

Finance Committee

January 17, 2019

6:00PM – District Office Conference Room

*Per BOG 006.2, all public meetings of the Board of Directors,
including committees, are audio recorded.*

Call to Order

Approve Minutes from the December 13, 2018 Meeting

Old Business

- None

New Business

- Committee Member Applications
- Bucks County Intermediate Unit
 - Programs and Services Budget for 2019-2020
- 2018-2019 Budget
 - Fiscal Dashboard – General Fund
 - Treasurer's Report
 - Fiscal Dashboard – Construction Fund
 - Budget Transfers
- 2019-2020 Budget
 - Preliminary Budget Resolution
 - Electric Budget Data and Rates
 - Rabbit Run Development
 - MBIT Enrollment trends
- Contracts
 - New
 - Buck Institute – Sustained Support Visit Contract
 - For Professional Development on Feb 14-15
 - MG Tactical Advantage, LLC – Safety and Security Audit
 - Renew
 - S4Teachers Addendum – Substitute Nurses

Public Comment

Adjournment



Finance Committee Minutes

December 13, 2018

Board Chair— Mr. Mark Cowell

Administrative Liaison—Mr. Andrew Lechman

Attendance—Please see the accompanying committee attendance sheet.

Mr. Cowell called the meeting to order at 6:00 pm.

Upon a motion made by Mr. Marcus and seconded by Mr. Trammell the minutes of the November 26, 2018 meetings were approved by the committee.

Old Business

- None

New Business

- 2018-2019 Budget
 - Mr. Lechman provided an overview of the current status of the 2018-2019 budget as compared to the same period in the prior year. Revenues and expenses continue to trend normally. To date 78% of budgeted revenues have been received as compared to 76% in the prior year. 30% of budgeted expenditures have been accounted for as compared to 32% in the prior year.
 - District Treasurer's Report and Investments – The committee received an update on the Treasurer's Report and district cash balances and investments as of November 30, 2018.
 - One budget transfer was reviewed and it was confirmed that it has no impact to the overall 18-19 budget.
 - Mr. Lechman also provided an update on the campus revitalization project financials. The estimated remaining project contingency is \$0.00 and the estimated overrun is \$91,000.

- Mr. Marcus asked about the status of the construction project permit fees and if there is anything further that the district can do to recapture any of these fees from New Hope Borough.
 - Mr. Lechman confirmed that he requested an itemized list of expenditures to substantiate the \$278,000 permit fees from the New Hope Borough. The New Hope Borough responded that an itemized list could not be provided.
 - Mr. Marcus went on to ask the committee what our options are.
 - Mr. Cowell suggested going to New Hope Borough meeting to address the board of supervisors on this issue.
 - Mr. Capriotti confirmed that the topic of permit fees was addressed with the New Hope Borough at the beginning of the project and no consideration was given for the request for a lesser fee than their standard formula calculated.
 - The cost concerns on the project remain that due to a number of circumstances the project incurred cost overruns on the project budget and a refund of permit fees would help to offset these costs. The committee felt this was important enough to discuss because it is all at the expense of the residents/tax payers of our community. We should be working together rather than in silos.
- 2019-2020 Budget Review
 - Mr. Lechman provided the Finance Committee with a presentation on the preliminary budget. The presentation will also be provided at the full Board meeting on December 20. At the December 20 meeting the Board of School Directors will be asked to approve a resolution authorizing proposed preliminary budget display and advertising. This is the path that needs to be followed in order to apply for referendum exceptions for increasing costs in special education and PSERS. This preliminary budget includes an estimated tax increase of 2.75%. Approving a preliminary budget with a tax increase above the index is necessary to allow for this flexibility. This sets the cap for a tax increase, but the final budget can be finalized with a tax increase below that amount.
 - Highlights of the budget are:
 - Revenues: \$42.03M
 - Additional revenue generated from increase millage
 - Act 1 - 2.3%: \$746,000
 - Exceptions - .45% - \$134,000
 - Expenditures: \$42.12M
 - Use of Fund Balance: \$94,000
 - While this is a substantial improvement over previous years, when looking out multiple years for the projections we still have a growing gap between revenues and expenditures. The presentation provided was a high level overview of the budget. The finance committee packet included all off the detailed documents that make up the preliminary budget. This is just a

preliminary budget and it will be continuously reviewed and updated through to a proposed final budget in May and final budget in June.

- The committee discussed the options:
 - Approve a preliminary budget and apply for referendum exceptions
 - Approve an Opt Out Resolution confirming that the tax increase will remain within the index of 2.3%.
 - Exceptions are estimated to be \$134,000
 - The committee agreed that the recommendation for the preliminary budget should be to approve a preliminary budget and apply for referendum exceptions for PSERS and Special Education.
- Comments about the 2019-2020 Budget
 - Mr. Capriotti recommended adding a budget line item to continue funding capital projects beyond waiting until the end of the year and transferring general fund surplus funds to the capital reserve. He communicated his concern for the funding that will be needed to address the capital needs in the facility condition assessment which is in the process of being completed. He discussed that he didn't feel that issuing more debt was the right financing solution and that we needed to save and fund these projects with cash from the capital reserve fund.
 - The committee discussed and was in general agreement that we need to build out a plan for addressing the short and long term financing for capital needs of the district. It was agreed that this topic warrants further discussion and will be a regular topic of conversation at budget discussions in the planning of the 2019-2020 budget through the end of the year.
 - The committee also reviewed that there is a line item in the 18-19 and the 19-20 preliminary version of the budget for capital needs - \$243,000.
 - Mrs. Kingsley made reference to the demographic study that was completed and suggested that a more detailed review/presentation be done on this study for the Board and community to understand district enrollment trends and current building capacity. This should play a part in the facility condition assessment discussion.
 - Mr. Hepp recommended that further presentations be given to help the community better understand the demographic study, building capacity and the finances of the district and how all of these need to work together.
- Independent Consultant Contract Agreement with Amy Sichel Educational Services, LLC for mentorship services as agreed to in the Superintendent Contract. The cost is \$5,000 per year for 2018-2019 and 2019-2020.
 - The committee suggested updating the language in the agreement to make the language around the total costs more clear that the costs are \$5,000 total

from now until June 30, 2019 and then \$5,000 total from July 1, 2019 to June 30, 2020.

Public Comment

- Public comments were made throughout the meeting and are captured in the meeting minutes as appropriate.
- The following comments were made about non-agenda items:
 - None

Mr. Cowell adjourned the meeting at 7:30pm.

