



BENSALEM TOWNSHIP SCHOOL DISTRICT

DOROTHY D. CALL ADMINISTRATIVE CENTER
3000 DONALLEN DRIVE BENSALEM, PA 19020
(215) 750-2800, EXT. 4100
FAX: (215) 359-0181

VICTORIA VELAZQUEZ, ED. D.
INTERIM SUPERINTENDENT

DR. DEBORAH KING, SCHOOL BOARD PRESIDENT
STEPHANIE A. GONZALEZ FERRANDEZ, ESQ., VICE PRESIDENT

Bensalem Township School District

Office of the Superintendent

Date: April 22, 2026

Via Certified Mail, First Class Mail, and Electronic mail (RA-PDE-SchoolService@pde.gov)

To: Pennsylvania Department of Education-Forum Building

607 South Drive

Harrisburg, PA 17120

Subject: Notice of Intent to Alteration and/or Curtailment of Educational Programs and Related Professional Staff Suspensions at the Bensalem Township School District

Dear Sir/Madam,

Pursuant to 24 P.S. §11-1124(a)(2) and (b), please accept this Notice that the Bensalem Township School District intends, and has taken action, to suspend Professional Employees (and Temporary Professional Employees) within the Bensalem Township School District pursuant to its “curtailment or alteration of the educational program on recommendation of the interim superintendent and on concurrence by the board of school directors, [. . .]to conform with standards of organization or educational activities required by law or recommended by the Department of Education[.]” 24 P.S. §11-1 124(a)(2).

Specifically, the Bensalem Township School District plans to curtail, alter and/or reorganize its educational program by elimination of undersubscribed courses and electives, realignment of elective courses to prioritize courses with higher student demand aligned to required academic standards, reduction of positions based on enrollment and class size analysis, reduction and restructuring of counseling and support positions, and realignment of ELD supports, staffing changes to provide more effective and efficient delivery of educational programming resulting in the suspension or furlough of at least one (1) Professional Employee.

Attached to this Notice are a Letter explaining the planned changes and a copy of the School Board’s action, with supporting documentation. Thank you.

Sincerely,
Dr. Victoria Velazquez
Interim Superintendent of Schools

**PROVIDING A FIRST CLASS EDUCATION
FOR THE WHOLE CHILD**



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Sincerely, 
Dr. Victoria Velazquez
Interim Superintendent of Schools
Bensalem Township School District

**A RESOLUTION OF THE INTENT OF
THE BENSLEM TOWNSHIP SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS TO CURTAIL, OR OTHERWISE ALTER, THE
EDUCATIONAL PROGRAM AND SUSPEND CERTAIN PROFESSIONAL
EMPLOYEES FOR THE 2026-2027 SCHOOL YEAR PURSUANT TO SECTION
1124(a)(2) OF THE PUBLIC SCHOOL CODE OF 1949**

RESOLUTION NO. 2

WHEREAS, the Board of School Directors (“Board”) of the Bensalem Township School District (hereinafter referred to as the “School District”) directed the Interim Superintendent, the Business Manager and such other members of the School District’s Administration Team, who the Superintendent’s Office deemed necessary and prudent (collectively referred to as the “Administration”), to appraise, among other things, educational and instructional program requirements, student enrollment and student needs, as well as staffing capacities in the School District; and

WHEREAS, as part of its continuing duty to evaluate administrative staff, student enrollment, and student needs, the Administration continued to assess the School District’s educational programming and related personnel needs and SY 2025-2026, and anticipating a change in staffing for SY 2026-2027; and began to conduct studies for the purpose of providing certain recommendations to the Board; and

WHEREAS, the Superintendent listed as part of the Administration in the first recital above left the School District on or about March 31, 2026 (“Former Superintendent”); and

WHEREAS, the Board appointed an Interim Superintendent to serve beginning on or about April 1, 2026 until such time as a permanent Superintendent could be appointed; and

WHEREAS, the Interim Superintendent and Administration continued in their duties to evaluate and monitor programs, student enrollment trends and student needs, and the Administration continued to assess the School District’s programmatic requirements throughout SY 2024-2025 and SY 2025-2026, and anticipating a change in educational programming and for SY2026-2027, conducted additional studies and prepared, for consideration by the Board, a plan detailing certain findings and recommendations related to these matters; and

WHEREAS, the Interim Superintendent has prepared a series of recommendations concerning School District staffing to provide more effective and efficient delivery of educational programming in the School District (“Plan”); and

WHEREAS, in the Plan, the Interim Superintendent, upon consultation with Administration has recommended the curtailment or alteration of the School District’s educational program, specifically, the elimination of said positions; and

