

The Board Report

Monday February 8, 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

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

**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

Superintendent of Schools

Assistant Superintendent of Schools

Director of Administrative Services

Director of Technology

Monday, February 8, 2021

Voting Meeting

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

Opening

00:00

Mr. Wesley opened the meeting and announced that public comment was being moved to the end of the meeting.

Equity & Inclusion Update

1:07

Dr. Loughead gave a presentation regarding the work the District has done over the past three to five years to take a stand against racism and to become a more inclusive and equitable place where everyone feels respected and accepted. He highlighted the following partnerships and areas:

- His training with Ms. Candi Castleberry Singleton – founder of the Dignity & Respect Campaign - and the sharing of that information with District administrators.
- Curriculum analysis and input from Dr. Gretchen Givens Generett from Duquesne University regarding how to select and use instructional materials that address multicultural topics.
- The establishment of the Hampton High School's Student Voices Club, which worked with the Pittsburgh Commission on Human Relations and developed several social justice projects.
- The creation of the Multicultural Association at the High School.
- The work that Hampton High School began with the Anti-Defamation League on projects including progress toward and the completion of a "No Place for Hate" certification.
- Two years ago, the District was invited to join the League of Innovative Schools and has had opportunities to share its work and discuss ways to improve equity for students across the country.
- Professional development for District employees focused on understanding the experiences of students of color in the District.

Dr. Loughead also introduced Dr. Christine Herring and Dr. Chuck Herring of Herring Seminars. The District is continuing its diversity and inclusion work in partnership with them and their organization.

Both Drs. Herring spoke about their efforts to address diversity and inclusion and how they have been collaborating with the District. Their work focuses on using small group discussions to build

cultural capacity and make schools more responsive and safe spaces for everyone. They are in the process of interacting with the Multicultural Association as Hampton's S.H.O.U.T. – Social Handprints Overcoming Unjust Treatment - chapter at Hampton High School to help students explore ways to support equity, inclusion and anti-racism efforts in the area. Additionally, they are planning an Uncommon Conference set to happen in June. Details of the event are still being determined.

Board Members asked for more information about the upcoming event and how many students were involved in the project. They also asked for clarification regarding the difference between a S.H.O.U.T. chapter and the High School's Multicultural Association.

Dr. Loughead clarified that there were about 20-30 students taking part at this time, and that, at the High School, the Multicultural Association is the S.H.O.U.T. chapter.

Dr. Herring added that the exact nature of the conference is still being determined, but it is expected to include social justice discussions, student-led breakout sessions, and cultural appreciation events.

A Board Member added that this work is going to remain a persistent and consistent effort for the District because it is a cultural issue that will take time, but it is important to the Board and to the administration. The Board also expressed their appreciation and thanked the Herrings for the work they are doing.

Approval of Minutes

39:32

Minutes from both the January 4th and January 11th Board meetings were approved unanimously.

Treasurer's Report

39:57

Mr. Shages recommended and the Board unanimously approved:

- The January 2021 General Fund 10 disbursements totaling \$3,119,494.29
- The January 2021 High School Construction Fund 35 disbursements totaling \$110,973.75
- The January 2021 Capital Fund 39 disbursements totaling \$9,199.00
- The January 2021 Cafeteria Fund 50 disbursements totaling \$126,908.56
- The December 2020 Treasurer's Report
- The December 2020 Student Activities Fund Report

President's Report

41:42

Mr. Wesley thanked the teachers, District staff, custodial workers, and administration for all the work they do. The District has done a great job despite being in the depths of winter and COVID-fatigue, and all that work is appreciated.

Board Secretary's Report

No report this evening.

Solicitor's Report

No report this evening.

Superintendent's report

42:27

Academics

Dr. Loughead said that the District has just started the second semester and the work that members of the District faculty, staff and leadership teams have been doing along with students and families has been impressive. There was some academic ground lost earlier in the year, but the goal is to push forward and, particularly at the elementary level, there have been encouraging signs of academic development. The District will keep pushing forward and continue focusing on teaching and student performance while being safe and following the COVID safety plan.

He added that the District is recognizing Black History Month; however, one aspect of the inclusion work being done is to understand that Black history is American history and American history is Black history and these topics should not only be taught in February. The District is continuing work to ensure that its curriculum is culturally responsive.

Athletics

The District is in the final weeks of the season and there are multiple games scheduled, said Dr. Loughead. Games are live streamed for viewing. The District is proud of the performances of its student athletes.

The Arts

It remains a challenge to have public artistic demonstrations as having the traditional concerts and events has not been possible, said Dr. Loughead. However, there are plans for concerts or live events

in the spring—perhaps in a virtual setting – that will allow for annual celebrations and events to showcase our students.

Practices for the school musical are underway; performances will most likely be done in a virtual setting with perhaps a small audience.

Dr. Loughead also thanked the students and staff, who have been working through the challenges, for their perseverance.

