

**CENTRAL BUCKS SCHOOL DISTRICT
SCHOOL BOARD MEETING**

January 10, 2012

The Central Bucks Board of School Directors held its meeting on Tuesday, January 10, 2012 in the Board Room of the Educational Services Center. Mrs. McMullin called the meeting to order at 7:38 p.m., followed by the Pledge of Allegiance. Mrs. McMullin announced that the Board met in Executive Session prior to this meeting to discuss negotiations and legal issues.

ROLL CALL

Board members present:

Stephen A. Corr	
James R. Duffy	
John H. Gamble	
Joseph M. Jagelka	
Geryl D. McMullin	Vice President
R. Tyler Tomlinson	
Kelly E. Unger	
Jerel P. Wohl	

Board members absent:

Paul B. Faulkner	President
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Also present:

Dr. N. Robert Laws	Superintendent
Dr. David P. Weitzel	Assistant Superintendent for Elementary Education
Dr. Nancy B. Silvious	Assistant Superintendent for Secondary Education
Scott D. Kennedy	Director of Operations
Gilbert R. Martini, Jr.	Director of Human Resources
Thomas McCambridge	Director of Finance
Dale D. Scafuro	Director of Student Services
Edward V. Sherretta	Director of Technology
Jeffrey P. Garton	Solicitor
Sharon L. Reiner	School Board Secretary

APPROVAL OF MINUTES

Upon a motion by Mr. Gamble, seconded by Mr. Corr, with all members present voting aye, the minutes of the December 5, 2011 school board meeting were approved.

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SUPERINTENDENT'S REPORT

School Board Recognition. Dr. Laws announced that January is School Director Recognition Month in Pennsylvania. Dr. Laws thanked the Board for their commitment and service to the community and presented members with two books: *Mindset – The New Psychology of Success* by Carol S. Dweck, Ph.D., and *Central Bucks School District – How Far We Have Come* by Corinne Cody, Ed.D.

CB Schools and Community Outreach. Mrs. Dale Scafuro, Director of Student Services, presented a powerpoint highlighting the service learning and community service projects the CB students and staff are involved in throughout the school year. Ms. Suzanne Vass, Guidance Counselor at Gayman Elementary School, and a kindergarten student spoke about one of the programs, *Poverty Resolutions*, in which students are involved at Gayman. Each class has adopted a child in Haiti to send to a Haitian school for a year. Mr. Jeff Klein, Guidance Counselor at Tamanend Middle School, and a current student spoke about the ways students support the Kelly Anne Dolan Memorial Fund. A former CB South graduate and current student at CB South spoke about the various contributions/donations CB students have given, such as cold weather necessities and toys, to the students at the Isaac Sheppard School in Philadelphia. These are just a few of the many wonderful community outreach projects in which our students and staff are involved.

PUBLIC COMMENT

Yvette McMasters, Nick Lykon, and Kevin Boell commented on Employee Terminations; Liz Lacey-Oster commented on Transportation.

RECOMMENDATIONS FOR ACTION

Approval to employ School Exec Connect to conduct a Superintendent Search at a cost not to exceed \$23,900. Upon a motion by Mr. Corr, seconded by Mr. Jagelka, with all members present voting aye, approval to employ School Exec Connect to conduct a Superintendent Search at a cost not to exceed \$23,00 subject to the revisions and comments made by the Solicitor to that contract was granted. Mr. Garton stated there are no serious issues with the contract and that he will notify the Superintendent once issues are resolved with the search firm. (Attachment A).

Approve PDE PlanCon J Project Accounting Based on Final Costs for Renovations at Linden Elementary School. Upon a motion by Mr. Gamble, seconded by Mr. Corr, with all Board members present voting aye, the PlanCon J Project Accounting based on final costs for renovations at Linden Elementary School was approved.

