

**REGULAR SCHOOL BOARD MEETING  
CENTRAL BUCKS SCHOOL DISTRICT**

**October 22, 2013**

The Central Bucks Board of School Directors held its meeting on Tuesday, October 22, 2013 in the Board Room of the Educational Services Center with President Stephen Corr presiding. The meeting was called to order by President Corr at 7:36 p.m., followed by the Pledge of Allegiance.

**BOARD MEMBERS PRESENT**

Stephen Corr, President; Paul Faulkner, Vice President; James Duffy, John Gamble, Joseph Jagelka, Geryl McMullin, Tyler Tomlinson, Kelly Unger, Jerel Wohl

**ADMINISTRATORS PRESENT**

Dr. David Weitzel, Dr. Nancy Silvius, Scott Kennedy, Gilbert Martini, David Matyas, Dale Scafuro, Edward Sherretta

**ALSO PRESENT**

Jeffrey Garton, Solicitor; Sharon Reiner, School Board Secretary

Mr. Corr announced that the Board met in Executive Session on October 16, 2013 to discuss Collective Bargaining with the teacher union. The Board had a telephone conference Executive Session on October 17, 2013 to discuss the Superintendent's contract, and met prior to this meeting for a legal briefing from the Solicitor and also to discuss the Assistant Superintendent for Elementary Education position.

**APPROVAL OF MINUTES**

Motion by Joseph Jagelka, supported by Jerel Wohl, to approve the minutes of the October 8, 2013 school board meeting.

Motion Approved 9-0.

**PUBLIC COMMENT**

Mary K. Bingler thanked Board members for the more in-depth explanation of School Board Policy 616 – Payment of Bills at the October Finance Committee meeting. She also commented on the Human Resources Committee minutes dated October 9, 2013. The minutes stated that the district received a request from an employee to provide insurance benefits to a dependent of a same-sex marriage performed in Delaware. Mrs. Bingler asked that the Board reject the Administration's recommendation and accept the employee request to provide insurance benefits to the employee's same-sex spouse.

Mr. Corr commented that this was not a district policy but that same-sex marriage insurance benefits were not covered in one of the insurance policies the district currently has. Also, that committee minutes are included in the Board Agenda for informational purposes only and that committee minutes are approved in the appropriate committee meeting. The Human Resources Committee minutes will be re-worded to provide clarity at the next Human Resources Committee meeting.

## **SUPERINTENDENT'S REPORT**

### **Achievement Report 2013 Part One:**

Mr. Paul Beltz, Supervisor of Reading, Elementary Technology, Federal Programs, and Assessment, presented the first part of the annual student achievement update focused on the state-mandated testing of PSSA in grades 3-8 and Keystone Exams in Algebra 1, Biology, and Literature. The state assessment system is undergoing major revisions which impacted the numbers of tests administered in 2012-13 and the reporting of results back to schools and the district. The state received an NCLB waiver which removed schools being listed as in Warning or School Improvement, replaced the grade 11 PSSA test with the Keystone Exams, and eliminated the PSSA Modified tests for students with disabilities. Central Bucks administered over 24,000 PSSA tests and 11,000 Keystone Exams. Despite the changes, high percentages of Central Bucks students continued to score in the proficient and advanced levels: in reading the range for proficient/advanced in grades 3-8 was 83%-93%; in math, 89% to 93%; in writing, 89% to 96%; and in science, 84% to 96%. Since this was a transition year for the Keystone exams, more CB students were required to take these end-of-course exams. For Algebra 1, 89% of CB middle and high school students scored proficient/advanced; for Literature, 92%; and for Biology, 72%.

## **SCHOOL BOARD REPORTS**

The Human Resources and MBIT Board minutes were noted and are Attachment A for informational purposes.

## **TREASURER'S REPORT AND SUMMARY OF FUND DISBURSEMENTS**

Motion by Joseph Jagelka, supported by Jerel Wohl, to approve the Treasurer's Report and Summary of Fund Disbursements for the month of September 2013.

General Fund	\$57,541,541.01
Capital Fund (net voids)	2,725,450.71
Food Service	68,531.93
<b>TOTAL ALL FUNDS</b>	<b>\$60,335,523.65</b>

Motion Approved 8-0-1. (Geryl McMullin)

## **BUDGETARY TRANSFERS**

Motion by Jerel Wohl, supported by Joseph Jagelka, to approve the following final transfers for the fiscal year 2012-2013.

FROM:	1200-100	Special Ed - Salaries	490,000
TO:	1200-200	Special Ed - Benefits	490,000

Reallocate funds within the Special Education function for higher than anticipated benefits expenses

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FROM:	1400-500	Other Instructional Programs - Other Purch Services	1,000
TO:	1400-600	Other Instructional Programs - Supplies	1,000

Reallocate funds within the Other Instructional Programs for higher than expected supply expenses

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FROM:	3200-100	Student Activities - Salaries	82,000	
	3200-200	Student Activities - Benefits	50,000	
	3200-300	Student Activities - Purch Prof/Tech Services	139,000	
	3200-700	Student Activities - Property	11,800	
	2600-600	Operations - Supplies	33,350	
TO:	3200-600	Student Activities - Supplies		316,150

Reallocate funds within the Student Activity Budget and transfer additional funds from Operation Supplies to Student Activity Supplies

Motion Approved 9-0.