Respectfully submitted,

Andrew Lechman
Chief Operations Officer



NEW HOPE-SOLEBURY SCHOOL DISTRICT
*Engaging, Enriching, and Empowering All Students
through a World-Class Education*

Finance Committee Meeting Sign-In and Attendance
December 13, 2018

Name (Please Print)	Committee (C) or Public (P)
Andy Lechman	C P Admin
MARK COWELL	C P
John Capoditti	C P
Jim Trammell	C P
Charles W ^m Lentz	C P Admin
STAN MARCUS	C P
Ruth Hupp	C P
Allen Kingles	C P
	C P
	C P
	C P
	C P
	C P
	C P
	C P
	C P
	C P
	C P
	C P
	C P
	C P
	C P

Please note: This sign-in sheet will be included in the meeting minutes and posted to the District's website.



New Hope-Solebury School District Committee Member Application

Name: _____ Phone: _____

Address: _____

Email: _____

Occupation: _____

Committee(s) Interested in:

☐

Special Education

☐

Curriculum Advisory

☐

Policy/Human Resources

☐

Facilities

☐

Finance

Please state the reason(s) for your interest in participating in a Committee(s):

Signature

Date

BUCKS COUNTY INTERMEDIATE UNIT #22
PROGRAMS AND SERVICES DIVISION
BUDGET 2019-2020
Bucks IU Comprehensive Plan

The Bucks County Intermediate Unit Mission Statement

As educational innovators, we ensure optimal growth of all learners by collaborating with our school districts and community to initiate, design, and deliver exemplary leadership, teaching and learning.

Goals and Strategies

Goal Area #1: Strategic/Cultural Leadership

- Develops and Implements Bucks IU Vision, Mission, and Strategic Goals
- Leads Change Efforts for Continuous Improvement

Goal Area #2: Systems Leadership

- Communicates Effectively and Strategically
- Imagines, Seeks and Develops New Opportunities with Vendors, Consultants, Specialists, Districts, Agencies, and Other Intermediate Units
- New Organizational Website

Goal #3: Operations and Fiscal Resources Leadership

- Maintains Sound Fiscal and Human Resources Operations, Insisting on Competent and Efficient Performance
- Develops, Interprets, Implements, and Executes Federal and State Laws and Regulations, Appropriate Board Policies, and Administrative Guidelines or Directives

Goal #4: Leadership for Learning

- Implements and Supports High Quality Instruction
- Models and Leads a Client-Centered Approach to Bucks IU Services
- Language and Literacy Acquisition
- Teaching Diverse Learners in an Inclusive Setting

Goal #5: Countywide Leadership

- Build positive relationships between the thirteen county school districts and the Intermediate Unit
- Advocate in the Political Environment for Issues Beneficial to the Students/Schools in Bucks County

BUCKS COUNTY INTERMEDIATE UNIT #22
PROGRAMS AND SERVICES DIVISION
BUDGET 2019-2020

EXECUTIVE DIRECTOR'S MESSAGE

January 15, 2019

Dear Bucks County School Board Members:

The proposed 2019-2020 Programs and Services and Instructional Materials and Research Services Budget in the amount of \$1,798,903 is submitted herewith. This budget supports the operation of the Programs and Services Division of the Bucks County Intermediate Unit, which provides direct curriculum, instruction, assessment, staff development, comprehensive planning, school improvement, instructional materials, research and instructional technology services to Bucks County school districts. The Budget includes additional information about a number of key Bucks IU services that support increased student achievement in our school districts.

This budget is funded by state subsidies, district contributions, and other local sources. This year's budget has increased from last year's budget by \$22,570 or 1.27%. **While the overall budget has increased, overall district contributions have decreased.** The budget increase will be funded by additional revenue generated by the entrepreneurial efforts of the Programs and Services Division.

Pennsylvania law requires that the member school districts of Intermediate Units vote on this budget before May 1st of each year. This budget was reviewed by the Superintendents' Advisory Council, and has been preliminarily approved by a majority vote of the Intermediate Unit Board of School Directors.

DRAFT

Your district's contribution to this budget (see page 37) is determined by two formulas that reflect your aid ratio and the number of students.

We appreciate the continued opportunity to work with your district and with the other school districts in Bucks County to help fulfill our individual district and countywide educational objectives.

Sincerely,

Mark Hoffman, Ed.D.
Executive Director

BUCKS COUNTY INTERMEDIATE UNIT #22
PROGRAMS AND SERVICES DIVISION
BUDGET 2019-2020

BUDGET OVERVIEW

BUDGET: \$1,798,903

Revenues

- There is an overall decrease in Inter-Governmental “Direct Purchase” (except as affected by enrollment).
- The Bucks County Intermediate Unit has controlled costs by continuing to look for alternative revenue sources. Allocation of revenues from commercial partnerships, contracts with non-public schools, special grants, collaborative agreements with ‘Higher Education’ to share tuition revenues, and direct user fees for non-profit institutions are projected to maintain or exceed their current levels.
- We will continue to charge a premium to ‘out of county’ participants at workshops and conferences.
- We will continue to expand our contracted services to non-profit agencies and providers in order to generate revenue that is reflected in the use of fund balance.

Expenditures

- A new position, Teaching and Learning Specialist, will expand the Bucks IU’s reach with online learning initiatives and will expand program offerings for business and community partners.
- The Bucks IU is introducing new instructional materials for loan to schools and districts, including a variety of STEAM Tools and two giant maps of Pennsylvania.
- We will maintain the allocation for curriculum and/or staff development to support district initiatives in meeting the requirements of Chapter 4 Regulations; Comprehensive Planning; the Pennsylvania Core Standards; the Every Student Succeeds Act; the Future Ready PA Index; Teacher, Specialist and Principal Effectiveness; and Acts 45 and 48.

