

**CENTENNIAL SCHOOL DISTRICT  
Warminster, Pennsylvania**

**MINUTES OF SPECIAL BOARD MEETING  
HELD SEPTEMBER 7, 2005**

**CALL TO ORDER**

A regular meeting of the Centennial School Board was held on September 7, 2005, in the Administration Building. The meeting was called to order by Mrs. Lynch at 6:40 p.m. The following people registered their attendance:

Board Members:

Sina Baranski  
Marie Brzezinski  
Joseph Faust  
Rose Gold  
Eugene Grossi  
Betty Huf  
Joan Jankowsky  
Jane Schrader Lynch  
Cynthia Mueller

Administration:

David Blatt  
Victor Lasher

CEA/Teachers:

Public:

A sign-in sheet from the meeting was not available.

**PLEDGE OF ALLEGIANCE**

Mrs. Lynch led the group in the Pledge of Allegiance.

Mrs. Lynch then requested everyone to remain standing in order to observe a moment of silence for the victims of Hurricane Katrina and their families.

**NEW BUSINESS**

CEA Agreement

Mrs. Lynch indicated that all Board members had the necessary information in their packets.

*A motion was made by Mr. Grossi and seconded by Mrs. Mueller to resolve that the Centennial School Board approves the tentative Agreement between the Centennial School District and the Centennial Education Association for the period of July 1, 2006 to June 30, 2010.*

Mr. Grossi thanked all members of the Association and Mrs. Lynch for their efforts on behalf of this contract.

Mr. Faust stated that he had concerns since it had been a difficult budget time a few months ago and that any time we look at a contract it has a big impact on our budget. He felt that everyone should be aware that we are basically approving some type of millage rate without cutting programs for the next four years. He was happy with the numbers because it pretty much was the cost of living. With the increment factored in, it started to push over 6%, which meant at least four mills annually. He was concerned that the Board was approving spending but would then have a problem approving a budget. He felt that we keep complaining that we have unfunded state mandates but the contract is a significant increase in the budget. He felt that everyone should be aware that in approving this, we would be approving some moderate millage almost annually for the next four years.

Mr. Grossi stated that in terms of the increment adjustments, since there have been a series of early retirements, a lot of new people are being hired, so the incremental raises were not adjusted. This will mean a better balance in staff. He felt it was a smart thing to do to keep us competitive and stable in the long run.

Mrs. Baranski asked what percentage the retirees paid for their healthcare. Mr. Grossi indicated that he did not have that figure; however, family coverage cost about \$2,600 to \$2,700 per year. Other districts paid between zero and \$600. Mr. Faust stated that Centennial paid the most in healthcare. Mr. Grossi felt that it was significantly more.

Mrs. Huf stated that she was concerned about the increment adjustments and where the increase goes.

Mr. Grossi explained that the bump used to be roughly 2½% to year 15; then it went 8%, 15%, 20%. What they have done is to straight-line them over four years so they run about 3½% to 4% in incremental raises with no big numbers at the end.

Mrs. Huf asked if this was in line with other contracts we have done in the past. Mr. Faust explained that the percentages were somewhat the same but since it is on a higher base number, the end number is a little higher.

Mrs. Lynch stated that if this wasn't leveled off, we would have tax increases that people wouldn't believe. So this was rounded out so there wouldn't be huge increases in future years.

Mr. Faust indicated that the other concern he had was with the process, although this was the way it has always been done. He indicated that his concern was not with the negotiations process, but with the approval process. He pointed out that when we look at a significant part of our budget, we have public comment. The Board would be voting on this issue without the

public having had a chance to comment on it. Once a contract is signed, it is a fixed cost and there can be no comment on it at budget time. He felt that when an agreement is reached, there should be a small timeframe of public comment.

Mrs. Lynch indicated that Mr. Faust had mentioned this two weeks ago. The three members of the CEA and the Board agreed that nothing would be said. The same procedure was being used as other school districts used.

Mr. Faust commented that that did not make it right.

Mrs. Jankowsky thanked members of the committee, on the Board side as well as the teachers. She believed that the contract was the best that could be negotiated under prevailing conditions. She would like to hear the plan to address the costs of the contract.

Mr. Grossi stated that there were several steps that should be considered. In the existing budget package, there should be a savings of \$200,000 in contingency because of the final settlement of the leaves, etc. There appears to be over a \$70 million budget. Because of a recommendation by Mrs. Lynch and consideration of this Board, there is some excess property being looked at. Mr. Grossi felt that we could reduce the technical reserve of \$850,000 spent this year to \$500,000. The capital fund could be funded separately by land sales and other issues in the curriculum initiatives reduced by \$150,000. That would mean that we could divert \$2.3 million toward payment of increases in all areas next year.

Further, over the four-year period of the contract, revenues increase annually, without tax increases, at 1.25% to 1.5%. Mr. Grossi suggested that that number at the low point would be \$900,000 annually from all sources, which is \$3.6 million.

Mr. Grossi addressed the issue of enrollment decline adjustments due to the naval base closure. We will lose 200 students over time. Adjustments will need to be made. Mr. Grossi suggested that they would be \$2.4 million over the next four years and pointed out that less students meant fewer staff.

Mr. Grossi indicated that there was an early retirement incentive that he was recommending for years three and four that would be in the neighborhood of \$2 million. All of the above would total \$10.3 million. He felt there would be other impacts to decline in enrollment, such as elementary school reorganization, special education mainstreaming, and a more efficient use of staff in those areas. He estimated about \$720,000 savings. There would also be changes at the middle school resulting in a decline in enrollment, which would yield savings of about \$800,000. Mr. Grossi also felt the Board needed to look at the high school reorganization and special education, for a savings of \$720,000.