Approval of School Board Policies (first read). Upon a motion by Mr. Corr, seconded by Mr. Gamble, with all Board members present voting aye, School Board Policy #109.1 – Use of Print and Non-Print Material in the Classroom, School Board Policy #302 – Employment of Superintendent/Assistant Superintendent, School Board Policy #303 – Employment of Administrators, School Board Policy #407 – Student Teachers, School Board Policy #504 –

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Employment of Classified Employees, School Board Policy #504.1 – Employment of School Bus Drivers, School Board Policy #505 – Employment of Substitute and Short-Term Employees, School Board Policy #815 – Acceptable Use of Internet, Computers and Network Resources, and School Board Policy #818 – Contracted Services were tabled until further review by the appropriate School Board Committee.

Personnel Items

Resignations. Upon a motion by Mr. Corr, seconded by Mr. Duffy, with all members present voting aye, the following Resignations were approved.

<u>Name</u>	<u>Position/School</u>	<u>Effective Date</u>
Sarah Stumpf	Biology teacher/East	12/9/11
JoAnn Eckley	Basic Skills Assistant/Titus	1/31/12
Susan Mattes	Bus Driver/Transportation	12/2/11

Retirements. Upon a motion by Mr. Corr, seconded by Mr. Duffy, with all members present voting aye, the following Retirements were approved.

<u>Name</u>	<u>Position/School</u>	<u>Effective Date</u>
Harriet Jacobs	Reading teacher/Tamanend	2/17/12
Dianne Stahl	Chemistry teacher/West	1/23/12
Mildred Johnson	Bus Driver/Transportation	1/1/12
Doris Phillips	Custodian/South	1/3/12

Terminations. Upon a separate motion by Mr. Corr, seconded by Mr. Wohl, with all members present voting aye, the following Terminations were approved.

<u>Name</u>	<u>Position/School</u>	<u>Effective Date</u>
Elaine Cronin	Special Education Assistant/Bridge Valley	12/16/11
Cynthia Cross	Special Education Assistant/Bridge Valley	12/16/11
Jeannie Horst	Custodian/Facilities	12/16/11
Virginia Lemaitre	Bus Driver/Transportation	12/12/11
Robin Lykon	Personal Care Assistant/Bridge Valley	12/16/11
Theodore Potts	Custodian/East	11/11/11

ROLL CALL: Mrs. Unger – Aye Mr. Wohl – Aye Mr. Jagelka - Abstain
 Mr. Faulkner – Absent Mr. Corr – Aye Mr. Duffy - Aye
 Mr. Tomlinson – Aye Mr. Gamble – Abstain Mrs. McMullin – Aye

The motion passed: 6 - Aye, 0 - Nay, 2 - Abstentions, 1 - Absent

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Approval of Unpaid Leave of Absence. Upon a motion by Mr. Corr, seconded by Mr. Duffy, with all members present voting aye, the following Unpaid Leave of Absence were approved.

Matthew Clemens a Physics teacher at Central Bucks High School - East from January 23, 2012 until April 17, 2012. This leave was requested for child rearing purposes in accordance with the Family Medical Leave Act.

Monica DeMuro an English teacher at Holicong Middle School from March 26, 2012 until August 2012. This leave was requested for maternity/child rearing purposes in accordance with the Family Medical Leave Act.

MaryKate Kern a Special Education teacher at Tamanend Middle School from February 22, 2012 until August 2012. This leave was requested for maternity/child rearing purposes in accordance with the Family Medical Leave Act.

Robert Kibbe a Technology teacher at Holicong Middle School from March 19, 2012 until August 2012. This leave was requested for military duty.

Julie McGovern an Elementary teacher at Groveland Elementary School from March 26, 2012 until August 2013. This leave was requested for maternity/child rearing purposes in accordance with the Family Medical Leave Act.

Kristen Reynolds a Librarian at Lenape Middle School from February 27, 2012 until May 20, 2012. This leave was requested for maternity/child rearing purposes in accordance with the Family Medical Leave Act.

Aubrey Sebestyen an English teacher at Central Bucks High School – East from February 17, 2012 until May 11, 2012. This leave was requested for maternity/child rearing purposes in accordance with the Family Medical Leave Act.

Jennifer Summers a Special Education teacher at Bridge Valley Elementary School from March 23, 2012 until August 2012. This leave was requested for maternity/child rearing purposes in accordance with the Family Medical Leave Act.

Susan Talley a Music teacher at Titus/Barclay Elementary Schools from March 7, 2012 until May 31, 2012. This leave was requested for maternity/child rearing purposes in accordance with the Family Medical Leave Act.

