

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

PUBLIC BOARD MEETING MINUTES
NESHAMINY BOARD OF SCHOOL DIRECTORS
June 16, 2015

The Neshaminy Board of School Directors met in public session on June 16, 2015, in the District Offices Board Room at Maple Point Middle School. The following persons were in attendance:

BOARD MEMBERS:

Mr. Scott E. Congdon, President
Mr. John Allen
Mrs. Susan Cummings
Mr. Mike Morris
Mr. Stephen Pirritano
Mr. Ron Rudy
Mr. Mark Shubin (Via television)
Mr. Anthony Sposato

ADMINISTRATORS:

Mr. Robert L. Copeland
Mrs. Barbara Markowitz
Mr. Anthony Devlin
Mrs. Theresa Hinterberger
Dr. Gloria Hancock
Mr. Don Harm

BOARD MEMBER ABSENT:

Ms. Irene Boyle, Vice President

OTHERS: Approximately 125 persons from the public, staff and press

SECRETARY: Mrs. Jennifer Burns

SOLICITOR: John Torrente, Esquire

Call to Order

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

Pledge of Allegiance

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

Announcements

PlanCon Part K: Project Refinancing (see attached)

Amount Financed: \$28,780,000

This letter acknowledges receipt of the PlanCon Part K, "Project Refinancing," for the above referenced bond issue. The material is in a form acceptable to the department and is hereby approved. This approval is based on a limited review of the documents submitted. If information reviewed subsequent to this approval violates law, policy or procedure, the department reserves the right to rescind any and all approvals materially affected.

Superintendent's Report

Mr. Copeland advised the Board on the following:

- Maple Point Middle Schools gets No Place for Hate Designation
- Sandburg Walkathon helps two causes
- Dodgeball helps the Howies Dodge Cancer
- Lower Southampton, Ferderbar 4th and 5th Graders Mix it up
- Neshaminy School District Eighth Graders Ready to move up
- Staff Development for teachers

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Public Comment

Robert Sanna, resident of Levittown, said he wanted to clarify a misconception that certain members of the public who are running for School Board seats would not be coming to the office with pre-determined agendas, but rather as the voice of the people. He stated that the recent primary election made it clear what the majority of the parents and taxpayers want for the district. He suggested that decisions about closing schools and moving 5th grade to middle school be postponed until a new Board is seated in December.

Cecelia Ridge, resident of Levittown, transportation department employee, stated that the employees of the department are very disappointed that some have lost their jobs to outsourcing. She said that morale is very low among the bus drivers. Ms. Ridge also voiced her dissatisfaction with the garage manager.

Tracey Humbert, library specialist at Pearl Buck Elementary, commented on her disappointment in the assignment schedule for next year. She stated that the lack of AE teachers will compromise the program and disadvantage the students.

Amanda Furrow, resident of Levittown, homemaker, said there has been many rumors regarding the AE program and she would like to see the matter resolved. Ms. Furrow said that the program needs dedicated teachers and designated classrooms for the students.

Mr. Copeland responded to Ms. Furrow's comments stating that in the state of Pennsylvania there is no particular certification for teaching AE, any teacher can do it. He said there will be a meeting on June 24th with AE parents, teachers and administrators and he urged parents to attend so they can hear the plan for AE.

Charles Alfonso, resident of Langhorne, said he would like clarification of a statement that was made saying that according to past practice, insurance plans were not sent out for bids. Mr. Alfonso declared that according to the May 20, 2009 minutes from the Facilities and Finance Committee meeting, the insurance contract was sent out for bid by four insurance brokers. Mr. Alfonso requested that this matter be resolved immediately.

Suzi Drake, resident of Penndel, Neshaminy teacher, announced that the Playwickian editors and advisor have surpassed any other Neshaminy club or athletic team in awards and state and national recognitions. Ms. Drake read a tribute of the awards that the Playwickian staff has won to date.

Staci O'Brien, resident of Langhorne, congratulated the Neshaminy Class of 2015 and she extended her best wishes to Mr. Copeland in his new endeavors. Ms. O'Brien asked if the Board has considered the possibility of increased enrollment in the district due to residential development of the farm land, which was recently sold, across from George School.

Steve Rodos, resident of Villages of Flowers Mill, thanked Mr. Copeland for his great work in the district, particularly, full-day kindergarten and public speaking and debate in middle school. Mr. Rodos suggested that perhaps Mr. Copeland can supply the Board with a list of possible New Jersey educators with similar qualifications as candidates for his former position as Neshaminy School Superintendent.

Bob Tull, resident of Levittown, commented that it would be prudent of the Board to request a certificate of insurance coverage/malpractice insurance from the school nursing service provider.

Mark Fiore, resident of Levittown, stated that the insurance coverage should go out for bids to avoid any appearance of impropriety. Mr. Fiore expressed his disappointment that none of the Board members or administrators attended any of the farewell celebrations or the last day of school at Samuel Everitt Elementary School. He said it showed a lack of compassion and understanding for the students, teachers, and parents who are losing their school.

Donna Boyle, resident of Langhorne, thanked the outgoing Board members for their service and wished Mr. Copeland well in his new position. Ms. Boyle read a letter from the Sovereign Nation of Nanticoke-Lenape tribes stating how derogatory team names and mascots perpetuate psychological harm on the Native American people.

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Karen Lowry, resident of Lower Southampton, congratulated the editors of the Playwickian. Ms. Lowry voiced her dissatisfaction that the Board has not postponed the consolidation plan in spite of the results of the primary election, which indicated that the majority of taxpayers are against the plan.

Howard Lindner, resident of Langhorne, remarked that, in his opinion, the consolidation plan is a huge mistake and after the fall election things will change costing the district a lot of unnecessary expense.

Consent Calendar:

Approval of Minutes

1. Board Meeting Minutes for May 20, and June 2, 2015.

Mr. Congdon made a motion to approve the Board minutes of May 20, and June 2, 2015, and Mr. Allen seconded the motion. The Board unanimously approved the May 20, and June 2, 2015, Board minutes by a vote of 8 ayes, and 0 nays. (Ms. Boyle was not present.)

Finance and Personnel Reports:

Mr. Congdon presented the following for approval:

1. May, 2015 Treasurer's Report, subject to audit
2. Check Register – May, 2015
3. Personal and per capita tax exonerations for May, 2015
4. Budget Transfers
5. Certified and Support Personnel Actions
6. Extra-Curricular Salary Report
7. Federal Programs

Mr. Congdon made a motion to approve items 1 through 7.

Mr. Sposato seconded the motion.

The Board unanimously approved said report by a vote of 8 ayes, and 0 nays. (Ms. Boyle was not present.)

Master Motions:

Motion:

Mr. Congdon read the following motion:

RESOLUTION

WHEREAS, the term of the office of Robert L. Copeland, as District Superintendent of Neshaminy School District expires on June 30, 2015, the effective date of the resignation of Mr. Copeland;

WHEREAS, the Board of School Directors of the Neshaminy School District desires to appoint David E. Baugh, Ed. D. to serve as Acting Superintendent of the School District for a term of up to one (1) year; and

WHEREAS, David E. Baugh, Ed. D. is agreeable to serve as Acting Superintendent in accordance with the terms of the Acting Superintendent Contract prepared and approved by the Solicitor of the School District.

NOW, THEREFORE, BE IT RESOLVED, that the Board of School Directors appoint David E. Baugh, Ed. D. to be Acting Superintendent of the School District for a one (1) year maximum term with a start date of July 1, 2015, subject to automatic termination upon election of a District Superintendent, and also upon thirty (30) days' notice from either

the School District or Acting Superintendent to the other, pursuant to and in accordance with the Pennsylvania Public School Code of 1949, as amended;

AND, BE IT FURTHER RESOLVED, that the Board of School Directors approves the Acting Superintendent Contract between the School District and David E. Baugh, Ed. D., prepared and approved by the Solicitor of the School District and presented to the Board of School Directors at this Meeting; and the Board authorizes the Board President and Secretary to execute and Contract on behalf of the School District.

Mr. Congdon called for a roll call tally and the tally indicated that the motion passed by a vote of 8 ayes, (Mr. Allen, Mr. Congdon, Mrs. Cummings, Mr. Morris, Mr. Rudy, Mr. Pirritano, Mr. Shubin, and Mr. Sposato.) and 0 nays. (Ms. Boyle was not present.)

Mr. Congdon made a motion to pass motions 1 through 19.

Mr. Pirritano seconded the motion.

Mr. Morris made a motion to pull motion #16.

Mr. Rudy seconded the motion.

Mr. Congdon called for a roll call tally on Mr. Morris's motion to pull item #16, and the tally indicated that the motion failed by a vote of 2 ayes, (Mr. Morris and Mr. Rudy) and 6 nays, (Mr. Allen, Mr. Congdon, Mrs. Cummings, Mr. Pirritano, Mr. Shubin, and Mr. Sposato). (Ms. Boyle was not present.)

Mr. Congdon called for a roll call tally on items 1 through 19 and the tally indicated that the motion passed by a vote of 8 ayes, (Mr. Allen, Mr. Congdon, Mrs. Cummings, Mr. Morris, Mr. Rudy, Mr. Pirritano, Mr. Shubin, and Mr. Sposato.) (Ms. Boyle was not present.)

Motion: Approval of Revised Board Policy #1002 - Volunteers

WHEREAS, in order to keep District Board Policies updated and current, revisions are recommended by the administration to the Board Policies Committee for review, and

WHEREAS, recommended policies meet the requirements of Federal Law; and

WHEREAS, after review by the Board Policies Committee, the District is ready to recommend: Revised Policy 1002 - Volunteers

NOW THEREFORE BE IT RESOLVED, that the Neshaminy Board of School Directors approve the Revised Policy 1002 as recommended by the School Board Policies Committee.

Motion: Acceptance of Gift - Age Group Record Board for Core Swim Team

WHEREAS, a community member has offered to donate a record board for the age group swim team – CORE – to be displayed on the wall at the pool at Poquessing Middle School;

NOW THEREFORE BE IT RESOLVED, that the Neshaminy Board of School Directors approve the donation of an Age Group Record Board.

Motion: Approval of Contracted Substitute Nursing Services for the 2015 - 2016 School Year

WHEREAS, the Neshaminy School District is required by law to provide for the administration of medication by licensed health providers including Licensed Practical Nurses and Registered Nurses; and

WHEREAS, a significant number of our students have medical needs including the administration of medication during the school day; and

WHEREAS, a limited size of current nursing staff makes it difficult to cover said needs in the event of absenteeism, or special circumstances including class trips.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the contract for substitute nursing services with Source for Nurses, LLC for the 2015 – 2016 school year.

Motion: Approval of the 2015 - 2016 Bucks County Technical High School Budget

WHEREAS, in order to provide technical high school education for our students, six Lower Bucks County School Districts cooperatively established the Bucks County Technical High School; and

WHEREAS, each participating school district must annually approve the Technical High School's annual budget.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the 2015-2016 Bucks County Technical High School budget in the total amount of \$24,856,745 with the Neshaminy School District 2015-2016 net fiscal payment to be \$3,813,370.

Motion: Approval of Budgetary Increase for Federal & Other Programs

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

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

NOW, THEREFORE, BE IT RESOLVED that the total 2014-2015 adjusted budget of all funds with this increase will total \$175,115,094. Corresponding amounts should be added to both the revenue and expenditure side of the budget as indicated on the attached document.

Motion: Approval of Facilities Professional Services/Consultants for 2015 - 2016

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

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

NOW, THEREFORE, BE IT RESOLVED, that the following list of professional service vendors be accepted for use during the 2015-2016 fiscal year.

Motion: Approval of Year End Budget Transfers

WHEREAS, Section 687 of the Public School Code of 1949 requires that line item "...sums appropriated to specific purposes in the budget..." not be exceeded; and

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors, in accordance with directions from the Auditor General's office, authorizes the Administration to make those necessary budget transfers within and between accounts to prevent any possible over expenditure without exceeding the total budget for 2014-2015.

