

**Council Rock School District**  
Bucks County, Pennsylvania

Newtown, Pennsylvania  
Thursday, March 27, 2008

MINUTES – Public Board Meeting

**I. Call to Order** – Dr. Paul Anagnostakos, Vice President presided over the regular public monthly meeting of the Council Rock Board of School Directors due to the absence of Mr. Abramson. He convened the meeting at 7:30 p.m. at the Chancellor Center, 30 North Chancellor Street, Newtown, PA. The meeting was broadcast “live” in all municipalities. The following individuals were present:

School Board

Richard Abramson, Esquire, President	(Absent)
Dr. Paul Anagnostakos, Vice President	
Mr. Christopher Ayoub	(Absent)
Mr. Robert Donnelly	
Mr. Jerold Grupp	
Mrs. Bernadette Heenan	
Mr. J. Dennis McMenamin	(8:35 p.m.)
Mrs. Patricia Vaccaro-Sexton	
Mrs. Susan Vicedomini	

Mark J. Klein, Esquire, Superintendent  
Mrs. Charlotte I. Walter, CEOE, Board Secretary  
Mr. Robert Riegel, Asst. Business Administrator & Board Treasurer  
Mr. Robert Cox, Esquire, Solicitor

Staff:

Mr. Barry Desko, Director of Secondary Education  
Mrs. Joy McClendon, Director of Elementary Education  
Mr. Robert Schoch, Director of Business Administration  
Mr. David M. Bollinger, Director of Human Resources & Staff Development  
Dr. Charles Lambert, Director of Special Services  
Mr. Matthew Frederickson, Director of Information Technology  
Mr. Thomas Schneider, Supervisor of Operational Services  
Mr. Thomas Crow, Supervisor of Maintenance

**II. Routine Actions**

Following the Pledge of Allegiance to the flag, Mrs. Walter called the roll call and reported that Mr. Abramson and his family are accompanying the CRHS-North choir in China. Mr. Ayoub is absent due to a family commitment. Mr. McMenamin is attending a function at Newtown Elementary (judging an art contest for grades 1-5) and will be returning to the meeting later.

Superintendent’s Report- Mr. Klein reported.....

1. Permanent Art Collection : Joy Reinstein presented a PowerPoint presentation on the permanent art collection in the board room at Chancellor Center and highlighted many young artists. The students were presented with certificates. A parental photo opportunity was offered. A student invited the board members, the administration and public to the 27<sup>th</sup> Annual CRSD Art Show to be held in the gymnasium of Council Rock High School-South on Thursday, April 17<sup>th</sup> at 8:00 a.m. to 3:00 p.m. and 7:00 p.m. to 9:00 p.m; Friday, April 18<sup>th</sup> from 8:00 a.m. to 3:00 p.m. and 5:00 p.m. to 9:00 p.m; Saturday, April 19<sup>th</sup> 10:00 a.m. to 3:00 p.m.

2. PSSA Update : Barry Desko explained that during the week of PSSA testing, he hopes the parents will be cognizant of the need of proper rest in preparation for the testing. Those students taking the tests will be Grades 3-8 and 11. There will be three tests each in Math and Reading and they will last 5-6 hours.

3. I want to report that we had the opportunity to meet with the Board of Supervisors for Newtown Township last evening as we pursued the final permits for the CR North Pool Project. It was an unusual experience being in the audience rather than at the Board table. I want to commend Mr. Schneider for the work he has done to prepare this project for approvals through the township and thank the Township Board for their approval of this project last night. I also want to thank Mrs. Heenan and Mrs. Sexton for attending last night's meeting.

4. This week, we completed a Federal Audit of our Title I reading program and Title 3 English Language Learner programs. The federal auditor, Dr. Eels, met with us this afternoon and gave us numerous commendations for the excellence of our staff, the programs of staff development, the involvement of parents and the work that is done by our coordinator, Dr. Helen Gross. The audit process is a two-day visitation. However, the work done in preparation for the audit has taken almost a year. I want to thank Mr. Bollinger, who supervises the Federal Programs and Dr. Gross for their great work in leading this facet of our school program.