#### **FACILITY USE FEE SCHEDULE**

Motion by Paul Faulkner, supported by Kelly Unger, to approve the Facility Use Fee Schedule for the 2013-2014 school year. The Facility Use Fee Schedule is Attachment B.

Motion Approved 9-0.

#### **SCHOOL BOARD POLICY FOR APPROVAL**

Motion by Paul Faulkner, supported by Kelly Unger, to bring School Board Policy 616 – Payment of Bills off the table.

Motion Approved 9-0.

Motion by Paul Faulkner, supported by Kelly Unger, to approve School Board Policy 616 – Payment of Bills.

Motion Approved 9-0.

#### **HEALTH CARE UNDER AFFORDABLE CARE ACT**

Motion by Joseph Jagelka, supported by Jerel Wohl, to approve all health plans be administered uniformly to provide no cost preventative care to all employees effective December 1, 2013.

Motion Approved 9-0.

#### **AUXILIARY COMPENSATION – SUBSTITUTE TEACHERS**

Motion by Paul Faulkner, supported by James Duffy, to approve revisions to auxiliary compensation effective November 1, 2013.

Motion Approved 9-0.

#### **APPROVAL OF THE THREE-YEAR EMPLOYMENT CONTRACT**

Motion by Paul Faulkner, supported by Kelly Unger, to approve the three-year employment contract of Dr. David Weitzel, Superintendent.

Motion Approved 9-0.

## **PERSONNEL ITEMS**

Motion by Kelly Unger, supported by Joseph Jagelka, to approve resignations and unpaid leaves of absence; appointment of administrative and support staff, long-term substitute teachers, long-term per diem substitute teachers, classification changes, community school staff, per diem substitute teachers, homebound instructors, per diem substitute educational assistants and substitute bus drivers.

### **RESIGNATIONS**

Name: Karen Becker  
Position: Special Education teacher – Central Bucks High School – West  
Effective: January 24, 2014

Name: Margaret Hessler  
Position: Office Clerk – Educational Services Center  
Effective: October 10, 2013

Name: Lori Schulz  
Position: Personal Care Assistant – Central Bucks High School – West  
Effective: October 23, 2013

Name: Kerry Whiteley  
Position: Special Education Assistant – Central Bucks High School – South  
Effective: October 10, 2013

Name: Rachael Wilkinson  
Position: Custodian – Unami Middle School  
Effective: October 23, 2013

### **UNPAID LEAVES OF ABSENCE**

Jamie Barna Mathematics teacher – Unami Middle School  
January 27, 2014 – August 2014

Margaret Hierholzer Elementary teacher – Groveland Elementary School  
December 12, 2013 – August 2014

Jillian O'Connor Special Education Assistant – Mill Creek Elementary School  
December 13, 2013 – February 21, 2014

Jean-Marie Perry Hearing Impaired teacher – Gayman Elementary School  
March 14, 2014 – June 5, 2014

Melissa Smondrowski Special Education teacher – Buckingham Elementary School  
January 2, 2014 – February 26, 2014

Stacey Yiengst Elementary teacher – Cold Spring Elementary School  
February 12, 2014 – May 9, 2014

### APPOINTMENTS

Name: Kathleen Gozdan  
Position: Temporary Personal Care Assistant – Titus Elementary School  
\$12.02 per hour  
Effective: October 2, 2013

Name: Robin Greulich  
Position: Personal Care Assistant – Central Bucks High School – West  
\$12.02 per hour  
Effective: October 1, 2013

Name: Matthew Murray  
Position: Videographer Specialist – Central Bucks High School – South  
\$50,000 per annum  
Effective: October 28, 2013

Name: Kerry Whiteley  
Position: Special Education Assistant – Central Bucks High School – South  
\$13.74 per hour  
Effective: September 23, 2013

### LONG-TERM SUBSTITUTE TEACHERS

Name: Scott Kleiman  
Assignment: Special Education teacher – Lenape Middle School  
\$36,844 per annum (M+0 credits, Step 1)  
Effective: October 28, 2013 until the end of the 2013-2014 school year

### LONG-TERM PER DIEM SUBSTITUTE TEACHERS

Name: Kristine Borden  
Position: PEN teacher – Groveland/Butler Elementary School  
\$17.50 per hour  
Effective: October 4, 2013

Name: Theresa Yanny  
Position: PEN teacher – Cold Spring Elementary School  
\$17.50 per hour  
Effective: October 1, 2013

Name: Stephanie Zisa  
Position: Social Studies teacher – Central Bucks High School – South  
\$17.50 per hour  
Effective: October 9, 2013

### CLASSIFICATION CHANGES

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Lisa Burns	(Temp) Admin Secretary Lenape \$15.45 Per Hour	Full-time Sp Ed Asst. Lenape \$13.74 Per Hour	11/11/13

MaryAnn Pinto	(1.0) Accounts Payable Sec Administration Center \$20.96 Per Hour	(.8) Accounts Pay Sec 10/3/13 – 2/1/14 Administration Center \$20.96 Per Hour
Cheryl Rubanich	(1.0) Accounting Supervisor Administration Center \$86,782 Per Annum	(.8) Accounting Supv 7/1/13 Administration Center \$69,426 Per Annum
Renee Ziccardi	(1.0) Staff Accountant Administration Center \$62,875 Per Annum	(.8) Staff Accountant 10/1/13 Administration Center \$50,300 Per Annum