BUCKS COUNTY INTERMEDIATE UNIT #22
PROGRAMS AND SERVICES DIVISION
BUDGET 2019-2020

<u>District</u>	<u>2018-2019 Budgeted Contribution</u>	<u>2019-2020 Proposed Contribution</u>	<u>Increase/ (Decrease)</u>
Bensalem	\$ 49,324	\$ 47,964	\$ (1,360)
Bristol Borough	5,195	5,034	(161)
Bristol Township	30,580	29,714	(866)
Centennial	42,221	41,446	(775)
Central Bucks	137,673	138,008	335
Council Rock	86,891	88,669	1,778
Morrisville	4,545	4,447	(98)
Neshaminy	62,229	62,537	308
New Hope-Solebury	11,978	12,334	356
Palisades	13,385	13,760	375
Pennridge	46,810	46,948	138
Pennsbury	70,418	70,070	(348)
Quakertown	30,858	31,176	318
TOTAL	\$ 592,107	\$ 592,107	\$ 0

The "Budgeted Contribution" rates were taken from the prior year and the "Proposed Contribution" rates were calculated using the aid ratios and WADM information taken from the PDE Website: www.pde.state.pa.us/Data and Statistics/Finances/Financial Data Elements/2018-19 Aid Ratios. Updated ratios and WADM information for 2019-20, once available, will be used to determine the actual district withholding.

Inter-Governmental "Direct" Purchased Source – This item includes revenue to provide funds for Programs & Services and Instructional Materials & Research Services programs. This revenue is provided by each of the thirteen (13) public school districts of the Intermediate Unit and the Special Education program operated by the Intermediate Unit. The amount of each district's contribution is determined by two different formulas. One formula includes payments by each member district irrespective of its size. There is **NO INCREASE** in the amount of each district's contribution over last year's amount. The other formula is determined by multiplying a fixed dollar amount times the number of students enrolled in the district as of October (*) of the prior year. The dollar amount used to determine the "cost per student" contribution contains **NO INCREASE** over last year's rate of \$4.55 per student. All revenue received from "Direct" Purchased Service will be primarily used to provide Instructional Technology and/or Instructional Materials & Research Services, respectively, for the Intermediate Unit's member districts. The following list represents each district's contribution from both sources and the increase or decrease from last year's contribution.

BUCKS COUNTY INTERMEDIATE UNIT #22
PROGRAMS AND SERVICES DIVISION
BUDGET 2019-2020

DISTRICT	Total Purchased Service 2018-19	Estimated No. of Students*	Contribution per Student Enrollment** 2019-20	Fixed Contr. Per Dist. 2019-20	Total Purchased Service 2019-20	Increase (Decrease)
Bensalem	\$33,127	6,759	\$30,753	\$ 2,679	\$33,432	\$305
Bristol Borough	8,689	1,286	5,851	2,679	8,530	(159)
Bristol Township	33,728	6,752	30,722	2,679	33,401	(327)
Centennial	27,649	5,410	24,616	2,679	27,295	(355)
Central Bucks	85,512	18,153	82,596	2,679	85,275	(237)
Council Rock	52,497	10,860	49,413	2,679	52,092	(405)
Morrisville	6,738	899	4,090	2,679	6,769	31
Neshaminy	43,916	9,153	41,646	2,679	44,325	409
New Hope-Solebury	9,258	1,375	6,256	2,679	8,935	(323)
Palisades	9,850	1,587	7,221	2,679	9,900	50
Pennridge	35,239	7,040	32,032	2,679	34,711	(528)
Pennsbury	49,767	10,347	47,079	2,679	49,758	(9)
Quakertown	26,189	5,271	23,983	2,679	26,662	473
Sub-total	\$422,159	84,892	\$386,259	\$34,827	\$421,086	(1,073)
I.U. Contribution	6,205	699	3,180	2,679	5,859	(346)
TOTAL	\$428,364	85,591	\$389,439	\$37,506	\$426,945	(1,419)

* Source 2018-19 LEA Schools Profile Enrollment Summary

**Cost for 2019-20 = \$4.55 per Student (which is no change)

The following is a summary of the total revenue provided by District Sources with a comparison to last year's revenue:

DISTRICT	2018-19 Total Support	2019-20 Contribution by Withholding	+	2019-20 Purchased Service*	=	2019-20 Total Support	Increase (Decrease)
Bensalem	\$82,451	\$47,964		\$33,432		\$81,397	\$(1,054)
Bristol Borough	13,884	5,034		8,530		13,564	(320)
Bristol Township	64,308	29,714		33,401		63,115	(1,193)
Centennial	69,870	41,446		27,295		68,741	(1,129)
Central Bucks	223,185	138,008		85,275		223,283	98
Council Rock	139,388	88,669		52,092		140,761	1,373
Morrisville	11,283	4,447		6,769		11,216	(67)
Neshaminy	106,145	62,537		44,325		106,862	717
New Hope-Solebury	21,236	12,334		8,935		21,269	33
Palisades	23,235	13,760		9,900		23,660	425
Pennridge	82,049	46,948		34,711		81,659	(390)
Pennsbury	120,185	70,070		49,758		119,828	(357)
Quakertown	57,047	31,176		26,662		57,839	792
I.U. Contribution	6,205	-		5,859		5,859	(346)
TOTAL	\$1,020,471	\$592,107		\$426,945		\$1,019,052	\$(1,419)

* Updated ratios and WADM information for 2019-20, once available, will be used to determine the actual district withholding.

