

# The Board Report

*Monday February 1, 2021*



**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**

**Mrs. Trisha Webb**

**Mr. Greg Stein\*\***

**Board President**

**Board Vice President**

**Board Secretary/Facilities Chair**

**Transportation Chair**

**Personnel Chair**

**Finance Chair**

**Board Treasurer/Policy & Legislative Affairs Chair**

**Student Affairs Chair**

**Technology Chair**

*\*Absent*

*\*\*Present by teleconference*

*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. Jackie Removcik**

**Dr. Marlynn Lux**

**Mr. Rick Farino**

**Superintendent of Schools**

**Assistant Superintendent of Schools**

**Director of Administrative Services**

**Director of Technology**

**Director of Curriculum, Instruction and Assessment**

**Hampton Middle School Principal**

**Supervisor of Buildings and Grounds**

**Monday, February 1, 2021**

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

## **BOARD WORK SESSION MEETING**

### **Opening**

00:00

Mr. Wesley opened the meeting and asked for public comment, adding that there would be a second opportunity at the end of the meeting.

### **Public Comment**

There was no public comment at this time.

### **Student Affairs**

00:24

Mrs. Webb shared that there were two club requests:

- Hampton High School would like to pilot an Empowerment Alliance Club, which would be focused on raising awareness concerning issues facing women, helping female students build positive relationships with each other and male student allies, developing leadership skills, and supporting service projects for community members. Membership in the club is voluntary and would be open to all genders.
- Hampton Middle School would like to rename the Growing Together Club as Hampton Middle School Best Buddies. The high school already has a Best Buddies Club, and the two groups look forward to being able to work together.

Mrs. Webb also introduced two high school students: Paul Oliveira (Sophomore Class Secretary) and Max Saltrelli (Senior Class President) who spoke about their experiences with the new Enhanced Hybrid learning schedule.

Mr. Oliveira said he thought the new plan was working well, especially in terms of how it extended testing periods so that all classes do not have graded assessments on the same day. The change allows students to have more time to study for specific classes.

Mr. Saltrelli agreed that the new schedule is working well and said that spreading in-person classes throughout the week is an appreciated change that also helps mentally. He thanked the District for everything that has been done to support the students.

## Facilities

5:07

Ms. Balason said there is one action item for next week regarding work on storm drains:

- Approve labor proposal from Ed Thompson for cleaning or jetting of clogged storm and sanitary drains at Hampton High School in the amount of \$1,950 with an additional \$1,379 for equipment rental, for a total cost of \$3,329. Work has been scheduled for completion between February 12-15, 2021 with the assistance of District Maintenance personnel.

She also introduced Ms. Cassandra Renninger and Mr. Chris Brown with VEBH Architects and Mr. John Taormina with PJ Dick – Trumbull – Lindy Paving to provide an update on work being done or assessed as part of the Hampton High School Renovation Project.

### Hampton High School Renovation Project – Phase 1 Update

Ms. Renninger said that a series of work sessions have been scheduled next week with members of the administration and Board committee to review various aspects of the site design and details. Additionally, the architects are working on drafting a series of site-related zoning variance requests that require municipal approval. These projects include the following:

- A variance for the monument-style signs and other signs for the high school
- A variance for the height of a series of a set of outdoor light poles
- A land development approval
- An approval from the Allegheny County Conservation District

Ms. Renninger also reported that the traffic study was conducted, and results are being analyzed. A report will be brought to the Board committee, but no issues related to the study are anticipated. Infiltration testing to assess stormwater management has also started. That information is being used to make changes to the site designs to better account for water management.

### High School Roof Repairs

10:37

Mr. Brown discussed three projects related to the high school roof:

- Replacing the entire roof or replacing one portion and repairing a second section. Both plans are being developed for the bidding process to assess the difference in cost. The Board will be able to make the final determination once both bids are completed.
- Planning how best to mask some of the equipment located on the roof to improve sightlines.
- Cleaning the roof drains – many of the roof drains are clogged, but efforts are in progress to clean out the obstructions in as many as possible to avoid the need to replace them.