5. It is my pleasure to commend Rick Leonetti and the many people who work with him to comprise the Athlete's Helping Athlete's organization. On Monday, this group organized a wonderful event at CR North that involved our athletes and members of the special Olympics organization working together. In addition, Athletes Helping Athletes presented a check to Special Olympics for \$20,199 collected through fundraising at local events this year. While many special Olympic programs are being cut back, the Bucks County chapter has added three new sports. One of the reasons they can continue to serve these athletes is the support of community groups like Athletes Helping Athletes. Thanks to Mr. Leonetti and the many athletes, parents and coaches who participated in Monday night's event

6. See letter, attached. (This was read at the end of the meeting)

March 27, 2008

To the Council Rock Community:

Transportation accounts for a considerable cost in our budget each year and the costs are rising past inflation based on the increases in diesel fuel costs and the complexity of our bus routes. By state code, Council Rock transports not only our 12,500 students but also approximately 2500 private school students in a radius of ten miles from our district boundaries.

Last week, we were informed that our transportation subsidy would be reduced by \$845,000 beginning this fiscal year. That requires a difficult adjustment to this year's budget and significant changes to next year's budget. We suffered a similar significant reduction in subsidy two years ago. *The graph below demonstrates the emerging differential between state contributions to transportation and local costs with the excess cost of transportation growing by over 3 million dollars since 2000.* The red line is the increasing cost to run our busses through our contractor, *First Student*. The bars below, by school year, show the various contributions made by subsidy formulas from the state.

Over the past two weeks, I have had conversations with members of our delegation to Harrisburg and colleague superintendents. Both have expressed concerns and frustrations over the size and timing of these budget cuts. As a school community, we should be very concerned about the impact of these repeated cuts in state funding to our school district.

1. The change in subsidy is largely dictated through a formula that limits our local share of transportation costs to the real estate market value for our district. The State Tax Equalization Board's (STEB) recent figures reflect a **22.8% increase in market value in Council Rock this year** driving down our subsidy. **The assessed value, as determined by STEB, is 21% higher than the actual changes in assessed value in our budget and the real value of our mil. This single component of our transportation subsidy resulted in a lost of subsidy to Council Rock of \$622,144.**

2. The notice of subsidy change was reported in early March of this budget year affecting this budget and next. The change results in a significant shortfall in this year's budget. It also results in a change in the 08-

09 budget calculations reported to our community in January. The state requires us to make early decisions regarding budgets based on accelerated Act 1 timelines. The consequences of this recent subsidy decision is doubly impactful since it creates a significant shortfall in this fiscal year and affects the basis of our decisions for the next fiscal year after we have made our decisions about referendum and exceptions. **It is unreasonable to mandate budget timelines and decisions through Act 1 and then violate these timelines with significant subsidy decisions that come almost 9 months after we have adopted our 2007-2008 fiscal year budget and nearly 14 months after the state requires our initial budget decisions.**

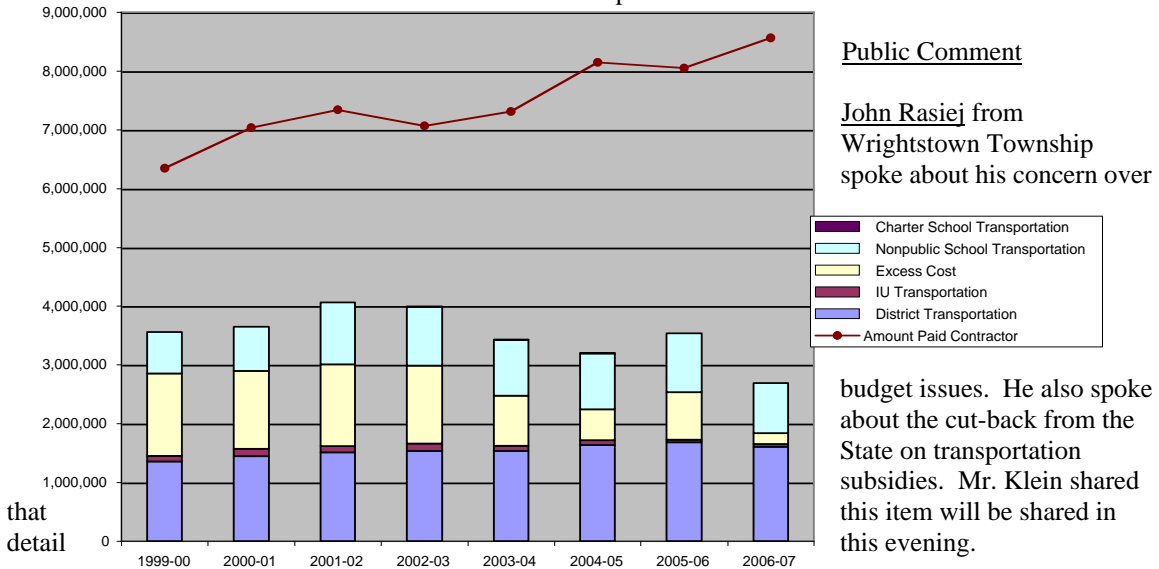
3. When we combine this reduction in transportation subsidy with a 1.5% increase in Basic Education Subsidy and a 2% increase in our Special Education funding, our total state funding is a **net decrease of \$527,832** for fiscal year 2008-2009. To simply bring our budget up to the current spending threshold would require contributions of \$15.00 per taxpayer in Council Rock.