Motion: Approval of the 2015 Homestead and Farmstead Exclusion

**NESHAMINY SCHOOL DISTRICT
2015 Homestead and Farmstead Exclusion Resolution**

RESOLVED, by the Board of School Directors of Neshaminy School District, that homestead and farmstead exclusion real estate tax assessment reductions are authorized for the school year beginning July 1, 2015, under the provisions of the Homestead Property Exclusion Program Act (part of Act 50 of 1998) and the Taxpayer Relief Act (Act 1 of 2006), as follows:

1. **Aggregate Amount Available for Homestead and Farmstead Real Estate Tax Reduction.** The following amounts are available for homestead and farmstead real estate tax reduction for the school year beginning July 1, 2015:

- a. **Gambling Tax Funds.** The Pennsylvania Department of Education (PDE) has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53 P.S. §6926.505(b), as a property tax reduction allocation funded by gambling tax funds, the amount of \$3,591,192.19.
- b. **Remaining Property Tax Reduction Funds.** Funds will also be available during the school year for real estate reduction as a result of undistributed funds from the property tax reduction funds received in 2014-2015. These funds will be added to the allocation for this school year in the amount of \$1,494.15.
- c. **Philadelphia Tax Credit Reimbursement Funds.** PDE has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53 P.S. § 5926.324(3), as reimbursement for Philadelphia tax credits claimed against the School District earned income tax by School District resident taxpayers, the amount of \$-0-.
- d. **Other Sources.** No funds will be available during the 2015-2016 school year for real estate tax reduction other than the gambling tax funds, remaining property tax reduction funds and Philadelphia tax credit reimbursement funds set forth in subparagraphs (a.), (b.) and (c.) of Section 1 of this Resolution.
- e. **Aggregate Amount Available.** Adding the amounts set forth in subparagraphs (a.), (b.), (c) and (d) of Section 1 of this Resolution, the aggregate amount available during the 2015-2016 school year for real estate tax reduction is \$3,592,686.34.

2. **Homestead/Farmstead Numbers.** Pursuant to Act 50, 54 Pa. C.S. § 8584(i), and Act 1, 53 P.S. § 5926.341(g)(3), the County has provided the School District with a certified report listing approved homesteads and approved farmsteads as follows:

- a. **Homestead Property Number.** The number of approved homesteads within the School District is 17,247.

b. **Farmstead Property Number.** The number of approved farmsteads within the School District is -0-.

c. **Homestead/Farmstead Combined Number.** The aggregate number of approved homesteads and approved farmsteads is 17,247.

3. **Real Estate Tax Reduction Calculation.** The school board has decided that the homestead exclusion amount and the farmstead exclusion amount shall be equal. Dividing the paragraph 1(d) aggregate amount during the 2015-2016 school year for real estate tax reduction of \$3,592,686.34 by the paragraph (2)(c) aggregate number of approved homesteads and approved farmsteads of 17,247, before considering the assessed value of approved homestead and approved farmsteads having an assessed value below the preliminary calculation of the maximum real estate assessed value reduction amount to be established as the homestead and farmstead exclusion amount, the preliminary calculation of the maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$208.31.

Based on calculations provided by the School District Business Office from the best available information and carefully evaluated by the School Board, considering the assessed value of approved homesteads and approved farmsteads having an assessed value below the preliminary calculation of the maximum real estate assessed value reduction amount to be established as the homestead exclusion and the farmstead exclusion amount, an additional aggregate amount of \$1,150 will be available during the school year for real estate tax reduction applicable to approximately 17,244 homesteads and farmsteads, resulting in an additional real estate tax reduction amount available for each homestead and farmstead of \$-0-. Adding this additional amount to the preliminary calculation of the maximum real estate tax reduction amount of \$208.31 the final maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$208.31.

4. **Homestead Exclusion Calculation.** Dividing the paragraph 3 maximum real estate tax reduction amount of \$208.31 by the School District real estate tax rate of 152 mills (.1520), the maximum real estate assessed value reduction to be reflected on tax notices as a homestead exclusion for each approved homestead is \$1,370, and the maximum real estate assessed value reduction to be reflected on tax notices as a farmstead exclusion for each approved farmstead is \$0.

5. **Homestead/Farmstead Exclusion Authorization – July 1 Tax Bills.** The tax notice issued to the owner of each approved homestead within the School District shall reflect a homestead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the homestead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$1,370. The tax notice issued to the owner of each approved farmstead within the School District shall reflect an additional farmstead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the farmstead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$0. For purposes of this Resolution, "approved homestead" and "approved farmstead" shall mean homesteads and farmsteads listed in the report referred to in paragraph 2 above and received by the School District from the County Assessment Office on or before May 1, 2015 pursuant to Act 1, 53 P.S. § 5926.341(g)(3), based on homestead/farmstead applications filed with the County Assessment Office on or before March 1. This paragraph 5 will apply to tax notices issued based on the initial tax duplicate used in issuing initial real estate tax notices for the school year, which will be issued on or promptly after July 1, 2015 and will not apply to interim real estate tax bills for tax periods beginning prior to July 1, 2015.

RESOLUTION adopted this 16th day of June 2015.

ATTEST:

NESHAMINY SCHOOL DISTRICT

Jennifer Burns, Board Secretary

By: _____
Scott Congdon, President

Motion: Local, State and national Contract Participation Authorization for 2015 - 2016

WHEREAS, the District participates in cooperative purchasing agreements with entities under the Intergovernmental Cooperation Act of 1996; and

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

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

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

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

**Neshaminy School District
Local, State, and National Contract Participation
Authorization**

- **Intermediate Unit Contracts**
 - BCIU (Bucks)
 - LCIU (Lancaster-Lebanon)
 - CSIU (Central Susquehanna)
 - CCIU (Chester Country)
 - MCIU (Montgomery County)
- **State Contracts via Department of General Services**
 - COSTARS program contracts
- **Regional Consortium Contracts**
 - AEPA – Association of Educational Purchasing Agencies
 - CPS – IU13 Collaborative Purchasing Solutions
 - KPN – Keystone Purchasing Network
 - PEPPM – Technology Bidding and Purchasing Program
 - PaTTAN – Pennsylvania Training and Technical Assistance Network
- **National Contracts**
 - E & I – Educational & Institutional Cooperative Purchasing
 - US Communities
 - GSA- US General Services Administration
 - National Buy Board – Operated by Texas Assoc. of School Boards
 - NIGP – National Institute of Governmental Purchasing

- **NIPA – National Intergovernmental Purchasing Alliance**
- **NJPA – National Joint Powers Alliance**
- **TCPN – The Texas Cooperative Purchasing Network**

Motion: Approval of Fund Balance Commitment for PSERS

WHEREAS, the Pennsylvania School Employee Retirement System (PSERS) is a mandatory, multi-employer, pension plan for all Pennsylvania school employees; and

WHEREAS, PSERS is funded by three sources – employee contributions, employer contributions, and investment earnings; and

WHEREAS, investment earnings have been the primary source of funding for PSERS benefits, dwarfing the contributions from both school employers and PSERS active members; and

WHEREAS, because of declining investment income, lower employer funding rates, and increased benefits as required by Act 2001-9 and Act 2002-38, unfunded liabilities have been created; and

WHEREAS, such unfunded liabilities will create significant employer rate hikes in the near future.

NOW, THEREFORE, BE IT RESOLVED, that the Board of School Directors commit a portion of the remaining unassigned Fund Balance as of June 30, 2015 up to \$3,000,000 towards funding this pending debt. As a result of this commitment, these funds will not be available for any other purpose unless changed by a new commitment.

Motion: Confidential Agreement for Student

Whereas, the Neshaminy School District has entered a private and confidential agreement with the family of MK, be it resolved that Neshaminy School District will fund an undisclosed educational program at a total cost as to not exceed the annual basic educational funding received from the State on the student's behalf beginning this school year (2015) through the end of the 2018 school year.

Motion: Consortium Wellness Committee

WHEREAS, Neshaminy School District is a member of the Bucks and Montgomery County Schools Healthcare Consortium; and

WHEREAS, each member school district may request to receive \$250 to be used for start-up costs for a Wellness Committee; and

WHEREAS, an amount equal to \$7 per covered employee is available for each school entity and the funds have to be specified for its use,

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the Wellness funds and authorizes the Human Resources Director and the Business Administrator to approve all spending of these funds.

Motion: Amended Guaranteed Energy Savings Agreement with Reynolds Energy Services, inc. for Phase II

RESOLUTION

WHEREAS, the Neshaminy Board of School Directors desires to move forward with Phase II of the Guaranteed Energy Services project; and

WHEREAS, the Neshaminy Board of School Directors approved the appointment of Reynolds Energy Services Inc. to provide all the necessary services including construction upgrades related to energy efficiency measures at Carl Sandburg Middle School, Albert Schweitzer Elementary School, and Herbert Hoover Elementary School (Phase I); and

WHEREAS, the Board of School Directors approves Reynolds Energy Services, Inc. to provide all necessary services including construction upgrades related to energy efficiency measures at Joseph Ferderbar Elementary School, Poquessing Middle School, Carl Sandburg Middle School – Pool Only, and Miller Elementary security vestibule alternate (alternate may be elected) (Phase II) and;

WHEREAS, the Phase II project will be provided as recommended in the presentation to the Board on June 2, 2015, and in accordance with the scope accepted by the Board following the presentation.

NOW, THEREFORE, BE IT RESOLVED, that the Board of School Directors accept the amended proposal from Reynolds Energy Services Inc. for Phase II in the NOT TO EXCEED amount of \$9,000,000, the revised contract sum shall be \$29,894,217 for Phase I and Phase II, with energy savings guaranteed under PA Act 39, 57, and 77 guidelines.

Motion: Appointment of Deputy Tax Collector for Langhorne Borough

WHEREAS, in accordance with House Bill 1590, Now Act 164 of 2014, all tax collectors need to appoint a Deputy Tax Collector, which must be approved by the taxing body and the bonding company.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors accept the appointment of Kari Thomas as Deputy Tax Collector for Langhorne Borough in accordance with the request of the Tax Collector. This approval is subject to receipt of confirmation that the bond secured by the elected Tax Collector shall be applicable to the Deputy Tax Collector named above.

Motion: Approval of Bond Authorization Resolution

WHEREAS, a Resolution authorizing the incurrence of non-electoral debt of Neshaminy School District by the issuance of General Obligation Bonds in one or more series, in a maximum aggregate principal amount not to exceed \$45,000,000 to finance a refunding project and to terminate the interest rate management agreement related to the 2006 Bonds as described herein and as discussed at the June 2, 2015 Board Work Session.

Motion: Approval of Amended Agreement with STA of Pennsylvania, Inc.

WHEREAS, The Neshaminy School District has an agreement with STA of Pennsylvania, Inc. to retain Standby Drivers; and

WHEREAS, the Neshaminy School District has amended the agreement to include daily home-to-school route drivers.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the amended agreement with STA of Pennsylvania, Inc. in the form submitted as approved by the Solicitor and Superintendent of Schools.

Motion: Approval of New Bank Account with PSDLAF

WHEREAS, the Pennsylvania Public School Code requires that the Board of School Directors approve all bank accounts.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors authorizes the establishment of a 2015 Capital Projects Fund with PSDLAF in the name of Neshaminy School District.

Motion: Memorandum of Agreement Between NESPA and NSD

WHEREAS, the District and Food Service Employees are Parties to a Collective Bargaining Agreement ("CBA") that runs from July 1, 2014 to June 30, 2018, and;

WHEREAS, Article 1, Section 1-6.2 of the CBA allows the District, after July 1, 2015, to subcontract Food Service operations after bargaining with the Association, and;

WHEREAS, the District advised the Association of its intent to consider subcontracting Food Service operations, and;

WHEREAS, the Parties have negotiated and have come to a resolution through a Memorandum of Agreement between the Neshaminy School District and the Neshaminy Educational Support Professional Association to adjust the salary schedule and in return the District resolves to remove Article 1, Section 1-6.2 of the current bargaining agreement and commits to not subcontracting Food Service Operations with the understanding that this no-subcontracting commitment will expire on June 29, 2018.

Then, the Board of School Directors of the Neshaminy School District accepts the Memorandum of Agreement as proposed and as provided to the Board.

Motion: Adoption of the 2015 - 2016 Final Operating Budget

WHEREAS, the Neshaminy Board of School Directors adopted a 2015-2016 Proposed Preliminary Budget from the Administration on January 27, 2015; and the Board has reviewed and adopted a Preliminary Budget on February 17, 2015 and subsequently adopted a Proposed Final Budget on May 5, 2015, all in accordance with Act 1 of 2006 and the Public School Code of 1949, as amended; and

WHEREAS, Notice of Intent to adopt the Budget has been duly advertised as required by law and the budget was also made public throughout the process on PDE Form 2028 as required by law; and

WHEREAS, in accordance with the Pennsylvania School Code, the Board of School Directors must adopt a Final Operating Budget for the 2015-2016 fiscal year.

