The Hampton Township Board of School Directors held the Reorganization Meeting on Monday, December 7, 2020. The Meeting was held in the Hampton Middle School Auditorium, 4589 School Drive, Allison Park, PA 15101. The Meeting was also livestreamed online.

Meeting

Attendance: Ms. Denise Balason, Mrs. Jill Hamlin, Mr. Matt Jarrell, Ms. Joy Midgley, Mr. Robert Shages, Mr. Greg Stein, Mr. Larry Vasko, Mrs. Trisha Webb, Mr. Bryant Wesley, Dr. Michael Loughead and Dr. Rebecca Cunningham, Messrs. Jeffrey Kline and Donald Palmer along with a few Hampton Township residents.

Attendance

The meeting was called to order followed by the Pledge of Allegiance. Mr. Bryant Wesley served as Chairperson of the meeting. Mrs. Michelle Ambrose served as Recording Secretary.

Mrs. Webb and Dr. Loughead recognized District student(s) for their various accomplishments during the Student Awards presentation.

Student Awards

Mrs. Webb and Dr. Loughead recognized members of the Girls' Volleyball Team for their outstanding season. Under the direction of Coach Bozzo, the team finished their season as WPIAL AAA Section 5 Champions. Mrs. Webb noted that members of the team were also selected to the All-Section Team, the All-Section Second team, the All-WPIAL Second Team and the All-WPIAL Third Team.

Girls' Varsity Volleyball

Mrs. Webb and Dr. Loughead recognized members of the Girls' Soccer Team for their outstanding season. The team finished their season winning the WPIAL AAA Section 1 Championships. Mrs. Webb noted that members of the team were also selected to the All-Section Team and the All-WPIAL Team.

Girls' Soccer Team

Mr. Palmer called for nominations of a Temporary Chairperson. Mr. Stein nominated Ms. Balason, seconded by Mr. Shages with Mr. Vasko moving to close nominations. The motion was carried unanimously by voice vote. Ms. Balason was named Temporary Chairperson.

Ms. Balason, Temporary Chairperson

Ms. Balason called for nominations for the Office of Board President. Mr. Shages nominated Mr. Wesley, seconded by Mr. Stein with Mr. Vasko moving to close nominations. The motion was carried unanimously by voice vote. Mr. Wesley was voted to the Office of Board President.

Mr. Wesley, Office of Board President

Ms. Balason yielded the meeting to Mr. Wesley.

Mr. Wesley called for nominations for the Office of Vice President to the Board. Mr. Wesley nominated Mrs. Hamlin, seconded by Mr. Stein with Mr. Vasko moving to close nominations. The motion was carried unanimously by voice vote. Mrs. Hamlin was voted to the Office of Vice President to the Board.

Mrs. Hamlin, Office of Vice President to the Board

Mr. Wesley stated that the last several years the monthly Board Meetings have adhered to a standard meeting schedule. Mr. Wesley briefly outlined the typical meeting schedule as

Review of 2021 Meeting Schedule

the Work Session being held on the first Monday of the month, Voting Meetings held on the second Monday of the month and Special Meetings scheduled for the fourth Monday of the month. Mr. Wesley noted that the Special Meetings are only held on an as needed basis. Mr. Jarrell commented that due to holidays some meetings are changed from the standard schedule. Mr. Palmer stated that the Board should make a motion to approve the outlined meeting schedule.

Upon motion by Mr. Stein, seconded by Mr. Vasko and carried unanimously by voice vote, the Board approved the tentative 2021 HTSD Board of School Directors Meeting Schedule as outlined by Mr. Wesley.

Mr. Wesley opened the floor for public comment.

Ms. Beth Beam, Township resident addressed the Board inquiring if there was any feedback from the teachers regarding the reopening. Ms. Beam inquired if any teachers provided recommendations for the reopening.

