said that she found that TLC offers a well rounded program to high school students who need and qualify for emotional support. She implored the School Board on behalf of the students, staff, and teachers of TLC to spare TLC, which is a blessing to the Neshaminy School District.

Mark Shubin, sales executive, Langhorne, commended the teachers and students for doing an excellent job at the Art Fair. He also requested volunteers for the Spring Fair at the Pearl Buck Elementary School. Mr. Shubin asked Dr. Muenker if the administration has been asked to forego the 3% pay increase as a cost savings measure. Mr. Shubin suggested that the Board review and take action on the building utilization matter to help reduce some of the cost. Mr. Shubin applauded the students who came up and spoke on behalf of their cause. He stated that foreign language is a competitive differentiator and he hopes that the Board can come up with another solution to save money. Mr. Shubin concluded by saying that it is clear that both sides want to meet and he suggested that an agenda be set so everyone can move forward.

Presentation of Possible Cost Savings Measures for the 2011-2012 Budget

Dr. Muenker continued his presentation of the Possible Cost Savings Measures for the 2011-2012 Budget, which was originally presented at the April 26th Public Board Meeting. Dr. Muenker proposed that the additional cuts would total approximately \$3.1 million dollars in savings leaving a budget gap of \$3.2 million dollars at this time. (See Attachment A.)

Mr. Webb stated that as a matter of formality a vote must be taken on the proposed budget.

Mr. O'Connor asked Dr. Muenker to update the possibility of reduction or elimination of middle school librarians and also a closer examination of classroom aides around the district.

Dr. Muenker responded he is not prepared to make further proposals at this time, as he is trying to eliminate the impact on instructions and support of programs and/or staff.

Mr. O'Connor asked if the intramurals, clubs and activity fees could possibly be put back into the budget. He would like to see more money go into capitol reserve and PSERS.

Dr. Muenker replied it is on his list.

Mrs. Cummings asked if the elimination of the social worker was in the high school or middle school. Dr. Muenker replied that the social workers have responsibilities from K-12 and they are assigned to various building and/or letters of the alphabet depending on student population.

Mr. Webb noted that additional quotes are yet to be received for insurances. He also noted that the district has not received fuel bids and that Gov. Tom Corbett's state budget may change.

5. Items for Approval Tonight

a) Motion: Approval of the 2011-2012 Proposed Final Budget

Mr. Webb presented the following motion:

WHEREAS, the Board of School Directors did, on February 8, 2011, adopt the 2011-12 Preliminary Budget of the School District in accordance with Act 1 of 2006, and made same available for public inspection as required by law; and

WHEREAS, Section 687 of the Pennsylvania Public School Code requires that the Board of School Directors prepare a Proposed Final Budget at least thirty (30) days prior to the adoption of the Final Budget, and to make the Proposed Final Budget available for public inspection at least twenty (20) days prior to the date set for the adoption of the Final Budget; and

WHEREAS, Section 687 of the Pennsylvania Public School Code requires that the President of the Board of School Directors certify to the Pennsylvania Department of Education that the Proposed Final Budget was prepared, presented and made available for public inspection using the uniform form furnished by the Department of Education; and

WHEREAS, the Board of School Directors has the 2011-12 Proposed Final Budget of the School District in the required form, and desire that same be made available for public inspection as required by law.

NOW, THEREFORE, BE IT RESOLVED, that the 2011-12 Proposed Final Budget presented at this May 10, 2011 Public Meeting of the Board of School Directors be made available for public inspection, and be made available for duplication to any person on request, beginning on May 31, 2011, and that the President of the Board of School Directors is authorized to issue the certification to the Pennsylvania Department of Education required by Section 687 of the Pennsylvania Public School Code.

BE IT FURTHER RESOLVED that the Board of School Directors will approve the 2011-12 Final Budget of the School District at a Public Meeting to be held on June 21, 2011 at Maple Point Middle School District Offices, Harry M. Dengler, Jr. Performing Arts Center, 2250 Langhorne-Yardley Road, Langhorne, PA.

Mr. Morris seconded the motion.

Mr. O'Connor noted that despite the hard work of Dr. Muenker and his staff, he will be voting against the proposed budget, because earlier in the year he pledged he would not support a budget that did not include a robust elementary grade-level computer program.

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

b) Motion: Approval of student Disciplinary Action

Ms. Boyle presented the following motion:

WHEREAS, a disciplinary hearing of the Neshaminy Board of School Directors was held on April 25, 2011.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors accepts the recommendation of the Neshaminy School District administration and hereby determines that the student be permanently expelled from Neshaminy School District and approves the adjudication as prepared by the solicitor.

Mr. Webb seconded the motion.

Mr. Koutsouradis inquired where the student would be sent.

Dr. Muenker responded that once a student is expelled it is up to the parent to find an alternative school. If the parent is unsuccessful then the district will assume the responsibility.

Mr. Congdon asked if the student can return to Neshaminy once they are reassessed.