An additional drains-related project in the current site plan includes adding bathrooms, which raised concerns that a sewage pump or injector may be needed. That equipment has been added to the

project, but the need will be reassessed once work starts, and it can be removed from the plans if it is not needed.

Ms. Renninger added that many of the clogs in the drain lines and storm drains stem from tar and gravel moving from the older portions of the building's roof. Once the roof is replaced, this will no longer be an issue. Jetting the drains should remove much of the blockage, however, some are age-damaged and will need to be replaced.

Board Members asked how repairing portions of the roof would affect its lifetime. If the entire roof is replaced, there would be one warranty, said Mr. Brown. However, resealing specific portions would extend the warranty on those areas for several years, depending on the materials used.

Ms. Renninger also added that efforts to revise site designs have been continuing in several areas:

- Layout work with the IT Department is nearing completion.
- Efforts are being made to review the condition of the fiber line connecting the middle school and high school to ensure it is properly marked and installed.
- Plans for the receiving area and loading dock have seen some adjustments, as have those for the maintenance pole barn.
- Meetings are scheduled with teachers, and some pilot classrooms are being planned to introduce students and teachers to new technology that could be included in the classrooms. The goal is to provide a preview before work on the next phase of the project starts.
- Next steps include the drain clearing, further refining the site design, preparing for municipal submissions, and sending design development documents to PJ Dick for estimates toward the end of the month or beginning of March.

After asking about the jetting process, Board Members were told by Mr. Farino that a piece of high-powered equipment is being rented to facilitate pipe cleaning. The drain cleaning project is expected to occur on Friday, February 12 and Saturday, February 13. If necessary, work will continue on February 15, which is Presidents' Day.

## **Educational Programs**

31:36

In Mrs. Hamlin's absence, Mr. Wesley introduced Dr. Removcik and Dr. Lux to address the proposed changes to the Middle School Program of Studies.

### **2021-2022 Proposed Middle School Program of Studies**

Dr. Removcik said that most of the proposed changes to the Middle School Program of Studies paralleled those approved during the Board meeting on January 4 for the High School Program of Studies. Latin I is being phased out and there are a few areas where wording is being changed to match the High School's text.

Additionally, the description of the Computer Applications III course is being changed to bring the project-oriented course more in-line with Computer Applications I and II. Dr. Lux added that the focus will be on working with Augmented Reality projects. The goal is to engage students and generate interest in computer programming and technology so that they can continue to explore these possible career fields throughout their education.

### **Enhanced Hybrid Model and the Current Health and Safety Plan Update**

38:10

Dr. Loughead said it was great to have students speak to the Enhanced Hybrid system and added that he has gathered positive feedback from teachers and other students as well. He said that he has started to field questions about how long the hybrid schedule at the middle and high school will continue. At this time, the current hybrid system will continue until the County moves out of the substantial spread phase for two weeks by meeting two metrics regarding the spread of Covid-19:

- There has to be a positivity rate below 10%.
- The case count per 100,000 has to fall below 100.

He said that numbers are improving and there was not the same spike after the winter holidays as was seen following Thanksgiving. However, the county has yet to meet those specified metrics to allow the District to ease some of the social distancing rules it was required to put in place for in-person instruction. Additional students cannot be brought back to the high school and middle school without being able to change how social distancing is handled during lunch periods based on the space available. If the county reaches those two markers, then there would need to be some careful planning before any decision to change from the current hybrid system would be made as the Enhanced Hybrid model is working.

A Board Member asked how the hybrid system was working with Beattie. Dr. Loughead said that the center faces a challenge in trying to work with multiple schools all implementing different systems while still meeting the needs of students. District students have been able to attend Beattie on days when their pod is at the high school. He also thanked Mr. Kline and transportation services for the work they have done to ensure students have access.

### **Update on School Start Times for the 2021-2022 School Year**

45:44

Dr. Loughead also revisited the new school start times for the 2021-2022 school year, and highlighted a few adjustments that would need to be made for next year. Some steps have already been taken including adding additional busing and budgeting for a part-time staff member at the middle school for the upcoming school year.