#### COMMUNITY SCHOOL STAFF

<u>Name</u>	<u>Position</u>	<u>Rate/Hour</u>
Amber Andrewlevich	Assistant Swim Coach	\$13.90/hour
Natalie Bossard	After School Program EA	\$13.74/hour
Samantha Hennessey	After School Program Instructor 2	\$17.30/hour
Jacqueline Horgan	After School Program Instructor	\$17.30/hour
Jordan Kline	Assistant Swim Coach	\$13.90/hour
Tyler Miller	After School Program EA	\$13.74/hour

#### PER DIEM SUBSTITUTE TEACHERS

Elizabeth Agger	Sandra Frisch	Michelle Mangiaruga	Jessica Shoap
Jacquelyn Baker	Danielle Gleason	Kathryn Margraff	Joylynn Shore
Cheryl Baldassarre	Lindsay Goodwin	Maura Matthews	Amy Smith
Keith Bellomo	Nicole Gump	Lee McColm	Krysti Spadea
Krista Bodkin	Justin Hall	Laura McCrory	Kristin Spallholtz
Alison Bongiorno	Samantha Hennessey	Krista Metter	Joshua Standen
Rita Brown	Deborah Herbert	Trisha Michael	Elizabeth Stapf
Theresa Castonguay	Jennifer Holder	Edward Morris	Megan Stevens
Michael Chiarella	Desiree Homyn	Micah Moyer	Nicole Stover
Kimberly Cho	Jacqueline Horgan	Jerry Nunley	Norman Stull
Lauren Compton	Melissa Hoydis	Jessica O'Connor	Rebecca Sutow
Raymond Crawford	Katie Humphries	Katelyn Ortendahl	Rebecca Tkacs
Taylor Crawford	M. Chad Hussein	Matthew Palmer	Jane Tomkinson
Ashley Crossland	Randal Hutflus	Sharon Payne	Elisabeth Tyler
Sarah Derby	Karishma Jaggi	Lauren Phillips	Phyllis Tyrrell
Katlyn DiGiuseppe	Avi Kazman	Jennifer Prendergast	Ashley Vanegas
Andrea Duca	Caitlin Kelly	Cassandra Pugmire	Brittany Verhage
Mary Ellen Durkosh	Nicole Khan	Jacqueline Quinn	Kelli Voorhees
Kathleen Egan	Amie Kipp	Lynn Ratmanskyy	Kristen Walter
Gertrude Ezzo	Kaitlyn Kontopodias	Megan Roney	Aileen Wanzer
Emily Fantuzzo	Kelly Kuhn	Candice Rousseau	Alexis Woodbury
Lauren Federer	Brittany LaScola	Diane Rumbold	Kristy Young
Kristen Ferns	Ashley Lewis	Kristina Schneider	
Jaelyn Ferry	John Lindquist	Katherine Scott	
Brian Filips	Anne Malone	Charles Seelaus	

HOMEBOUND INSTRUCTORS

Alison Bongiorno	Samantha Hennessey	Lee McColm	Joshua Standen
Theresa Castonguay	Desiree Homyn	Krista Metter	Elizabeth Stapf
Bernadette DeBias	Jacquelyn Horgan	Matthew Palmer	Megan Stevens
Sarah Derby	Avi Kazman	Lauren Phillips	Nicole Stover
Gertrude Ezzo	Nicole Khan	Cassandra Pugmire	Rebecca Sutow
Kristen Ferns	Kaitlyn Kontopodias	Megan Roney	Phyllis Tyrrell
Jaclyn Ferry	Brittan LaScola	Candice Rousseau	Brittany Verhage
Brian Filips	Anne Malone	Diane Rumbold	Kristen Walfer
Sandra Frisch	Michelle Mangiaruga	Kristina Schneider	Aileen Wanzer
Lindsay Goodwin	Pat Marino	Katherine Scott	
Justin Hall	Maura Matthews	Krysti Spadea	

PER DIEM SUBSTITUTE EDUCATIONAL ASSISTANTS AND SUBSTITUTE BUS DRIVERS

Substitute EA: Abigail Corson Marie Maginity Tracey Rose

Substitute Bus Driver: Charles Abert Gary Driscoll

Motion Approved 9-0.

Motion by Paul Faulkner, supported by Geryl McMullin, to approve the following EDRs.

EDRs – 2013-2014 DEPARTMENT COORDINATORS

<u>Name</u>	<u>School/Position</u>	<u>Units</u>
Michelle Ambrosini	Holicong/English	8
Richard Knoedler	Holicong/Social Studies	8
Beth Madden	Holicong/Science	8
Brian Novick	Holicong/Mathematics	8
Nancy Bush	Lenape/English	8
Matthew Fash	Lenape/Social Studies	8
Matt Coverdale	Lenape/Science	8
Elizabeth DiFranceisco	Lenape/Mathematics	8
Drew Sterner	Tamanend/English	8
Brian Blair	Tamanend/Social Studies	8
Erika Gamble	Tamanend/Science	8
Kevin Murray	Tamanend/Mathematics	4
Vicki Blasko	Tamanend/Mathematics	4
Amy Fry-Daly	Tohickon/English	8
Christopher Gay	Tohickon/Social Studies	8
Ken Hall	Tohickon/Science	8
Christy Prekup	Tohickon/Mathematics	4
Laurel Kennedy	Tohickon/Mathematics	4
Kimberly Keller	Unami/English	8
Jeff Clifford	Unami/Social Studies	8