NOW, THEREFORE, BE IT RESOLVED that the Neshaminy Board of School Directors adopt a Final Operating Budget of all funds in the amount of \$224,991,643 detailed as follows:

General Fund in the amount of \$172,976,825
Capital Projects in the amount of \$49,340,160
Federal and other programs in the amount of \$2,275,827; and
Carry-over purchase orders of \$398,831

BE IT FURTHER RESOLVED that the Capital Projects Budget will be funded from the capital reserve fund. The federal programs budget will be funded by specific federal grants. In order to fund the general fund budget the following taxes are hereby levied:

1. Real Estate Tax	152.0 mills	(zero increase)
2. Interim Real Estate Tax	152.0 mills	(zero increase)
3. Per Capita Tax - School Code	\$5.00	
4. Per Capita Tax - Act 511	\$10.00	
5. Local Services Tax (formerly OPT/EMS)	\$10.00	
6. Business Privilege Tax	1 mill wholesale, 1.5 mills retail, \$5.00 license fee	
7. Mercantile Tax	1 mill wholesale, 1.5 mills retail, \$2.00 license fee	
8. Real Estate Transfer Tax	1%	
9. Amusement Tax	10%, as amended by current law	

Other Board Business

Mr. Pirritano made a motion to enter into the public record the Curriculum, Instruction & Assessment document listing the changes, modifications, and enhancements in the educational development, which were brought about under the leadership of Mr. Copeland.

Mr. Allen seconded the motion.

The Board unanimously approved said motion by a vote of 8 ayes, and 0 nays. (Ms. Boyle was not present.)

Curriculum, Instruction & Assessment

1. A strong curriculum, high leverage instructional practices and carefully planned formative and summative assessments will prepare students to learn and demonstrate their learning through high levels of performance. New initiatives, new instructional materials, a robust curriculum review and renewal cycle, enhanced assessment materials and practices have been central to the department's goals and actions.
2. In September 2013, NSD implemented new writing materials, *Writing Fundamentals*, which are aligned with core standards, to enhance writing instruction in grades 3-5. Through the use mentor texts and the integration of grammar into writing lessons, the program provides the tools to increase the level of rigor and the consistency in the teaching of writing. Based on the effectiveness of these materials, *Writing Fundamentals* will be implemented in kindergarten through second grade.
3. In September 2013, NSD implemented new communications courses at the middle school level. These courses have been designed to complement the middle school English courses. The 6th grade course, *Drama*, builds students' ability to take creative and intellectual risks. Participation in drama promotes effective collaboration and performing for an audience builds confidence. The 7th grade course, *Public Speaking and Debate*, build on the skills developed in 6th grade.

Debating in class and in competition develops skills and techniques to be an effective public speaker. Students learn that effective argumentation skills are essential to success in any career. The 8th grade course, *Success Preparation /Study*

Skills, emphasizes skills needed for success in high school such as researching, goal-setting and self-monitoring one's academic progress. This prepares students to be successful in high school and beyond in college and career.

4. It has been recognized that our students will benefit from direct reading instruction, so new reading courses are scheduled for implementation in September 2014. A rigorous curriculum and a well-defined instructional approach will teach students to be strong readers. It will also require students to expand reading requirement to include works from the literary canon. This is an enhancement of the current English and Language Arts program at the middle school level. It will provide an additional 9000 minutes of reading instruction and learning opportunities for Neshaminy students. The curriculum has been written and professional development training for teachers in the use course materials has been scheduled in May 2014.
5. To meet the needs of students in an environment in which the use of technology tools is important, in September 2013, the district implemented, at the elementary level, a new library science curriculum infused with the use of technology tools. Among other tools, students have learned to use iPads applications, to do research using technology and to work with Google Docs.
6. In September 2013, the district implemented a keyboarding program for all 4th and fifth graders. The self-paced program takes students through approximately 34 lessons and tracks words per minute and accuracy. After a pre-test, students are motivated by assessment goals and narrative reports that encourage growth.
7. All secondary English and Language Arts curriculum maps were updated this year to be aligned to the PA Core Standards. The maps will ensure consistency in teaching to the standards and also serve as a guide to teachers for instruction and administrators for observations and evaluations. All elementary English and Language Arts maps are currently being updated to be aligned to the PA Core Standards. They are already aligned to the Common Core Standards.
8. In September 2013, NSD piloted Reading Horizons, in Title I classrooms to empower teachers with enhanced strategies and tools that empower beginning and struggling readers. Anecdotal evidence from classroom teachers speaks to the strength of the program. Data from a Title I teacher shows that many students have exited the Title I program at a faster pace than in past years.
9. In September 2013, NSD piloted one class of full day kindergarten in all its elementary schools. Various data points show the growth full day kindergarten students demonstrate in comparison to their half day kindergarten peers. In November 2013, the district, collaboration with the Educational Testing Services Policy Evaluation and Research Center and Durham

University in the United Kingdom, conducted a study entitled "Kinder-Gap." The goal of "Kinder-Gap" is to determine the suitability of the Performance Indicators in Primary Schools (PIPS) Assessment for measuring kindergartners' early academic skills, and in doing so, inform teachers' practice to improve kindergarten achievement. In the fall of 2014 we now have universal full day kindergarten.

10. The K-S social studies curriculum is being enhanced by implementing *History Alive*, a highly interactive curriculum. These materials aim to enhance learning through the use of an engaging and collaborative method of lesson planning and delivery. Students experience social studies as they learn about economics, civics, history and geography. They reason through problems. They debate complex issues. The program is rich in computer-based lessons, which allow students to "dig deeper." The History Alive program will be implemented in September 2014. The professional development for all K-5 teachers is scheduled for June 20, 2014.
11. In October 2013, the district, in partnership with the Bucks County Intermediate Unit, conducted a Program Quality Review (PQR) of the K-12 English and Language Arts Program. The expert external team noted strengths and areas for improvement of the existing programs. A task force has been convened and has been meeting to prioritize and take action on the recommendations by the PQR team. This marks the first time the NSD has engaged in program evaluation.

Professional Staff and Leadership Development

12. Enhancements to the Neshaminy School District's Professional Staff and Leadership Development Program incorporate evidence-based tenets of an effective professional staff and leadership development program: sustained, job-embedded, follow-up support/coaching and alignment to districts goals (Student Achievement & Curriculum Instruction, Student Centered & Community Focus and Financial Stability & Resilience) and instructional priorities (Data collection & analysis to inform instructional practices, Formative assessment for effective feedback, differentiation to meet the needs of diverse learners based on interests, ability, etc., Examining Student Work to identify strengths and growth areas and Balanced Literacy) .
13. The Professional Staff and Leadership development program enhancements also address the varied needs of novice and veteran teaching staff. A core feature is formative assessments for teaching faculty. An induction program for the novice teacher is comprised of frequent classroom observations/coaching, assignment of a mentor and the development of a professional development plan based on Danielson's Framework for Effective Teaching.

14. Beginning 2013 School Year the New Teacher Induction Program was revised from a one year program to a two year. Revisions include a second year individualized professional development plan. Training of new teachers now uses Danielson's four domains as anchors.
15. For the veteran teacher, targeted professional development is based on need. Veteran teachers are provided opportunities for year-long sabbatical, advanced coursework to avail themselves of leadership training. This year, all teachers are required to develop two Student Learning Objectives (SLO) for student learning, one of which has a literacy focus. The teacher rating on the SLO will be used as part of the Teacher Effectiveness rating on the state developed tool. Administrators are required to provide evidence of achievement of goals that are aligned to the districts goals. All professional staff is engaged in reflective practices through self-assessment to promote continuous professional learning, growth and development.
16. This year, all teachers received training on Student Learning Objectives, Danielson Framework, Classroom Management, Essential Elements of Instruction, Marzano's Nine Research Based Strategies, Formative Assessment and Feedback. In addition, new teachers participated in five after school workshops that focus on Special Education, technology resources, Social and Emotional Learning, parent communication and reflection on lessons.
17. Beginning with the 2014-15 school year the staff evaluation process will be linked to the districts goals and priorities as outlined in the professional development program. Also, beginning in 2014-15 is the implementation and monitoring of an annual district-wide professional development plan, which is based on a newly developed comprehensive needs assessment. This needs assessment will be conducted by using a standardized tool administered at the school building level as part of the school building professional plan development process. Building level plans will be rolled-up and incorporated into the district wide plan. These collaborative decision-making and planning processes serve as the foundation to develop and sustain a professional learning community, in which teachers and administrators seek out and share learning with one another to enhance their professional effectiveness.
18. A non-exhaustive sampling of **professional development list of topics provided at the district level** includes: providing quality feedback, unified writing, SLO (Student Learning Objectives), state and local assessment analysis and usage, unified school vision, and educational technology learning (such as iPad applications, Edmodo, Google Docs/Tools, Educreations).

Professional development for school administrators

19. includes, but is not limited to the following: regularly scheduled meetings for principals with the superintendent to develop administrators' capacity as instructional leaders and training and certification of all district administrators by Teachscape in the Danielson observation/evaluation model, creating consistency in observations across the district.

Professional development by school administrators includes, but is not limited to the following

20. topics: PA Common Core State Standards, PA-ETEP overview, discussion and registration, Effective Feedback for Learning, Danielson's Framework for Teaching, grade-level data team meetings, Student Engagement, Growth Mindset, Student Learning objectives (SLO), Goal setting for "measurement of academic progress" (MAP), Using Formative Assessments in the classroom, reciprocal teaching strategies, development of school-based strategic plans, elementary student assistance program updates, school-wide positive behavior supports.

Professional development provided through teacher leadership includes, but is not limited to the following topics:

21. reciprocal teaching strategies, reading comprehension (Notice and Note), Super Kids On-line, basic reading skills, Edmodo/Google Drive, "close reading", Raz Kids assessments, persuasive v. opinion writing, writing in technical areas, preparing older students to be tutors for struggling younger students, school-wide behavior supports, ADHD, occupational therapy concerns (fine motor skills), Type to Learn, and effective and creative ways to use Smartboards.

Science Technology Engineering Math

22. The integration of science, technology, engineering and mathematics (STEM) has continued to evolve since March of 2013 with recognition that college/career and post-secondary workplace readiness depends on schools preparing students to become technologically savvy and creative problem solvers and innovators. Several of these enhancements at the district and building level include the following:
23. Our Curriculum, Instruction and Assessment department added a Director of Math, Science and Technology central administrator to provide leadership in STEM. The director is working with faculty and building administrators to research and implement best practices in STEM education with Next Generation Science Standards (NGSS) and the eight practices of science and engineering as a guiding framework K-12.
24. In our 1st year at the HS for Project Lead The Way (PLTW), approximately 100 students are enrolled in a combined five sections of introduction to engineering design (IED) and principles of engineering (POE). PLTW is a leading provider of

rigorous and STEM education curricular programs used in elementary, middle and high schools across the U.S. with a focus on problem solving and design. We are on track to continue adding PLTW courses for the next few years with the addition of digital electronics (DE) next year and ultimately providing students with an engineering development and design (EDD) capstone course. PLTW curriculum will expand to the MS level for next year, as two of our MS teachers are taking a class this summer to become qualified/certified to teach the PLTW Gateway program. All four fulltime middle school Technology and Engineering Education (T&EE) teachers will then be certified. <https://www.pltw.org/our-programs/gateway>

25. Jason Learning in 9th grade is delivering physical science, biology and earth science in an integrated fashion. This ninth grade Introduction to Physical Science course has also evolved to include an online component that provides access to the JASON Mission Center Web site—part of JASON Learning. The site contains online curriculum, digital labs and games, teacher classroom management tools, and online community features. Hands-on experimental investigations and applications of biology, earth science, chemistry and physics are provided as an introduction to these content specific courses in subsequent years. <http://www.jason.org/>
26. We had our inaugural robotics club activity on May 20, 2014 (Scrimmage vs. Trenton Central High School) and will start next year in full force to expand our robotics club activities and events.
27. Our academic enrichment (AE) teachers have become more involved with STEM/PLTW content. One example is the Maple Point 7th grade AE students participation in the K'nex design challenge—a STEM competition sponsored by the Bucks County Intermediate Unit (BCIU). Involvement at the middle/elementary levels can prepare students for higher level, high school contests like the Siemens Competition. Another example is with 8th grade and the high school: PA Computer Fair Competition at the BCIU with a few students advancing to the state level.
28. Girls in grades 6-10 have participated in a #girlSTEM conference at the B.C.I.U in May as a way to inspire middle and high school girls to embrace careers in the STEM-related fields. The conference features interactive seminars with professional women, hands-on workshops and open forum discussions.
29. In response to the growing need for STEM skills, the middle school Business, Computers and Information Technology (BCIT) curriculum maps have been strategically updated to focus on STEM. Students are not only using technology, but they are creating technology. Students become aware of the use of emerging technologies through discussing, analyzing, comparing, contrasting and predicting future technologies in several units in all middle school grades. Students also take a

look at how different types of technologies work such as the google data center vs. a class visit to the district data center. Computational skills are learned and practiced throughout middle school as students design and create computer programs in graphical programming languages such as Scratch (multimedia authoring tool). A high level of systematic thinking is developed as students read programming algorithms. As students create programming scripts, they use the following functions: motion, looks, sounds, pen, variables, events, controls, sensing and operator blocks. This design process gives students the ability to see their programs come to life. Critical thinking is enforced as students must test their programs and problem solve as they debug their work.