Melissa Trouts an Elementary teacher at Bridge Valley Elementary School from April 28, 2012 until August 2012. This leave was requested for maternity/child rearing purposes in accordance with the Family Medical Leave Act.

Tracy Pagbaya a Basic Skills/Educational Assistant at Butler Elementary School from May 9, 2012 until June 30, 2012. This leave was requested for maternity/child rearing purposes in accordance with the Family Medical Leave Act.

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Approval of Extension of Unpaid Leave of Absence. Upon a motion by Mr. Corr, seconded by Mr. Duffy, with all members present voting aye, the following Extension of Unpaid Leave of Absence were approved.

Tiffany Salter a Business teacher at Lenape/Tamanend Middle Schools from January 19, 2012 until August 2012. This extension of leave was requested for maternity/child rearing purposes.

Brooke Vilbas an Elementary teacher at Doyle Elementary School from February 21, 2012 until August 2012. This extension of leave was requested for maternity/child rearing purposes.

Appointments. Upon a motion by Mr. Corr, seconded by Mr. Duffy, with all members present voting aye, the following people Appointments were approved.

<u>Name</u>	<u>Position/School</u>	<u>Rate</u>	<u>Effective</u>
Hermen Chen	Security Monitor/East	\$11.90/hour	11/28/11
Darlene Danilowicz	Custodian/Holicong	\$15.02/hour	1/11/12
Kellyann Geddes	Special Education Assistant/South	\$13.60/hour	12/5/11
Donna Kosling	Transportation Assistant/Transportation	\$11.90/hour	12/13/11
Amy Leta	Basic Skills/IA/Buckingham	\$13.60/hour	12/19/11
Heather Mergen	(Temp) Basic Skills/EA/Cold Spring	\$13.60/hour	1/3/12
David Pucetas	Custodian/East	\$15.02/hour	12/21/11
David Thomas	Custodian/East	\$15.02/hour	1/11/12

Approval of Long-Term Substitute Teachers. Upon a motion by Mr. Corr, seconded by Mr. Duffy, with all members present voting aye, the following Long-Term Substitute Teachers were approved for the 2011-2012 school year.

<u>Name</u>	<u>Position/School</u>	<u>Rate/Annum</u>	<u>Effective</u>
Donna Ahern	Elementary teacher/Doyle	\$47,006	9/12/11 until the end of the 2011-12 school year
Jackie Cohen	Elementary teacher/Bridge Valley	\$25,960	12/23/11 until the end of the 2011-12 school year
Michael Gentile	Elementary teacher/Linden	\$28,615	12/13/11 until the end of the 2011-12 school year
Karen M. Keim	Science teacher/Holicong	\$29,559	11/28/11 until the end of the 2011-12 school year
Denise McCrea	Elementary teacher/Cold Spring	\$29,559	11/28/11 until the end of the 2011-12 school year
Colleen Pacenski	Special Education teacher/East	\$39,036	9/26/11 until the end of the 2011-12 school year
Amanda Teeter	Elementary teacher/Bridge Valley	\$25,019	12/23/11 until the end of the 2011-12 school year

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Approval of Long-Term Per Diem Substitute Teachers. Upon a motion by Mr. Corr, seconded by Mr. Duffy, with all members voting aye, the following Long-Term Per Diem Substitute Teachers were approved.

<u>Name</u>	<u>Position/School</u>	<u>Salary</u>	<u>Effective Date</u>
Kasey Calderone	Special Ed teacher/Bridge Valley	\$180/day	10/12/11 – 1/20/12
Christine Champeaux	Computer Applications tchr/Unami	\$180/day	12/1/11 – 12/15/11
Ashleigh Deluca	English teacher/Lenape	\$180/day	1/11/12
Ken Ehrmann	Elementary teacher/Buckingham	\$180/day	1/3/12
Tania Gonzalez	Spanish teacher/Tohickon	\$180/day	11/28/11
Lee Ann Littlefield	Art teacher/West	\$180/day	11/28/11
Jill Mohry	Elementary teacher/Titus	\$180/day	12/16/11 – 3/20/12
Megan Petrie	Elementary teacher/Bridge Valley	\$180/day	11/11/11
Melissa Rockovich	Elementary teacher/Linden	\$180/day	12/16/11 – 1/19/12
Danielle Marie Wenzel	Elementary teacher/Butler	\$180/day	11/28/11

Classification Changes. Upon a motion by Mr. Corr, seconded by Mr. Duffy, with all members present voting aye, the following Classification Changes were approved.