The proposed start times would change school hours to the following:

- Hampton Middle School: 7:50-2:40
- Hampton High School: 8:20-3:01
- Elementary Schools: 8:45-3:30

There is some urgency on the project, Dr. Loughead said, because Dr. Imbarlina is working on the master schedule for the next school year.

A Board Member asked what would happen to students attending Beattie and Dr. Loughead said that is one of the elements currently being discussed. The District is looking to change its afternoon spot at Beattie for one in the morning, so that students would be able to take the same courses currently offered.

## Personnel

50:54

Mrs. Midgley introduced the following items for consideration and approval at the next voting meeting:

### Resignations:

1. Accept the resignation of Ms. Amanda Facer effective January 15, 2021. (Ms. Facer was a Building Substitute at Hampton High School.)
2. Accept the resignation of Ms. Shannon Zewe effective January 22, 2021. (Ms. Zewe was a Long-Term Substitute Grade 7 Reading Teacher for Mrs. Janeen Bentz at Hampton Middle School.)
3. Accept the resignation of Ms. Juliana Gidaro effective January 29, 2021. (Ms. Gidaro was a Building Substitute at Central Elementary School.)

### Teachers:

4. Approve the Memorandum of Understanding for the extension of the Collective Bargaining Agreement between the Hampton Township School District and the Hampton Township Education Association effective July 1, 2021 through June 30, 2022.
5. Approve a change in status for Ms. Elizabeth Morris, moving from a Long-Term Substitute Library Media Specialist at Hampton Middle School to a Long-Term Substitute Grade 7 Reading Teacher at Hampton Middle School effective January 22, 2021 through the remainder of the 2020-2021 School Year. Salary remains \$33,500, pro-rated. (Ms. Morris is replacing Ms. Shannon Zewe for Mrs. Janeen Bentz.)
6. Approve a change in status for Ms. Savanna Wilson, moving from a Long-Term Substitute Special Education Teacher at Wyland Elementary School, returning to the Elementary Building Substitute (Floater) position at Central Elementary School effective January 20, 2021 through the remainder of the 2020-2021 School Year. Salary is \$22,000, pro-rated.

7. Approve a change in status for Mr. Justin Vasil, moving from a Building Substitute at Hampton High School to a Long-Term Substitute Social Studies Teacher at Hampton High School from January 26, 2021 to approximately May 26, 2021. Salary is \$33,500, pro-rated. (Mr. Vasil is a substitute for Mrs. Hannah Krasnow.)

8. Approve a change in status for Mr. Connor Bamrick, moving from a Building Substitute at Hampton Middle School to a Casual Substitute Technology Education Teacher at Hampton Middle School from January 27, 2021 to approximately March 15, 2021. Salary remains \$22,000, pro-rated. (Mr. Bamrick is a substitute for Mr. Glenn Geary.)

9. Approve Ms. Daniella Zenone to continue as a Building Substitute at Hampton Middle School through the remainder of the 2020-2021 School Year. Salary remains \$22,000, pro-rated.

**Paraprofessional/Paraeducator/Administrative Assistant:**

10. Approve Ms. Rebecca Blough as a Long-Term Substitute Class II Paraprofessional at Hampton High School effective January 26, 2021 through approximately April 26, 2021. Hourly rate is \$15.92. (Ms. Blough is a substitute for Mrs. Ellen Bollinger.)

11. Approve Mr. Conner Hagins as a Class III Paraeducator at Hampton High School and Poff Elementary School effective January 27, 2021. Hourly rate is \$17.06 for the 60-day probationary period and \$17.31 per hour thereafter. (This is a new position.)

12. Approve the job description for the Executive Assistant to the Director of Administrative Services effective February 8, 2021.