30. All middle school BCIT students celebrated Computer Science Week by participating in this year's Hour of Code movement, a national event to bring computer science to life in schools. Students also recognize National Cyber Security month. Students explore phishing scams, spam, cyber-bullying, passwords, and technology etiquette. They then create a final digital story in which they demonstrate a solution to an online problem. Daily Cyber Security Tips are composed by each student and are announced on the school PA system throughout the month. In addition, students participated in a Rock-N-Roll Hall of Fame Video Conference that increased their Financial Literacy.
31. For BCIT at the high school a new Programming and Web Design course offers a deeper learning of those skills initially procured at the middle school level in regard to code creation. Students are designing solutions utilizing the programming language, Scratch.

Neshaminy High School Initiatives after March 2013

Curriculum/Program Initiatives

32. New NHS Summer Jump Start Program began in the summer of 2013 (<http://www.neshaminy.org/jumpstart>).

The Neshaminy High School Jump Start Summer Enrichment Program is a 24 day Program designed to provide a high quality summer educational experience for students who are interested in exposure to the course work they will encounter when school resumes in September. These courses reinforce skills and introduce your child to the curriculum, provide the textbook used as the primary resource, and apprise them of the expectations for their upcoming school year.

33. Newly Purchased Naviance Guidance Software June 2014 (<http://www.naviance.com/college-and-career-readiness-platform>) This nationally recognized college and career planning software supports students and parents in the transition planning from high school to post-secondary opportunities. "Lessons in the Curriculum cover a broad range of topics

designed to guide students at each grade level through the steps they need to take to be ready for transitioning from middle school to high school, or planning for life after high school. Students will learn about critical topics related to self-discovery, developing success skills, building a network, exploring career options, and planning for college - academically, socially, emotionally and financially." Moreover, included in the software rollout is an SAT Prep module.

34. New Bridges On-line Cyber Courses began in September 2013 (<http://www.neshaminy.org/Page/23440>). The courses supplement the NHS course offerings with courses not offered by NHS, advancement in content sequences outside the traditional school day.
35. NHS Curriculum Extensions: The NHS Curriculum is extended by multiple opportunities for students in the realm of after-school clubs, annual field trips and international tours including the AE Trip to Italy in 2015, French Trip to Quebec 2015 and the Spanish/French Trip to Spain and France 2016.
36. NHS established the following New Advanced Placement Courses since March 2013.
- a. 2013/2014:
 - i. Advanced Placement Computer Science – Java
 - b. 2014/2015 (<http://www.neshaminy.org/Page/829>)
 - Advanced Placement French
 - Advanced Placement Art Studio
 - Advanced Placement Human Geography
 - Advanced Placement Chemistry
 - c. Planned for 2015/2016
 - Advanced Placement Spanish
 - Advanced Placement World History
 - Advanced Placement Music Theory
37. NHS has implemented a standardized writing program with the assistance of My Access Writing Software in September 2014 (<http://www.vantagelearning.com/products/my-access-school-edition>) . "MY Access! School Edition is the award-winning, cloud based writing development solution that utilizes artificial intelligence and linguistic technologies to bring wide-scale differentiated instruction to the writing process. Educators can make timely, data-driven decisions for successful

differentiated instruction and motivate students to write more frequently by providing them with immediate feedback."The software is presently being piloted at NHS with implementation planned from Grades nine and ten in September 2014

Student Support/Intervention Initiatives

38. New Morning Academic Support 2013/2014 from 6:45 AM until 7:15AM. To date, over 2000+ students have accessed the program for help in Math, English, Science, Social Studies, World Language and Business.
39. Expansion After School Academic Support 2013/2014 to include not only academic help in Math, English, Science, Social Studies, World Language and Business but also general after school computer access, quiet study areas and study skills sessions. Through mid-May, 1000+ students have used the program for support.
40. New Saturday Academic Support beginning January 2014 provided 2-hours of Math, English, Science, Social Studies, Spanish and French academic support on Saturday mornings. Through mid-May, 50+ students have taken advantage of this alternating Saturday program.
41. Planned expansion of Student Support Services at NHS including the implementation of the Child Study Team Intervention Model and an 18-21 year old program on campus.

Middle School Initiatives/Enhancements Since March 2013

42. Full implementation of MAP (Measures of Academic Progress): The district's three middle schools, through house meetings, have begun to use MAP to analyze student progress and group students for Opportunity Period interventions. Additionally, a team of middle school teachers and administrators visited Palisades Middle School to meet with their staff and to explore their MAP usage. This visitation has helped our administrators and teacher leaders to more fully utilize MAP results to drive instruction in each of the buildings.
43. The additional 30 minutes in the teacher contracted day have allowed the middle schools to add several supportive measures for students, the first of which is morning clinics for student interventions and additional student help. To date, there have been over 3,500 student contacts in morning clinic between the district's three middle schools.
44. An additional student support that has been implemented in each school is an afterschool program to assist targeted students in homework completion and other academic interventions, as well as attendance interventions. The district's social workers have been an integral component to these programs in addressing identified students' barriers to school attendance, behavioral and other academic barriers.

45. Piloted in 2 of three middle schools for 2013-14, Study Island has been used as part of the after school program to specifically target interventions for students in need.
46. An additional outcome of the added 30 minutes to the teacher day has been professional development as identified by building needs through the implementation of weekly house meetings. A non-exhaustive list of topics includes: providing quality feedback, unified writing, SLO (Student Learning Objectives), state and local assessment analysis and usage, unified school vision, and educational technology learning (such as iPad applications, Edmodo, Google Docs/Tools, Educreations).
47. After successfully piloting SWPBIS (School Wide Positive Behavior Interventions and Supports) in several schools, one middle school has begun implementation of the program, a second has been trained, with full implementation to occur in 2014-15, and there are plans to train and implement the program in the third middle school.
48. One district middle school has piloted Rachel's Challenge/Friends of Rachel in 2013-14. This student leadership program serves to enhance the school climate and allows the students to take the lead in creating an environment centered on respect and kindness towards others.
49. Another example of a student leadership opportunity new to the middle level in 2013-14 is the Interact Club/community outreach (with Feasterville Rotary). One district middle school has partnered with the local rotary to create an interact club. The students have benefited from this through their work with local Rotarians, and have identified a mural project as their community service project.
50. An additional example of student leadership that has been tied to financial literacy is the partnership with Bucks First FCU (now Inspire FCU) for in-school student managed branch at one district middle school. This partnership has brought a financial literacy component to the business education classes during the 2013-14 school year. Students have been given the opportunity to manage an in-school credit union branch. All students in the building have been exposed to financial literacy.
51. New in 2013-14, one middle school piloted a Science Fair with a team/house of 6th grade students, where pupils were afforded the opportunity to follow the scientific method to investigate a self-identified scientific inquiry and present their findings to their peers and parents/community/teachers through an evening science fair.
- 52.

New Initiatives for the Elementary Schools

Teacher Workday Extended

53. The new teacher contract no longer prohibits adding time to the work day; therefore, at the start of the 2013-14 school year, 30 minutes has been added onto the teacher workday. This time is used for providing **tutoring sessions for students**, and **professional development for teachers**.
54. **Professional development by school administrators** include, but not limited to the following topics: PA Common Core State Standards, PA-EETP overview, discussion and registration, Effective Feedback for Learning, Danielson's Framework for Teaching, grade-level data team meetings, Student Engagement, Growth Mindset, Student Learning objectives (SLO), Goal setting for "measurement of academic progress" (MAP), Using Formative Assessments in the classroom, reciprocal teaching strategies, development of school-based strategic plans, elementary student assistance program updates, school-wide positive behavior supports.
55. **Professional development provided through teacher leadership** include, but not limited to the following topics: reciprocal teaching strategies, reading comprehension (Notice and Note), Super Kids On-line, basic reading skills, Edmodo/Google Drive, "close reading", Raz Kids assessments, persuasive v. opinion writing, writing in technical areas, preparing older students to be tutors for struggling younger students, school-wide behavior supports, ADHD, occupation therapy concerns (fine motor skills), Type to Learn, and effective and creative ways to use Smart boards.
56. Teachers at each elementary school provided **1:1 or small group tutoring sessions** for struggling students during the 30 minutes added onto the teacher workday. The tutoring sessions began in November and will continue until the end of the school year. It is expected that tutoring will continue as "best practice" in the district. Over 1,000 students were provided with tutoring sessions to assist students in the development of skills such as: decoding/encoding, letter recognition, word recognition, oral reading fluency, writing fluency, math computation skills, math fact fluency, math problem-solving, and computer-based learning, i.e. Math Buddies, First in Math, Raz Kids, and Reading AZ.

Positive Behavioral Intervention and Supports (PBIS-SWPBS)

57. During the 2013-14 school year, 7 of the 8 elementary schools, and 2 middle schools implemented a school-wide positive behavior support system that is supported by the state of Pennsylvania and the Bucks County Intermediate Unit #22. This

is an increase from last year of 4 additional elementary schools and 1 additional middle school. The expectation is to have full participation by the Neshaminy School District in the year 2017-18 school year.

58. Positive Behavioral Intervention and Supports (PBIS), formerly known as, school-wide positive behavior supports (SWPBS), is a systematic approach to proactive, school-wide behavior based that is based on a Response to Intervention (RTI) model. PBIS applies evidence-based programs, practices, and strategies for all students to increase academic performance, improve safety, decrease problem behavior, and establish a positive school culture. Data-based decision-making is a hallmark of PBIS, allowing successes to be easily shared with all relevant stakeholders.

Technology Purchases and Upgrades

59. Neshaminy has focused on advancing digital age learning in the past 3 years. The following is what has been implemented to focus technology concepts in daily learning across all schools in Neshaminy. We are continually building out the technology infrastructure to provide a safe and secure operating environment, which embraces the concept of anyone being able to do anything, at any time, from anywhere.
60. As of March 2013 this district completed its final implementation of outfitting all Elementary Schools with Interactive Smart Boards along with 60 Netbook computers per school. All Teachers have embraced the technology and have continued to share ideas with the use of the Notebook software. Student became highly engaged when there were opportunities to work directly on an Interactive Smart Board.
61. In August of 2013 we continued to supplement the use of iPads with the purchase of 800 additional devices. This takes us to a total of 1500 iPad devices being used throughout the district today. These were distributed amongst all Elementary and Secondary schools, the High School, where there is a more concentrated use of the technology in Math and Science. Teachers and students have created an environment of creativity and innovation using apps like iMovie and Educreation.
62. Library Media Centers are the hub of all schools. September 2013 all school libraries have been outfitted with Interactive Smart Boards, iPads and Desktop computers. All schools have five or more of Nooks, Kindles and eReaders. Currently with the use of FolletShelf, students are signing out digital books on these devices as well as iPad technology. The High School has been piloting the use of the newer Interactive Smart Projectors with a very high rate of utilization from staff.
63. Laptops carts were purchased district wide for a September 2013 school rollout. A total of 1100 laptops that were distributed with each Elementary receiving one cart of 30 to use with the districts Type to Learn application for computer

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skills re-enforcement. Middle Schools received two carts per building and the High School received eight carts distributed per subject area.

64. A pilot has been in place in several Elementary Schools with the use of Thin Client technology since October of 2013.

Three wireless clients have been given to various classrooms to expand the use of computers in the classroom itself. This allows the use of applications such as RAZKIDS, Study Island, Math InFocus for student remediation. We will be expanding the pilot again in 2014 school year with more classrooms outfitted with this technology.

65. January of 2014 two sets of 30 Chrome books are being piloted at the Secondary level, with the focus on communication and collaboration with the use of Google Docs. We are seeing that Chrome Books have a place for future replacement of the bulky laptop. They are secure, fast to on and far less expensive. This greatly helps the students interact and publish work with their peers and within the classroom.