Dr. Loughead addressed Ms. Beam, stating that the safety of the District faculty and staff is always a priority. He noted that there are those who may have greater concern than others with the reopening plans. Dr. Loughead stated that some concerns have been shared with Administration. He reported that Administration has searched for ways to address these concerns brought forth and continue to move forward with the reopening plans in the safest and most effective way possible. Dr. Loughead stated that the dedication of the faculty is doing what is right for the students.

Dr. Loughead stated that the District Administration is also looking to its families for transparency during these times. He stated many concerns with reopening can be handled with open communication and trusting that families will keep ill students home, quarantine as needed and being open about the need for travel plans.

Ms. Gretchen Homison, Township resident inquired if the Board had considered moving to Remote Learning following the winter break as many families will be hosting gatherings and traveling as they did during the Thanksgiving Break.

Dr. Loughead addressed Ms. Homison stating that at this time, Remote Learning has not been scheduled to occur after winter break. He noted however, guidelines are always being updated by both the county and the state. Dr. Loughead stated the District does continue to monitor the case numbers in the community and the data across the state to make these types of decisions as well. He noted monitoring will continue in order to make the best decisions moving forward.

The following information was presented and/or action taken on items submitted by Mr. Wesley during the President's Report.

Mr. Wesley stated that since the last meeting, the Board had met once in Executive Session to discuss legal and personnel matters.

2021 Board Meeting Dates Established

Public Comment

Teacher Feedback – Reopening

Remote Learning "Quarantine" After Winter Break

President's Report

Executive Session

There was no Board Secretary's Report this evening.

Board Secretary's Report

There was no Solicitor's Report this evening.

Solicitor's Report

The following information was presented and/or action taken on items submitted by Dr. Loughead in the Superintendent's Report.

Superintendent's Report

Dr. Loughead stated that his report typically encompasses the District's Academics, Art

and Athletics.

Remote Learning Until December 9, 2020

Under the umbrella of academics, Dr. Loughead praised the faculty for their hard work and execution of the revised remote learning experience. Dr. Loughead stated that the synchronous learning experience the students are receiving currently during the temporary pause for in-person instruction is far more robust than the remote learning that occurred this past spring. Dr. Loughead stated that the teachers make the difference and their efforts have been noticed by District Administration and families.

The District Arts

Under the umbrella of the arts, Dr. Loughead recognized the faculty for their creative measures to execute course work and keep students engaged during the remote learning experience. Dr. Loughead stated that under the new restrictions and increased Covid cases in the county the music department will not be able to host any in-person concerts at this time. Dr. Loughead indicated that other arrangements are being investigated and encouraged the Board to keep an eye out for information on possible remote "Watch Parties" to showcase student talent.

> Winter Sports Season

Under the umbrella of athletics, Dr. Loughead reported that the District has received several questions regarding winter sports season. Dr. Loughead noted that the District winter teams have been practicing for their upcoming seasons. He indicated that some competitions are scheduled to begin as early as this weekend. Dr. Loughead stated the District Athletic Department and teams are working to adhere to all recommended precautions and guidelines to operate in a safe environment.

> November 9, 2020 Meeting Minutes Approved

Upon motion by Mr. Vasko, seconded by Mr. Stein and carried unanimously by voice vote, the Minutes from the November 9, 2020 Board of School Directors Voting Meeting were approved and incorporated into the official Minute book.

Facilities

The following information was presented and/or action taken on items submitted by Ms. Balason of the Facilities Committee.

> PJ Dick, Construction Management Services

Upon motion from Ms. Balason, seconded by Mr. Stein and carried unanimously by voice yote, the Board approyed the proposal from PJ Dick for construction Management Services for Phase I of the Hampton High School Renovation Project, pending final review and approval by the District Solicitor's office.

> **Bipolar Ionization** Unit Update

Ms. Balason introduced Mr. Farino, Supervisor, Buildings & Grounds for a brief update to the installation process for the Bipolar Ionization Units.