We approach the 2008-2009 budget with the backdrop of a slowing economy and the fiscal impact of a necessary and overdue facility improvement plan. It is important for our community to know that these difficult budget issues are compounded by decisions on the state level that reduce the state's share of funding for Council Rock.

Mark J. Klein

Transportation-Net Cost Council Rock School District

Superintendent of School



**III. Consent Agenda**

Mrs. Vicedomini moved, seconded by Mr. Donnelly, passed with a roll call vote, for the approval of the following consent agenda items A-H:

A). Minutes – Approval was **NOT** granted for the minutes of the meeting of February 7, 2008 and February 21, 2008. Mr. Grupp shared that the resolution read in the minutes of 2/7/08 was not correct. The content of the resolution was not accurate; the resolution had been reduced. It was agreed that these minutes will be held for approval at the April 3, 2008 meeting.

B). Waiver of Expulsion Hearing Agreements – (Attachment #4r) - Approval was granted for Waiver of Expulsion Hearing Agreements.

C). Special Services Agreement (Attachment #5)- Approval was granted for the Special Services Agreement.

D). Treasurer's Report- Approval was granted for the treasurer's report reflecting a balance of \$1,544,751.00 as of February 29, 2008, subject to audit. (See attachment #6)

E). Approval was granted for the following:

- General Fund Bills..... \$10,852,023.68
- General Fund Payroll..... \$ 8,545,070.40
- Athletic Fund Bills..... \$ 79,890.68
- Athletic Fund Payroll..... \$ 304,847.87
- Capital Reserve – Bond Issue..... \$ 291,837.00
- Capital Reserve – Technology..... \$ 5,480.00
- Construction- CRHS-South..... \$ 1,041.89
- Construction – Holland Elementary Renovations..... \$ 35,393.00
- Student Activities..... \$ 447,097.80

F). Tax Duplicates – Approval was granted for the following adjustments and refunds to various tax duplicates as listed, subject to audit: Adjustments: Occupation Tax: (\$13,840.00); Personal & Per Capita Tax: \$(670.00); Refunds: Real Estate Tax: \$1,865.68 ; Occupation Tax: \$1,002.80.

G). Budgetary Transfers – Approval was granted to make budgetary transfers within the 2007-08 school year budget in the amount of \$180,918.12, subject to audit.

H). Policy #906 Disposition - (Attachment #1) - Approval was granted for the Policy #906 disposition.

**IV. Items for Board Approval**

1). Appointment of Principal, Churchville Elementary School (Attachment #7)- Mr. Grupp moved, seconded by Mrs. Heenan, passed with unanimous consent, for the approval to appoint **Jill Kingston** as the Principal of Churchville Elementary School at a starting salary of \$105,000.00 effective July 1, 2008. See details of this appointment below:

**I. ADMINISTRATIVE STAFF**

**A. Appointment**

1. Name: **Jill M. Kingston**  
Education: Daemen College, B.S. Elementary Ed  
Delaware Valley College, MS,  
Educational Leadership  
Pennsylvania Principal Certification, August 2004  
Pennsylvania Level II Certification, Elem. K-6, Jan., 2004  
Experience: Assistant Principal, Cold Spring Elementary School, 2007-Present  
Acting Principal, Kutz Elementary School, 2006-2007  
Assistant Principal, Cold Spring Elementary School, 2005-2006  
Acting Principal, Kutz Elementary School, October 2004  
Classroom Teacher, 1<sup>st</sup>/5<sup>th</sup>/6<sup>th</sup> Grades, Kutz Elementary School, 1998-2005  
Position: Elementary Principal, Churchville Elementary School  
Compensation: \$105,000 per year  
Reason: To replace a staff member who is retiring (M. Kline).  
Effective: July 1, 2008

- 2). Personnel Actions – Mr. Donnelly moved, seconded by Mrs. Vicedomini, passed with unanimous consent, for approval of the following personnel actions including the Memorandum of Understanding – Salary adjustments:

**II. ADMINISTRATIVE STAFF**

<b>A. Resignations</b>	<b>No Actions Recommended</b>
<b>B. Retirements</b>	“
<b>C. Sabbatical Leave of Absence</b>	“
<b>D. Unpaid Leave of Absence</b>	“
<b>E. Assignment/Classification Change</b>	“
<b>F. Appointments</b>	“

**III. PROFESSIONAL STAFF**

**A. Resignations**

- |    |            |                                  |
|----|------------|----------------------------------|
| 1. | Name:      | <b><u>Patricia Handel</u></b>    |
|    | Position:  | .3 English Teacher, CRHS – South |
|    | Effective: | March 4, 2008                    |

<b>B. Retirements</b>	<b>No Actions Recommended</b>
<b>C. Sabbatical Leave of Absence</b>	“ “

**D. Unpaid Leave of Absence**

- |    |            |   |
|----|------------|---|
| 1. | Name:      | <b><u>Christine Bailey</u></b>                                |
|    | Position:  | Elementary Teacher, Holland Elementary                        |
|    | Reason:    | Unpaid leave of absence due to family/medical reasons.        |
|    | Effective: | March 10, 2008 – June 17, 2008 (Revised dates).               |
| 2. | Name:      | <b><u>Melvin Benson</u></b>                                   |
|    | Position:  | Special Ed Teacher, Holland Middle School                     |
|    | Reason:    | Extension of unpaid leave of absence due to a Military leave. |
|    | Effective: | February 21, 2008 – March 14, 2008                            |
| 3. | Name:      | <b><u>Ann Braverman</u></b>                                   |
|    | Position:  | Special Ed Teacher, Newtown Middle School                     |
|    | Reason:    | Unpaid leave of absence due to family/medical reasons.        |
|    | Effective: | February 21, 2008 – March 21, 2008                            |
| 4. | Name:      | <b><u>Katherine Hoyt</u></b>                                  |
|    | Position:  | Special Ed Teacher, CRHS – South                              |
|    | Reason:    | Unpaid leave of absence due to family/medical reasons.        |
|    | Effective: | April 25, 2008 – May 27, 2008                                 |
| 5. | Name:      | <b><u>Tricia Hulme</u></b>                                    |
|    | Position:  | Special Ed Teacher, CRHS – South                              |
|    | Reason:    | Unpaid leave of absence due to family/medical reasons.        |
|    | Effective: | June 13, 2008 – June 17, 2008                                 |

- 6. Name: **Christen Kaeser**  
 Position: Elementary Teacher, Holland Elementary  
 Reason: Unpaid leave of absence due to family/medical reasons.  
 Effective: June 10, 2008 – June 17, 2008
- 7. Name: **Megan Kurek**  
 Position: Elementary Teacher, Newtown Elementary  
 Reason: Unpaid leave of absence due to family/medical reasons.  
 Effective: June 9, 2008 – June 17, 2008
- 8. Name: **Christina Pisch**  
 Position: Elementary Teacher, Hillcrest Elementary  
 Reason: Extension of unpaid leave due to family/medical reasons.  
 Effective: February 25, 2008 – March 7, 2008

**E. Compensated Leave of Absence** No Actions Recommended

**F. Assignment/Classification Change** “ ”

**G. Assignment Ended**

- 1. Name: **Kristen Bryan**  
 Position: Elementary Teacher, Newtown Elementary  
 Effective: March 7, 2008

**H. Appointments**

- 1. Name: **Benjamin Battiste**  
 Education: Emerson College, B.A. Television/Video  
 Cabrini College, M.Ed, Communication/English  
 Experience: Student Teacher of English/Communication,  
 Pennsbury H.S. Sept. 2007 – December 2007  
 Building Substitute, Bensalem High School,  
 November 2006 – June 2007  
 Penn Station Entertainment, Los Angeles, CA  
 August 2004 – March 2006  
 (continued Benjamin Battiste)  
 Certification: Instructional I; English/Communications  
 Position: Secondary English/Communications Teacher  
 Location: CRHS – North  
 Compensation: Step 0; B+18; \$44,421 per year (pro-rated)  
 Actual Rate: \$15,349.62  
 Reason: To replace a staff member who resigned (C. McWilliams).  
 Effective: March 12, 2008
- 2. Name: **Matthew Roberts**  
 Education: Temple University, B.M. Music Performance  
 Temple University, M.M. Music Performance  
 Experience: Long Term Substitute, Klinger Middle School,  
 October 2006 – Present  
 Certification: Emergency Certificate; Music K-12  
 Position: Music Teacher