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Michael Gleicher	.31 TPE/.69 LTS Bio/Chem East/South/West No Change In Salary	1.0 TPE Bio/Chem teacher East/South/West No Change In Salary	8/25/11
John Mahoney (Recalled from Furlough)	Mathematics teacher West \$45,200 Per Annum	Mathematics teacher West \$22,253 Per Annum Prorated	1/25/12 – 6/12
Christopher McGullam	.8 TPE/.2LTS Science Unami No Change In Salary	1.0 TPE Science Unami No Change In Salary	8/25/11
Nicole Plesser	.5 TPE/.5LTS Elementary Barclay No Change In Salary	1.0 TPE Elementary tchr Barclay No Change In Salary	8/25/11

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EDR's. Upon a motion by Mr. Corr, seconded by Mr. Duffy, with all members present voting aye, the following EDR's were approved.

Elementary Building EDR's, 2011-2012 Fall Semester

School	Name	Activity	Units Paid
Barclay	Kim Tumminia	Family Reading Night	1
Barclay	Carol Miller	Family Reading Night	1
Bridge Valley	Abbey Salon	School Play	1
Bridge Valley	Robbin Danko	Technology	1
Bridge Valley	Megan Jaeger	Website	1
Buckingham	Joe Radcliff	Website	0.5
Buckingham	Matt McNamara	PR Initiative	0.5
Jamison	Amy Palmer	Webmaster	1
Jamison	Jared Hottenstein	Grubs-Ecology	2
Warwick	Lynn Hartzell	Website	1

Holicong Middle School 2011-2012 Winter Sports

Activity	Position	EDR Units	Longevity	Units Paid	Name
Basketball – Boys	8 th Grade	8	2	10	Jason Hepler
	7 th Grade	7	2	9	Tim Barno
Basketball – Girls	8 th Grade	8	2	10	Brian Novick
	7 th Grade	7		7	Jessica Reid
Wrestling	Head	8		11	Mike Weir
	Assistant	7		4	Robert Kibbe
Cheerleading		5		5	Tina Alicea
(10 units split Fall/Winter)					

Lenape Middle School 2011-2012 Winter Sports

Activity	Position	EDR Units	Longevity	Units Paid	Name
Basketball – Boys	8 th Grade	8		8	Jim Reichwein
	7 th Grade	7		7	Katie Baker
Basketball – Girls	8 th Grade	8		8	Katie Baker
	7 th Grade	7	2	9	Lou Fanelli
Wrestling	Head	8		8	Dave Camburn
	Assistant	7		7	Ryan Owles
Cheerleading		5		5	Amy Pearl
(10 units split Fall/Winter)					

Tamanend Middle School 2011-2012 Winter Sports

Activity	Position	EDR Units	Longevity	Units Paid	Name
Basketball – Boys	8 th Grade	8	4	12	Jeff Klein
	7 th Grade	7		7	Jared Gorlick
Basketball – Girls	8 th Grade	8		8	James Achuff
	7 th Grade	7		7	Melissa Carr
Wrestling	Head	8	2	10	Steve Romesburg
	Assistant	7	4	11	Jerry Ward

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Cheerleading 5 5 Brittany Stitz
(10 units split Fall/Winter)

Tohickon Middle School 2011-2012 Winter Sports

Activity	Position	EDR Units	Longevity	Units Paid	Name
Basketball – Boys	8 th Grade	8		6	David Lloyd
	7 th Grade	7		6	Justin Pilmore
				3	Kerry Monk
Basketball – Girls	8 th Grade	8		8	Pat Costello
	7 th Grade	7		7	Justin Pilmore
Wrestling	Head	8	2	10	John Canup
	Assistant	7		7	Bob Williams
Cheerleading (10 units split Fall/Winter)		5		5	Natalie Dobrowolski