The total of the above numbers was \$12,540,000. This could be used to offset all future increases since this was more than the numbers he provided for the salary increases.

Mr. Grossi indicated that he would provide these details to the Board in writing for review.

*A roll call vote was taken, as follows:*

<i>Mrs. Brzezinski</i>	<i>Yes</i>
<i>Mr. Grossi</i>	<i>Yes</i>
<i>Mrs. Baranski</i>	<i>No</i>
<i>Mrs. Huf</i>	<i>No</i>
<i>Mrs. Mueller</i>	<i>Yes</i>
<i>Mr. Faust</i>	<i>No</i>
<i>Mrs. Gold</i>	<i>Yes</i>
<i>Mrs. Jankowsky</i>	<i>Yes</i>
<i>Mrs. Lynch</i>	<i>Yes</i>

*The motion passed 6-3.*

Mrs. Lynch thanked Mr. Grossi for being at her side during this negotiation. She also thanked the CEA negotiations team for the professional manner in which this was handled and indicated that this would carry the District with a contract to 2010.

Mrs. Mueller commended everyone who worked on this and stated that she was extremely impressed with the teachers in the higher end of the scale for what they gave up for the benefit of the younger teachers. It was not a contract presented without a long-term fiscal plan. She also commended Mr. Grossi for his work.

## **OLD BUSINESS**

### Agreement with Buxmont Academy

Mrs. Lynch explained that there was a language change, which was approved by Mrs. Homel.

Mr. Blatt reminded everyone that this item had been pulled because, although the language was approved by our attorney as well as the attorney for the other entity, the other entity had not formally signed off on this. We now have concurrence.

*A motion was made by Mrs. Mueller and seconded by Mr. Faust to remove this item from the table.*

*The motion to remove from the table passed 9-0.*

*A motion was made by Mrs. Gold and seconded by Mrs. Jankowsky to resolve that the Centennial School Board approves the Act 48 Program Placement Agreement between Buxmont Academy and the Centennial School District for the 2005-2006 school year at the per diem rate of \$94.97 (\$17,094.60 per school year for regular students) and at the per diem rate of \$104.97 (\$18,894.60 per school year) for special education students.*

Mrs. Brzezinski requested information on Section K. Mr. Blatt indicated that he would provide it to the Board.

*The motion passed 9-0.*

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Mr. Grossi apologized to Board members for not notifying them ahead of time of what he was about to say. He indicated that due to health concerns he needed to make some changes in his life and *was making a motion that the Board accept his resignation as a Board member, to be effective at 11:00 p.m. this evening.* He explained that the decision had occurred over the past few days.

Mr. Grossi commented that he had been on the Board since 1975 and that this experience had been most rewarding. He assured that he would be around to help the Board wherever he could and that he would never forget the District. He felt that Centennial's Administration and teaching staff were outstanding.

Mrs. Huf thanked Mr. Grossi. She indicated that while they were not always in agreement, Mr. Grossi's 30 years of commitment to the District was appreciated and he would be missed.

Mrs. Brzezinski stated that Mr. Grossi had been a wonderful public servant and that the Board would miss him.

*Mrs. Mueller seconded Mr. Grossi's motion.*

Mrs. Mueller stated that she had seconded the motion with a heavy heart. She indicated that although they did not always agree, she had always had the utmost regard for Mr. Grossi's knowledge. She thanked him for the 30 years he had given with the pride and joy of serving and always looking out for the students. She thanked him and indicated that he would be in her prayers.

Mr. Faust stated that he had had the privilege of working with Mr. Grossi for the ten years that he had been on the Board. They had their ups and downs but there had always been mutual respect. He felt that he had learned a great deal from Mr. Grossi.

Mrs. Gold indicated that she had only known Mr. Grossi for two years but that his presence had been very valuable. She stated that he would be missed and she wished him the best.

Mrs. Lynch stated that she would truly miss Mr. Grossi. She indicated that she had met him 30 years ago. She felt that he was a gentleman and a scholar and that he had a lot of honor.

Mr. Blatt stated that he had only known Mr. Grossi for a few years but that he had heard of him and read about him before then. He felt that Mr. Grossi was among the best that he had ever worked with and that he never dealt less than straight and candid, and never asked for anything for himself. He felt that Mr. Grossi had been a good steward of the community's money and a good School Board member. He would certainly miss him.

Mrs. Jankowsky stated that she would accept Mr. Grossi's resignation reluctantly.

*A roll call vote was taken, as follows:*

<i>Mrs. Jankowsky</i>	<i>Yes</i>
<i>Mrs. Gold</i>	<i>Yes</i>
<i>Mr. Faust</i>	<i>No</i>
<i>Mrs. Mueller</i>	<i>Yes</i>
<i>Mrs. Huf</i>	<i>Yes</i>
<i>Mrs. Baranski</i>	<i>Abstain</i>
<i>Mrs. Brzezinski</i>	<i>Yes</i>
<i>Mr. Grossi</i>	<i>Yes</i>
<i>Mrs. Lynch</i>	<i>No</i>

*The motion passed 6-2-1.*

### **ADJOURNMENT**

*A motion was made by Mrs. Huf and seconded by Mrs. Mueller to adjourn the meeting. The motion passed 9-0. The meeting was adjourned at approximately 8:00 p.m.*

Respectfully submitted,

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Vickie A. Detwiler  
Board Secretary