Mr. Farino stated that the vast majority of the Bipolar Ionization Units have been installed district-wide with the exception of two remaining units. These units are located at Poff and Wyland. Mr. Farino reported that the installation process took 13 days with a crew of 4 technicians. Mr. Farino noted the technicians were hesitant on allowing the District HVAC department to install any of the units due to possible warranty issues.

Mr. Farino addressed the Board member inquiries regarding possible testing to show how the units are working in the buildings. Mr. Farino stated he informed the Board previously that there are no specific air quality tests that would indicate top performance of the units. Mr. Farino volunteered to contact PSI for their insight if the Board felt this step would be prudent. He indicated that a true indicator will be when the air filters are changed in the next cycle. Mr. Farino stated the filters should be noticeably cleaner indicating the units are working appropriately. Mr. Farino stated that a video is available showing scientific experiments utilizing food and the rate of decay between the compartments with the bipolar ionization and those without. Mr. Farino stated he can share these videos with the Board.

Mr. Farino provided a brief update on the progress of the two Middle School Capital Projects – the AHU 6 & 7 Replacements and the Through-Wall Flashing Replacement Project.

Mr. Farino noted that AHU 6 & 7 are installed and operational. Mr. Farino stated that the project engineer from Tower Engineering completed the punch list which had only minor items noted. Mr. Farino stated Tower Engineering would send the punch list to Hranec Corp. as soon as possible.

Mr. Farino reported that the Through-Wall Flashing Replacement Project is under review by the architect and the District. Mr. Farino reported that surface staining and discoloration to the stainless steel has been noted. A sample of the material has been sent to a metallurgist for inspection of the components in the metal.

The following information was presented and/or action taken on items submitted by Mrs. Midgley of the Personnel Committee.

Upon motion from Mrs. Midgley, seconded by Mr. Vasko and carried unanimously by voice vote, the Board accepted the resignation of of Ms. Jodi Sloboda effective November 24, 2020. (Ms. Sloboda was a Building Substitute at Hampton High School.)

Upon motion from Mrs. Midgley, seconded by Mr. Vasko and carried unanimously by voice vote, the Board accepted the resignation of Mr. Calvin Chmura effective December 11, 2020. (Mr. Chmura is a Building Substitute at Hampton Middle School.)

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved a change in status for Mrs. Patricia Pozza, Special

Update on Middle School Capital Projects

AHU 6 & 7 Replacement Project Update

Through-Wall Flashing Replacement Project Update

Personnel

Resignation, Ms. Jodi Sloboda

Resignation, Mr. Calvin Chmura

Change in Status, Mrs. Patricia Pozza,

Education Teacher at Wyland Elementary School, from .60 FTE to .80 FTE effective December 1, 2020. (This is due to the increased enrollment in the special education program at Wyland.)

Special Education Teacher, Wyland

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Mrs. Kelly Emmett to continue on an unpaid leave of absence for the second semester of the 2020-2021 School Year. (Mrs. Emmett is an English Teacher at Hampton High School.)

Mrs. Kelly Emmett, Unpaid Leave of Absence, Second Semester 2020-21

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Ms. Hannah Dunlap to continue as a Long-Term Substitute English Teacher at Hampton High School through the second semester of the 2020-2021 School Year. Salary remains \$33,500, pro-rated. (Ms. Dunlap will continue as a substitute for Mrs. Kelly Emmett.)

Ms. Hannah Dunlap, LTS English Teacher, HHS

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Ms. Erin Lankes to continue as a Long-Term Substitute English Language Arts Academic Support Teacher at Hampton High School through the second semester of the 2020-2021 School Year. Salary remains \$29,500, pro-rated. (Ms. Lankes will continue as a substitute for Ms. Hannah Dunlap.)