**New Hope - Solebury School District
2018 - 2019 Fiscal Dashboard - Current
December 31, 2018**

	15-16 Actual	16-17 Actual	17-18 Actual	17-18 YTD	17-18 YTD %	18-19 Budget	18-19 YTD	18-19 YTD %
Beginning Uncommitted Fund Balance	5,131,939	4,072,021	3,268,811			5,390,233		
Committed Fund Balance - PSERS	1,200,000	700,000	700,000			700,000		
Committed Fund Balance - CAPITAL PROJECTS	-	-	1,760,000			1,760,000		
Total Beginning Fund Balance - July 1st	6,331,939	4,772,021	5,728,811			7,850,233		
Revenues								
Local Revenue								
Real Estate Taxes	25,419,912	26,875,862	27,953,969	27,899,105	100%	28,662,487	28,537,756	100%
Delinquent Tax	743,248	522,749	846,216	213,866	36%	525,000	159,537	30%
Transfer Tax	943,076	917,066	938,494	418,232	55%	760,000	598,625	79%
Earned Income Tax	3,749,681	4,203,127	4,178,758	1,211,512	32%	3,750,000	1,567,399	42%
Other Local Revenue	442,132	478,925	717,112	204,704	48%	494,067	308,180	62%
State Revenue - General	2,751,291	3,071,603	2,976,877	1,498,073	53%	2,754,874	1,585,263	58%
State Revenue - Retirement/FICA Subsidy	2,951,515	3,266,250	3,388,608	506,957	14%	3,734,496	508,100	14%
Federal Revenue	88,318	146,310	86,906	33,022	15%	373,899	2,841	1%
Total Revenue	37,089,173	39,481,892	41,086,940	31,985,469	80%	41,054,823	33,267,700	81%
Expenditures								
Salaries and Wages	18,033,385	18,000,582	17,563,773	6,865,956	38%	18,367,472	6,755,881	37%
Benefits & Taxes	9,874,902	10,413,019	10,601,915	4,016,459	36%	11,493,861	4,107,940	36%
Professional Services	2,043,782	2,084,760	1,955,245	809,476	39%	2,389,796	901,146	38%
Property Services	723,598	832,545	302,106	120,562	34%	392,525	163,446	42%
Purchased Services	2,948,775	3,144,494	3,009,914	1,145,006	34%	3,159,875	1,114,328	35%
Supplies, Books, Software and Fuel	800,642	688,629	1,519,813	762,692	43%	1,548,795	464,599	30%
Equipment	117,641	173,350	144,993	53,255	31%	421,875	140,792	33%
Interest, Fees, and Dues	669,993	820,756	1,077,759	522,800	48%	1,144,124	590,822	52%
Principal and Transfers	3,176,373	2,626,967	2,790,000	1,405,000	65%	2,136,500	1,090,000	51%
Total Expenses	38,389,091	38,785,102	38,965,518	15,701,207	39%	41,054,823	15,328,954	37%
ACTIVITY FOR YEAR	(1,299,918)	696,790	2,121,422			-		
Transfer to Capital Reserve						2,121,422		
PROJECTED ENDING UNCOMMITTED FUND BALANCE	4,332,021	4,768,811	5,390,233			3,268,811		
Fund Balance Percentage of Expenditures	11.28%	12.30%	13.83%			7.96%		
PSERS Committed Fund Balance	700,000	700,000	700,000			700,000		
Capital Projects Fund Balance		260,000	1,760,000			1,760,000		
TOTAL ENDING COMMITTED FUND BALANCE	700,000	960,000	2,460,000			2,460,000		
TOTAL ENDING FUND BALANCE - JUNE 30TH	5,032,021	5,728,811	7,850,233			5,728,811		

Fiscal Dashboard - 2018-2019 Highlights

Revenue - Overall trending in line with prior year - 81% received

- Real Estate Tax collections are higher by \$640k due to increased tax rate
- EIT Trending ahead by \$350,000 - Keystone Tax Collectors has confirmed projection for the year around \$3.8M
- Transfer Tax: 18-19 YTD is exceeding prior year actual by \$180,000 due to continued strength in the housing market

Expenditures - Overall trending lower than prior year 37% used down from 39%

- Salaries are decreased by about \$110,000 from prior year primarily due to the retirement incentive payout of \$240,000 in August of the prior year and position turnover
- Supplies Technology is decreased by \$250,000 - Prior year included the purchase of the HS/MS 1:1 devices in July
- Equipment is increased by \$85,000 due to timing of equipment purchases
- Debt Service is lower by \$250,000 due to timing of payments.

New Hope - Solebury School District
2018 - 2019 Fiscal Dashboard - Future Projections
December 31, 2018

	19-20		20-21	21-22	22-23
	Preliminary		Projection	Projection	Projection
Beginning Uncommitted Fund Balance	3,268,811		3,174,619	2,814,754	1,907,772
Committed Fund Balance - PSERS	700,000		700,000	700,000	700,000
Committed Fund Balance - CAPITAL PROJECTS	1,760,000		1,760,000	1,760,000	1,760,000
Total Beginning Fund Balance - July 1st	5,728,811		5,634,619	5,274,754	4,367,772
Revenues					
Local Revenue					
Real Estate Taxes	29,544,561	882,074	30,133,403	30,749,323	31,377,561
Delinquent Tax	525,000	0	525,000	525,000	525,000
Transfer Tax	760,000	0	760,000	760,000	760,000
Earned Income Tax	3,750,000	0	3,750,000	3,750,000	3,750,000
Other Local Revenue	541,567	47,500	541,567	541,567	541,567
State Revenue - General	2,787,824	32,950	2,787,824	2,787,824	2,787,824
State Revenue - Retirement/FICA Subsidy	3,898,239	163,743	4,072,825	4,234,864	4,426,359
Federal Revenue	221,950	(151,950)	221,950	221,950	221,950
Total Revenue	42,029,140	974,317	42,792,569	43,570,527	44,390,260
		2.37%			
Expenditures					
Salaries and Wages	18,755,713	388,241	19,320,413	19,888,892	20,474,424
Benefits & Taxes	11,938,832	444,971	12,550,840	13,156,008	13,839,616
Professional Services	2,501,725	111,929	2,498,725	2,498,725	2,498,725
Property Services and Utilities	417,472	24,947	417,472	417,472	417,472
Purchased Services	3,069,290	(90,585)	3,074,488	3,079,841	3,085,355
Supplies, Books, Software and Fuel	1,738,390	189,595	1,587,512	1,738,013	1,587,226
Equipment	407,368	(14,507)	407,368	407,368	407,368
Interest, Fees, and Dues	1,113,042	(31,082)	1,043,066	990,316	940,467
Principal and Transfers	2,181,500	45,000	2,252,550	2,300,874	2,350,310
Total Expenses	42,123,332	1,068,509	43,152,434	44,477,509	45,600,963
		2.60%			
ACTIVITY FOR YEAR	(94,192)		(359,865)	(906,981)	(1,210,703)
PROJECTED ENDING UNCOMMITTED FUND BALANCE	3,174,619		2,814,754	1,907,772	697,069
Fund Balance Percentage of Expenditures	7.54%		6.52%	4.29%	1.53%
PSERS Committed Fund Balance	700,000		700,000	700,000	700,000
Capital Projects Fund Balance	1,760,000		1,760,000	1,760,000	1,760,000
TOTAL ENDING COMMITTED FUND BALANCE	2,460,000		2,460,000	2,460,000	2,460,000
TOTAL ENDING FUND BALANCE - JUNE 30TH	5,634,619		5,274,754	4,367,772	3,157,069

Assumptions

Revenue

- Property Tax Revenues
 - 19-20 currently has a placeholder of 2.75% which is 2.3% for the Act 1 Index plus estimated exception:
 - Tax increase in the projections remains at 2.0%
- State - Education subsidy amount adjusted to reflect current state subsidy amount per 18-19 approved budget
 - Retirement/FICA subsidy increase with Expenditure increases
- All other Revenue items remain flat