66. Neshaminy is continuing to expand the communication between students and teachers and teacher to parent with the district choosing ParentLink, a district branded mobile app. Other features of the application allow teachers ability to keep in touch with parents about the child's progress in school plus many more features integrating with the district SIS system. This will be in service before the end of the School Year 2013/2014.

67. In February 2014, teachers have been awarded grant monies and have purchased Smart Tables and Smart Tablets, with the primary purpose to supplement special education.

68. Moving forward to the School Year 2014, the district will standardize on a complete classroom technology model for Secondary schools. We will be replacing outdated projectors with Interactive Smart Projectors and will add the Apple TV to allow students to display their work and focus on students collaborating with each other or as a team. Each school will receive 30 projectors each year, until all have been added or replaced.

69. STEM education will expand again to the Middle School in September 2014 school year, with upgrading/replacing six existing labs with computers to implement Project Lead the Way curriculum.

70. The expansion of the Thin Client technology will again be implemented in various Elementary schools. With a targeted completion date of October 2014, we will again be choosing teachers that will benefit from the technology directly in the room to see if classroom usage and student rotation is helping students with the use of the applications for reading and math.

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71. In the fall School Year 2014, Neshaminy will have in place a limited BYOD model for staff and students. We are approaching this with a limited amount of students and staff to make sure the infrastructure is robust enough to incorporate the added devices. The District will be expanding the bandwidth from 150 MB to 250 MB to accommodate the need of the ever growing use of cloud applications. The technology department is looking at new technologies to help truly bring an anywhere anytime concept.

Health, Safety and Welfare

Since June of 2013, the following has been completed or are in process to promote the health, safety and welfare of the Neshaminy School District.

72. The position of Supervisor of Security has been established. This position oversees both staff and student security on the District campus and while students are in transit on District managed vehicles. This position provides for a safe and secure environment. Essential functions are outlined in the job description.

73. Contract agreement with EPS. EPS is a security firm that provides additional onsite security at the high school level. Currently three people are being used at the high school. These contracted service employees through their firm and previous employment have brought a great deal of expertise to our high school security. This group is being used in addition to our previous hall aides. All security officers must have prior police and/or security experience on training.

74. As part of a grant, the District has received 14 DVR's which will be installed in each elementary school with appropriate cameras. These will be added in addition to the security cameras we have at our elementary schools presently.

75. Our Supervisor of Security has met with each building to develop a master plan for camera updates to improve security for each building, in concert with the Facilities Department. In this year's budget, \$175,000 has been targeted for approval to use on cameras, software and doors to enhance our security.

76. Our Security Officer has met with each building's Critical Response Team to map out proper procedures on potential issues that each building might face and has helped to organize procedures for fire drills and lockdowns.

77. Panic devices are being installed this year at school offices to automatically lock or unlock the doors depending upon the situation.

78. Access security systems will be installed at each building to provide direct notification to the police in case of a critical situation.

79. In the process of developing a five-year plan for overall security in the District.
80. Have established agreements with the local and state police. Local police are providing physical presence at each of our buildings on a daily basis. The state police have received schematics on all of our buildings for their use.
81. Board Policy 505 – Discipline. This revised policy will include a district-wide discipline committee of stakeholders (administrators, teachers, parents and maybe students) that will meet each summer to review our discipline practices and procedures. The purpose of this policy change is to provide consistency among our buildings while noting some differences may exist between the different levels (elementary school, middle school and high school). In addition, the revision of this policy makes sure that FERPA rights for our students are protected.
82. Board Policies 510 – Alcohol and Other Drugs – and 549 – Search of Students and Seizure of Evidence – were revised to enable our administrators to use Breathalyzers when investigating the possibility of alcohol involvement by our students. The use of Breathalyzers is a common practice among many of our neighboring school districts.
83. Policy 1002 – Volunteers – is a new policy created and approved this year. Up until now, no background checks on volunteers took place. This new Volunteer Policy requires specific background checks. The Volunteer Policy was written to protect the health, safety and welfare of our students and employees.
84. New enhanced security system will enable law enforcement to dial in to a secure website and enabling them to view our cameras in the high school.
85. A parking lot will be constructed at Neshaminy High School to improve student parking opportunities. This new parking lot expansion will assist our seniors with opportunities to drive to campus and leave directly from there for job opportunities, internships, and college opportunities.
86. Maple Point and Poquessing auditoriums' are being refurbished with new seating, carpeting and lighting.

Public Comment

Staci O'Brien, resident of Langhorne, made the suggestion that all future contracts with Neshaminy School District, e.g., certified staff contract, support staff contract, be made public for all to be informed. Ms. O'Brien inquired why Mr. Shubin was in communication with the meeting via Skype.

Cecelia Ridge, resident of Levittown, transportation department employee, continued voicing her dissatisfaction with the management of the transportation department. She stated that the standards of bus maintenance have been compromised.

Karen Lowry, resident of Lower Southampton, said the money spent on building a mega school could have been used for better purposes. Ms. Lowry reiterated that the plans should be postponed until after the fall election.

Mindy Anderson, resident of Levittown, President of NESPA, mentioned that in the support staff contract it states that all bargaining unit members shall receive a 45 day notice of a delayed layoff. Ms. Anderson pointed out that, as of tonight's meeting, they are only getting a 14 day notice of a layoff.

Suzi Drake, resident of Penndel, stated that the editors of the Playwickian are the true heroes of Neshaminy. Ms. Drake said the Native American Journalists Association will be awarding the 2015 Free Press Award to the Playwickian next month. Ms. Drake said her Neshaminy pride is not tied to a mascot, but rather to the employees, the people, and the community.

Donna Boyle, resident of Langhorne, commented that the student staff of the Playwickian has been ignored by Neshaminy, while the nation has been honoring them. Ms. Boyle continued reading the letter from the Confederation of the Sovereign Nanticoke-Lenape Tribes declaring that the term "Redskins" is a racial slur.

Howard Lindner, resident of Langhorne, voiced his opposition to outsourcing.

Robert Sanna, resident of Levittown, expressed his thoughts about the emotions related to the closing and last day of school at Samuel Everitt Elementary School. Mr. Sanna stated that children were extremely upset and emotional upon exiting the school. He said that the lack of support and attendance by Board members and administrators was disrespectful to the students, teachers, and parents of Samuel Everitt School.

Charles Alfonso, resident of Langhorne, said he nominated the editors of the Playwickian and their advisor for the Pulitzer Prize for Journalism. Mr. Alfonso said the Playwickian editors are educated far beyond their years.

John McGinley, resident of Levittown, VP of NESPA, asked if Dr. Baugh is filling in temporarily as School Superintendent or if he will also be a candidate for the position. Mr. McGinley voiced his opposition to outsourcing.

Mark Fiore, resident of Levittown, voiced his opposition to outsourcing.

Board Comment

Mrs. Markowitz responded to the question about insurance bids during a 2009 meeting, stating that it was a different type of insurance (liability auto insurance); consequently she did not bring it up during the current discussions about insurance bids. Mrs. Markowitz said the reserves are used to balance the budget and if it is not used it remains as reserve.

Mr. Shubin stated that he was out of state on a family vacation and that is why he was communicating via Skype. Mr. Shubin explained that the budgeting process in the state of Pennsylvania is very complex and he urged people to come to the Finance Committee meetings to become familiar with the practice. Mr. Shubin congratulated the 2015 Neshaminy graduates. He thanked Mr. Copeland for his outstanding service to the Neshaminy School District and wished him well. He concluded by welcoming Dr. Baugh to Neshaminy.

Mr. Pirritano congratulated the 2015 graduates and he welcomed Dr. Baugh to the interim superintendent position. Mr. Pirritano also welcomed Mr. Meehan to the administrative staff. He wished everyone a great summer.

Mrs. Cummings thanked Mr. Copeland for his exemplary work with the Neshaminy School District saying that he has been an invaluable asset to the district. Mrs. Cummings mentioned that she has lived in the area of the Tawanka School and there has never been a safety issue with the area in the past and she does not foresee any future problems with the new school.

Mr. Rudy expressed his appreciation to Mr. Copeland and wished him well in his new position. Mr. Rudy also commended senior, Dave Marrington, for winning the 300 hurdles in the track state championship.

Mr. Sposato thanked Mr. Copeland and the administration for providing a great learning environment for the children. He stated that Neshaminy has been very fortunate to have Mr. Copeland and said he will be missed. Mr. Sposato concluded by welcoming Dr. Baugh to Neshaminy.

Mr. Allen said he will miss Mr. Copeland and expressed his admiration for his leadership style. He also welcomed Dr. Baugh to Neshaminy.

Mr. Morris welcomed Dr. Baugh. Mr. Morris expressed his sympathy for what the Everitt families experienced at the closing of the school. He asked Mr. Pirritano to clarify the live birth rate comment regarding a proposed residential development in the district.

Mr. Pirritano said the information is in the Sundance Report that a calculation of 298 additional units throughout the township, which would indicate a possible increase in student enrollment.

Mr. Morris made a motion to go out for bid for the life and disability insurance.

Mr. Rudy seconded the motion.

Mr. Congdon requested a roll call tally and the tally indicated that the motion failed by a vote of 4 ayes, (Mr. Allen, Mr. Morris, Mr. Rudy, and Mr. Shubin) 2 nays, (Mrs. Cummings and Mr. Pirritano), and 2 Abstentions, (Mr. Congdon and Mr. Sposato.) Mr. Congdon abstained for the reason being that there needs to be a defined process in place. Mr. Sposato abstained for the reason being, in his opinion; the insurance contract already had gone out for bid.

Mrs. Cummings said she regrets that she was unable to attend any of the farewell events at Samuel Everitt; however, her restricted work schedule prevented her from doing so.

Mr. Congdon said it saddens him that public speakers make frivolous accusations against Board members when they do not know all the facts. He said there are so many misconceptions about the Board's plans and procedures and some people do not make an effort to seek the true facts, but rather point the finger at and accuse Board members unjustly and irresponsibly. In conclusion, Mr. Congdon presented Mr. Copeland with a plaque for his service and leadership as superintendent to the Neshaminy School District. He also presented Mr. Copeland with a Philadelphia Eagles shirt.

Mr. Copeland thanked the Board and the community saying it has been an honor to serve the Neshaminy community.

Adjournment

Mr. Congdon moved the meeting be adjourned and Mr. Pirritano seconded the motion. The Board unanimously approved the motion. Mr. Condon adjourned the meeting at 9:20 p.m.

Respectfully submitted,

Jennifer Burns
Board Secretary

June 10, 2015

Ms. Debby Spadaccino
Board Secretary
Neshaminy School District
2001 Old Lincoln Highway
Langhorne, PA 19047

RE: PLANCON PART K: PROJECT REFINANCING

Lease Number: 153215
Amount Financed: \$28,780,000
Reimbursable Percent: 17.77% (Temporary)
Refinancing Type: Issuance of General Obligation Notes, Series A of 2015
To Advance Refund a Portion of General Obligation Bonds,
Series of 2006 (Lease Number 063215)

Dear Ms. Spadccino:

This letter acknowledges receipt of the PlanCon Part K, "Project Refinancing," for the above-referenced bond issue. The material is in a form acceptable to the department and is hereby approved. This approval is based on a limited review of the documents submitted. If information reviewed subsequent to this approval violates law, policy or procedure, the department reserves the right to rescind any and all approvals materially affected.

The Commonwealth will share in the excess proceeds realized from these transactions by reducing the November 1, 2015 debt service payment on the Series A of 2015 notes \$7,048.72 (see the attached settlement sheet for detailed information).

Any funds returned to the school district after all refunded bonds have been retired must be used to reduce the reimbursable amortization on the refunding bond issue. The school district is directed to report the unexpended funds related to the escrow to the Comptroller's Office after April 30, 2016. The Commonwealth will share in any funds returned to the school district by reducing the next scheduled debt service payment on the refunding bond issue. Unadjusted overpayments will be cited in future Auditor General audit findings.

A condition of this approval is that, unless otherwise approved by the department, all available funds in the bond issues being refunded are to be used to reduce the principal amount of the new bond issue. Any funds remaining at closing which are not earmarked for capital projects and any excess proceeds from the refunding bond issue must be transferred to the debt service fund established for the new bond issue. These funds are not subject to reimbursement by the Commonwealth.

The school district must file form PDE-2071, "Application For Reimbursement For School Construction Project," to the Comptroller's Office to receive the reimbursement on this financing. The lease number and reimbursable percent referenced above must be included on form PDE-2071.

Ms. Spadaccino

Page 2

June 10, 2015

This document and appended materials should be entered into the minutes of the next board meeting. If you have any questions, please contact James Grant at 717.787.5993.

