

The Board Report

Monday, November 2, 2020



Disclaimer: The Board Report is a synopsis of the Hampton Township School Board meetings and is not intended as a replacement for any official Board minutes.

~ A Tradition of Excellence ~

The Hampton Township Board of School Directors

Bryant Wesley II, Esq.

Mrs. Jill Hamlin

Ms. Denise Balason

Mr. Matt Jarrell

Mrs. Joy Midgley

Mr. Larry Vasko

Mr. Robert Shages

Mr. Greg Stein

Mrs. Trisha Webb

Board President

Board Vice President

Board Secretary/Facilities Chair

Transportation Chair

Personnel Chair

Finance Chair

Board Treasurer/Policy & Legislative Affairs Chair

Technology Chair

Student Affairs Chair

This Hampton Township Board Meeting was held in the Hampton Middle School Auditorium. The meeting was audio/video simulcast so that community members could watch remotely, and was also audio/video recorded.

Members of Administration in Attendance

Dr. Michael Loughead

Dr. Rebecca Cunningham

Mr. Jeff Kline

Dr. Ed McKaveney

Dr. Jacquelyn Removcik

Mr. Richard Farino

Superintendent of Schools

Assistant Superintendent of Schools

Director of Administrative Services

Director of Technology

**Director of Curriculum,
Instruction and Assessment**

Supervisor of Buildings and Grounds

Monday, Nov. 2, 2020

Board Work Session

A video recording of the meeting can be viewed [here](#). The time within the video at which each item begins is indicated below.

Opening

0:00

Mr. Wesley opened the meeting by noting that this was the first opportunity the Board had since the pandemic began to open the meeting to the public in the schools, and that there was sufficient space for many people to attend in person. He said Board meetings would continue to be livestreamed so community members could watch remotely, and that the Board Report would continue to include a link to the recording with time stamps noting where in the recording each section can be viewed.

Student Affairs Agenda

Student Council Representative Report

1:53

Mrs. Webb introduced Student Council Members Nicole Fortes and Quentin Romero Lauro, who are both juniors at Hampton High School.

Miss Fortes said that hybrid learning definitely has improved. Teachers have found ways to test more fairly, for example. Learning remotely on at-home days remains challenging, as there are more distractions at home. But that, too, is going more smoothly than it did the first few weeks of school.

Miss Fortes asked whether learning from home via Zoom would be an option for students after the high school transitions to the Modified Hybrid Plan and additional days of in-school instruction begin on November 16.

Dr. Loughead said that teachers would use Zoom for students who are ill or must otherwise stay home for extended periods, but the intent is for those students who can attend school to receive in-person instruction, and teachers will need time to plan for in-person instruction.

Mr. Lauro asked if students would be required to use desk shields after the Modified Hybrid Plan begins at the high school. He said students were asking if they could wear both a facemask and a visor instead of using the desk shields, because the desk shields take up desk space and also are difficult to see through.

Dr. Loughead said he knows that desk shields change the classroom environment, but they are an important part of the District's Health and Safety Plan. The Allegheny County Health Department is very pleased that the District is using them. The shields not only protect students from aerosol,

but also help remind students of where they are in relation to other students for social distancing purposes.

Mr. Lauro asked if the COVID cases among students would impact the Modified Hybrid Plan or change the implementation schedule.

Dr. Loughhead said he would give a full update later in the meeting, but as of now, the plan and schedule remain as planned. He meets weekly with the County Health Department, and at this point, health department officials believe that the mitigation strategies Hampton has in place are working and contact tracing that has been done indicates spread is not occurring in schools.

HHS Marching Band Walt Disney World Field Trip

11:00

Mrs. Webb asked the Board to consider approving new dates for the HHS Marching Band Field Trip to Walt Disney World Magic Kingdom Parade and Performing Arts Workshops in Orlando, Florida, from the March 9-14, 2021 to May 26-31, 2021 at no cost to the District, pending guidelines from the Allegheny County Department of Health and District safety requirements. The Board is expected to vote on the item at its November 9 meeting.

Facilities Agenda

Hampton High School Renovation Phase I Authorization

12:54

Ms. Balason asked the Board to consider authorizing VEBH to continue the design and prepare the construction and bid documents for Phase 1 of the High School Renovation Project.

Dr. Loughhead said he is comfortable with this recommendation because it is limited to just the first phase of construction. The Board is expected to vote on this recommendation at its November 9 meeting.

Hampton Middle School Air Handling Unit Replacement

15:31

Ms. Balason introduced Mr. Farino, who stated that the replacement units are now in Pittsburgh and will be arriving at the District at the end of the week. Work will take place on Friday and over the weekend so the new units are ready by the start of school on Monday. The units include bipolar ionization capability to better filter viruses from the air, including COVID-19.