Expenditures

- Salary increases based on actual Act 93, NHSEA and Support Staff contracts
- Payroll Benefits - based on actual Act 93, NHSEA and Support Staff salaries
- Medical - 7% increase in 19-20 (Medical Benefits first look) and 7% increase beyond
- Retirement - Increase based on PSERS schedule released December 2018
- Insurance - Increase 3% per year
- Debt Service - Matches current debt service schedule projection

**New Hope-Solebury School District
General Fund - Treasurer's Report
12/31/2018**

Beginning Cash Balance	28,764,251
-------------------------------	-------------------

Receipts

Local General Fund Receipts

Real Estate Taxes	325,465
Interim Real Estate Taxes	5,990
Delinquent Real Estate Taxes	40,211
Transfer Tax	87,406
EIT	261,395
Interest Earnings	53,304
IDEA Pass Through Funds	-
Event Admissions	-
Facility Use Fees	2,550
Donations	-
IU Hope / Classroom Fair Share	-
Returned Checks	-
Other	1,954
Total Local General Fund Receipts	778,275

State General Fund Receipts

Basic Education	149,565
Special Education	-
Basic Education - IU General Fund Deduction	(12,404)
Transportation	38,877
PLANCON	36,708
Health Services	-
Homestead/Farmstead	-
Ready to Learn Grant	-
School Lunch	8,688
Social Security Subsidy	8,511
PSERS Subsidy	419,557
Total State General Fund Receipts	649,501

Federal General Fund Receipts

Title I	-
Title II	-
SBAP - Access	-
Refund Prior Year Expense	-
Insurance Recoveries	-
Total Federal General Fund Receipts	-

Other Receipts

Offsets to Expenditures	9,015
School Lunch - Due to Food Service Fund	-
Construction Fund - NH Boro Escrow	159,384
Student Activity Fund - Fundraiser	800
Total Other Receipts	169,199

Total Receipts	1,596,975
-----------------------	------------------

Total Beginning Cash Balance and Receipts	30,361,226
--	-------------------

Carried to next page

**New Hope-Solebury School District
General Fund - Treasurer's Report
12/31/2018**

Total Beginning Cash Balance and Receipts from previous page	30,361,226
--	-------------------

Disbursements

Checks

Checks approved at Board Meeting	590,662	
Check Run - December 3	26,262	
Check Run - December 27	864	
Check Run - December 28	2,066	
Check Run - December		
Check Run - December		
Check Run - December Property Tax Refund	526	
Void Checks	(45)	
Total Checks		620,336

Electronic Payments

Health Benefits	300,634	
Dental Benefits	7,533	
PSERS - Employer	838,849	
PSERS - Employee	102,591	
403B / Retiree Incentive	43,163	
Easy Procure Card	5,903	
S4Teachers	12,674	
Tax Commissions	10,069	
Transfers to Food Service Fund	-	
Transfer to Construction Fund - NH Escrow	159,384	
Transfer to Capital Reserve Fund	2,121,422	
Transfer to Student Activity Fund	800	
Total Electronic Payments		3,603,021

Payroll Transfers to ADP	1,388,395
---------------------------------	------------------

Total Disbursements	5,611,752
----------------------------	------------------

Ending Cash Balance	24,749,475
----------------------------	-------------------

Bank Account Balances

PSDLAF - Operating Fund	3,341,772
PSDLAF - Investments	21,000,000
PLGIT - Investment	174,944
PA Invest - Investment	232,759
Total Bank Account Balances	24,749,475

Variance	(0)
----------	-----

**New Hope-Solebury School District
Capital Reserve Fund - Treasurer's Report
12/31/2018**

Beginning Cash Balance	761,662.35
-------------------------------	-------------------

Receipts

Interest Earnings	4,006.52	
Transfer In from General Fund	2,121,422.00	
Total Receipts		2,125,428.52

Disbursements

-

Total Disbursements

-

Ending Cash Balance	2,887,090.87
----------------------------	---------------------

Bank Account Balances

PSDLAF	2,887,090.87
--------	--------------

Total Bank Account Balances	2,887,090.87
------------------------------------	---------------------

-

**New Hope-Solebury School District
Construction Fund - Treasurer's Report
12/31/2018**

Beginning Cash Balance	477,463.02
-------------------------------	-------------------

Receipts

Interest Earnings	1,080.28	
NH Boro Escrow - Reimburse #2	159,384.25	
Total Receipts		160,464.53

Disbursements

Check Run - Dec 20	11,934.96
--------------------	-----------

Total Disbursements	11,934.96
----------------------------	------------------

Ending Cash Balance	625,992.59
----------------------------	-------------------

Bank Account Balances

PSDLAF - GOB 2014	50.45
PLGIT - GOB 2015	-
PLGIT - GOB 2016	-
PLGIT - GOB 2017	625,942.14
Total Bank Account Balances	625,992.59

Outstanding Checks	-
--------------------	---

Cash / Investment Balances as of December 31, 2018

Account	Bank	Type	Settle	Mature	Description	Balance	Days	Rate	Income Per Day
General Fund	PSDLAF	Cash			Checking	3,341,772		2.12%	194
General Fund	PLGIT	Cash			Savings	174,944		1.98%	9
General Fund	PA Invest	Cash			Savings	232,759		2.27%	14
Total General Fund		Cash				<u>3,749,475</u>			<u>218</u>
General Fund	PSDLAF	Investment	10/3/2018	1/15/2019	Full Flex Pool (OZK)	2,000,000	15	2.35%	129
General Fund	PSDLAF	Investment	11/9/2018	1/15/2019	Full Flex Pool (CB)	5,000,000	19	2.35%	322
General Fund	PSDLAF	Investment	11/29/2018	1/15/2019	Full Flex Pool (PenFed)	6,000,000	15	2.45%	403
General Fund	PSDLAF	Investment	10/10/2018	1/15/2019	Full Flex Pool (EWB)	8,000,000	15	2.40%	526
Total General Fund		Investment				<u>21,000,000</u>			<u>1,379</u>
Total General Fund						<u>24,749,475</u>			<u>1,598</u>
Food Service Fund	PSDLAF	Cash			Checking	38,599		2.12%	2
Student Activity Fund	PSDLAF	Cash			Checking	79,114		2.12%	5
Capital Reserve Fund	PSDLAF	Cash			Checking	2,887,091		2.12%	168
Construction Fund	PLGIT	ARM/Checking			Checking	625,942		1.98%	34