Michelle Spera	Unami/Science	8
Jeff Pagano	Unami/Mathematics	8
Melody Mullis	East/English	12
Christopher Johnson	East/Social Studies	12
Laura E'Nama	East/Science	12
William Smith	East/Mathematics	12
Ondrea Reisinger	South/English	12
Tom Hetrick	South/Social Studies	6
Rachel Nulty	South/Social Studies	6
Helena Buzin	South/Science	12
Christopher McGlone	South/Mathematics	12
Virginia Barrett	South/Guidance	6
Rebecca Cartee-Haring	West/English	12
Nicholas Allgyer	West/Social Studies	12
Mark Hayden	West/Science	12
Leanne Schrier	West/Mathematics	12
Lisa Corr	West/Guidance	6

#### EDRs 2013-2014 STUDENT ACTIVITIES

<u>Name</u>	<u>School/Position</u>	<u>Units</u>
Joel Chodoroff	Holicong/Band Director	12
Jennifer DiVasto	Holicong/Orchestra/String	4
Patrick Kelly	Holicong/Stagecrafters	7
James Glaser	Holicong/Choral Director	12
Amy MacMinn	Holicong/Student Council	10
Michelle Ambrosini	Holicong/TV Studio	3
Patrick Kelly	Holicong/TV Studio	1
Jessica Reid	Holicong/National Junior Honor Society	2
<i>Middle School Team Leaders</i>		
Michelle Ambrosini	Holicong/Team 7-0	2
Andrew Kane	Holicong/Team 7-1	2
Jodi Lock	Holicong/Team 7-2	2
Joshua Kaeser	Holicong/Team 8-0	4
Gregory Maigur	Holicong/Team 8-1	2
Brian Novick	Holicong/Team 8-2	2
Jason Hepler	Holicong/9 <sup>th</sup> Grade	2
Susan Talley	Lenape/Band Director	8
Jessica Weber	Lenape/Orchestra/String	4
Jaime Rogers	Lenape/Stagecrafters	7
Jaime Rogers	Lenape/Choral Director	10
Matthew Fash	Lenape/Student Council	6
Andrew Burgess	Lenape/TV Studio	2
Kimberly Koch	Lenape/National Junior Honor Society	2



*Middle School Team Leaders*

Sandra Musoleno	Lenape/7 <sup>th</sup> – Explorer Team	2
Rayna Lolla-Smith	Lenape/7 <sup>th</sup> – Quest Team	2
Matthew Curran	Lenape/8 <sup>th</sup> – Dream Team	2
Zachary Martilla	Lenape/8 <sup>th</sup> – Wonder Team	4
Rodger Przybylowski	Lenape/9 <sup>th</sup> Grade	2

Larry Werner	Tamanend/Band Director	12
Jessica Weber	Tamanend/Orchestra/String	4
Ian Sanchez	Tamanend/Stagecrafters	7
Ian Sanchez	Tamanend/Choral Director	8
Maria Vitacco	Tamanend/Student Council	7
Ellen Thompson	Tamanend/Student Council	7
Drew Sterner	Tamanend/TV Studio	1
Matt Landis	Tamanend/TV Studio	1
Mary Pat Mars	Tamanend/National Junior Honor Society	1
Emily Murray	Tamanend/National Junior Honor Society	1

*Middle School Team Leaders*

Maria Vitacco	Tamanend/ 7 <sup>th</sup> Grade	4
Lisa Mancini	Tamanend/7 <sup>th</sup> Grade	4
Susan Roth	Tamanend/8 <sup>th</sup> Grade	4
Paul Eisold	Tamanend/8 <sup>th</sup> Grade	1
Mary Kate Kern	Tamanend/8 <sup>th</sup> Grade	1
Luz Corsino	Tamanend/9 <sup>th</sup> Grade	3
Lori Marano	Tamanend/9 <sup>th</sup> Grade	3

Ron LaMar	Tohickon/Band Director	14
Jennifer Repper	Tohickon/Orchestra/String	6
William Senavaitis	Tohickon/Stagecrafters	7
Linsey Griffin	Tohickon/Choral Director	8
Ricki Wittmer	Tohickon/Student Council	10
Kelly Zagwoski	Tohickon/Student Council	2
William Senavaitis	Tohickon/TV Studio	4
Bridget Pustay	Tohickon/National Junior Honor Society	1
Daniel Saska	Tohickon/National Junior Honor Society	1

*Middle School Team Leaders*

Kelli McMahon	Tohickon/7 <sup>th</sup> Grade	4
Jennifer Reese	Tohickon/7 <sup>th</sup> Grade	4
Christine Moran	Tohickon/8 <sup>th</sup> Grade	2
Jarred Levenson	Tohickon/8 <sup>th</sup> Grade	4
Travis Forney	Tohickon/8 <sup>th</sup> Grade	4
Chris Gay	Tohickon/9 <sup>th</sup> Grade	4

Harry Bower	Unami/Band Director	10
Hannah Pak	Unami/Orchestra/String	4
Harry Bower	Unami/Stagecrafters	9
Kimberlee Lenardo	Unami/Choral Director	14
Denise Miller	Unami/Student Council	3
Janet Rodenhause	Unami/Student Council	3