(continued Matthew Roberts)  
 Location: Hillcrest/Holland Middle/Newtown Elementary  
 Compensation: Step 0; M+22; \$56,537 per year (pro-rated)  
 Actual Rate: \$17,760.60  
 Reason: To replace a staff member on leave of absence (L. Rudat).  
 Effective: March 24, 2008

3. Name: **Loni Weller**  
 Education: Judson College, Elgin, IL, B.A. Media Studies  
 Kutztown University, MLS Library Sciences  
 Experience: Student Teacher, Estover Community College,  
 Plymouth, England October 2007 – December 2007  
 Student Teacher, Schnecksville Elementary School,  
 Schnecksville, PA August 2007 – October 2007  
 Certification: Instructional I; Library Science K-12  
 Position: Librarian  
 Location: Sol Feinstone Elementary School  
 Compensation: Step 0; M; \$50,478 per year (pro-rated)  
 Actual Rate: \$18,499.60  
 Reason: To replace a staff member on leave of absence (K. Fisher).  
 Effective: March 6, 2008

**I. Full Time Substitutes Continuing**

1. Name: **Rebecca Rice**  
 Position: Sixth Grade Teacher  
 Location: Rolling Hills Elementary School  
 Status: Full Time Substitute  
 Compensation: Step 2.1; B+24; \$52,735 per year (pro-rated)  
 Actual Rate: \$20,706.75  
 Reason: To replace a staff member on leave of absence (K. Seabrook).  
 Effective: February 28, 2008

**IV. SUPPORT STAFF**

**A. Resignations**

No Actions Recommended

**B. Retirements**

“ ”

**C. Unpaid Leave of Absence**

1. Name: **Adele Fletcher**  
 Position: Recess Aide, Sol Feinstone Elementary  
 Reason: Unpaid leave of absence due to family/medical reasons.  
 Effective: February 20, 2008 – March 14, 2008

2. Name: **Alison Kobyluch**  
 Position: Teacher Assistant, Goodnoe Elementary  
 Reason: Unpaid leave of absence due to family/medical reasons.  
 Effective: February 8, 2008 – March 7, 2008

3. Name: **Catherine Taylor**  
 Position: Teacher Assistant, Richboro Middle School  
 Reason: Unpaid leave of absence due to family/medical reasons.  
 Effective: March 3, 2008 – April 1, 2008

**D. Assignment Ended** No Actions Recommended  
**E. Assignment/Classification Change** “ “  
**F. Appointments** “ “

**V. Authorization for New Position**

1. Title: **Teacher Assistant**  
 Location: Churchville Elementary School  
 FTE Status: Full time 7.0 hours per day  
 Rationale: 1:1 for 2<sup>nd</sup> grade student to collect data and follow behavior plan. Teacher Assistant also required to follow student to lunch and recess.

2. Position: **Computer Support Technician**  
 Location: District Wide  
 FTE: Full Time; 7.5 hrs. per day, 12 months per year  
 Compensation: **REVISED - Per CRESPA MOU**  
 Rationale: Unable to adequately support user community with existing staff. Eliminating three part-time positions to fund one full-time position.

**MEMORANDUM OF UNDERSTANDING**

**AND NOW**, this 27th day of March 2008, this Memorandum of Understanding is hereby made by and between the Council Rock Board of School Directors ("Board") and the Council Rock Educational Support Professional Association ("Association").

**WHEREAS**, the Board and the Association are parties to a collective bargaining agreement entered effective July 1, 2005 ("Agreement");

**WHEREAS**, by way of the Agreement, the Board and Association recognize that the position of Computer Support Technician was not included in that Bargaining Agreement when it was ratified;

**WHEREAS**, the new support staff position for Computer Support Technician was approved by the Board on February 21, 2008; and

**WHEREAS**, the Board and the Association must agree on the base pay rate for this new position in accordance with other relative pay rates in the Collective Bargaining Agreement and regional market comparison salaries for this position;

**NOW THEREFORE**, intending to be legally bound hereby, the Board and the Association agree:

1. That the Computer Support Technician pay rate will be set at the same rate as that for Information System Support Specialist which shall be \$44,290 for the 2007-08 School Year, and \$45,619 for the 2008-09 School Year;
2. That the position may be filled at the Board’s discretion hereafter; and
3. That this position may be included in subsequent collective bargaining agreements as determined during the bargaining process of such agreements.