Dr. Muenker replied that in this situation it would depend on how successful the student was in the alternative school setting.

The Board unanimously approved said motion by a vote of eight ayes and zero nays. (Mr. Eccles was not present.)

c) Overnight Trip

Dr. Rattigan presented the following trip for approval:

- Neshaminy High School Nature Club to Susquehanna University to compete in the Pennsylvania Envirothon – May 24th & 25th, 2011

Dr. Rattigan noted that there is no cost to the district.

Mr. O'Connor inquired if that includes the cost of the substitutes.

Dr. Muenker replied that the cost for substitutes, if needed, would be very minimal.

Mr. Webb made a motion to approve said trip and Mr. Koutsouradis seconded the motion.

Mr. Morris inquired if the district will incur any additional expenses on behalf of the teachers attending the trip.

Dr. Rattigan responded that Dr. McGee will further look into the matter.

The Board approved said trip by a vote of seven ayes, and one nay, (Mr. Morris). (Mr. Eccles was not present.)

Dr. Muenker noted that all expenses are paid by the Bucks County Conservation District.

6. Items for Approval at the May 24th Public Board Meeting

a) Appointment of Treasurer

Mr. Webb advised that by School Code the Board must appoint a Treasurer at the Public Meeting in May of each year.

Mr. Webb stated that the appointment of Treasurer will be an agenda item at the May 24, 2011 Public Board Meeting.

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

Mr. Webb stated that the Bucks County Intermediate Unit #22 Special Education Contracted Services for 2011-2012 will be an agenda item at the May 24, 2011 Public Board Meeting.

c) Bids/Budget Transfers

Mrs. Markowitz presented the following bid for approval:

Bid No. 12-09

Bid Amount: \$25,434.69

Bid Description: Classroom and art supplies for the 2011-2012 school year.

Mrs. Markowitz noted that Bid No. 12-09 will be an agenda item at the May 24, 2011 Public Board Meeting.

Mr. Congdon asked if the supplies will be utilized for this school year.

Mrs. Markowitz stated that the supplies are for the 2011-2012 school year.

7. Superintendent's Report

Dr. Muenker advised the Board on the following:

- Advised the public to read the announcements on the websites concerning various musical and other activities at the middle and high school level.
- Announced that Neshaminy High School graduation date is set for June 8, 2011, weather permitting.

8. Committee Reports

a) Board Policies

Ms. Boyle advised the Board that there is no update at this time.

b) Educational Development

Mr. O'Connor informed the Board that at the last meeting a presentation was given on the social and emotional learning program SEL, which is a process of developing social and emotional skills in students in the context of safe, caring, well-managed, and engaging learning environments. On the

May 17th in-service date SEL will be provided to the staff along with a theory of multiple intelligences, adversity awareness of the new SEL curriculums, and a continuation of the "Too Good for Drugs" program at the elementary level and expanded to the secondary level and incorporate the "Too Good for Violence" program.

c) Finance/Facilities

Mr. Webb advised the Board there was no update.

d) IU Board

Mr. Eccles was not present.

e) Education Foundation

Dr. Muenker announced that all nine applicants for scholarships from the Neshaminy Education Foundation were awarded \$500.00 scholarships each.

f) Technical School

Mr. Eccles was not present.

g) Technology

Mr. O'Connor advised the Board that the dates for the next meeting are pending with possible dates of two in May and one in June.

9. Public Comment

Larry Pastor, business executive, Middletown, applauded the Board for removing the current offer to the NFT from the table, saying that the public is very proud of the Board and their efforts. Mr. Pastor commended Dr. Muenker on the proposed budget, stating that it is moving in the right direction. He added, that he does not want to see the remaining \$3 million dollars put on the backs of taxpayers. He questioned if the cuts that were mentioned in Dr. Muenker's presentation were eliminations of unfilled positions or if they are true layoff cuts. Mr. Pastor agreed with Mr. O'Connor's comments that it is unacceptable that technology and computers at the elementary level have still not been addressed. Mr. Pastor concluded by saying that a tax increase is totally unacceptable, stating that he is speaking for senior taxpayers who have not gotten a raise in social security, unemployed taxpayers who have lost their jobs, and other taxpayers who are struggling financially and cannot afford a tax increase.

Anthony Eckert, student at Delaware Valley High School, Langhorne, remarked that he has attended Tawanka, TLC, and the Middletown Adventure Learning Center as well as Delaware Valley High School. He said that none of the other schools have been as successful as Delaware Valley High School in helping him socially and academically.

Lauren, student at Delaware Valley High School, stated that she would like to dispel the rumors about Delaware Valley High School by affirming that it is a friendly and welcoming environment. She said that Delaware Valley High School has helped to get her life back on track and help her achieve her goals.

Tony Sposato, business owner, Levittown, asked if the possibility of sharing school principals has been considered. He stated that eliminating some administrative positions would save money by reducing salaries and office staff. Mr. Sposato suggested that consideration be given to cyber schools and cyber education, noting that the Odyssey Program k-12 math, science, and social studies courses are ranked number one by the U.S. Department of Education. Mr. Sposato said that with rising healthcare and rising pension plans it is time look seriously at these programs, which can create a significant savings in the future.