NEW HOPE-SOLEBURY SCHOOL DISTRICT
HIGH SCHOOL & MIDDLE SCHOOL ADDITIONS AND RENOVATIONS
SUMMARY
January 17, 2019

Total Project Budget **28,499,971**

Contracts

GC	Skepton Construction, Inc.	12,975,000
MC	The Farfield Company	5,691,000
EC	Boro Construction	3,810,000
PC	Stan-Roch	800,000
AA	Sargent Enterprises, Inc.	88,000
	Contracts Total	23,364,000

Change Orders

GC	Skepton Construction, Inc.	186,017
MC	The Farfield Company	30,227
EC	Boro Construction	425,449
PC	Stan-Roch	7,071
AA	Sargent Enterprises, Inc.	144,328
	Changer Order Total	793,093

PlanCon Part I to be prepared by GKO

Pending Change Orders

GC	Skepton Construction, Inc.	-
MC	The Farfield Company	-
EC	Boro Construction	-
PC	Stan-Roch	-
AA	Sargent Enterprises, Inc.	-
	Pending Change Order Total	-
	Total Contract & Change Orders	24,157,093

PROJECT SOFT COSTS

Architect Fee	1,502,140	
Credit \$11,500 for MS PCO-048 (Fire Dampers)	(11,500)	GKO
GKO - Printing Fees	36,308	
GKO - Traffic Study	35,687	
RPE Fee	846,490	
Project Financing	357,330	
Builder's Risk Insurance	75,042	
Legal Fees (Borough Escrow Solicitor & Engineer)	175,240	
Permits/Approvals/Utilities	289,020	
Legal Fees - District Solicitor	45,000	
Construction Testing	50,000	
Additional Soil Testing	6,200	
HVAC TAB & Commission Verification	152,770	
Environmental Testing & consulting	55,000	
Indoor air quality monitoring	38,120	
Furniture and Equipment	269,835	
Telephone System	116,000	
CCTV - Security Camera's	50,000	
Other Items (PECO, Verizon, Boiler, Fire Alarm, etc)	94,991	
Completed work - Auditorium	411,100	
Interest Earned on Project Funds	(198,000)	
Total Project Soft Costs	4,396,773	

Original Contingency	936,845	
Remaining Contingency	(53,895)	
Remaining MC Allowances	-	
Remaining EAC Allowances	80	
Total Remaining Contingency and Allowances	(53,815)	

Prior Month Contingency	(78,255)	
-------------------------	----------	--

Budget Transfer - Summary Sheet
January 24, 2019 - Board Meeting

[illegible]

Business Administrator Signature _____

Date _____

**Resolution Approving 2019-2020 Preliminary Budget
and Authorizing the Filing for Referendum Exceptions and Final Budget Notice**

RESOLVED, that the Board of School Directors of New Hope-Solebury School District, as follows:

1. The Proposed Preliminary Budget of the School District for the 2019-2020 fiscal year on form PDE 2028 as presented to the School Board is adopted as a Preliminary Budget Proposal for the School District General Fund. The Administration and School Board will continue review of budget components, and the Preliminary Budget may be revised prior to adoption of a Final Budget for the 2019-2020 fiscal year.
2. The Act 1 index applicable to the School District as calculated by the Pennsylvania Department of Education is 2.3%. The Preliminary Budget Proposal assumes that the School District will receive approval for use of one or more Act 1 real estate tax referendum exceptions. The School District shall take all steps required to obtain approval for the referendum exceptions contemplated in the Preliminary Budget Proposal, including advertising once in a newspaper of general circulation and placing on the School District website **Act 1 Referendum Exception Notice** in substantially the form as presented to the School Board.
3. The School District shall continue to make the Preliminary Budget Proposal available for public inspection, and shall make the Proposed Final Budget in its then current form available for public inspection at least 20 days before the date scheduled for adoption of the Final Budget.
4. At least 10 days before the date scheduled for adoption of the Final Budget, the Secretary shall advertise **Final Budget Notice** in substantially the form as presented to the School Board. The notice shall be advertised once in a newspaper of general circulation and shall be posted conspicuously at the School District offices.
5. School District officials shall take all action necessary or appropriate to carry out the intent of this resolution.

NEW HOPE-SOLEBURY SCHOOL DISTRICT

BY: _____
Deirdre Alderfer, President

ATTEST:

Andrew Lechman, Secretary

(SEAL)

Electricity Budget

New Hope-Solebury School District

Location Account #	EDC	Rate	07/2018 - 06/2019				07/2019 - 06/2020			
			kWh	Utility \$	Supply \$	Total \$	kWh	Utility \$	Supply \$	Total \$
Bus Parking Lot 0880600900	PECO	GS	28,520	1,153	1,154	2,307	28,520	1,146	993	2,140
New Hope-Solebury Upper ES 1193800503	PECO	GS	1,099,440	25,427	68,312	93,739	1,099,440	25,029	54,947	79,976
New Hope-Solebury HS 2118700305	PECO	GS	2,116,701	49,430	113,525	162,955	2,116,701	48,704	93,491	142,195
OFC/COM Ramonos Bus Bldg 8306300304	PECO	GS	35,030	1,794	2,000	3,794	35,030	1,789	1,621	3,409
New Hope-Solebury Lower ES 9521700205	PECO	GS	421,280	14,660	29,679	44,338	421,280	14,541	23,429	37,970
Shed 9853801200	PECO	GS	127	620	6	626	127	619	5	625

[illegible]

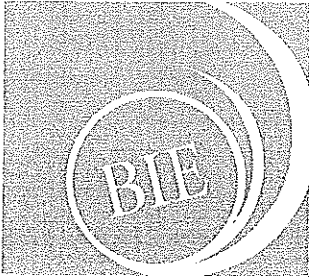
Rabbit Run Development - Sales/Assessment Detail