13. Approve the following updated Hampton Education Support Professional job descriptions effective February 8, 2021:

- Class VII – Administrative Assistant to the Director of Curriculum, Instruction & Assessment and the Director of Student Services
- Class VII – Benefits and Food Services Specialist

**Custodial:**

14. Approve Mr. Levitt Butler as a Substitute Custodian for the District effective January 19, 2021. Hourly rate is \$12.00 per hour for the first 20 days and \$12.50 per hour thereafter.

15. Approve Mr. Michael Lang as a Substitute Custodian for the District effective January 25, 2021. Hourly rate is \$12.00 per hour for the first 20 days and \$12.50 per hour thereafter.

**Supplementals:**

16. 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
Paul Nail	AV-Computer Coordinator	Central	15.95	18/22	\$2,217
Paul Nail	Bus Monitor	Central	8.35	12	\$1,161
Paul Nail	Safety Patrol Sponsor	Central	3.48	5	\$484
Elizabeth Casey	AV-Computer Coordinator	Central	6.69	18/22	\$930
Samantha Travis	Bus Monitor	Central	3.64	12	\$506
Samantha Travis	Safety Patrol Sponsor	Central	1.51	5	\$210
Kellen Wheeler	Head Baseball Coach	HS	47	35/47	\$6,533
Steve Swierczynski	Assistant Baseball Coach	HS	38	30/38	\$5,282
Mike Susi	JV Baseball Coach	HS	38	30/38	\$5,282
Corey Casper	Assistant JV Baseball Coach	HS	28	24/32	\$3,892
Gary Wilson	8th & 9th Grade Baseball Coach	HS	32	24/32	\$4,448
Bruce Steckel	Volunteer Baseball Coach	HS			
Ben Vay	Volunteer Baseball Coach	HS			
John Benca	Volunteer Baseball Coach	HS			
James Vollberg	Boys' Lacrosse Head Coach	HS	31	23/31	\$4,309
Sam Evans	Boys' Lacrosse Assistant Coach	HS	20	16/20	\$2,780
Mike Keuch	Volunteer Boys' Lacrosse Coach	HS			
Brenan O'Shea	Volunteer Boys' Lacrosse Coach	HS			
Kelsey Viets	Girls' Lacrosse Head Coach	HS	31	23/31	\$4,309
Christine McGrath	Girls' Lacrosse Assistant Coach	HS	20	16/20	\$2,780
Nate Meade	Volunteer Girls' Lacrosse Coach	HS			
Breanne Vodde	Volunteer Girls' Lacrosse Coach	HS			
Ron Fedell	Girls' Softball Head Coach	HS	47	35/47	\$6,533
Lynn Zdinak	Girls' Softball Assistant Coach	HS	38	30/38	\$5,282
Scott Breen	Girls' Softball JV Coach	HS	38	30/38	\$5,282
Pete Scanga	Girls' Softball MS Coach	MS	28	20/28	\$3,892
John McAwley	Girls' Softball MS Asst. Coach	MS	20	16/20	\$2,780
Mike Zdinak	Volunteer Girls' Softball Coach	HS			
Derek Brinkley	Track Head Coach	HS	53	41/3	\$7,367
Nick Panza	First Assistant Track Coach	HS	37	29/37	\$5,143

Joe Cangilla	Track Coach Assistant "A"	HS	29	21/29	\$4,031
Heather Dietz	Track Coach Assistant "B"	HS	29	21/29	\$4,031
Kim Masarik	Track Coach Assistant "C"	HS	22	18/33	\$3,058
Steve Sciuillo	Track Coach Assistant "D"	HS	20	16/20	\$2,780
Amanda Spencer	Track Coach Assistant "E"	HS	20	16/20	\$2,780
Mary Bukovac	Head Middle School Track Coach	MS	34	26/34	\$4,726
Greg Shumaker	Middle School Track Coach "A"	MS	19	15/19	\$2,641
Mary Davis	Middle School Track Coach "B"	MS	19	15/19	\$2,641
Lori Valentine	Middle School Track Coach "C"	MS	19	15/19	\$2,641
Lucas Hook	Middle School Track Coach "D"	MS	19	15/19	\$2,641
Grant McKinney	Boys' Tennis Head Coach	HS	33	26/33	\$4,587

Mrs. Midgely added that Gary Wilson would be a coach for 7th and 8th grade baseball, not 8th and 9th grade, as was noted on the supplementals chart.