Bipolar Ionization HVAC Update

17:50

At the Board's direction, Mr. Farino sought bids on retrofitting all existing HVAC units at every school

and in every classroom with bipolar ionization capability so that the units can better filter out viruses, including COVID-19. Mr. Farino received two bids, including one from Tudi Mechanical Systems for \$249,000, which includes 175 components and the installation. This bid is about 10% less than the estimate Mr. Farino had given the Board previously. District maintenance employees will receive installation training and Mr. Farino anticipates in-house installation will result in some savings for the District.

The Board had authorized spending up to \$275,000 on the project at its October 12 meeting; no further action was required tonight. Mr. Farino gave the Board a detailed presentation about how bipolar ionization works at the October 5 meeting. Board Notes for both meetings can be viewed [here](#).

Mr. Farino anticipates that the work will be completed by mid-January.

Educational Programs Agenda

Ms. Hamlin invited Dr. Loughead and Dr. Removcik to provide several updates to the Board.

Phased Reopening Update

22:39

Dr. Loughead shared the Allegheny County Health Department's concern about inaccurate COVID-19 positivity rates and incident rates that individuals and websites are sharing. These statistics do not include all of the proper testing results, and are not helpful.

Dr. Loughead strongly recommended that anyone interested in these statistics use the same source of information that the District uses: The State Department of Health COVID-19 Early Warning Monitoring Dashboard, which can be found [here](#).

The two numbers the District must monitor to guide its decisions are positivity rate and incident rate per 100,000.

- The Determining Instructional Models Recommendation document from PDE indicates that a positivity rate below 5% and a low incident rate is important to consider when planning for in person instruction.
- The Allegheny County positivity rate is below 5%, although it has increased a bit.
- The county incident rate has been going up, but recently dropped.

With the above in mind, along with guidance from the County Health Department, the district is maintaining the District's Phased Reopening Plan we have in place.

- The District's elementary schools technically returned to full-day, in-person instruction on November 2, but in reality, they will have very few five-day weeks until after the holidays.
- The District's sixth- and ninth-graders began a Modified Hybrid with four days of in-person instruction on November 2.

- All other secondary students will begin a Modified Hybrid with four days of in-person instruction on November 16.
- While the COVID-19 incident rate has increased and there have been cases at HTSD and other local district schools, **there is no notable indication that COVID-19 has been spread in schools.**

Dr. Loughead has visited the elementary schools and said the full return is going very well. Students are learning, and mask wearing and social distancing compliance levels are high.

The District's sixth- and ninth-graders have also transitioned well to the four days of in-person instruction. Additional lunch tables at the middle and high school allow students to eat lunch while maintaining the same distance as they did when fewer students were at school at any given time under the pod system.

The District is continuing to monitor trends, and Dr. Loughead will continue to keep the Board updated. He noted that while there are guidelines, the decision about how to deliver instruction during the pandemic is left up to each individual district.

Board Questions on the Phased Reopening Update

32:18

In response to Board Members' questions, Dr. Loughead stated the following:

- There is no set number of COVID cases that would require a school building to close. Decisions are to be made on a case-by-case basis with Allegheny County Health Department guidance. County Health Department officials' goal is to prevent the spread of COVID-19. They do not believe a massive school closure without understanding why would necessarily reduce spread. They also want to balance closure with the benefits of in-person learning.
- Generally speaking, students would be considered to have come in close contact with a COVID-positive person and thus require quarantine if they are closer than six feet apart for more than 15 minutes. Through contract tracing with the health department, the District carefully determines which students have met that standard. Those students are then placed in quarantine by the health department.
- More students in a classroom may require more students to quarantine, he said, but he also noted that in many classrooms, there is enough space that in those classrooms an increase would be unlikely.
- No one who has had to quarantine due to possible exposure has tested positive, a fact that he and the Health Department attribute to the District's culture of careful adherence to mitigation guidelines, including social distancing, mask wearing, using desk shields, and hand washing.
- It takes the District only a few hours to do contract tracing because of the amount of data the District has for where everyone is at any given time. He said the District prepared

for this, and the County Health Department has been pleased with the level of detail the District provides. Each trace typically identifies between 20 and 50 students.

- The County Health Department takes the lead in contact tracing related to non-school events, such as social gatherings outside of school.