WHEREAS, the Public School Code of 1949, 24 P.S. §1-101, et. seq., permits the Board

to suspend the necessary number of professional employees, for any of the non-economic causes enumerated under Section 1124(a)(1)-(4), 24 P.S. §11-1124(a)(1-4); and

WHEREAS, the Board is specifically authorized to suspend the necessary number of professional employees as part of a "curtailment or alteration of the educational program on recommendation of the interim superintendent and on concurrence by the board of school directors, as a result of substantial decline in class or course enrollments or to conform with standards of organization or educational activities required by law or recommended by the Department of Education," 24 P.S. §11-1124(a)(2); and

WHEREAS, the Board believes the staffing must be right for the programs necessary to achieve a quality education; and

WHEREAS, the Board asked the administration to review the course and program offerings provided by the district with a view towards eliminating those courses and programs that are not necessary to achieve a quality education for all students; and

WHEREAS, this curtailment or alteration necessitates the suspension of professional employees to implement said change; and

WHEREAS, the Administration has ascertained the identities of the potentially affected professional employees; and

WHEREAS, the Board requested that the Administration to review enrollment patterns in connection with staffing needs; and

WHEREAS, after a careful consideration of relevant factors the Administration has recommended the following adjustments, curtailments or alteration of classes based upon a decline in course enrollments or to conform with the standards of organization or educational activities recommended by the Pennsylvania Department of Education:

1. Elimination of undersubscribed courses
2. The reduction of six (6) elementary school teaching positions due to enrollment figures and class size considerations.
3. The elimination of twelve (12) positions at the secondary level due to alteration in programs related to under subscribed courses.
4. The elimination of an alteration of high school electives in two (2) areas in favor of courses that are more popular with students And courses that are mandated academic programs for a net reduction of two (2) positions.
5. The elimination of an alteration of counselors support two (2) positions.

WHEREAS, Section 1125.1 of the Public-School Code and the Collective Bargaining Agreement (the "Agreement") between the School District and the Bensalem Township Educational Association provides the applicable procedures for the suspension or furlough of professional employees; and

WHEREAS, the Administration has applied the applicable procedures in the Agreement and the School Code to realign its professional staff and to establish the professional employees to be suspended in connection with the present curtailment or alteration; and

WHEREAS, the Administration has applied the required procedures under Section 1125.1 of the School Code to realign its administrative professional employees and to establish the administrative professional employees to be suspended in connection with the present curtailment or alteration; and

WHEREAS, the Board hereby concurs with the Interim Superintendent's recommendations and authorizes the Interim Superintendent and such other administrators, staff and agents of the School District as the Interim Superintendent deems appropriate to undertake such actions as are necessary and prudent in order to notify the Pennsylvania Department of Education ("Department") of the recommended courses of action and to undertake such other actions as are necessary to advance the purposes of this Resolution.

NOW, THEREFORE, be it resolved, that:

1. The Board hereby ratifies any and all directives to District Administration to appraise, among other things, educational and instructional program requirements, student enrollment and student needs, as well as staffing capacities in the School District. It further ratifies any and all instructions to Administration to develop a recommendation regarding the same.
2. The Board hereby concurs with the recommendation of the Interim Superintendent to curtail or alter the educational program, specifically to eliminate the School District's positions listed below, in order to conform with standards of the organization or educational activities required by law or recommended by the Department.
3. The Board hereby authorizes the Interim Superintendent of the School District to submit the Plan presented at this meeting, in addition to any other documentation the Interim Superintendent deems necessary and appropriate to the Department as part of the School District's notification requirement under Section 1124 of the Public-School Code. A copy of the Plan shall be appended to this Resolution as "Exhibit A." The Plan is incorporated into this Resolution as if stated in full herein. In so far as the Secretary of Education ("Secretary") or Department is required to approve the Plan, the Interim Superintendent shall take all steps necessary and proper to secure Plan approval.
4. The Board authorizes the Interim Superintendent and administrative staff to present to the Department data and information necessary to validate professional staff suspensions to conform to standards of organization or educational activities required by law or recommended by the Department.
5. It is determined that following professional employee positions will be eliminated for the 2026-2027 School Year:

- a. Elementary Teacher Grade 2
 - b. Elementary Teacher Grade 2
 - c. Secondary Librarian
 - d. Elementary Teacher Grade 3
 - e. Elementary Teacher Grade 5
 - f. Middle Level Sp Ed Teacher
 - g. Secondary Teacher (Sp Ed)
 - h. Secondary Teacher (Sp Ed)
 - i. Secondary Teacher (ELD)
 - j. Secondary Teacher (ELD)
 - k. Secondary Teacher (Science)
 - l. Secondary Teacher (Phys Ed)
 - m. Secondary Teacher (Math)
 - n. Secondary Teacher (ELA)
 - o. Secondary Teacher (ELA)
 - p. Secondary Teacher (Art)
 - q. Secondary Teacher (World Language)
 - r. Elementary ELD Teacher
 - s. Elementary ELD Teacher
 - t. Secondary Level Counselor
 - u. Middle Level Librarian
6. As a result of the elimination of the professional employee positions as set forth in paragraph 5 above, attrition, and alignment, the following one (1) professional employees shall be suspended in accordance with the Plan:
- a. One Counselor-K-12
7. In the event that the Interim Superintendent, in her sole discretion and in accordance with Section 1125.1 of the School Code, the applicable Agreement or any other lawful basis, determines that one or more of the professional employees should be suspended instead of any of the one (1) professional employee listed in Paragraph 6 above, the Board expressly delegates her the authority to make any adjustments or alterations to the list of suspended employees as she deems necessary and appropriate.
8. In accordance with the recommendation of the Interim Superintendent and Administration to suspend professional employees, the Board hereby authorizes the suspension of professional employees (“Furloughed Professional Employees”) to effectuate the curtailment or alteration of the educational program pursuant to and in accordance with Section 1125.1 of the Public-School Code of 1949, as amended, and the Agreement.
9. The Board also authorizes and directs the Interim Superintendent to issue a Notice of Intent to suspend professional employees, the Board hereby authorizes the suspension of professional employees (“Furloughed Professional Employees”) to effectuate the

curtailment or alteration of the educational program pursuant to and in accordance with Section 1125.1 of the Public-School Code of 1949, as amended, and the Agreement.

10. In the event a Furloughed Professional Employee fails to request a hearing by the deadline established in the Notice to Suspend, the Board's decision to suspend said Furloughed Professional Employee in this Resolution shall be final.
11. The Board authorizes and directs the Interim Superintendent and such other members of the Administration whom the Interim Superintendent deems necessary and prudent to consult with and work with the School District Solicitor to issue all required notices under the Public School Code of 1949, as amended, including, but not limited to, Section 524 of the Code, and the Collective Bargaining Agreement to affected employees as part of the curtailment of undersubscribed courses/electives.
12. The Board further authorizes the realignment and reassignment of professional employees as necessary to implement the terms of this Resolution and to comply with the Public School Code and relevant Collective Bargaining Agreement.
13. Accordingly, the Board also authorizes and directs the Board President, Board Secretary, Acting Superintendent, Solicitor, or any other members of Administration to execute any documents, including but not limited to any Notices concerning the suspensions, furloughs, non-renewals or to schedule and advertise and pay for any hearings or special meetings, which may be necessary to satisfy the requirements of the School Code or due process generally.
14. The Board also authorizes and directs that the Acting Superintendent, and such other members of the Administration whom the Acting Superintendent deems necessary and prudent, to consult with and work with the School District Solicitor and such other necessary professionals of the School District to ensure the correctness and completeness of the process of all of the foregoing.
15. Nothing herein shall be construed to prevent or otherwise limit the Board of School Directors from taking further action, if necessary, consistent with the School Code, including but not limited to 24 P.S. §11-1124, and other relevant law.
16. All prior actions of the Board, the Acting Superintendent, the Former Superintendent, the School District Solicitor and other persons as directed by Board, subject to the respective direction, in connection with the foregoing, are authorized, ratified and confirmed.
17. If any provision of this Resolution shall be determined to be unlawful, invalid or unenforceable, then that provision shall be considered severable from the remaining provisions of this Resolution which shall be in full force and effect.
18. The recommendations of the Administration as stated herein are hereby approved as of the last workday for teachers and staff of the 2025-2026 school year.

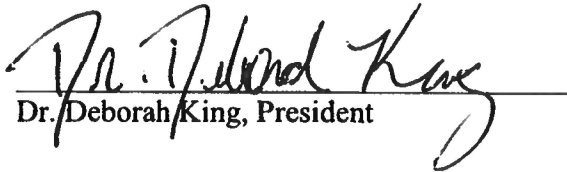
19. All suspensions, furloughs, or non-renewals pursuant to this Resolution shall commence as of the close of business on June 30, 2026.

20. This Resolution shall take effect immediately.

RESOLVED AND ADOPTED by the Board of School Directors of the Bensalem Township School District, County of Bucks, Commonwealth of Pennsylvania, this 22 day of April, 2026.