Board Members asked about who would be helping to prepare real estate interim tax information if that responsibility was removed from what will become the food services specialist position.

Mr. Kline said that that is something done by the executive assistant and leaving it out of the job description was an oversight, which would be corrected. He added, in response to a question about why the terminology was changing, that it would not alter how the positions are classified but brings the language up to date with more modern usage practices.

## Finance

59:52

Mr. Vasko asked Mr. Kline to present items including the following:

- A budget transfer totaling \$2,012.76 for HMS Books/Testing
- The proposed approval of District-initiated appeals for 2021 real estate tax assessments based on property transactions in 2020 where the difference between the adjusted purchase price and the 2021 assessment reflects a lost revenue to the District in the amount of \$1,000 or more at the 2019-2020 millage rate of 19.38 mills.
- 2021 – xxx of xxx will meet the criteria
- 2020 – 104 of 285 met the criteria
- 2019 – 93 of 323 met the criteria
- 2018 – 92 of 295 met the criteria
- 2017 – 71 of 291 met the criteria
- 2016 – 71 of 332 met the criteria

Mr. Kline noted that he received the analysis this afternoon and 152 out of 329 transactions will meet the criteria for a District appeal.

A proposal from Hosack, Specht, Muetzel & Wood for auditing services for the fiscal years ending June 30, 2021-2025 as follows:

Fiscal Year Ending	Base	Single Audit	Total
06/30/2021	\$14,700	\$1,750	\$16,450
06/30/2022	\$15,200	\$1,800	\$17,000
06/30/2023	\$15,700	\$1,850	\$17,550
06/30/2024	\$16,100	\$1,900	\$18,000
06/30/2025	\$16,500	\$1,950	\$18,450

Contract renewal for vision benefits with Vision Benefits of America, July 01, 2021 through June 30, 2023 as follows:

- Individual \$5.15/month (no increase)
- Family \$15.25/month (no increase)
- The Allegheny Intermediate Unit Program of Services 2021-2022 Budget, with Hampton Township School District’s estimated share of \$49,030.

**Local Tax Revenue Update as of January 31**

1:04:10

Mr. Kline said that local tax revenue is remaining consistent with projections. He stated that the real estate tax collections are now in-line with expectations. The previous month’s real estate collections had lagged due to the extension of payment deadlines offered by the District this year. Earned income taxes are improving month by month, and if the pace continues it will be very close to what was budgeted for the 20-21 year. However, the District is still waiting on collections with 2020 final returns, which probably will not provide revenue until the end of April.

**Technology**

Mr. Stein was having difficulty with the audio connection throughout the meeting and expressed his frustration. Dr. Loughead stated that he and the team would work on modifications for the Voting meeting.

**Policy/Legislative Affairs**

1:05:48

Mr. Shages introduced Dr. Cunningham to provide the first reading on two proposed policy updates. The changes reflect new wording as recommended from the Pennsylvania School Boards Association (PSBA).

Dr. Cunningham introduced:

- Policy #108: Adoption of Textbooks – the change in wording expands the definition of

textbooks to include printed and digital copies, and clarifies that they would be available to parents, guardians or community members.

- Policy #705: Facilities and Workplace Safety – the changes in wording clarifies that this policy addresses safety issues and concerns regarding facilities and the workplace and the district committee which addresses these issues.

Dr. Cunningham also agreed to add details about when and how members of the public can view proposed textbooks, in response to a question from a Board Member.

Dr. Loughead added that the ability to preview textbooks does exist for digital books – there is a preview link and if that is not satisfactory, a device could be set up where community members could see the proposed material.

## **Transportation**

There were no items for discussion this evening.

## **Public Questions or Comments**

There was no public comment at the end of the meeting.

## **Adjournment**

1:16:35

Mr. Wesley adjourned the meeting for an executive session to discuss legal and personnel matters.