World Language Latin Study

45:30

Dr. Removcik presented the results of the World Language Latin Study conducted by a committee of administrators and World Language teachers. In summary, she said the committee found the following:

- Latin enrollment has significantly decreased between years 2015-16 and 2020-21 - from 8% of the student body to 1%. Significantly fewer students enroll in Latin than in other World Languages.
- A student survey showed interest in a Language Through Culture semester course. Such a course could appeal to students who do not take a Level I language in middle school and may serve as a bridge for those students to study a language at a later point.

As a result of the study, the committee recommends the following:

- The District discontinues current Latin courses after currently enrolled students graduate.
- The District offers a Language Through Culture Latin course instead.

Dr. Removcik said she anticipates bringing a recommendation and course description to the Board in January.

Questions from the Board

55:48

Dr. Removcik provided the following information in response to Board Members' questions:

- The Language Through Culture class is still being developed, but it would explore the origins of the different languages the District offers as well as cultural applications such as stories, music, etc. Students would be encouraged to find personal connections with the languages and also explore the languages and their connections to careers.
- Students enrolled in the proposed course would benefit from being exposed to all of the languages the District offers and encouraged to study one. The course would be offered at the high school level because the eighth-grade students who do not take a World Language class are often enrolled in a reading class, and they cannot accommodate both courses in their schedules.
- In reviewing the World Language programs in comparable school districts, the majority of the districts do not offer Latin, and those that offer Latin do not offer as many other languages.

- There has not been an exploration of offering Arabic or any other world languages at this time, largely due to staffing considerations.
- If the numbers are small enough in the next few years as current students matriculate through the program, levels of Latin may be combined into a single course, which is a practice that already exists.

Dr. Loughead praised the District's World Languages department. He noted that students who take Mandarin 4 & 5, for example, are able to speak and understand with a high degree of proficiency.

Student Benchmark Update

1:06:29

Stemmed by a previous request from Mr. Stein, Dr. Loughead asked Dr. Removcik to update the Board on student academic progress and the impact of remote learning.

Dr. Removcik reported the number of students receiving intervention support this year compared to last fall. In summary:

Kindergarten through Grade 8

- A similar number of kindergarten students are receiving reading and math intervention support compared to last fall.
- There has been a moderate increase in first grade students receiving reading support and a slight increase in first grade students receiving math support.
- A comparable number of students in grades 2 through 8 are receiving reading or math intervention support compared to last fall.
- In grades 2 through 8, reading benchmark data is comparable to last fall, but math benchmark data is somewhat lower, so a larger group of students may need to be more closely monitored as in-person instruction increases.

High School Curriculum Pacing

- Approximately 20% of high school teachers indicated they were at the same place as compared to last year.
- More than 70% of high school teachers said indicated they were one to two weeks behind when compared to last year.

Instructional Implications

- Dr. Removcik said student benchmarks will be assessed throughout the year and data teams will continue to review and analyze that data.
- Teachers will continue to monitor the progress of students who may be behind. These students will be monitored to determine if growth is occurring.

- Teachers will closely monitor student data and make appropriate instructional adjustments.
- Remediation of material occurs within the context of the unit. Teachers continue to teach grade-level or course content.

Dr. Removcik noted that while she had discussed academics, teachers and principals have also been invested in relationships with students and paying attention to the needs of the whole child.

Questions from the Board

1:14:03

Dr. Removcik provided the following information in response to Board Members' questions:

- The benchmark data includes both in-person and Hampton Online Academy students.
- HOA students who require support have access to different software programs that help provide it. Dr. Loughead noted that District teachers are also providing synchronous support to HOA students.
- Dr. Removcik said that having additional days of in-person instruction will help students get caught up.
- Student assessments happen regularly at the building level.

Personnel Agenda

1:18:50

Mrs. Midgley introduced the following personnel motions, all of which are expected to be voted on at the November 9 meeting:

RESIGNATION:

1. Accept the resignation of Mrs. Deborah Battista, who is retiring after 31 years with the District effective November 1, 2020. (Mrs. Battista was a Food Service Worker at Hampton High School.)
2. Accept the resignation of Ms. Mary Isaac effective October 30, 2020. (Ms. Isaac was a Building Substitute at Wyland Elementary School.)
3. Accept the resignation of Mr. Zachary Staszak effective October 30, 2020. (Mr. Staszak was a Building Substitute at Hampton High School.)

TEACHERS:

4. Approve Mrs. Heather Heere as a .50 Long-Term Substitute Music Teacher at Hampton Middle School effective November 16, 2020 through the end of the third quarter of the 2020-2021 School Year. Salary for this position is \$33,500, pro-rated. (This is in addition to Mrs. Heere's .13 tenured Music Teacher position at Hampton Middle School.)
5. Approve Ms. Haylie Rupnow as a Building Substitute at Wyland Elementary School from

November 2, 2020 through the remainder of the 2020-2021 School Year. Salary is \$22,000, pro-rated. (Ms. Rupnow is replacing Ms. Mary Isaac.)