**BENSALEM TOWNSHIP SCHOOL DISTRICT
BOARD OF DIRECTORS**

[SEAL]


Dr. Deborah King, President

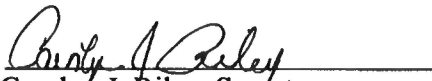
Attest: 
Carolyn J. Riley, Secretary
Secretary to the Superintendent
School Board Secretary

EXHIBIT A

BENSALEM TOWNSHIP SCHOOL DISTRICT Curtailment PLAN

1. Details of the Request: Alteration and/or Curtailment of Educational Programs

Alteration and/or curtailment of programs: Section 1124 (a) (2) permits any board of school directors to suspend the necessary number of professional employees when the Superintendent recommends curtailment for alteration of the educational program because of substantial decline in class or course enrollments.

The District proposes to implement the following programmatic changes:

- Elimination of undersubscribed courses and electives at the secondary level
- Realignment of high school elective offerings to prioritize courses with higher student demand and those aligned to required academic standards
- Reduction of elementary teaching positions based on enrollment and class size analysis
- Adjustment of secondary program offerings, including staffing aligned to course enrollment trends
- Reduction and restructuring of counseling and support positions based on service delivery models
- Realignment of ELD and specialized instructional supports to reflect student population needs

These changes are designed to ensure that all remaining programs are rigorous, standards-aligned, and sustainable, while continuing to provide equitable access to core academic instruction.

2. Reason for Alteration or Curtailment

The District's request is based on both programmatic and enrollment considerations, including:

- Declining or shifting elementary class size/patterns/
- Declining or shifting enrollment patterns
- Declining or shifting enrollment patterns in specific courses and programs
- Declining enrollment in elective courses
- The need to conform to Pennsylvania Department of Education standards for organizational efficiency and program delivery
- A comprehensive review of expenditures and implementation of multiple cost-saving measures prior to recommending staffing reductions

3. Number of Positions Eliminated

As a result of the proposed alterations and curtailments:

As the Interim Superintendent, the recommendation for the 2026-2027 school year is to; take actions to represent a targeted and measured approach to staffing adjustments while minimizing disruption to instructional delivery through reassignment of staff to positions held by prior long-term subs, consolidation of classes due to lower enrollment and undersubscribed courses and elective courses.

A total of 22 professional employee positions are being eliminated through programmatic restructuring.

Following attrition and realignment of the 22 positions, one (1) professional employee is anticipated to be suspended in accordance with Section 1125.1 of the School Code

- Elementary Teacher Grade 1 – Due to decreased enrollment in building in this grade level.
 - 79 students projected for 26-27.
 - 29 students is class maximum for grade.
Reduced to 3 sections.
- Elementary Teacher Grade 2 – Due to decreased enrollment in building in this grade level.
 - 74 students projected for 26-27.
 - 29 students are class maximum for grade.
 - Reduced to 3 sections.
- Secondary Librarian – Due to curriculum design in high school the position can be reduced as the standards are taught within ELA.
- Elementary Teacher Grade 3 – Due to decreased enrollment in building in this grade level.
 - 54 students projected for 26-27.
 - 29 students are class maximum.
 - Reduced to 2 sections.
- Elementary Teacher Grade 5 – Due to decreased enrollment in building in this grade level.
 - 60 students projected for 26-27.
 - 32 students are class maximum for grade.
 - Reduced to 2 sections.
- Middle Level Sp Ed Teacher – Due to special education programmatic change in building.
 - Program changed and students will be serviced on other special education teachers' caseloads. Caseloads will adhere to Chapter 14 requirements.
- Secondary Teacher (Sp Ed) – Due to reduced special education disability classification.
 - Students will be assigned to other special education teachers' caseloads. Caseloads will adhere to Chapter 14 requirements.

- Secondary Teacher (Sp Ed) – Due to special education programmatic change in building.
 - Students will be assigned to other special education teachers' caseloads. Caseloads will adhere to Chapter 14 requirements.

- Secondary Teacher (ELD) – Due to attrition.

- Secondary Teacher (ELD) – Due to elimination of co-taught courses.
 - District utilized ELD teachers to co-teach ELD students with Math and ELA teachers and due to programmatic change these courses are no longer offered.

- Secondary Teacher (Science) – Due to attrition.

- Secondary Teacher (Phys Ed) – Due to low enrollment in elective courses.
 - District used to run electives with 6 or more students enrolled but will no longer do so for the 26-27 school year.

- Secondary Teacher (Math) – Due to attrition.

- Secondary Teacher (ELA) – Due to attrition.