Ms. Erin Lankes, LTS English Language Arts Academic Support Teacher, HHS

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Ms. Brittany Wanamaker to continue as a .50 Long-Term Substitute Teacher on Special Assignment for the Hampton Online Academy (HOA) through the second semester of the 2020-2021 School Year. Salary remains \$33,500, prorated. (This is in addition to her Long-Term Substitute .50 Kindergarten Teacher assignment at Central Elementary School.)

Ms. Brittany Wanamaker, .5 LTS TOSA HOA

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Mrs. Emily Milbert to continue as a Long-Term Substitute Elementary Enrichment Teacher at Central Elementary School through the second semester of the 2020-2021 School Year. Salary remains \$33,500, pro-rated. (Mrs. Milbert will continue as a substitute for Mrs. Mary Fitzpatrick who is a TOSA.)

Mrs. Emily Milbert, LTS Elementary Enrichment Teacher, Central

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Mr. Charles (Max) Weiss to continue as a Long-Term Substitute Grade 2 Teacher at Central Elementary School through the second semester of the 2020-2021 School Year. Salary remains \$33,500, pro-rated. (Mr. Weiss will continue as a substitute for Mr. Zachary Rice who is a TOSA.)

Mr. Charles (Max) Weiss, LTS Grade 2 Teacher, Central

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Ms. Lynsey Norman to continue as a Long-Term Substitute Hampton Online Academy (HOA) teacher (based at Central Elementary School) through the second semester of the 2020-2021 School Year. Salary remains \$33,500, pro-rated. (This continues to be a class-size reduction teacher with HOA.)

Ms. Lynsey Norman, LTS HOA Teacher, Based at Central

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by

Mrs. Taryn

voice vote, the Board approved Mrs. Taryn Haluszcak to continue as a Long-Term Substitute Library-Media Specialist at Poff Elementary School through the second semester of the 2020-2021 School Year. Salary remains \$33,500, pro-rated. (Mrs. Haluszcak will continue as a substitute for Mrs. Erin Prosser who is a TOSA.)

Haluszcak, LTS Library-Media Specialist, Poff

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Ms. Caitlin Wismer to continue as a Long-Term Substitute Art Teacher at Wyland Elementary School and Hampton Middle School through the second semester of the 2020-2021 School Year. Salary remains \$33,500, prorated. (Ms. Wismer will continue as a substitute for Mrs. Elizabeth Howe who is a TOSA.)

Ms. Caitlin Wismer, LTS Art Teacher, Wyland

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Mrs. Deborah Hogan to continue as a Long-Term Substitute Grade 5 Teacher at Wyland Elementary School through the second semester of the 2020-2021 School Year. Salary remains \$33,500, pro-rated. (Mrs. Hogan will continue as a substitute for Mrs. Lauren Marshall who is a TOSA.)

Mrs. Deborah Hogan, LTS Grade 5 Teacher, Wyland

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Ms. Sydney Funtal to continue as a Long-Term Substitute Grade 4 Teacher at Wyland Elementary School through the second semester of the 2020-2021 School Year. Salary remains \$33,500, pro-rated. (Ms. Funtal will continue as a substitute for Mr. Ray Raible who is a TOSA.)

Ms. Sydney Funtal, LTS Grade 4 Teacher, Wyland

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Mrs. Lauren Casselberry to continue as a Long-Term Substitute Special Education Instruction in the Home Teacher for the second semester of the 2020-2021 School Year. Salary remains \$33,500, pro-rated.

Mrs. Lauren Casselberry, LTS Special Education Instructor in the Home Teacher

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved a change in status for Mrs. Donna Wanner, moving from a .66 Long-Term Substitute Math Academic Support Teacher and a .33 Long-Term Substitute Math Teacher at Hampton High School to a full-time Long-Term Substitute Math Teacher at Hampton High School effective November 19, 2020 through a date to be determined. Salary is \$33,500, pro-rated. (Mrs. Wanner is a substitute for Mrs. Kathy Dickensheets.)