Parcel ID	Address	Assessment	Sales Price	Tax	Sales Date
27-004-002-001	1 Rabbit Run Rd			-	
27-004-002-002	2 Rabbit Run Rd	123,360	1,275,000	12,341	7/19/2018
27-004-002-003	3 Rabbit Run Dr	123,360	1,250,000	12,341	6/16/2017
27-004-002-004	4 Rabbit Run Dr	113,490	1,175,000	11,354	4/28/2017
27-004-002-005	5 Rabbit Run Dr	114,800	1,200,000	11,485	5/31/2017
27-004-002-006				-	
27-004-002-007				-	
27-004-002-008				-	
27-004-002-009				-	
27-004-002-010				-	
27-004-002-011				-	
27-004-002-012				-	
27-004-002-013				-	
27-004-002-014				-	
27-004-002-015				-	
27-004-002-016				-	
27-004-002-017				-	
27-004-002-018				-	
27-004-002-019	19 Meadowbrook CT	123,955	1,450,000	12,401	9/25/2017
27-004-002-020	20 Meadowbrook CT	115,912	1,450,000	11,596	11/3/2017
27-004-002-021				-	
27-004-002-022				-	
27-004-002-023				-	
27-004-002-024				-	
27-004-002-025				-	
27-004-002-026				-	
27-004-002-027				-	
27-004-002-028				-	
27-004-002-029				-	
27-004-002-030	30 Creek Rd	114,000	1,500,000	11,405	12/27/2017
27-004-002-031	31 Creek Rd	124,070	1,550,000	12,412	2/9/2018
27-004-002-032	32 Creek Rd	120,000	1,339,675	12,005	10/5/2018
27-004-002-033				-	
27-004-002-034				-	
27-004-002-035				-	
27-004-002-036				-	
27-004-002-037				-	
Total		1,072,947	12,189,675	107,339	

Homes Sold	9
Total Lots in Development	37
Homes Remaining to Be Sold	28
Average Assessed Value of Homes Sold	119,216
Average Property Taxes of Homes Sold	11,927
Estimated Taxes for Remaining Homes	333,942

MBIT Enrollment/Cost Trends

Program	15-16	16-17	17-18	18-19
Automotive Technology	-	-	-	1
Commercial Art & Design	-	2	2	1
Building Trades Occupations	-	-	-	-
Computerized Drafting & Engineering Graphics	3	3	2	1
Cosmetology	1	3	1	1
Collision Repair Technology	-	-	-	-
Culinary Arts & Science	2	3	5	2
Dental Occupations	1	-	-	-
Early Childhood Care & Education	3	3	2	2
Electrical Technology	-	-	-	-
Engineering Related Technology	-	1	1	-
Horticulture Landscape & Design	-	-	2	2
HVAC Technology	1	-	-	-
Medical & Health Professions	-	2	1	-
Multimedia Technology	2	1	1	1
Networking & Operating Systems Security	2	1	-	-
Plumbing Technology	-	-	-	-
Public Safety	3	2	-	1
Residential Construction	-	-	-	-
Sports Therapy & Exercise Management	1	2	-	1
Web Design & Interactive Media	2	1	-	-
Welding Technology	-	1	1	-
Total	21	25	18	13



BUCK INSTITUTE FOR EDUCATION

PRIDONEWELL

PROPOSAL FOR SERVICES

Prepared for New Hope-Solebury School District – Charles Malone
Proposal # P-15749
Proposal Date December 19, 2018

The follow document is a proposal and is not a guarantee of service availability, nor does it confirm the scheduling of any of the services listed. Please reach out to BIE's Services team if you have any additional questions, and we are happy to follow up by email or by phone. *The prices listed on the Services Proposal are valid for 60 days and are subject to change after the proposal expires.*

Ready for the next steps? If you would like to move forward with scheduling services, your next steps are as follows:

1. Reply by email (services@bie.org) to confirm the specific services and dates you would like to schedule. *Please note that services and dates are not guaranteed until a Service Agreement is signed. BIE requires at least 6-8 weeks for contracting and procurement.*
2. Complete the Contact Information Form for service contracting. *This form confirms your authorized signer and the billing, shipping, and administrative contacts for your organization, required for BIE to generate a contract.*
3. Sent via DocuSign, the Services Agreement is signed by your authorized signer. *Once signed, your services are scheduled and dates are officially secured on our calendar.*

Does your school or district have additional requirements for contracting? Please let us know as soon as possible, so we can work with your team to finalize needs.

If you have other questions or concerns about scheduling, service details, or pricing, feel free to be in touch. We look forward to working with you to bring Project Based Learning to the teachers and students you serve!

CORE SERVICE PRICING

Service	Service Price (USD)	Quantity	Total Service Price (USD)
Teacher Sustained Support Visit (2-day)	\$8,250.00 /visit	1 visit	\$8,250.00

TOTAL USD \$8,250.00

These prices are valid for scheduled services in the continental United States within the date ranges listed above. Prices are inclusive of facilitator fees, travel, accommodations, and administrative and other costs.

This is a non-binding quote for service offerings requested of the Buck Institute for Education (BIE). Service scheduling is not confirmed until a signed Services Agreement has been received by BIE. Peak demand for service delivery is June-August. Clients are advised to confirm services 60+ days in advance of the desired service delivery date.

This offer is valid for 60 days following the proposal date.

The attached 2018 BIE Services Catalog serves as a reference to describe services listed in this proposal.

MG TACTICAL ADVANTAGE, LLC.



January 3, 2019

Attn: David Teasdale
Director of Operations
New Hope-Solebury School District

We are pleased to present our proposal including projected costs to conduct a Safety and Security Assessment for the New Hope-Solebury School District.

MG Tactical Advantage LLC, proposed costs are based on information provided by the school district, including the number of the schools, staffing counts, student enrollment, and school facility square footage. In addition we have conducted a preliminary review of online information and site area maps to assist us in planning for the assessment.

We have included background documents that describe our Safety and Security Evaluation Process as well as information regarding the Operational Risk and Vulnerability assessment process to be conducted with students and staff. MG Tactical Advantage will provide an assessment process that is in compliance with the Act 44 established criteria. We will be pleased to provide any information regarding our process, upon request, either during an interview or in writing.

MG Tactical Advantage LLC, school safety advisors have completed similar projects, including staff and student training and All Hazards Plan reviews, and operational exercises to multiple school districts in the Commonwealth of Pennsylvania. In addition we have provided Risk and Vulnerability Assessments upon the request of the Pennsylvania Department of Education, Office of Safe Schools.

MG Tactical Advantage will coordinate the estimated project start and completion dates with the appropriate school district representative. In order to complete the project in a timely manner, recognizing the limitations of school district schedules and availability of staff and students, MG Tactical will request the school district provide school administrators to be available to coordinate, and monitor the school site visitations during in session days. MG Tactical Advantage will provide a final proposal and service contract documents, once the final scope of work has been determined and assigned by the New Hope-Solebury School District

We look forward to the opportunity to assist the district with this project.

Respectfully

Michael L Hurley, PCSBO
School Safety and Security Advisor
MG TACTICAL ADVANTAGE LLC.