Steve Rodos, semi-retired, Villages of Flower Mills, stated that he is sorry to see that the subject of technology in the elementary schools has not been advancing as it should. Mr. Rodos remarked that a new

contract should be written instead of attempting to write amendments to the current contract. Mr. Rodos stated that we desperately need educational reform; we need to stop teaching to standardized tests, and help kids become critical thinkers and writers, discuss merit pay, and tenure reform, but in order to get there we have to stop teacher bashing.

Mindy Anderson, president of the Neshaminy Educational Support Professional Association, said that when the NESPA Union agreed to a 5-year contract offer in 2010 that featured healthcare co-pays and no salary increases for 3 years in order to save the district \$2 million dollars per year, approximately \$10 million dollars over the 5-year contract, that the Board agreed to offer job security in exchange for the union's concessions. Ms. Anderson said she is disappointed to hear that they are again the subject of proposed job cuts. Ms. Anderson concluded by stating that the Neshaminy support staff has done their part and she respectfully asked the Board not to eliminate any positions and to honor their commitment.

Charles Alfonso, semi-retired, Laurel Oaks, Langhorne, declared his support for the position of the support staff, stating that they have already done their part with concessions and givebacks. He acknowledged that the recent Teacher Appreciation Week rightfully commended those 70% to 80% of excellent teachers for a job well done. Mr. Alfonso stated, however, that he would be remiss not to mention many of the harmful deeds that were conducted during the "work to contract" action.

Stephen Pirritano, self-employed, Feasterville, reiterated the sentiments regarding the support staff, stating that if the NFT had also accepted their offer the problem would be solved. He urged the administration to come up with every other possible way of saving costs without cutting the support staff. Mr. Pirritano thanked the Board for pulling the current offer. He acknowledged that while many students of TLC feel that the school has been beneficial to them, he feels the original expectations of the school have not been realized and the cost being extremely high, alternative programs should be investigated. Mr. Pirritano declared that he considers vocational education an essential program and he asked the Board not to cut this program.

10. Future Topics

None

11. Agenda Development for the May 24, 2011 Public Board Meeting

None

12. Other Board Business

Mr. O'Connor stated that there was an AD HOC committee meeting and he informed the Board that the earliest possibility of any building closure would be the 2012-2013 school year. Two scenarios would be considered, which are to close a single elementary building or an elementary and middle school building. Mr. O'Connor said it is extremely frustrating that there is a continual lack of progress in negotiations and for the fact that neither side seems to be on the same page. He approved of the suggestion that the meetings be published by videotaping and allowing an objective reporter to attend the meetings. Mr. O'Connor explained that the Board does not want to cut the foreign language program for 8th grade; however, the Board is sometimes forced to make difficult decisions, which often are unpopular. He stated that the Board's hands are tied because of a collective bargaining agreement that they are bound to honor, so the Board must consider all options. Mr. O'Connor mentioned that over the last few years serious strides have been made in reducing administrative costs citing, avoiding backfilling positions, lowered the salary levels of Business Manager and Human Resource Director, combining the Director of Elementary and Secondary Education positions into one, and the administrators contribute to their benefits.

Mr. Congdon noted that the Technology Committee works very hard and the district provides one computer per every two students.

Mr. Koutsouradis agreed with Mr. Alfonso that whatever Neshaminy can learn from the Mast Charter School would be favorable. He also thanked Delaware Valley High School for their interest in Neshaminy, but he suggested in the future they take things to committee before bringing comments to the public meetings.

Mr. Morris commented that he has not yet seen the \$2.8 million dollars that the NFT claims would be saved in their offer. He added that the Board does not take lightly the possibility of cutting programs; however, if the NFT would make the necessary concessions perhaps the cuts would not be necessary.

Mrs. Cummings assured the public that the TLC program is not going to be cut and the TLC and Delaware Valley High School should not be viewed as competing against each other.

Dr. Muenker said, in response to Mr. Pastor's question, that the eliminated positions are real layoffs.

Mr. Webb reiterated Dr. Muenker's comments that the proposed budget is a working document, which will be revisited as needed. He also agreed with Mr. O'Connor's comments regarding the administration and the savings that have been realized by their concessions and givebacks.

Ms. Boyle commented that although there is nothing in Dr. Muenker's proposed cost savings measures report regarding cuts to the TLC, there appears to be some misunderstanding on half of the public.

Dr. Muenker responded that there is a program adjustment to The Learning Center; however, there is not a program elimination.

13. Adjournment of Meeting

Mr. O'Connor moved the meeting be adjourned and Mr. Koutsouradis seconded the motion. The Board unanimously approved the motion. Mr. Webb adjourned the meeting at 9:40 p.m.

Respectively submitted,

Jennifer Burns
Board Secretary