6. Approve Ms. Hallie Williams as a Long-Term Substitute School Counselor at Hampton High School from November 9, 2020 through approximately the end of the first semester of the 2020-2021 School Year. Salary is \$33,500, pro-rated. (Ms. Williams is a substitute for Mrs. Marlie Stein.)
7. Approve Mrs. Amanda Facer as a Building Substitute at Hampton High School from November 2, 2020 through the remainder of the 2020-2021 School Year. Salary is \$22,000, pro-rated. (Mrs. Facer is replacing Mr. Zachary Staszak.)
8. Approve Ms. Daniella Zenone as a Building Substitute at Hampton Middle School from October 29, 2020 to approximately November 25, 2020. Salary is \$22,000, pro-rated. (Ms. Zenone is temporarily replacing Mr. Calvin Chmura who is substituting for Mr. Glenn Geary's temporary leave.)

PARAPROFESSIONAL/PARAEDUCATOR/ADMINISTRATIVE ASSISTANT:

9. Approve Mr. Lee Barnes as a Class III Paraeducator at Wyland Elementary School effective October 26, 2020. Salary is \$17.06 per hour for the 60-day probationary period and \$17.31 per hour thereafter. (This is a new position due to changes in enrollment.)
10. Approve a change in the start date for Mrs. Jeanine Burkes as a Class III Paraeducator at Hampton High School from October 19, 2020 to approximately November 2, 2020. Salary is \$17.06 per hour for the 60-day probationary period and \$17.31 per hour thereafter. (Mrs. Burkes is replacing Mr. Carlos Smith.)
11. Approve Ms. Kimberly Meyer as a Long-Term Substitute Class I Paraprofessional at Hampton Middle School from August 26, 2020 through the end of the first semester of the 2020-2021 School Year. Hourly rate is \$15.92 per hour. (This position is to aide in lunchroom monitoring.)

CUSTODIAL:

12. Approve a change in status for Ms. Brianna Allds, moving from a Substitute Custodian to a 10 month/8 hour Custodian at Hampton Middle School effective October 13, 2020. Hourly rate is \$23.28 per hour. (Ms. Allds is replacing Mr. Jonathan Trout who moved to the High School.)
13. Approve Ms. Jessica Boehm as a 10 month/5 hour Custodian at Hampton High School effective November 2, 2020. Hourly rate is \$22.28 per hour. (Ms. Boehm is replacing Mrs. Teresa Henneberg.)
14. Approve Mr. Tom Cicconi as a 10 month/8 hour Custodian at Hampton High School effective November 2, 2020. Hourly rate is \$22.28 per hour. (Mr. Cicconi is replacing Ms. Jennifer Yanssen's position.)

SUPPLEMENTALS:

15. The Administration recommends approval of 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 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
Tony Howard	Girls' Basketball Head Coach	HS	63	51/63	\$8,757
Cate Potter	Girls' Basketball Assistant Coach	HS	41	33/41	\$5,699
Mary Bukovac	Girls' Basketball 8th Grade Coach	MS	34	26/34	\$4,726
Ron Fedell	Girls' Basketball 7th Grade Coach	MS	31	23/31	\$4,309
Joe Lafko	Boys' Basketball Head Coach	HS	63	51/63	\$8,757
Joe Cangilla	Boys' Basketball Assistant Coach	HS	41	33/41	\$5,699
Scott Breen	Boys' Basketball Freshman Head Coach	HS	34	26/34	\$4,726
Calvin Chmura	Boys' Basketball Freshman Asst. Coach	HS	23	19/27	\$3,197
Joe Lagnese	Boys' Basketball 8th Grade Coach	MS	34	26/34	\$4,726
Gary Wilson	Boys' Basketball 7th Grade Coach	MS	31	23/31	\$4,309
Morgan Zwegardt	Swimming – Head Coach	HS	45	33/45	\$6,255
Erica Reynolds	Swimming – Assistant Coach	HS	31	23/31	\$4,309
Chris Hart	Wrestling Head Coach	HS	57	45/57	\$7,923
Nick Endres	Wrestling Assistant Coach	HS	38	30/38	\$5,282
Dean Longwell	Volunteer Wrestling Coach	HS			
Joe Bursick	Volunteer Wrestling Coach	HS			
Kevin Synan	Volunteer Wrestling Coach	HS			
Jamie Bower	Middle School Wrestling Coach	MS	32	28/36	\$4,448
Joe Brasile	Middle School Asst. Wrestling Coach	MS	34	26/34	\$4,726
Heather Dietz	Winter Track Head Coach	HS	28	24/28	\$3,892
Allison Dockter	Winter Track Assistant Coach	HS	20	18/20	\$2,780
Dan Franklin	School Play Director (Drama Club - Fall)	HS	20	16/20	\$2,780
Richard Swartz (Lucky Munro)	School Play Technical Director (Drama Club – Fall)	HS	5	5	\$695
Greg Shumaker	Musical Director	MS	28	24/28	\$3,892