- Secondary Teacher (ELA) – Due to programmatic change in 9th grade ELA department.
 - District utilized ELA teachers to co-teach ELD students with ELA teachers and due to programmatic changes these courses will no longer be offered.

- Secondary Teacher (Art) – Due to low enrollment in elective courses.
 - District used to run electives with 6 or more students enrolled but will no longer do so for the 26-27 school year.

- Secondary Teacher (World Language) – Due to low enrollment in elective courses.
 - District used to run electives with 6 or more students enrolled but will no longer do so for the 26-27 school year.

- Elementary ELD Teacher – Due to programmatic change in department.
 - ELD teacher caseloads will increase.

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 - ELD teacher caseloads will increase.

- Floating Elementary Counselor – Due to district programmatic change in department.
 - This position was providing extra support to the existing elementary school counselors permanently assigned to the buildings. The additional support will end this year and the existing staff will take over the responsibilities.

- Secondary Level Counselor – Due to programmatic change in department that will increase counselor caseloads.
 - High School has 2200 students projected for enrollment for 26-27 school year.
 - Counselor caseload can be 1:450 pupils.
 - High School currently has 7 counselors with caseloads of 314 students.
 - After position reduction caseload will be 367 for remaining 6 counselors.

- Middle Level Librarian – Due to curriculum design in middle school the position will be reduced as the standards are taught within ELA.
 - There are currently library aides assigned to middle school libraries and those positions will remain to support the overall daily functioning of the library.

4. Impact on Academic Programs and Student Achievement

The District anticipates that the proposed changes will result in:

- Modest increases in class sizes within contractual limits
- Consolidation or restructuring of low-enrollment courses
- Adjustments to elective offerings, while preserving access to required and high-demand courses

Compared to the current school year, students will continue to receive a comprehensive educational program aligned to Pennsylvania Academic Standards.

If these actions are not undertaken, the District would face the likelihood of more substantial program eliminations, including broader academic and extracurricular reductions, which would have a significantly greater negative impact on students.

To minimize any impact on student achievement, the District will:

- Implement strategic scheduling and staffing models
- Maintain contractually compliant class sizes
- Prioritize core academic instruction, special education, and ELD services
- Utilize technology and blended learning opportunities to expand access to coursework
- Continue to align resources to high-impact instructional practices and student needs

5. Status and Timeline of Implementation

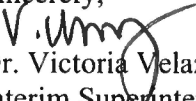
The District has followed and will continue to follow the required statutory and procedural timeline:

- **April 2026:** Board adoption of resolutions indicating intent to alter/curtail programs and suspend professional staff
- **April 2026:** Submission of required documentation to PDE
- **April-June 2026:** Notification to potentially affected employees in accordance with School Code and collective bargaining agreement
- **June 2026:** Final staffing determinations, scheduling adjustments, and program alignment
- **July 1, 2026:** Effective date of program changes and any resulting suspensions
- **2026–2027 School Year:** Full implementation and ongoing monitoring of program effectiveness and student impact

The Bensalem Township School District remains committed to ensuring that all students receive a high-quality, equitable education, even in the face of fiscal and structural challenges. These decisions were made with careful consideration and with the goal of preserving the integrity of the District's core academic programs.

Should you require any additional information or clarification, please do not hesitate to contact my office.

Sincerely,


Dr. Victoria Velazquez
Interim Superintendent
Bensalem Township School District



Bensalem Township School District
3000 Donallen Drive
Bensalem, PA 19020

Agenda Item Details

Meeting	Apr 22, 2026 - Regular Action Meeting
Category	O. Personnel
Subject	11. Resolution of the Intent to Curtail
Access	Public
Type	Action
Recommended Action	Motion to approve the Resolution, and accompanying Exhibit A, of the Intent to Curtail or Otherwise Alter the Educational Program and Suspend Certain Professional Employees for the 2026-2027 School Year

Public Content

[A 2\(1\) Draft RESOLUTION \(Curtailment\) Draft 4-21-26.pdf \(133 KB\)](#)

[A2 EXHIBIT A Plan V2.pdf \(144 KB\)](#)

Administrative Content

Executive Content

Motion & Voting

Motion to approve the Resolution, and accompanying Exhibit A, of the Intent to Curtail or Otherwise Alter the Educational Program and Suspend Certain Professional Employees for the 2026-2027 School Year

Motion by Kate Pascucci, second by Stephanie A Gonzalez Ferrandez.

Final Resolution: Motion Carried

Aye: Heather Nicholas, Karen A Winters, Rodger Allen, Rebecca Mirra, Leann Hart, Kate Pascucci, Stephanie A Gonzalez Ferrandez, Deborah King