Laura Wingerter	Unami/Student Council	2
Colleen Haag	Unami/TV Studio	1
Michelle Spera	Unami/TV Studio	1
Rebekah Mendoza	Unami/National Junior Honor Society	1
Tina Hickman	Unami/National Junior Honor Society	1
<i>Middle School Team Leaders</i>		
D. Miller	Unami/7 <sup>th</sup> Grade	2
M. Myers	Unami/7 <sup>th</sup> Grade	2
J. Smola	Unami/8 <sup>th</sup> Grade	2
K. Keller	Unami/8 <sup>th</sup> Grade	4
H. Herwig	Unami/9 <sup>th</sup> Grade	4
Jason Morehouse	East/Band Director	30
Christopher Villante	East/Choral Director	8
Jennifer DiVasto	East/Orchestra Director	5
Michael Grieco	East/Amplification	5
Steven Bercik	East/Newspaper	5
Steven Bercik	East/Yearbook Sponsor	18
Jaime Marcucci	East/Soph. Class Advisor	0.25
Kim Benson	East/Soph. Class Advisor	4.75
Tyler Levy	East/Senior Class Advisor	6
Laura Domzalski	East/Junior Class Advisor	5
Amanda Dicks	East/Student Government	5
Bernadette Fly	East/Student Government	4
Heather Rubino	East/Student Government	1
Christine McLaughlin	East/National Honor Society	1.5
Sara Jones Yoder	East/National Honor Society	1.5
Bridgett Szychulski	South/Band Director	30
Joe Stellino	South/Choral Director	10
Scott Hensil	South/Orchestra Director	5
Lauren Woehr	South/Newspaper	7
Jessica (Yennie) Fidler	South/Yearbook Sponsor	14
Jessica (Yennie) Fidler	South/Yearbook Assistant	2
William Melvin	South/Senior Class Advisor	6
Beth Mattern	South/Junior Class Advisor	5
Patrick Balkit	South/Sophomore Class Advisor	5
William Melvin	South/Sophomore Class Advisor	4
Beth Mattern	South/Sophomore Class Advisor	2
Helena Buzin	South/National Honors Society	3
Neil Delson	West/Band Director	28
Joseph Ohrt	West/Choral Director	16
Scott Hensil	West/Orchestra Director	5
Neil Delson	West/Amplification	3
Alexandra Dyer	West/Newspaper	2.5
Val D'Alonzo	West/Newspaper	2.5
Stephanie Ferraro	West/Yearbook Sponsor	14
Erin Walsh	West/Yearbook Sponsor	2

Helen Portytko	West/Senior Class Advisor	6
Nancy Magee	West/Junior Class Advisor	5
Dawn Curran	West/Sophomore Class Advisor	2.5
Christine Leszczynski Maida	West/Sophomore Class Advisor	2.5
Kimberly McHale	West/Student Government	8
Colleen Graney	West/National Honor Society	3

Motion Approved 8-0-1. (John Gamble)

#### STUDENT ITEMS

Motion by Geryl McMullin, supported by Kelly Unger, to approve KS to remain at Mill Creek Elementary School for the 2013-2014 school year as a tuition student.

Motion Approved 9-0.

Motion by Geryl McMullin, supported by Kelly Unger, to approve the following student trips:

- CB South Latin 2 and Latin 3 classes to travel to New York on November 14, 2013.
- CB East Global Relations classes to travel to New York on December 3, 2013.
- Holicong Middle School 9<sup>th</sup> grade class to travel to Washington, D.C. on April 2, 2014.
- CB South Band to travel to Cleveland, Ohio on April 10-13, 2014.
- CB West Choir to travel to VA on May 1-4, 2014.

Motion Approved 9-0.

#### STAFF CONFERENCES/WORKSHOPS

Motion by Kelly Unger, supported by Joseph Jagelka, to approve the following staff to attend the listed conferences/workshops:

Christina Lang	10/28/13	Rick Wormeli Formative Assess	BCIU #22	\$125
Dale Scafuro	10/31/13	EPAESEAC Conference	Hershey, PA	\$150
Mary Kay Speese	10/31/13	EPAESEAC Conference	Hershey, PA	\$150
Hannah Pak	11/5/13	Dis 11 Prof Dev Conf	Mont CC	\$ 37
Tracy Jann	11/15/13	Effective Strategies for Readers	Philadelphia	\$229
Karen Wallace	11/15/13	Effective Strategies for Readers	Philadelphia	\$229
Diane White	11/15/13	Effective Strategies for Readers	Philadelphia	\$264


These conferences totaling \$1,184 are being paid by federal grant money.

Motion Approved 9-0.

There being no further business before the Board, motion by Kelly Unger, supported by Joseph Jagelka, to adjourn at 8:17 p.m.

Motion Approved 9-0.

Respectfully submitted,



Sharon L. Reiner

Board Secretary

CENTRAL BUCKS SCHOOL DISTRICT  
Human Resource Committee Minutes  
October 9, 2013

Committee Members Present

Stephen Corr, Member

Committee Members Absent

James Duffy, Chairperson

Geryl McMullin, Member

Other Board Members and Administrators Present

Paul Faulkner

John Gamble

Joe Jagelka

Tyler Tomlinson

Kathleen Walsh HR Manager

Gilbert Martini, HR Director/Admin. Liaison

The Human Resources Committee meeting was called to order at 6:00 p.m. by Stephen Corr.

Public Comment

There were no members of the public present for public comment.