Sincerely,

A handwritten signature in cursive script, reading "Jeannine J. Weiser".

Jeannine J. Weiser, Chief
Division of Budget and School Facilities

JJW/pgs

Attachments

cc: RBC Capital Markets, LLC
School Finance
Refunding
Project File - 3215
Budget

REIMBURSABLE PERCENT -
REFINANCING WITH NO NEW MONEY

SD/AVTS: Neshaminy

LEASE #: 153215

Lease #	Outstanding Debt Service	Available Funds	Net Outstanding Debt	Reim %	T or P	Eligible Debt
063215	36,589,763	0	36,589,763	0.2390	(T)	8,744,953
0	0	0	0	0.0000	(P)	0
0	0	0	0	0.0000	(P)	0
0	0	0	0	0.0000	(P)	0
0	0	0	0	0.0000	(P)	0
TOTAL:	36,589,763	0	36,589,763			8,744,953

A. Total Eligible Debt - Refinancing	8,744,953
B. Total Net Outstanding Debt	36,589,763
C. Total New Debt Service	49,204,960
D. Reimbursable Pct (Temporary or Permanent)	0.1777 (T)
(Total Eligible Debt divided by the greater of Line B or Line C)	

SUMMARY OF SOURCES AND USES OF FUNDS

District/CTC: Neshaminy	Financing Name: General Obligation Bonds, Series A and B of 2015	Closing Date: 4-29-15
REPORT TO THE PENNY - DO NOT ROUND		
	SERIES A of 2015	SERIES _____
SOURCES:		
Bond Issue (Par)	✓\$28,780,000.00	
Original Issue Discount/Premium	1,070,706.55	
Accrued Interest		
Cash Contribution by District		
Unallocated Funds from Bond Issues Being Refunded		
Other Sources of Funds (Specify)		
1. _____		
2. _____		
3. _____		
4. _____		
TOTAL - Sources of Available Funds	✓ \$29,850,706.55	
USES:		
Purchase of Investments/Escrow	✓\$29,559,411.07	
Cash for Current Refunding		
Issuance Costs:		
1. Underwriter Fees	187,070.00	
2. Bond Insurance		
3. Bond Counsel	31,977.78	
4. School Solicitor	8,039.11	
5. Financial Advisor	21,195.34	
5. Paying Agent/Trustee Fees and Expenses	1,750.00	
7. Printing	1,429.17	
8. Rating Fee	12,862.57	
9. Verification Report	3,000.00	
10. Computer Fees		
11. CUSIP	582.94	
12. Internet Auction Fee		
13. Escrow Agent		
14. Underwriter Counsel: Disclosure Agent	1,339.85	
15. Bidding Agent	15,000.00	
Total - Issuance Costs	✓\$284,246.76	
Accrued Interest		
Capitalized Interest		
Surplus Monies or Cash to School District		Deduct from
Other Uses of Funds (Specify)		First
1. Sinking Fund	✓ 7,048.72	Reimbursement
2. _____		
TOTAL - USES OF AVAILABLE FUNDS	✓ \$29,850,706.55	

**SOURCES MUST
EQUAL USES**

153215

BOND DEBT SERVICE

Neshaminy School District (\$130K Impact-Partial)
GO Notes, Series A of 2015 (Partial Restructuring of 2006)

Period Ending	Principal	Coupon	Interest	Debt Service	Annual Debt Service
11/01/2015	5,000	0.250%	581,443.87	586,443.87	
05/01/2016			575,048.13	575,048.13	1,161,492.00
11/01/2016	5,000	0.600%	575,048.13	580,048.13	
05/01/2017			575,033.13	575,033.13	1,155,081.26
11/01/2017	5,000	1.000%	575,033.13	580,033.13	
05/01/2018			575,008.13	575,008.13	1,155,041.26
11/01/2018	5,000	1.200%	575,008.13	580,008.13	
05/01/2019			574,978.13	574,978.13	1,154,986.26
11/01/2019	5,000	1.500%	574,978.13	579,978.13	
05/01/2020			574,940.63	574,940.63	1,154,918.76
11/01/2020	5,000	1.625%	574,940.63	579,940.63	
05/01/2021			574,900.00	574,900.00	1,154,840.63
11/01/2021	5,000	2.000%	574,900.00	579,900.00	
05/01/2022			574,850.00	574,850.00	1,154,750.00
11/01/2022	5,000	2.000%	574,850.00	579,850.00	
05/01/2023			574,800.00	574,800.00	1,154,650.00
11/01/2023	5,000	4.000%	574,800.00	579,800.00	
05/01/2024			574,700.00	574,700.00	1,154,500.00
11/01/2024	5,000	4.000%	574,700.00	579,700.00	
05/01/2025			574,600.00	574,600.00	1,154,300.00
11/01/2025	5,000	4.000%	574,600.00	579,600.00	
05/01/2026			574,500.00	574,500.00	1,154,100.00
11/01/2026	5,000	4.000%	574,500.00	579,500.00	
05/01/2027			574,400.00	574,400.00	1,153,900.00
11/01/2027	5,000	4.000%	574,400.00	579,400.00	
05/01/2028			574,300.00	574,300.00	1,153,700.00
11/01/2028	2,705,000	4.000%	574,300.00	3,279,300.00	
05/01/2029			520,200.00	520,200.00	3,799,500.00
11/01/2029	2,815,000	4.000%	520,200.00	3,335,200.00	
05/01/2030			463,900.00	463,900.00	3,799,100.00
11/01/2030	2,930,000	4.000%	463,900.00	3,393,900.00	
05/01/2031			405,300.00	405,300.00	3,799,200.00
11/01/2031	3,050,000	4.000%	405,300.00	3,455,300.00	
05/01/2032			344,300.00	344,300.00	3,799,600.00
11/01/2032	3,175,000	4.000%	344,300.00	3,519,300.00	
05/01/2033			280,800.00	280,800.00	3,800,100.00
11/01/2033	3,305,000	4.000%	280,800.00	3,585,800.00	
05/01/2034			214,700.00	214,700.00	3,800,500.00
11/01/2034	3,435,000	4.000%	214,700.00	3,649,700.00	
05/01/2035			146,000.00	146,000.00	3,795,700.00
11/01/2035	3,575,000	4.000%	146,000.00	3,721,000.00	
05/01/2036			74,500.00	74,500.00	3,795,500.00
11/01/2036	3,725,000	4.000%	74,500.00	3,799,500.00	
05/01/2037					3,799,500.00
	28,780,000		20,424,960.17	49,204,960.17	49,204,960.17

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: June 16, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: MR. ROBERT COPELAND, Superintendent

CODE: R - Resignation S - Sabbatical
L - Leaves O - Other
M - Maternity T - Transfer
A - Adoption SL - Sick Leave

CERTIFIED (ADDITIONAL ASSIGNMENTS)

NAME	REPLACING	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	APPROVAL DATE	2015/16 ANNUAL SALARY*
1. Dougherty, Janet	Annual Appt.	Accounting Office Technologies	MBA in Finance, La Salle Univ. BS in Accounting, Penn State	1.5 Yrs.. Lead Teacher, Business 15 Yrs. Business Teacher, High School	Lead Teacher, BCIT	6/16/2015	\$3,000
2. Elliott, Josh	Annual Appt.	Industrial Arts	MS in Educ. Lead., College of NJ	3 Yrs/ Lead Teacher/Dept. Chair 8 Yrs. Tech. Ed. Teacher,	Lead Teacher, Tech Ed.	6/16/2015	\$3,000
3. Heaney, David	Annual Appt.	Social Studies	Masters Equivalency BS in History, Shippensburg Univ.	23 Yrs. Social Studies, High School and Middle Schools	Lead Teacher, Social Studies	6/16/2015	\$3,000
4. King, Janet	Annual Appt.	Principal K-12 H&PE	M in H&PE, Trenton State BS in H&PE, West Chester Univ.	12 Yrs. Lead Teacher/Dept. Chair 26 Yrs. Teacher/H&PE	Lead Teacher, H&PE	6/16/2015	\$3,000
5. Robson, Wendy	Annual Appt.	Music K-12 Principal K-12	M in Educational Leadership, Gwynedd-Mercy BS in Education, Coombs College of Music	22 Years Music, Maple Point 5 Months LTS Asst. Principal, Nesh. Middle School	Lead Teacher, Music	6/16/2015	\$3,000
6. Suter, Brian	Annual Appt.	Biology Envir. Education	MS in Educational Admin., Gwynedd- Mercy College, BS in Biology, Shippensburg Univ.	18 Yrs. Science, High School 7 Yrs. Lead Teacher	Lead Teacher, Science	6/16/2015	\$3,000

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF ADMINISTRATIVE PERSONNEL

DATE PRESENTED TO BOARD: June 16, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: MR. ROBERT COPELAND , Superintendent

CODE: R - Resignation S - Sabbatical
L - Leaves O - Other
M - Maternity T - Transfer
A - Adoption SL - Sick Leave

ADMINISTRATIVE POSITION

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2015/16 ANNUAL SALARY*
1. Meehan, Paul	J. Rattigan	20	Secondary Principal Office Technologies Accounting Marketing	M in Secondary School Admin., Gwynedd Mercy BS in Finance, Mgmt, HR, Widener Univ.	5 Yrs. Principal, Wm. Penn Middle School 3 Yrs. Asst. Principal, Pennsbury HS 5 Yrs. Bus. Ed. Teacher, Pennsbury School District	Director of Administration	7/01/2015	\$148,000
2. Palmer, Donald	C. Stoneback	1	Administrative K-12 H&PE	BS in H&PE, Temple Univ. MA in Education Gratz College	1 Yr. Acting Asst. Principal, Poquessing 8 Yrs. H&PE, Poquessing, HS LTS H&PE, various schools	Asst. Principal, Poquessing	7/01/2015	\$123,984

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

LEAVES OF ABSENCE OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: June 16, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: MR. ROBERT COPELAND, Superintendent

CODE: R - Resignation S - Sabbatical
L - Leaves O - Other
M - Maternity T - Transfer

NAME	GRADE OR SUBJECT ASSIGNED	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Sporny, Sara	English, Poquessing	L	Maternity	10/14/2014 Extended to 9/2016	8 Years

RC/jr

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

TRANSFER OF ENTITY

DATE PRESENTED TO BOARD:

June 16, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: MR. ROBERT COPELAND , Superintendent

CODE: **R - Resignation** **S - Sabbatical**
 L - Leaves **O - Other**
 M - Maternity **T - Transfer**
 A - Adoption **SL - Sick Leave**

The following teachers are being transferred from the Bucks County Intermediate Unit under the Transfer of Entity agreement approved on March 4, 2014.

CONTRACT POSITIONS

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2013/14 ANNUAL SALARY*
1. Kerrigan, Ashley	New Position Transfer of Entity	1	Special Ed.	Masters +30	9 Yrs. Teacher, BCIU	Special Ed., Poquessing	7/01/2015	\$90,939 Step 8 Range 9
2. Owens, Tiffany	New position Transfer of Entity	1	Special Ed.	Masters+30	7 Yrs. Teacher, BCIU	Special Ed., Poquessing	7/01/2015	\$59,735 Step 9 Range 9
3. Szramiak, Julie	New position Transfer of Entity	1	Special Ed.	Masters	13 Yrs. Teacher, BCIU	Special Ed., Poquessing	7/01/2015	\$86,772 Step 10 Range 4

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: June 16, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: MR. ROBERT COPELAND, Superintendent

CODE: R - Resignation S - Sabbatical
L - Leaves O - Other
M - Maternity T - Transfer
A - Adoption SL - Sick Leave

CERTIFIED CONTRACTS

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2014/15 ANNUAL SALARY*
1. Dunfee, Mark (was .6) (now full)		Increase In Contract	French Spanish ML Math	M in Secondary School Ed., Temple BA in Spanish, Arcadia	2 Yrs. Spanish, HS 5 Mos. LTS French, High School 5 Mos. French Abington SD	.8 Spanish, Poquessing .2 French, Poquessing	8/31/2015	\$56,019 (step 1.5) (range 4)
2. Huhn, Rhian (was 1.0) (now .6)		Decrease In Contract (Voluntary)	Spanish	BS in Secondary Ed., Spanish, Penn State	13.5 Yrs. Spanish, High School	Spanish, High School	8/31/2015	\$47,856 (step 7.2) (range 6)
3. Kelly, James (was .9) (now full)		Increase In Contract	Social Studies	BA in Social Studies, La Salle Univ.	6 Yrs. Social Studies, HS/Sandburg/MP 2 Yrs. A/E, Sandburg	Social Studies, Maple Point	8/31/2015	\$68,426 (step 2.7) (range 8)