Unami Middle School 2011-2012 Winter Sports

Activity	Position	EDR Units	Longevity	Units Paid	Name
Basketball – Boys	8 th Grade	8	4	12	Brian Rush
	7 th Grade	7		7	Joseph DeAngelis
Basketball – Girls	8 th Grade	8	2	10	Jeff Clifford
	7 th Grade	7		7	Kathryn Ailtmar
Wrestling	Head	8	2	10	John Smola
	Assistant	7		7	Thomas Porter
Cheerleading (10 units split Fall/Winter)		5		5	Allison Gever

CB East High School 2011-2012 Winter Sports

Activity	Position	EDR Units	Longevity	Units Paid	Name
Basketball - Boys	Head	20		20	Eric Henrysen
	Assistant	10		10	Brian Yanarell
	Assistant	2		2	Jim Katasak
Basketball - Girls	Head	20	4	24	Tom Lonergan
	Assistant	10-split		8	Jenna Cooper
	Assistant	2		4	Ashley Thompson
Wrestling	Head	20	6	26	Dave Scarpill
	Assistant	10		10	Herman Chen
	Assistant	2	2	4	Matt Walther
Swimming - Boys	Head	14	8	22	Ed Walsh
	Assistant	8-split (5) (3)	2.5 0.75	7.5 3.75	Fred Dunn Linda Foley-McGuigin
Swimming - Girls	Head	14	10	24	Tom Kane
	Assistant	8		8	Kevin Whelan
Winter Track - Boys	Head	11-split	10	13	Gerry Stemplewicz
	Assistant	6-split	2	10	Paul Wilson
				6	Ollie Boucher

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Winter Track - Girls	Head	11		11	Sam Losorelli
	Assistant	6		6	Steve Martin
Cheerleading (14 units split Fall/Winter)	Head	7-split	1	5.5	Stephanie Latronica
(4 units split Fall/Winter)	Assistant	2-split	1	5.5	Marla Porecca

CB South High School 2011-2012 Winter Sports

Activity	Position	EDR Units	Longevity	Units Paid	Name
Basketball - Boys	Head	20	2	22	Jason Campbell
	Assistant	2-split	2	3	Matt Timmims
	Assistant			1	Josh Williams
	Assistant	10		10	Mike Razier
Basketball - Girls	Head	20		20	Beth Mattern
	Assistant	10		8	Rick Weeks
	Assistant	2		4	Megan Finney
Wrestling	Head	20	4	24	Craig Deacon
	Assistant	10-split	2	8	Roman Jastrzebski
	Assistant	2-split		6	M. Scott Sherwood
Swimming - Boys	Head	14	2	16	Jeff Lake
	Assistant	8-split		3	Phil Bergere
	Assistant			3	Fred Dunn
	Assistant			2	Kevin Ketler
Swimming - Girls	Head	14	2	16	Kevin Murray
	Assistant	8-split		4	Kevin Ketler
	Assistant			4	Amanda Guminski
Winter Track Boys	Head	11-split	2	11	Jason Gable
	Assistant	6-split	2	3	Mike Cox
	Assistant			2	Justin Crump
	Assistant			5	Sean Stetler
Winter Track - Girls	Head	11-split	2	12	Rachel Beck
	Assistant	6-split		5	Paul Poiesz
	Assistant			2	Eric Lande
Cheerleading (14 units split Fall/Winter)	Head	7		7	Kim McLaughlin
	(4 units split Fall/Winter)Assistant	2		2	Kristie Doyle

CB West High School 2011-2012 Winter Sports

Activity	Position	EDR Units	Longevity	Units Paid	Name
Basketball - Boys	Head	20	4	24	Adam Sherman
	Assistant	10	4	14	Jason Matussek
	Assistant	2		2	Zach Martilla
Basketball - Girls	Head	20		11	Terry Rakowsky
	Assistant	10		10.5	Brittany Remmey
	Assistant	2		10.5	Matt Bamford