Discussion/Information/Action Items

a. Delta Dental Contract 2013-2016

The Committee was briefed on an RFP resulting in a five (5) year contract renewal with Delta Dental saving \$114,720 during the term of the agreement.

b. Life Insurance Contract 2013-2017

The Committee was briefed on a new four (4) year contract with Assurant Life which will save \$140,000 during the term of the agreement.

c. Grandfathering Health Care

The Affordable Care Act requires health plans that are not "grandfathered" to offer preventative care and care for woman's health like pap smears, mammograms, gynecological exams etc. at no cost to the employee. Because plan design has not changed for support staff and administrators those plans are considered "grandfathered" under ACA. As a result, support staff and administrators continue to pay for preventative care. Administering a grandfathered and non-grandfathered plan can be time consuming and more costly in the long run. The district is recommending that we offer preventative care to all employee groups to simplify plan administration and reduce more costly claims later. The cost for preventative care is estimated at \$27,500 per year. The Committee recommended approval. This item will be placed on the Board Agenda for consideration.

d. Health Care Dependents – Same Sex Marriage

The Supreme Court recently ruled that marriage for federal purposes between a one man and one woman is unconstitutional. While other states recognize same sex marriage Pennsylvania does not. The district has received a request to provide insurance benefits to a dependent under a same sex marriage performed in the state of Delaware. The Committee recommended not allowing this practice until Same Sex Marriage becomes legal in Pennsylvania.

e. Auxiliary Pay Rates -- Substitute Teachers

Last year, the pay rate for Long-Term-Per-Diem substitute teachers was \$23.70 per hour. This year the rate was lowered to \$17.50 per hour. This reduction may have been too drastic. After discussion it was recommended that the pay rate be increased to \$19.75 per hour beginning November 1, 2013. A LTPD substitute works 10 consecutive days in the same assignment and must develop lesson plans, understand district curriculum and complete student grades. The Committee also supported a recommendation to reduce the number of days a per-diem substitute works before a wage increase occurs. Currently, substitutes who work 1 - 39 days earn \$11.85 per hour and \$13.85 per hour at 40+ days. The district is not recommending a change in this pay rate but is recommending an increase after 20 days. Auxiliary pay rate modifications will be placed on the Board Agenda for consideration.

f. Executive Session -- Grievances, Employment Actions

g. Adjournment

The meeting adjourned at 7:25 p.m. The next meeting is scheduled for November 13, 2013.

Minutes submitted by Gilbert R. Martini, Jr., Human Resources Director and Administrative Liaison to the Human Resources Committee.

**MIDDLE BUCKS INSTITUTE OF TECHNOLOGY**  
**EXECUTIVE COUNCIL MINUTES**  
September 9, 2013

- I. The regular meeting of the MBIT Executive Council was convened on Monday, September 9, 2013, at 5:30 p.m. by Mrs. Betty Huf, Executive Council Member, in Room 101 at MBIT. The Executive Council rose to recite the Pledge of Allegiance to the flag. The following members were in attendance:

**Council Members**

Ms. Katherine Driban, Centennial S.D.  
Dr. Bill Foster, Council Rock S.D.  
Mrs. Betty Huf, Centennial S.D.  
Mrs. Bernadette Heenan, Council Rock S.D.  
Mr. Joseph Jagelka, Central Bucks S.D.  
Mr. Charles Kleinschmidt, Centennial S.D.  
Mr. R. Tyler Tomlinson, Central Bucks S.D. (Alternate)

**Absent**

Mr. John Gamble, Central Bucks S.D.  
Mrs. Kelly Unger, Central Bucks S.D.  
Mr. John Vaughn, New Hope Solebury S.D.

**Others in Attendance:**

Dr. Raymond Boccuti, MBIT Superintendent of Record, New Hope-Solebury S.D.  
Mrs. Denise Dohoney, Assistant Director  
Mr. Jeffrey Garton, Esq., School Solicitor  
Mr. Richard Hansen, Facility Supervisor  
Mrs. Roberta Jackiewicz, Assistant Board Secretary  
Mr. Vincent Loiacono, Director of Facility Operations  
Mrs. Stacy Pakula, Career and Technical Education Supervisor  
Mrs. Kathryn Strouse, Administrative Director  
Mr. Robert Vining, Business Manager

- II. There were no guests in the meeting.
- III. Mrs. Huf welcomed Mr. Tomlinson, Alternate Executive Council Member from Central Bucks School District.

Mrs. Huf reported that with the summer renovation projects complete and classrooms in tip top shape, Middle Bucks was ready to begin the 2013-2014 school year. Teachers returned from their summer break on August 26<sup>th</sup> for three days of in-service followed by a classroom prep day. The official school year kicked off last Tuesday, September 3<sup>rd</sup> when Middle Bucks welcomed more than 800 students. Teachers have been busy conducting orientation, explaining the safety rules and helping the students find their way around the school. A welcome back assembly was held on Friday, September 6<sup>th</sup> and a Skills USA assembly was held today. It certainly seems that we are off to a good start this year.

- IV. It was noted that Aspirations Restaurant should open during the mid to third week of October.
- V. Ms. Driban moved, Mr. Jagelka seconded, passed unanimously to approve the minutes of the August 12, 2013 meeting. Attachment 1 (pg. 1-1)
- VI. Routine Business:

A. Administrative Report

1. Mrs. Dohoney gave an overview of staff in-service activities. These included updates, end of year data review, mandated reporting of child abuse, 21<sup>st</sup> Century Learning, identifying drug use and educator effectiveness using the new teacher evaluation system and differentiated supervision.
2. Mrs. Pakula noted that during in-service we observed a moment of remembrance for our staff member and friend Mr. Nathan Burkit, who passed away almost a year ago. We also had presentations on understanding and embracing change, the first days of school procedures and the Olweus Bullying Prevention Program.