CERTIFIED CONTRACTS

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2014/15 ANNUAL SALARY*
4. Maloney, James (was .4) (now full)		Increase In Contract	Chemistry Biology Environ. Science General Science Earth & Space	BS in Environ. Science, East Stroudsburg	4 Yrs. Science, High School 5 Yrs. LTS Science, High School	Science, High School	8/31/2015	\$68,414 (step 2) (range 9)
5. Murtha, Theresa (was .2) (now .4)		Increase In Contract	Art	BA in Art, Richard Stockton College BA in Fine Arts, Univ. of Arts	1 1/2 Yrs. Art, High School, Maple Point	Art, Heckman	8/31/2015	\$17,787 (step 1) (range 1)
6. Speece, Staci	R. Huhn	3	Spanish	BS in World Language, Penn State Univ.	1.5 Yrs. LTS Spanish, High School	Spanish, High School	8/31/2015	\$44,469 (step1) (range 1)
7. Styer, Erik	D. Palmer (T)	3	Secondary School Counselor Elem. K-6	M in Counselor Education, University of Texas BS in Elem. Ed., West Chester	7 Mos. LTS Guidance/HS 2 Yrs. Sub List Various School District s in PA	Guidance, High School	8/31/2015	\$55,587 (step 1, Range 4)

[illegible]

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

Support Retirements, Leaves, Resignations, Furloughs

DATE PRESENTED TO THE BOARD: June 16, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: ROBERT COPELAND, SUPERINTENDENT

CODE:	F - Full-Time	A - Apprentice
	P - Part-Time	G - Grandfathered
	T - Transfer	R - Resignation
	S - Sick Leave	O - Other

NAME	ASSIGNMENT	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Weeks, Michelle	Bookkeeper	O	Decline Position	6/2/2015	Declined
2. Doster, Timothy	Cleaner	O	Furloughed	6/30/2015	8 Months
3. Yorke-Kaufmann, Erin	Cleaner	O	Furloughed	6/30/2015	1 Year 10 Mo.
4. Powell, Vince	Custodian	O	Furloughed	6/30/2015	2 Years 10 Mo.
5. Slavitt, Marc	Cleaner	O	Furloughed	6/30/2015	2 Years 10 Mo.
6. Filanowki, Dominic	Custodian	O	Furloughed	6/30/2015	3 Years 4 Mo.
7. Leedom, Stephen	Cleaner	O	Furloughed	6/30/2015	3 Years 4 Mo.
8. Gallagher, Thomas	Cleaner	O	Furloughed	6/30/2015	3 Years 8 Mo.
9. DeJesus, Shandira	Bus Driver	O	Furloughed	6/30/2015	1 Year 10 Mo.
10. Ratcliffe, Donald	Bus Driver	O	Furloughed	6/30/2015	1 Year
11. Day, AnnaMarie	Playground Aide	O	Furloughed	6/12/2015	10 Months
12. Johnson, Leyla	Playground Aide	O	Furloughed	6/12/2015	8 Months
13. Sauer, Roseann	Dining Room Aide	O	Furloughed	6/12/2015	8 Months
14. Gerdy, Jennifer	Dining Room Aide	O	Furloughed	6/12/2015	8 Months
15. Stern, Beth	Building Aide	O	Furloughed	6/12/2015	10 Months
16. Peapus, Debbie	LTS Instructional Assistant	R	Resignation	6/5/2015	2 Months
17. Danieluk, Diane	Food Service Cashier	R	Resignation	6/19/2015	2 Years 2 Mo.

NAME	ASSIGNMENT	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
18. Ridgway, Elise	Bus Driver	R	Resignation	6/30/2015	3 Years 3 Mo.
19. Wood, Charles	Cleaner	R	Resignation	5/20/2015	1 Year

6/11/2015

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF SUPPORT PERSONNEL

DATE PRESENTED TO BOARD June 16, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: ROBERT COPELAND, Superintendent

CODE: F - Full Time	A - Apprentice
P - Part Time	G - Grandfathered
T - Transfer	R - Resignation
S - Sick Leave	O - Other PR - Post Rat.

**SUPPORT STAFF
NEW HIRE**

NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS
1. Wurtzbacher, Kimberly	7	D. Kinkle	To: Payroll Bookkeeper District Office	F/PR	6/22/2015	\$18.55	7 Hrs.

**SUPPORT STAFF
CHANGE OF CLASSIFICATION**

NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS
2. Simon, Raymond <i>(Demoted due to closing of Everitt Elementary)</i>			From: Head Custodian Pearl Buck To: Custodian Schweitzer	F/G	7/1/2015	\$24.34	8 Hrs.

NESHAMINY SCHOOL DISTRICT
Langhorne, PA
EXTRA-CURRICULAR ACTIVITIES
2015-2016 School Year

Note: This includes an increase in Clubs in the High School.

CODE:

E-Certified or Support Employee
N - Coach only

Appointments

LAST NAME	FIRST NAME	CODE	Location	ASSIGNMENT	SEASON	SALARY
Aubrey	Kim	E	NHS	Club 27 - Yoga	All	\$1,498.00
Barnes	William	E	PMS	Club #2 Interact-Rotary	All	\$1,070.00
Barnes	William	E	PMS	Student Council	All	\$1,473.00
Bech	William	E	NHS	Tennis Varsity Head (G)	Fall	\$3,803.00
Bedemsem	Cheryl	E	NHS	Club 12 - Game	All	\$1,498.00
Bell	Alexa	N	NHS	Field Hockey - 9th	Fall	\$3,039.00
Belmonte	Ashley	E	NHS	Soccer - 9th Grade (B)	Fall	\$3,039.00
Bluett	Brian	E	PMS	Asst. 7th/8th Track Coach	Spring	\$2,201.00
Boccuti	Lisa	E	PMS	Band Director	All	\$2,810.00
Boccuti	Lisa	E	PMS	Dramatics Director	All	\$1,612.00
Boccuti	Lisa	E	PMS	Jazz Band Director	All	\$2,327.00
Boccuti	Lisa	E	PMS	1/2 Stage Manager	All	\$1,003.50
Boccuti	Lisa	E	NHS	Instrumental Director Asst 1	All	\$3,179.00
Bocutti	Nora	N	NHS	Instrumental Director Asst. 2	All	\$3,179.00
Bradshaw	Karen	E	SMS	Softball 8th Grade	Spring	\$2,335.00
Brown	Thomas	E	PMS	Head 8th Grade Softball	Spring	\$2,335.00
Brown	Kristin	N	NHS	Musical Director Asst 1	Winter	\$2,376.00
Chiolan	Gina	E	NHS	Club 8 - Drama/Musical .5	All	\$749.00
Chiolan	Gina	E	NHS	Dramatics Director	All	\$3,877.00
Chiolan	Gina	E	NHS	Musical Director Asst 2	Winter	\$2,376.00
Cimino	Doug	E	PMS	Head 8th Gr Football Coach	Fall	\$2,335.00
Coates	Thomas	N	NHS	Football - Asst. 7	Fall	\$5,263.00
Cochran	Michael	E	NHS	Soccer - JV (B)	Fall	\$3,754.00
Coll	David	E	NHS	Club 1 - Adventure	All	\$1,498.00
Conrad	Anthony	E	NHS	Club 7 - Chess	All	\$1,498.00
Conrad	Anthony	E	NHS	Debate Director Assistant	Fall/Winter	\$2,110.00
Daly	Sean	E	NHS	Club 24 - Spectrum	All	\$1,498.00
Davis	Len	E	NHS	Class Sponsor - 10th	All	\$2,689.00
Deeter	Chelsea	N	NHS	Soccer - Varsity Head (G)	Fall	\$5,057.00
DiCicco	Christopher	E	NHS	Club 2 - African-American Pride	All	\$1,498.00
DiCicco	Christopher	E	NHS	Expressions .5	All	\$822.00
Doster	Earl	E	SMS	Football 110lb Assistant	Fall	\$2,201.00
Dougherty	Janet	E	NHS	Club 10 - FBLA .5	All	\$749.00
Drake	Susan	E	NHS	Club 15 - Interact	All	\$1,498.00
Drake	Susan	E	NHS	Club 19 - Reading Olympics .5	All	\$749.00
Duke	Kyle	N	NHS	Dramatics Director - Asst.	All	\$2,354.00
Duke	Kyle	N	NHS	Musical Director Asst. 4	Winter	\$2,376.00
Elliot	Joshua	E	NHS	Club 18 - Nesh. Activities Programming Network	All	\$1,498.00
Farquharson	Thomas	E	NHS	Volleyball - Varsity Head (G)	Fall	\$4,184.00
Ferrara	David	E	NHS	Football - Asst. 2	Fall	\$5,263.00
Flick	Debbie	E	PMS	1/2 Choral Director	All	\$1,405.00
Flick	Debbie	E	PMS	1/2 Stage Manager	All	\$1,003.50
Flick	Debbie	E	PMS	Musical Director	Fall/Winter	\$2,676.00
Foley	Thomas	E	NHS	Soccer - Varsity Head (B)	Fall	\$5,057.00
Foor	Marcia	E	PMS	Musical Asst. Director #1	Fall/Winter	\$1,539.00
Force	Jen	E	PMS	Musical Asst. Director #2	Fall/Winter	\$1,539.00
French	Neil	E	NHS	Football - Asst. 1	Fall	\$5,604.00
Glaser	Adrienne	E	PMS	Club #1 Natl. Jr. Honor Soc.	All	\$1,070.00
Greenberg	Richard	E	NHS	Club 3 - Anti-Bullying	All	\$1,498.00
Hastings	Kevin	E	SMS	Dramatics	All	\$1,612.00

Hauss	Bridget	N	PMS	7th Grade Field Hockey	Fall	\$2,335.00
Hensel	Kevin	E	NHS	Club 25 - World Affairs Council	All	\$1,498.00
Houser	Karly	N	PMS	7th Grade Boys Basketball	Winter	\$2,335.00
Houser	Karly	N	PMS	Head 7th Grade Softball	Spring	\$2,335.00
Huber	Tara	E	NHS	Newspaper	All	\$2,867.00
Hutchinson	Kristy	N	SMS	Field Hockey 8th Grade	All	\$2,335.00
Innocenti	Janis	E	NHS	School Store	All	\$1,498.00
Irwin	Thomas	N	NHS	Football - 9th	Fall	\$3,039.00
Jackson	Donna	E	SMS	School Store	All	\$1,598.00
Jackson	Kate	E	SMS	Softball 7th Grade	Spring	\$2,335.00
Jackson	Katelyn	E	SMS	Cheerleading	Fall/Winter	\$3,115.00
Jennings	Diana	E	NHS	Club 23 - Club Ski .5	All	\$749.00
Johns	Billy	N	SMS	Co-Curricular Director	All	\$4,128.00
Johns	Billy	N	SMS	Football 8th Head	Fall	\$2,335.00
Johnson	Laurie	E	NHS	Class Sponsor - 11th	All	\$2,689.00
Jones	Raymond	N	NHS	Football - Asst. 5	Fall	\$5,263.00
Kain	Richard	E	NHS	Student Council	All	\$2,110.00
Kelley	Kim	E	NHS	National Honor Society	All	\$1,562.00
Kelly	Kevin	E	NHS	Football - Asst. 3	Fall	\$5,263.00
King	James	N	NHS	Drama Stage Manager	All	\$2,354.00
King	James	N	NHS	Musical Director Asst. 3	Winter	\$2,376.00
Koczynski	Caitlin	E	NHS	Field Hockey - Varsity Head	Fall	\$5,057.00
Koczynski	Caitlin	E	SMS	Yearbook	All	\$2,047.00
Krangel	Kara	E	SMS	Yearbook Assistant	All	\$1,195.00
Landman	Harold	N	SMS	Baseball 7th Grade	Spring	\$2,335.00
Leigh	Jason	E	PMS	1/2 Choral Director	All	\$1,405.00
Lekatis	James	N	SMS	Wrestling Assistant	Winter	\$2,335.00
Leventhal	Elaine	E	NHS	Club 20 - Science	All	\$1,498.00
Lipton	Michael	E	NHS	Instrumental Director	All	\$7,126.00
Lipton	Michael	E	NHS	Orchestra Director	All	\$3,112.00
Lorence	Adam	E	PMS	Club #4 Reading Olympics	Fall/Winter	\$1,070.00
Lorence	Adam	E	PMS	Store Manager	ALL	\$1,598.00
Luongo	Daniel	E	NHS	Club 19 - Reading Olympics .5	All	\$749.00
Luongo	Daniel	E	NHS	Expressions .5	All	\$822.00
Macauley	Kelly	E	NHS	Club 21 - Service Learning Center	All	\$1,498.00
Madison	Theresa	E	NHS	Club 10 - FBLA .5	All	\$749.00
Magrann-Burmylo	Donna	E	NHS	Jazz Ensemble	All	\$3,246.00
Maloney	James	E	NHS	Faculty Manager	Fall	\$2,545.00
Marterella	Charles	N	NHS	Football - Asst. 6	Fall	\$5,263.00
Martys	David	E	NHS	Golf - Head	Fall	\$3,803.00
Mattioli	Nick	N	NHS	Football - 9th Grade Asst.	Fall	\$2,201.00
Mazur	Michelle	E	NHS	Cheerleading - Varsity	Fall	\$3,575.00
McCourt	James	N	NHS	Soccer - Varsity Asst (B)	Fall	\$3,754.00
McCurdy	Margaret	E	PMS	Yearbook Director	ALL	\$2,047.00
Mendham	Lori	E	NHS	Mathletes	All	\$1,644.00
Moraes	Karen	E	PMS	Club #3 Computer	ALL	\$1,070.00
Mormello	Loree	E	NHS	Club 13 - Game	All	\$1,498.00
Murray	James	E	NHS	Club 9 - Environmental Action	All	\$1,498.00
Nichols	Kristen	E	NHS	Choral Director	All	\$4,776.00
Nichols	Kristin	E	NHS	Club 8 - Drama/Musical .5	All	\$749.00
Nichols	Kristin	E	NHS	Musical Director	Fall/Winter	\$3,513.00
Norton	Joseph	E	SMS	Girls Basketball 8thGrade	Winter	\$2,335.00
Norton	Joseph	E	SMS	Boys Basketball 8thGrade	Winter	\$2,335.00
Norton	Joseph	E	SMS	Track 7th & 8th Grade Head	Spring	\$2,335.00
Norton	Joe	E	SMS	Field Hockey 7th Grade	Fall	\$2,335.00
Okasyuk	Anna	E	PMS	Orchestra Director	ALL	\$2,810.00
O'Neill	Terry	E	NHS	Club 4 - Art Studio	All	\$1,498.00
O'Neill	Theresa	E	NHS	Photography	All	\$1,843.00
O'Neill	Theresa	E	NHS	Yearbook	All	\$3,719.00
Oppenheimer	Hank	E	NHS	Debate Director	Fall/Winter	\$3,407.00
Ormsby	Jeff	N	NHS	Instrumental Director Asst. 4	All	\$2,372.00
Palkovics	Lou	E	PMS	8th Gr Head Soccer Coach	FALL	\$2,335.00