MG Tactical Advantage, LLC

525 Summit Drive, Carlisle PA 17013

717-243-1304

mgtactical.com

717-249-3843

Survival is an Attitude

This proposal dated January 3, 2019, has been created for the New Hope-Solebury School District, whose business address is 180 W Bridge St, New Hope, PA., 18938, and referred to as "NHSSD", by Michael J. Guido of MG Tactical Advantage, LLC, whose address is 525 Summit Drive, Carlisle, PA referred to as "Consultant."

1. Consultation Services. The Consultant proposes to perform the following services in accordance with the terms and conditions set forth in this agreement: The Consultant will perform a safety and security assessment for all applicable NHSSD facilities as specified. The safety and security assessments will be completed based on and in compliance with criteria established as part of the ACT 44 Safe Schools Act 44 of 2018.

2. Terms of Agreement. Consultant will spend an estimated two school days (or as necessary) at NHSSD properties and facilities to perform site specific risk and vulnerability assessments. NHSSD shall provide access to the appropriate building, staff, and documents as required for MG Tactical Advantage to prepare the assessment. The site visits shall be scheduled on mutually agreeable dates between February 1, 2019 and June 1, 2019, and based on timeline for acceptance of this proposal. The terms of this agreement are valid until June 30, 2019. Final report will be provided to NHSSD within 30 days of last completed site visit.

3. Place Where Services Will Be Rendered. The site assessments will be performed at individual schools throughout the District and other facilities as agreed upon.

4. Payment to Consultant. NHSSD will pay the Consultant a total of \$11,800.00 in two separate payments. The first payment of \$5,000.00 will be due upon

execution of this proposal and the final payment of \$6,800.00 will be due upon delivery of the final report. The Consultant will provide 4 copies including an electronic copy of each site specific final report. Travel and lodging expenses are included, and the appropriate invoices will be available upon request.

LOCATION (8) COST PROJECTIONS:

Lower Elementary School	\$ 1700.00
Upper Elementary School	\$ 2200.00
Middle School	\$ 1900.00
High School	\$ 4500.00
Administration Office	\$ 900.00
Operations Center	\$ 500.00
Maintenance Office	No charge
Transportation Center	No charge

5. Independent Contractor. Both NHSSD and the Consultant agree that the Consultant will act as an independent contractor in the performance of his duties under this contract.

6. Cancellations – If NHSSD wishes to cancel this contract after it is executed a 10% cancelation fee may be charge.

7. Employment of Others. The Consultant may, as required, arrange for additional or alternate Consultant(s).

8. NHSSD, its agents, officers and employees hereby release Consultant and anyone acting on his behalf from any and all liability for any and all claims, whether for personal injury, property damage or any other loss whatsoever occasioned by Consultant's suggestion, opinion, recommendation or performance of work referred to herein. Additionally, Consultant disclaims and has no liability with respect to actions taken or not taken by NHSSD as a result of the performance of this work. Further, NHSSD agrees to indemnify Consultant and hold him harmless from any damage or loss, including but not limited to attorney fees or other costs incurred in defending against, any action or claim brought against him, or anyone acting on his behalf, as a result of the performance of the work under this contract.

IN WITNESS WHEREOF the parties intending to be legally bound have hereunto set their hand the day and year written below.

NHSSD Authorized Signature:

_____ Date _____

CONSULTANT

_____ Date _____



RISK AND VULNERABILITY ASSESSMENT PROCESS OVERVIEW

MG TACTICAL ADVANTAGE LLC., provides several teams of subject matter advisors capable of providing school districts, institutions of higher education, and daycare centers with multi focused risk and vulnerability assessments.

The focus of the assessment includes:

- Physical structure and layout- buildings and ground
- Operational safety and security – based on staff and student interviews
- Impact of secondary incident involvement

Physical Structure

Team members will conduct a site based walk thru beginning prior to the school day, during the school day and after school. This enables team members to evaluate areas of concern involving bus unloading zones and safety/security at extra-curricular after school program locations. The assessment is based on observations and considerations of safety and security relative to the building's design, current security measures, i.e.: doors, camera systems, fire alarm and security systems. We encourage school administrators to share specific areas of concern, or previously discussed issues with building layout.

Operational Safety and Security

Reviews are conducted with staff and students are conducted to determine situational awareness levels, compliance with safety/security procedures, including preparedness to respond to emergency events. Discussions are encouraged to determine levels of training necessary to prepare staff and students for active assailant incident management at their specific school.

Impact of Secondary Incident involvement

This assessment addresses the potential for the specific school site to become involved in a secondary incident not direct at a school. Assessments may include: proximity to financial institutions, major highways, rail lines, and chemical/manufacturing facilities. The assessments are focused on events that may impact a school as a result of robbery, hazardous materials incident, fire/ explosions or public disruptions at external community locations.

Exit Interview and Reports

The process includes a district level exit interview that provides for PRIORITY items that are recognized as observations and considerations at the conclusion of district-wide site based visits. A final report including all observations and considerations will be provided to the district administration within 90 days of the final site visit. Final reports will be site based however will include a compilation of observations common to all schools/facilities. MG Tactical Advantage, LLC will provide five (4) hard copies of the report, in addition to electronic format. The site teams will provide a district-wide meeting to discuss the observations and considerations with all appropriate school administrators.

Meetings to discuss the observations and considerations with the school district board of directors are not included in the process, however may be discussed and are fee based in addition to the process identified above.

ADDENDUM

This is an Addendum to the Agreement between the **New Hope Solebury School District** (hereinafter referred to as "LEA" for Local Education Agency) and **ESS Northeast, LLC (f/k/a S4Teachers, LLC d/b/a Source4Teachers)** (the "Company") for the services of Substitute Teachers and Staff:

The parties hereby agree to modify the Agreement as follows:

1. Effective January 1, 2019 the following positions and rates are revised in Exhibit A:

Position	Pay Rate	Bill Rate	Rule
Substitute Nurse- RN (Hourly)	\$37.00	\$50.69	No lunch deduction
Substitute Nurse- LPN (Hourly)	\$33.00	\$45.21	No lunch deduction

2. All other provisions of the Agreement shall remain in full force and effect during the term of the Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date set forth below.

New Hope Solebury School District

Attest: _____

By _____
Signature

Name and Title

Date _____

**ESS Northeast, LLC (f/k/a S4Teachers,
LLC d/b/a ESS/Source4Teachers)**

Attest: _____

By _____
W. Andrew Hall, Executive V.P.

Date _____