Mrs. Pakula also reviewed the first days of school. We held welcome back assemblies for our students, reviewed the Student Handbook and Parent Guide and reviewed the Olweus bullying rules.

3. Mrs. Strouse reported that the Comprehensive Plan has been completed and is posted on our website. We are required to post it on the website for 28 days before we submit it to the Department of Education. She provided the Executive Council with a copy of the entire plan as well as an abbreviated version. The Comprehensive Plan will be brought to the Executive Council in October for their approval and will be filed with the Department of Education for enactment in July, 2014.

Discussion included that the Bucks County Intermediate Unit has a staff member that is responsible for assisting each of the school districts with the development of their strategic plan and she helped facilitate our process.

4. Mrs. Strouse provided an overview of the goals and objectives for the 2013/14 school year. The goals include the completion of the PDE Comprehensive Plan, continue participation in the Technical Assistance Program (TAP), to provide mandatory Child Abuse Recognition and Reporting Training for all staff, implement the Olweus Bullying Program, implement the PDE Teacher Effectiveness System using formal observations and Differentiated Supervision, and create Student Learning objectives.

Other goals include to collaborate with the OAC committees to build enrollment in Administrative Sciences and Business Technology, Auto Collision Technology and Computerized Drafting and Engineering Graphics, select a new merchant service to replace Google Wallet, develop a team to

support the completion of the student built house and complete building renovations in Health Occupations, the main lobby and staff lounge.

The marketing goal consists of upgrading the MBIT Mission Statement, conducting Prezi presentations at the Centennial, Council Rock and New Hope Solebury school board meetings, to successfully build new articulation agreements and schedule interviews with Comcast Newsmakers for Computerized Drafting and Engineering Graphics and Administrative Sciences and Business Technology. The final goal is to implement a Wellness Program for MBIT staff. Attachment 2 (pg. 2-1)

Discussion included an explanation of the new Teacher Effectiveness System, which included observations, portfolios; self-directed projects, peer mentoring projects and that improvement plans would continue to be implemented if needed. The time frame for development of articulation agreements is lengthy with Bucks County Community College. They may do away with individual articulation agreements have one agreement for 13 programs. Some schools move quickly on articulation agreements and some take longer. It was also suggested that we consider raising the fee for Comcast to film Comcast Newsmakers.

- B. Ms. Driban moved, Mr. Jagelka seconded, passed unanimously, to receive and file MBIT's update including activities/events, correspondence and related matters as per Attachment 3 (pg. 3-1)

C. Committee Reports

- 1. Dr. Boccuti, Superintendent and Chairperson of the Professional Advisory Council reported they had a really productive conversation with Mrs. Strouse regarding what they can do to best coordinate the five school calendars. He said it is a challenge and they never forget the work Mrs. Strouse has to put in try to accommodate four different districts and four different calendars. The Superintendents are going to work as collaboratively as possible to make it best for all the school districts and the students.

Dr. Boccuti also noted that his time as Superintendent of Record technically ended at the end of last school year. It was scheduled to rotate to another Superintendent, but since there are two new superintendents in the four, Mr. Klein and Dr. Boccuti thought it might be best if they split this year, so the two new Superintendents can get settled in their job. Dr. Boccuti will continue until January and Mr. Klein will take over until the end of the year. They will re-evaluate at the end of the year. Dr. Boccuti concluded by saying that appreciates the opportunity to work here for a couple more months and thanked the Executive Council for keeping him on. He said he enjoys this experience. Attachment 4 (pg. 4-1)

- 2. The Building, Security and Technology Committee meeting scheduled on Tuesday, September 3, 2013 at 4:30 PM was cancelled. Mrs. Bernadette Heenan, Chairperson. Attachment 5 (pg.5-1)



3. The Program, Policy and Personnel Committee meeting scheduled on Tuesday, September 3, 2013 at 5:15 PM was cancelled. Mrs. Betty Huf, Chairperson. Attachment 6 (pg. 6-1)
4. The Finance Committee meeting scheduled on Tuesday, September 3, 2013 at 6:00 PM was cancelled. - Ms. Katherine Driban, Chairperson. Attachment 7 (pg. 7-1)
- D. Ms. Driban moved, Mrs. Heenan seconded, passed unanimously, to approve the Cash Payments Report for August. Attachment 8 (pg. 8-1)
- E. Ms. Driban moved, Mrs. Heenan seconded, passed unanimously, to approve the Treasurer's Report for July. Attachment 9 (pg. 9-1)

VII. Current Agenda Items

A. Personnel Items

1. Ms. Driban moved, Dr. Foster seconded, passed unanimously, to approve the qualifying leave of absence consistent with Policy #335.1 – Family and Medical Leave for Nancy Messick, Adult Education Coordinator, effective October 16, 2013.
2. Ms. Driban moved, Dr. Foster seconded, passed unanimously, to ratify employment of the additional fall 2013 Adult Evening School staff. Attachment 10 (pg. 10-1)
3. Ms. Driban moved, Dr. Foster seconded, passed unanimously, to approve the Occupational Advisory Committee Members (OAC) for the 2013/14 school year. Attachment 11 (pg. 11-1)
4. Ms. Driban moved, Dr. Foster seconded, passed unanimously, to approve the additions to the substitute staff listing for the 2013-14 school year. Attachment 12 (pg. 12-1)