Change In Status, Mrs. Donna Wanner, LTS Math Teacher, HHS

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Ms. Haylie Rupnow to continue as a Building Substitute at Wyland Elementary School through the second semester of the 2020-2021 School Year. Salary remains \$22,000, pro-rated.

Ms. Haylie Rupnow, Building Substitute, Wyland

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Ms. Daniella Zenone to continue as a Building Substitute at Hampton Middle School through the end of the first semester of the 2020-2021 School Year. Salary remains \$22,000, pro-rated.

Ms. Daniella Zenone, Building Substitute, HMS

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved a change in status for Ms. Elizabeth Morris, moving from a Long-Term Substitute Library Media Specialist at Hampton Middle School to a Building Substitute at Hampton Middle School for the second semester of the 2020-2021 School Year. There is no change in salary. (Ms. Morris is replacing Ms. Daniella Zenone.)

Change In Status, Ms. Elizabeth Morris, Building Substitute, HMS

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Ms. Erin Cover to continue as a Building Substitute at Hampton Middle School for the second semester of the 2020-2021 School Year. There is no change in salary.

Ms. Erin Cover, Building Substitute, HMS

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved Mr. Justin Vasil as a Building Substitute at Hampton High School from December 7, 2020 through the remainder of the 2020-2021 School Year. Salary is \$22,000, pro-rated. (Mr. Vasil is replacing Ms. Jodi Sloboda.)

Mr. Justin Vasil, Building Substitute, HHS

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved the following as Guest Substitutes for the Hampton Township School District, effective December 8, 2020. Salary \$90 per day for day 1-20 and then \$100 per day thereafter. (These substitutes will be utilized on an as-needed basis.)

Guest Substitutes

Mrs. Melissa Elstner	Mrs. Erin Stroud
Mr. Charles Premick	Mrs. Katie Sullivan
Ms. Andrea SanFilippo	Mr. Luke Swanson
Ms. Caterina Santucci	Mrs. Michelle Ulrich

Upon motion from Mrs. Midgley, seconded by Mr. Vasko and carried unanimously by voice vote, the Board approved Mr. Jerrod Cumberland as a custodial substitute for the district effective November 16, 2020.

Mr. Jerrod Cumberland, Custodial Substitute

Upon motion from Mrs. Midgley, seconded by Mr. Vasko and carried unanimously by voice vote, the Board approved Mr. Lawrence Van Buren as a custodial substitute for the district effective November 18, 2020.

Mr. Lawrence Van Buren, Custodial Substitute

Upon motion from Mrs. Midgley, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved the following conditional appointments for 2020-2021, each at a rate of \$139 per point, with each such appointment being conditioned on the District making a subsequent determination that the supplementary position and work associated with such position is needed and approved and will continue during the coronavirus pandemic following future guidance from the Commonwealth. Each appointment shall be effective only where the position is approved and operational and where the work associated with such position is actually being performed. This conditional appointment does not obligate the District to approve some, all or any of the

2020-2021 Coaching/ Supplemental Positions

supplementary positions for 2020-2021 and does not guarantee any of the persons listed below that his or her supplementary position will be needed and in place, or that it will continue uninterrupted, in 2020-2021:

NAME	Position	Building	Points	RANGE	TOTAL STIPEND
Keith Hart	Assistant Swimming Coach (Diving)	HS	29	23/29	\$4,031
Jenna Lafko	Volunteer Boys' Basketball Coach	HS			

The following information was presented and /or action taken on items submitted by Mrs. Hamlin of the Educational Programs Committee.

Dr. Loughead provided an overview of the Enhanced Hybrid Plan for In-Person Instruction slated to begin on December 10, 2020.