Palkovics	Lou	E	PMS	8th Gr Head Baseball Coach	Spring	\$2,335.00
Passman	Grant	E	PMS	Head Wrestling Coach	Winter	\$3,039.00
Pecuch	James	E	PMS	Asst. Wrestling Coach	Winter	\$2,335.00
Pecuch	James	E	PMS	7th Gr Head Baseball Coach	Spring	\$2,335.00
Perez	Maria	E	NHS	Club 26 - World Language	All	\$1,498.00
Perrin	Amy	E	NHS	Tennis Asst. (G)	Fall	\$2,787.00
Phillips	Kim	E	SMS	Musical Director	All	\$2,676.00
Pimble	Joseph	E	NHS	Club 11 - Future Problem Solving	All	\$1,498.00
Pinto	Jaime	N	NHS	Field Hockey - Varsity Asst.	Fall	\$3,754.00
Place	Edward	E	NHS	Intramural Director .5	Fall/Winter	\$1,303.50
Quantra	Marissa	E	NHS	National Honor Society	All	\$1,562.00
Reed	Brian	E	SMS	Stage Manager split w/Weiner	All	\$1,003.50
Reice	Richard	E	NHS	Equipment Manager	All	\$4,596.00
Reice	Richard	E	NHS	Faculty Manager	Winter/Spring	\$5,090.00
Reice	Richard	E	NHS	Intramural Director .5	Winter/Spring	\$1,303.50
Reice	Richard	E	NHS	Soccer - Varsity Asst (G)	Fall	\$3,754.00
Rhydderch	Hillary	E	SMS	Soccer 7th Grade	Fall	\$2,335.00
Richardson	Christine	E	PMS	8th Gr Head Girls Basketball	Winter	\$2,335.00
Romano	Catherine	E	NHS	Club 22 - Service Learning Center	All	\$1,498.00
Salmi	Mark	E	PMS	Co-curricular Director	ALL	\$4,128.00
Scott	Lisa	E	PMS	Club #5 Environmental	ALL	\$1,070.00
Sheftic	Nicole	N	SMS	Musical Assistant #2	All	\$1,539.00
Simons	Steve	E	SMS	Student Council	All	\$1,473.00
Simons	Steve	E	SMS	Soccer 8th Grade	Fall	\$2,335.00
Simpson	Mike	N	SMS	Girls Basketball 7th Grade	Winter	\$2,335.00
Simpson	Mike	N	SMS	Boys Basketball 7th Grade	Winter	\$2,335.00
Simpson	Mike	N	SMS	Football 8th Grade Assistant	Fall	\$2,201.00
Speece	Stacey	E	SMS	Track 7th & 8th Assistant	Spring	\$2,201.00
Spong	Sandy	E	NHS	Club 6 - Change it up	All	\$1,498.00
Stanford	Kevin	E	SMS	Wrestling Head Coach	Winter	\$3,039.00
Stanford	Kevin	E	SMS	Baseball 8th Grade	Spring	\$2,335.00
Stanford	Kevin	E	SMS	Football 110lb head	Fall	\$2,335.00
Stoner	Joshua	E	NHS	Club 16 - Model UN	All	\$1,498.00
Stoner	Joshua	E	NHS	Scholars Bowl	All	\$1,644.00
Stoverschlegel	Dave	E	PMS	Assistant Band Director	ALL	\$1,405.00
Suter	Brian	E	NHS	Club 17 - Nature	All	\$1,498.00
Taalib-Din	Nafis	E	PMS	8th Gr Head Boys Basketball	Winter	\$2,335.00
Taalib-Din	Nafis	E	PMS	7th Gr Head Girls Basketball	Winter	\$2,335.00
Taalib-Din	Nafis	E	PMS	Head 7th/8th Track Coach	Spring	\$2,335.00
Tanicello	Andrew	E	SMS	Assistant Band Director	All	\$1,405.00
Travis	Zach	N	NHS	Instrumental Director Asst 3	All	\$3,179.00
Van Reed	Joshua	E	NHS	Soccer - JV (G)	Fall	\$3,754.00
Volinsky	Trudy	E	NHS	Cheerleading - JV	Fall	\$2,887.00
Warlow	Garry	E	NHS	Choral Director - Asst.	All	\$3,112.00
Weidenbaugh	Jay	E	NHS	Football - Asst. 4	Fall	\$5,263.00
Weiner	Daniel	E	NHS	Jazz Band Director	All	\$3,246.00
Weiner	Dan	E	SMS	Jazz Band Director	All	\$2,327.00
Weiner	Dan	E	SMS	Stage Manager split W/Reed	All	\$1,003.50
Weiner	Dan	E	SMS	Band Director	All	\$2,810.00
Wetzel	Jeff	N	NHS	Volleyball - JV (G)	Fall	\$3,371.00
Wiatrowski	Michelle	N	PMS	Asst. Choral Director	ALL	\$1,405.00
Wiatrowski	Michelle	N	SMS	Musical Assistant #1	All	\$1,539.00
Wiatrowski	Michelle	N	SMS	Assistant Choral Director	All	\$1,405.00
Wilmot	Steve	E	NHS	Football - Head Varsity	Fall	\$8,251.00
Winchester	Kathy	E	NHS	Class Sponsor - 12th	All	\$2,827.00
Wood	Robert	E	NHS	Club 14 - Graphic Arts	All	\$1,498.00
Zampirri	Kathleen	N	PMS	8th Grade Field Hockey	Fall	\$2,335.00
Zefran	Hara	E	NHS	Club 5 - Ceramics	All	\$1,498.00

\$414,925.00

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF SUPPORT PERSONNEL ADDENDUM

DATE PRESENTED TO BOARD June 16, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
 FROM: ROBERT COPELAND, Superintendent

CODE: F - Full Time
 P - Part Time
 T - Transfer
 S - Sick Leave

A - Apprentice
 G - Grandfathered
 R - Resignation
 O - Other PR-Post Rat.

SUPPORT STAFF
New Hire

NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	DAYS/ HOURS
1. Saybee, Dale	8	M. MacKay	To: Census Bookkeeper	PR	7/1/2015	\$17.42	7 Hrs.

ADMINISTRATIVE ASSISTANT

NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	SALARY	HOURS
1. Sperling, Eileen	8	L. Ackerman	To: Confidential Secretary		7/1/2015	\$56,900	7 Hrs.

NESHAMINY SCHOOL DISTRICT

Langhorne, Pennsylvania

ADDENDUM/Support Retirements, Leaves, Resignations/ADDENDUM

ELECTIONS OF SUPPORT PERSONNEL

DATE PRESENTED TO THE BOARD: June 16, 2014

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS

FROM: ROBERT COPELAND, SUPERINTENDENT

CODE:

F - Full-Time

A - Apprentice

P - Part-Time

G - Grandfathered

T - Transfer

R - Resignation

S - Sick Leave

O - Other

NAME	ASSIGNMENT	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Barrett, Fran	LTS Cleaner	O	Assignment Completed	6/30/2015	2 Months
2. Cardone, Christie	Assignment Completed	O	Assignment Completed	6/30/2015	6 Months
3. Cooperman, Hugh	LTS Custodian	O	Assignment Completed	6/30/2015	5 Months
4. Doster, Tim	Cleaner	R	Resignation	6/12/2015	8 Months
5. Haney, Judy	LTS Cleaner	O	Assignment Completed	6/30/2015	5 Months
6. McMahon, Michael	LTS Cleaner	O	Assignment Completed	6/30/2015	5 Months
7. Paraskevi, Kolaris	LTS Cleaner	O	Assignment Completed	6/30/2015	5 Months
8. Schumaker, David	LTS Cleaner	O	Assignment Completed	6/30/2015	1 Month
9. Tomlinson, Penny	LTS Cleaner	O	Assignment Completed	6/30/2015	2 Months
10. Voran, Kelly	LTS Cleaner	R	Resignation	6/8/2015	2.5 Months

ADDENDUM**ADDENDUM****NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania****SABBATICAL LEAVES OF CERTIFIED PERSONNEL DATE PRESENTED TO BOARD: June 16, 2015**

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: Mr. ROBERT COPELAND, Superintendent

CODE: R - Resignation S - Sabbatical
L - Leaves O - Other
M - Maternity T - Transfer

NAME	GRADE OR SUBJECT ASSIGNED	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Schnitzer, Jeffrey	Itinerant Music	S	Sabbatical	Full Year 2015-16	27 Years

RC/jr

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ADDENDUM TO:

RESIGNATION/RETIREMENTS OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: June 16, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: Mr. ROBERT COPELAND, Superintendent

CODE: R - Resignation S - Sabbatical
L - Leaves O - Other
M - Maternity T - Transfer

NAME	GRADE OR SUBJECT ASSIGNED	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Huhn, Rhian	Spanish Teacher, High School	R	Resignation	6/18/2015	13 Years
2. Torchia, J. Kristen	Music, Maple Point	R	Resignation	6/18/2015	26 Years

ADDENDUM		ADDENDUM
NESHAMINY SCHOOL DISTRICT		
<u>Langhorne, Pennsylvania</u>		
<u>2015 CERTIFIED SUMMER SCHOOL STAFF</u>		DATE PRESENTED TO BOARD: <u>June 16, 2015</u>
TO: NESHAMINY BOARD OF SCHOOL DIRECTORS		
FROM: MR. ROBERT COPELAND, Superintendent		
<u>SUMMER SCHOOL</u>		
<u>NAME</u>	<u>SUBJECT/POSITION</u>	<u>SALARY</u>
Dunkley, Jeffrey	Secondary Social Studies Summer School	\$21.87/Hr.
Kneiss, Sharon	Nurse/ Summer School	\$21.87/Hr.
Stiglitz, Daniel	Secondary Math Summer School	\$21.87/Hr.
Vogel, Timothy	Secondary Science Summer School	\$21.87/Hr.
* All summer positions are contingent upon enrollment.		
RC/jr		