Student Affairs

46:05

Mrs. Webb introduced two action items, both of which passed unanimously:

- The Hampton High School Pilot of the Empowerment Alliance Club
- Renaming Hampton Middle School’s “Growing Together Club” as Hampton Middle School “Best Buddies”

Following the vote, a Board Member expressed appreciation for the Best Buddies Club.

Facilities

47:18

Ms. Balason brought one action item, which passed unanimously:

- Approve labor proposal from Ed Thompson for rodding or cleaning of designated 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 on February 12-15, 2021 with the assistance of District Maintenance personnel.

Educational Programs

48:06

Mrs. Hamlin recommended, and the Board unanimously approved the 2021-2022 Proposed Middle School Program of Studies.

Board President Bryant Wesley reminded members of the viewing audience that items before the Board this evening were discussed in detail at the Work Session on February 1.

Personnel

49:00

Mrs. Midgley moved, and the Board unanimously approved the following items:

RESIGNATIONS:

1. The resignation of Ms. Amanda Facer effective January 15, 2021. (Ms. Facer was a Building Substitute at Hampton High School.)
2. 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. The resignation of Ms. Juliana Gidaro effective January 29, 2021. (Ms. Gidaro was a Building Substitute at Central Elementary School.)

TEACHERS:

4. 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. 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. 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. 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. 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. Ms. Daniella Zenone's continuation 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. Changes to the job description for the Executive Assistant to the Director of Administrative Services effective February 8, 2021.

13. Updated Hampton Education Support Professional job descriptions effective February 8, 2021:

- Class VII – Administrative Assistant to the Director of Curriculum, Instruction and 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	Middle School 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 Sciullo	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

ADDENDUM:

17. The resignation of Ms. Doreen Gray, who is retiring after 23 years with the District effective February 11, 2021. (Ms. Gray is a Health and Physical Education Teacher at Hampton Middle School.)

Dr. Loughead thanked Ms. Gray for her work and the dedication she has given her students and the District during her tenure.

Finance

57:26

Mr. Vasko introduced, and the Board unanimously approved the following action items:

- Budget Transfers totaling \$2,012.76 for HMS Books/Testing
- Approve the 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 current 2019-2020 millage rate of 19.38 mills.
 - 2021 – 152 of 329 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
- Approve the 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

- Approve the 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)
- Approve the Allegheny Intermediate Unit Program of Services 2021-2022 Budget, with Hampton Township School District's estimated share of \$49,030.

Technology

57:59

Mr. Stein had no formal report. However, he said that some previous technological challenges have been addressed and apologized for his expression of frustration at the last meeting. He thanked Dr. McKaveney for the significant improvement in the audio and visual quality of the meeting.

Other Board Members added that technology can be quite frustrating at times and thanked Dr. McKaveney and Dr. Loughhead for the work they do. They added that technological frustrations are

likely something that District students, parents and teachers may have to navigate as well during remote learning days. Everyone will be glad to return to in-person instruction in the future.

Policy and Legislative Affairs

1:00:40

Mr. Shages introduced two action items for first reading, and both passed unanimously:

- First Reading of Policy #108: Adoption of Textbooks
- First Reading of Policy #705: Facilities and Workplace Safety

He added that additional policy language regarding the ability of community members to review proposed textbooks will be included in an administrative procedure to provide flexibility as hard copy and digital access change over time.

Mr. Shages also reminded Board Members that Allegheny Intermediate Unit's annual Legislative Session meeting will be March 11. The virtual event provides an opportunity to hear more about what the state legislature is thinking regarding public education.

Transportation

No report this evening.

A.W. Beattie Career Center Board Report

1:04:10

Mr. Stein reported that Beattie does not have a meeting in February and is instead planning to meet in March.

Mr. Vasko said that at the January meeting a decision was made to invest some funds into a higher yielding account.

HAEE Report

1:05:17

Mrs. Midgley said that at the most recent meeting, HAEE added three new members. Two student liaisons will be bringing important student perspectives. The group also created a new bylaw review committee to review current bylaws and potentially extend the current president's term. The group also approved two grants. The first, for \$5,000, would redesign a space at the High School to provide a sensory room for all students. The space would be for all students to help them manage stress and anxiety. A second grant for \$1,500 was approved to complete construction of a horticultural shed at the High School, which is a joint project between the construction students and the horticultural class.

The next meeting will be February 18.

Board Members added that the District is fortunate to have HAEE and members of the community who are so dedicated to the schools.

Public Comment

1:07:10

A community member thanked Board Members for the work they do and complimented the District. The speaker stated he was alerted by a friend regarding a presentation from Herrings Seminars that would be teaching diversity and inclusion and LGBTQ rights. He apologized that he had not had an opportunity to learn more about the Herrings but had perused their facebook and website. The community member said that these were issues most appropriately taught at home and not in schools. The community member added that he was disappointed that more information about the presentation had not been made available other than on social media and asked the Board to vote against this initiative. *(Please note: The community member was not present for the earlier presentation on Equity and Inclusion. Currently, no action items regarding Equity and Inclusion are before the Board).*

Closing and adjournment

1:10:13

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