Dr. Loughead stated that the District will be returning to in-person instruction on December 10, 2020, after the temporary pause following the Thanksgiving Break. Dr. Loughead announced that the elementary students will return to full in-person instruction on December 10, 2020. He noted that the District had implemented a full month of inperson instruction successfully at the elementary level prior to the holiday break. Dr. Loughead stated the faculty had effectively been providing the instruction and managing any positive Covid cases and necessary quarantines. Dr. Loughead stated that in-person instruction is far more effective at the elementary levels and it is important to return to this form of instruction as quickly and safely possible. He stated that building populations and facility occupancy limits will allow for the full return even under the new more stringent regulations.

Dr. Loughead noted that under the new strict guidelines for social distancing requirements the secondary campuses are limited to only a 50% return. As such, Dr. Loughead stated the Administration sought out a more effective Hybrid Model to allow for more consistent and equitable in-person instruction for both of the student pods. Dr. Loughead stated the District will continue with the Pod A and Pod B groupings but the following changes will be instituted:

- Pod A = Mondays and Thursdays
- Pod B = Tuesdays and Fridays
- Eliminating the Wednesday Remote Learning Day and Replace with Alternating Weekly Wednesday Instruction

Dr. Loughead stated that initially Wednesdays were being utilized as Remote Learning Days which accommodated a day of deep cleaning to occur in the buildings. Dr. Loughead indicated the "Deep Clean" method has proven not to be as beneficial as initially believed. He stated that consistent thorough cleaning routines have been proven to be an effective mitigation strategy. He noted concentrating the cleaning efforts to highly touched areas and routine cleaning methods will be the District approach moving forward. Eliminating the Wednesday Remote Learning day allows for an additional day

Educational Programs

Enhanced Hybrid Plan Overview

Elementary Students Return to Full In-person Instruction

Return for Secondary Campuses

Eliminating Wednesdays as an All Remote Day for Learning

of in-person instruction. This will aid in eliminating lengthy gaps of in-person instruction that were had in the previous Hybrid Model. Dr. Loughead noted the Wednesdays will alternate weekly between Pods A and B for in-person instruction.

Dr. Loughead noted this new schedule will be an adjustment for the District and its families. However, this new model will be a more equitable opportunity for the secondary students while adhering to the mandated restrictions and state guidelines concerning Covid-19. Dr. Loughead indicated that the new stringent regulations regarding schools may cause for temporary closures of individual buildings within the District at times. He stated the temporary closures would be a reflection of the numbers of positive cases, the need for contract tracing, quarantine, etc.

Dr. Loughead stated that with the new stringent regulations set forth upon schools, the decision to operate in-person instruction does constitute the possible need for temporary closures due to the number of Covid cases within the District. He noted that the District will need to continue to monitor the number of cases not only as an entire District but also individually within each District facility. Therefore, the District may need to temporarily close an individual building due to the number of active case, while the rest of the District continues to operate as normal. Dr. Loughead indicated that the purpose of these temporary closures would be to aid in the execution of facility sanitation, quarantine purposes and contact tracing needs. Dr. Loughead stated that the benefits of providing students with in-person instruction is worth moving forward.

Possible Temporary Closures Or Individual Building Closures

Upon motion from Mrs. Hamlin, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved the Enhanced Hybrid Plan for In-Person Instruction for secondary students to be implemented on December 10, 2020.

Enhanced Hybrid Plan for In-Person Instruction

The following information was presented and/or action taken on items submitted by Mr. Vasko of the Finance Committee.

Finance

Upon motion from Mr. Vasko, seconded by Mr. Stein and carried unanimously by voice vote, the Board approved the Designation of Agent Resolution for FEMA/PEMA funds which appoints Mr. Kline as agent. This resolution is to permit the District to apply for reimbursement for eligible COVID-19 expenses through September 14, 2020.

Designation of Agent Resolution for FEMA/PEMA Funds

There was no public comment this evening.

Public Comment Adjournment

Upon motion by Mr. Stein, seconded by Mr. Vasko and carried unanimously by voice vote the Voting Meeting was adjourned.

Denise Balason, Secretary