B. Policies

1. FIRST READING

Ms. Driban moved, Mr. Jagelka seconded, passed unanimously to accept for first reading the following revised Board Policies. Attachment 13 (pg. 13-1):

- a. Revised Policy No. 335.1 – Family and Medical Leave – Administrative Employees Section
- b. Revised Policy No. 435.1 – Family and Medical Leave – Professional Employees Section.
- c. Revised Policy No. 535.1 – Family and Medical Leave – Classified Employees Section.

Mr. Garton noted there will be a modest adjustment to reflect the original adoption date of the policies when it comes back for final adoption.

C. Other Matters for Consideration

1. Ms. Driban moved, Mr. Jagelka seconded, passed unanimously, to approve and implement the contracts for the Perkins Grant (Federal) for the 2013-2014 school year. Attachment 14 (14-1)
2. Ms. Driban moved, Mr. Jagelka seconded, passed unanimously, to approve the Articulation Agreement with Universal Technical Institute. Attachment 15 (pg. 15-1)
3. Ms. Driban moved, Mr. Jagelka seconded, passed unanimously, to approve Chapter 339 Guidance Plan. Attachment 16 (pg. 16-1)

Discussion included that this plan has to be approved every year. It is basically a plan of what we will be doing to market our school and is substantially similar to what we have had in the past. The dates have been updated and a few new ideas have been added.

4. Ms. Driban moved, Mr. Jagelka seconded, passed unanimously, to receive and file the 2013/14 Administrative Goals and Objectives. Attachment 2 (pg. 2-1)
5. After discussion, the Executive Council unanimously approved that Mrs. Heenan, Secretary, vote for the following PSBA Officers on behalf of the Executive Council:

President-Elect – Mark B. Miller  
Vice President – Larry B. Breech  
Treasurer – Otto W. Voit III  
At-Large Representative (East) – Maura Buri

Mrs. Strouse distributed a list of all of the Co-op employers that was requested at the August meeting.

Mrs. Heenan commented that one of our students was directing traffic at Northampton Day and she overheard him speaking to several Police Officers regarding Middle Bucks. She said that the student was articulate and positive and she was so proud of him. She said she is proud of the service hours and volunteer hours that these students provide within the community. Mrs. Heenan asked if it would be possible for Middle Bucks Institute of Technology to have a table at some of the community events.

Mrs. Huf announced an Executive Session would be held directly after the public meeting to discuss a matter of legal litigation.

- VIII. Ms. Driban moved, Mr. Jagelka seconded, passed unanimously, to adjourn the September 9, 2013 meeting of the MBIT Executive Council at 6:08 PM.

Respectfully submitted,

Bernadette Heenan  
Secretary

Roberta Jackiewicz  
Assistant Secretary

**CENTRAL BUCKS SCHOOL DISTRICT  
2013-14 FACILITY USE CHARGES**

Attachment B

FACILITY	NON-PROFIT GROUPS (IRS approval letter showing "501C3" or "tax exempt" status)	FOR PROFIT GROUPS
<u>Auditorium</u>	\$600 for four (4) hours or less. \$150 for each additional hour. \$ 80 per hour for rehearsals.	\$1,200 for four (4) hours or less. \$ 300 for each additional hour. \$ 160 per hour for rehearsals.
Stage Manager <u>Will Be Required</u> for lighting/sound (beyond house lights/microphone) and billed at the rate of \$60/hr.		
<u>Gymnasium/APR/LGI Library/Cafeteria</u> When more than one Group is using the building at the same time, each group must pay for the time it uses.	<u>\$20 /night</u> Weeknights During the School Year (per space reserved)  \$55 /hour Saturday and Sunday use.  (Not available during the Summer)	\$1,000 plus \$125 per hour.   (Not available during the Summer)
<u>Classrooms/Conference Rooms/SGI/Office Areas</u> When more than one group is using the building at the same time, each group must pay for the time it uses.	<u>\$10 /night</u> Weeknights During the School Year (per space reserved)  \$55 /hour Saturday and Sunday use.  (Not available during the Summer)	Not available.
<u>WAR MEMORIAL Artificial Turf Field</u>	\$ 225 per hour (Includes CBSD Grounds Person) (Available from 7:00 am to Dusk) Rentals scheduled during the High School Sports Season are subject to rescheduling. Lights are available until 7:00 pm at an additional cost of \$125 per hour.	
<u>CB East Pool CB South Pool</u>	\$125 /hr plus hourly rate of lifeguard(s) through Community School. \$155 /hr plus hourly rate of lifeguard(s) through Community School.	Not available.
<u>Field Use</u>	\$25 /day for each individual athletic field requested. The "adopt a field" program is no longer available. Tennis Courts are available for group rental at \$6 per hour (per court)	
<u>Miscellaneous Cancellations</u>	Facility use is limited to the actual School year (for interior spaces only). If your group uses a space for longer than the requested time, the invoice will reflect the actual time the space was used.  48-Hour Notice Required. If notice is received less than 48 hours before the start of your reserved time, you will be billed for the full requested time.	