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Wrestling	Head	20	2	22	Joe McGinley
	Assistant	10-split		6	Dave Camburn
		2		6	Bob Clark
Swimming - Boys	Head	14		14	Richard Reshetar
	Assistant	8		8	Kathy MacMillan
Swimming - Girls	Head	14	8	22	Vibeke Swanson
	Assistant	8-split	4	10	Phil Bergere
	Assistant			2	Julian Krisak
Winter Track - Boys	Head	11-split		9	Greg Wetzel
			10	11	Tom Conboy
	Assistant	6-split		3	John Mahoney
	Assistant			2	TBA
	Assistant			2	TBA
Winter Track - Girls	Head	11	4	15	Kiki Bell
	Assistant	6-split		1	Monica Montone
	Assistant			3	Erv Hall
				2	TBA
Cheerleading(14 units split Fall/Winter)	Head	7	5	6	Lynn Russell
	Assistant	2	1	4	Dave Koenig
	Assistant			3	Ashley Monteleone
	Assistant			2	Courtney Doherty

Student Items

Approval of Central Bucks High School – West Cheerleaders to Travel to Fairfax, Virginia. Dates are March 9 - 11, 2012. Upon a motion by Mr. Corr, seconded by Mr. Gamble, with all members present voting aye, approval for Central Bucks High School - West Cheerleaders to participate in the Battle at the Capital National Cheerleading Championship at the Patriot Center in Fairfax, Virginia from March 9 -11, 2012 was granted. The students will leave on Friday, March 9 and return Sunday, March 11. The students will miss a half day of school. Approximately 29 girls, and at least 20 chaperones will travel to Virginia. Fundraisers will offset the cost of the trip for the students.

Approval of the Ninth Grade Team at Tamanend Middle School to Travel to Washington, D.C. on May 4, 2012. Upon a motion by Mr. Corr, seconded by Mr. Gamble, with all members present voting aye, approval of the Ninth Grade Team at Tamanend Middle School to travel to Washington, D. C. on May 4, 2012 was granted. Students will tour various museums and memorials. Approximately 310 students, 14 teachers, and 30 parents will travel to Washington, D.C. The cost of the trip will be \$36.00 per student. There have been provisions made for those unable to pay.

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Approval of Central Bucks High School – South Bands to Travel to Boston, MA. Dates are May 24 – 27, 2012. Upon a motion by Mr. Corr, seconded by Mr. Gamble, with all members present voting aye, approval of Central Bucks High School – South Bands to travel to Boston, MA. from May 24 – 27, 2012 was granted. The students will miss two days of school. On this trip the students will have an opportunity to see the Boston Symphony Orchestra perform, have a clinic with members of the orchestra, perform at Ryles Jazz Café as an opening act for the evenings jazz entertainment, see the Blue Man Group perform, visit the JFK museum and library, and tour and visit historic landmarks in Boston. There will be approximately 75 students and 8 chaperones attending the trip. The approximate cost of the trip will be \$800.00 per student. The band will provide fundraising for each student to help off-set the cost of the experience.

Staff Conferences

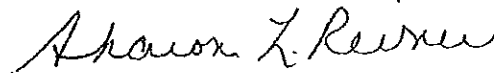
Approval of Staff Conferences. Upon a motion by Mr. Corr, seconded by Mr. Gamble, with all members present voting aye, the following staff conferences for the 2011-2012 school year were approved.

Name	Area	Dates	Conference name	Location	General Fund	Grants	Totals
Brechter, Denise	Professional	3/27/12	TESOL	Philadelphia		380	
Scafuro, Dale	Professional	2/22/12	Nat'l Assoc of School Psychollsts	Philadelphia		100	
Villotti, Diane	Professional	3/27/12	TESOL	Philadelphia		310	
Totals this meeting						790	790

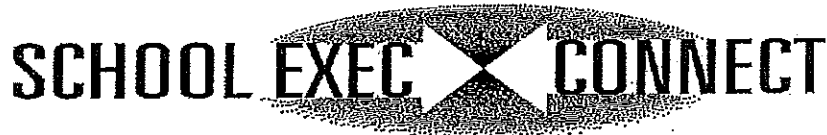
ADJOURNMENT

Upon a motion by Mr. Gamble, seconded by Mr. Corr, with all members present voting aye, the meeting was adjourned at 8:39 p.m.