**IN WITNESS WHEREOF** the parties have caused this Memorandum of Understanding to be signed by their duly authorized, respective representatives the day and year above written.

**COUNCIL ROCK EDUCATIONAL SUPPORT  
PROFESSIONAL ASSOCIATION**

By: \_\_\_\_\_  
President

**COUNCIL ROCK SCHOOL DISTRICT**

By: \_\_\_\_\_  
Superintendent/Designee

3. Bid Approval/Dump Truck – (Attachment #9)  
Mrs. Heenan moved, seconded by Mr. Grupp, for the approval of the bid for Dump Truck #08-06 to be awarded to **Brian Hoskins Ford** at a cost of **\$31,300.00**, subject to audit. Hearing no objection, this item passed with a unanimous consent. It was explained by Mr. Schoch that research was done on PEPPM pricing on this bid. This was done due to a request presented at last board meeting.
4. Independent Contractor Consulting Agreement (Attachment #10 & #10A)  
Mrs. Sexton moved, seconded by Mr. Donnelly, passed with unanimous consent , for the approval of the Data Conversion Services Consulting Agreement with **David Way**, at a cost not to exceed **\$10,000.00**, subject to audit and solicitor’s review. It was noted that a non-disclosure agreement will be signed.
5. Roofing Contract (Attachment #11 & #11A)  
Mr. Donnelly moved, seconded by Mrs. Vicedomini, passed by unanimous consent, for the approval of the award of the Holland Middle School Roofing Contract to **Weatherproofing Technologies, Inc.** at a cost not to exceed **\$184,720.67**, subject to audit and solicitor’s review.
6. Site Engineer @ Holland Elementary School – (Attachment #12 & #12A)  
Mr. Grupp moved, seconded by Mrs. Vicedomini, passed by unanimous consent, for the approval of the Civil Engineer Contract for site work @ Holland Elementary School to **French & Parello Associates, P.A.** at a cost not to exceed **\$56,100.00**, subject to audit and solicitor’s review.
7. MBIT Technology’s Proposed Budget (Attachment #13 & #13A)  
Mrs. Vicedomini moved, seconded by Mr. Donnelly, passed by unanimous consent, for the approval of the Middle Bucks Technology’s Proposed Budget, subject to audit.
8. Architectural Services @ Holland Elementary School – (Attachment #14 & #14A) The administration resubmits the contract for architectural services previously approved by the Board on 10/18/07, with minor modifications in contract language. The contract has been reviewed and approved by the solicitor.  
  
Mrs. Heenan moved, seconded by Mr. Donnelly, passed by unanimous consent, for the approval of the Holland Elementary School Architectural Services contract to **Foreman Architects** as contained in attachment #14.
9. Settlement Agreements (Attachment #15 & #16)  
Mr. McMenamain moved, seconded by Mr. Grupp, passed with unanimous consent, for approval of the following agreements:

a). Approval of the Bilt-Rite-CRSD Settlement Agreement and Mutual Release at a cost not to exceed **\$360,000.00**, subject to audit and solicitor's review.

b). Approval of the Molly-Bilt-Rite-CRSD Settlement Agreement and Mutual Release at a cost not to exceed **\$130,000.00**, subject to audit and solicitor's review.

**VI. Solicitor's Report** – Mr. Cox reviewed his report with the board and was available for questions.

**VII. Public Comment**

John Rasiej from Wrightstown thanked the superintendent for presenting the transportation issue and appreciated the board members speaking out and encouraging communication to legislators.

**VIII. Board Comments**

Mr. Grupp spoke about the U.S. Veterans Administration finalizing the deal with Toll Brothers relative to the cemetery for \$10.5 million. He then spoke about \$24,000 to cover challenges presented by residents of Upper Makefield community. On another note, he spoke about the true inefficiencies with transportation costs.

Mr. Klein asked for approval to move the HR presentation on the budget back so the board can discuss emerging details on the 2008-09 budget at our next meeting on April 3<sup>rd</sup>. All agreed.

Mr. Grupp reported that he will be out of the country next week.

Mr. Schoch reported that there will be an awards ceremony next Tuesday, April 1<sup>st</sup> in Washington, D.C. relative to the district receiving the Energy Star Partner Awards. Several administrators, maintenance personnel and students will be traveling to Washington for this ceremony.

Having no further business, the meeting was adjourned at 9:16 p.m.

Respectfully submitted,

Charlotte I. Walter, CEOE  
Secretary to the Board of School Directors