Greg Shumaker	Musical Co-Producer	MS	15	18/20	\$2,085
Kelsey Kowalczyk	Musical Co-Producer	MS	5	18/20	\$695
Melissa Survinski	Musical Asst. Director/ Choreographer	MS	20	18/20	\$2,780
Kelsey Kowalczyk	Musical Art Director	MS	8	8	\$1,112
Ryan Meyer	Musical Music Director	MS	14	10/14	\$1,946
Dan Franklin	Musical Director	HS	44	32/44	\$6,116
Richard Swartz (Lucky Munro)	Musical Technical Director	HS	28	24/28	\$3,892
Jessica Kendall	Musical Choral Director	HS	22	18/22	\$3,058
Ryan Meyer	Musical Music Director	HS	19	15/19	\$2,641
Richard Swartz (Lucky Munro)	Musical Art Director/Stage Crew	HS	12	8/12	\$1,668
Jennifer Lavella	Musical Assistant Director/ Choreographer	HS	28	24/28	\$3,892
Dan Franklin	Musical Producer	HS	12	8/12	\$1,668

Finance Agenda

1:24:30

Mr. Vasko introduced the following items, which the Board is expected to vote on at its November 9 meeting.

Budget Transfers totaling \$6,116.70

- Athletics; Volleyball Gen. Supplies \$1,966.70
- Band; General Supplies \$2,400.00
- Athletics; Dues and Fees \$1,750.00

Approval of the 2021 Joint Purchasing Agreement & Resolution

The Joint Purchasing Agreement with the Allegheny Intermediate Unit allows for the following utilities and materials: gasoline, diesel fuel, electricity and natural gas. Mr. Kline noted the District is currently using the agreement only to purchase diesel fuel and natural gas, as gasoline is purchased from the township and the District has its own electrical contract.

Local Revenue Tax Update as of October 31, 2020

Mr. Kline reported the following:

- Real estate taxes are essentially “flat” in comparison with October 31, 2019. The budgeted increase (based on assessed value and the millage increase) should be 2.32%. He stated that the lagging collections are most likely due to the extension of the “face” period from October 31 to December 31.

- The Pennsylvania Department of Education has not distributed the entire gaming distribution as they normally do by October 31. The funds are not in jeopardy; they are delayed.
- Earned income tax collections are down \$350,371 or 24.20% from the amount collected at this time last year. However, there was a windfall collection in September 2019 that accounts for all but \$50,000 of the difference. The 2020-21 revenue projection was reduced by \$125,000 or 3% due to the expected decrease associated with COVID-19. The year-to-date collections are in-line with expectations. He also noted that collections between January and March of 2021 will be important to monitor.

Bond Issue Timeline

Mr. Kline stated that the process for issuing the \$10 million Phase I bond issue for the high school project is moving along. He said the Standard & Poor's bond rating call would take place November 3, and pricing of the bonds may happen as soon as November 15. This would result in a closing date around December 15.

Technology Agenda

1:29:44

Dr. McKaveney reported that based on feedback at the end of last year, the District purchased iPads for Kindergarten and Grade 1 students. A total of 335 devices were distributed in the past week and a half. There are a few Hampton Online Academy students who have not yet picked up their device. Students were permitted to keep their Chromebooks if they wished, and some did.

Dr. Loughhead thanked Dr. McKaveney for the quick distribution. He said he recently witnessed second graders using these devices to learn about tornadoes and other weather. He noted students are asked to take the devices home every day in case weather or another issue requires the students to stay at home.

Dr. McKaveney said that everyone in the District now has a device. He noted that families have until November 18 to decide whether or not to purchase insurance.

Policy and Legislative Affairs Agenda

There were no agenda items this evening.

Transportation Agenda

There were no agenda items, but in response to a Board Member's question just prior to adjournment, Mr. Kline said more students would be returning to school using school transportation. He did not have the specific numbers from a recent parent survey with him, and cautioned that the

survey results are informative, but they are not iron-clad. Generally, the District expects that there will be more students on buses, with less space between them, than previously.

Public Comment

There was no public comment this evening.

Adjournment

Mr. Wesley adjourned the meeting.