Respectfully submitted,



Sharon L. Reiner
School Board Secretary



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CENTRAL BUCKS SCHOOL DISTRICT
Doylestown, Pennsylvania

Letter of Agreement

December 14, 2011

It is agreed by the Central Bucks School District Board of Education (hereinafter "Board") and the consulting firm, *School Exec Connect* (hereinafter "Consultants"), that the superintendent search will be conducted as follows:

1. The search will open with the signing of this document by both parties. One copy will be retained by the Board, and one copy will be retained by the Consultants.
2. The general services provided by the Consultants outlined in the Superintendent Search Proposal, dated September 30, 2011, will be incorporated in this Agreement by reference.
3. The Consultants for *School Exec Connect* will be Dr. Robert O'Brien and Dr. Alan Elko, supported by Dr. Linda Hanson.
4. The Consultants will advertise the vacancy through regional and national venues and encourage qualified candidates to apply. In addition, the Consultants will make individual contacts to recruit qualified applicants for this position. The extent of advertising will be decided by the Board.
5. All applications will be sent directly to the Consultants.
6. The Consultants will screen candidates and present candidates to the Board by a mutually agreed upon date.
7. Candidates' names will be released to the public as required by law. Candidates' who are not brought forward to be interviewed will be held confidential as consistent with state law.

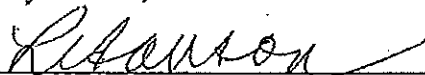
8. The Consultants will comply with all applicable State and federal nondiscrimination and recruiting laws and will indemnify and hold harmless the Board from any damages, costs, and expenses, including attorneys' fees, arising from claims alleging violation of such laws in the recruitment and candidate screening process conducted by the Consultants.
9. The Consultants will provide information for the Board and other groups on items related to search protocols, questions and questioning techniques, interviews of candidates, salary and compensation package recommendations, the site visit, and other matters related to the search process.
10. The Consultants have been retained on the basis of their expertise and shall advise the Board in all necessary areas associated with the hiring of a superintendent.
11. The consulting fee for professional consulting services is \$19,500, plus actual expenses itemized below.
12. Additional expenses will not exceed \$4,400. They include, but are not limited to, consultant and candidate travel, interview expenses, copying, supplies, and secretarial support costs.
13. The total costs of the search, not including advertising, will not exceed \$23,900 unless authorized in writing by the Board.
14. Advertising shall be determined by the Board of Education at the first planning meeting.
15. The Board incurs the costs of candidate interviews and the site visit after the slate of candidates has been presented to the Board.
16. The Consultants' fee will be billed in two equal installments:
 - The first upon signing this *Letter of Agreement* that sets forth our agreement regarding the search process.
 - The second upon the execution of a contract between the Board and the new superintendent.
17. Candidate and Consultants' final expenses will be billed within 90 days of completion of the search. The search shall be completed upon execution of the contract between superintendent and the Board.

18. The Consultants assume no responsibility for decisions that the Board makes regarding this search.
19. If the new superintendent resigns or is dismissed for cause within twenty four months of commencing duties, the Consultants will conduct a new search for the Board at no additional costs to the Board except for expenses. Expenses for the second search shall not exceed \$4,400.
20. If the Board of Education deems that no final candidate can be chosen from among those candidates presented, the Consultants will continue to present candidates until a new superintendent is presented.
21. If irreconcilable differences occur in the duration of the search, either the Board of Education or the Consultants may terminate this agreement with costs paid only through the point of termination.
22. All documents produced and received by the Consultants will remain the property of the Consultants. Documents provided by the Consultants to the Board may become public records to the extent provided by law. The Consultants shall turn over to the Board copies of all documents relating to candidates recommended by the Consultants at the time such recommendation is made.
23. The Consultants will not recruit the Superintendent placed in this search for another position.

Approved:

Mr. Paul B. Faulkner, School Board President
Central Bucks Administrative Services Center
20 Weldon Drive
Doylestown, PA 18901-2359

Date



Linda Hanson, President
School Exec Connect, Inc.
Highland Park, Illinois

December 14, 2011
Date