

The Board Report

Monday March 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

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. Eric Coffield

Superintendent of Schools

Assistant Superintendent of Schools

Director of Administrative Services

Director of Technology

Director of Curriculum, Instruction and Assessment

Manager of Technology Operations

Student Representative

Jasmine Sajna

Hampton High School

March 1, 2021

Work Session

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

Opening

00:11

Mr. Wesley announced that public comment would be taken at the end of the meeting.

Student Affairs

00:28

Mrs. Webb introduced high school student Jasmine Sajna, the representative from Student Council this evening.

Ms. Sajna told the Board that the hybrid schedule is working. She said that testing is improving and interaction with teachers on remote learning days is more engaging than it was at the beginning of the year. It has been hard for seniors to spend so much of the year under Covid restrictions, but the Student Council has projects in place to help address the situation. There is a food drive coming up in March and work is ongoing for a joint project with the Multicultural Student Association. The plan is to create and display decorations reflecting different cultural holidays. Other events being discussed include items like ping-pong tournaments and reorganizing prom.

Board Members asked how students are managing when they have multiple tests in one day, which can occur due to how in-person and remote learning days are balanced.

Ms. Sajna said that preparation is more manageable than it was previously and sometimes the schedule provides for an extra day to study, but how students handle the situation can be dependent on the student. The Board thanked Ms. Sajna for her remarks.

Mrs. Webb then reviewed with the Board the next item on the Student Affairs Agenda, a request from the HHS Marching Band to attend a parade and performing arts workshop at Walt Disney World Magic Kingdom in Orlando, Florida from March 15-20, 2022 at no cost to the District.

Board Members asked if anything special was being done for students who have now missed two band trips. Dr. Cunningham responded that efforts to provide alternative events this year are ongoing.

Dr. Loughead added that day trips are being considered and students in the orchestra are providing music for the upcoming musical. The District is also working on finding a safe way to present the musical in May.

Mr. Shages also mentioned that the band did commission a unique piece of music for the group to perform later this spring.

Ms. Hamlin also asked about the potential for Hues and Harmony to take place this year; Dr. Cunningham said that Hues and Harmony is being reviewed and there should be an announcement soon.

Facilities

08:36

Ms. Balason introduced Mr. Chris Brown and Ms. Cassandra Renninger of VEBH to provide an update on the Hampton High School Renovation Project, Phase I.

Mr. Brown said that progress on the renovation project has been made in several areas, including the following items:

- The architecture firm is working on submitting information and site drawings to the Township by March 10 and is arranging follow-up meetings for the renovation project with the respective authorities such as the Environmental Advisory Council, Planning Commission, and Zoning Hearing Board.
- A separate package is being prepared for the Allegheny County Conservation District and is set to be submitted later this week. This organization assesses storm water management. The submission needs to include information on how the site is being operated throughout the renovation and a commitment to the sequence in which the work is being done in addition to providing for management and treatment of stormwater.
- A request is being completed for a variance to allow for construction of a new sign at the High School replacing the current granite sign.
- The District's traffic study has been completed and results are expected later this week. The results will be submitted to the Township and to the Conservation District.
- Work has started with the Township regarding the establishment of a developer's agreement. Details are being sent to the District's solicitor.
- There has been an acknowledgment with the Township that some adjustments of the current right-of-way will be needed as that space and current school site entrances are not in alignment. The goal is to have that portion of the plan in alignment by the end of the renovation project.

Ms. Renninger gave an update on additional aspects of the project:

- The roof replacement project at the High School is being fast-tracked and will be bid as a separate project. Work outlining the specifications of the project has already started and the goal is to put out the bid in April so it can be awarded in May.
- The rest of the project is anticipated to be put out to bid in June. Part of the goal is to have all the needed approvals in hand before the contract is awarded.

- Design development drawings have been completed and a revised estimate is in progress to provide an updated assessment of Phase 1 project costs in the near future.

Educational Programs

16:25

Mrs. Hamlin introduced Dr. Cunningham to review the Allegheny Intermediate Unit Kindergarten Memorandum of Understanding. The agreement is set to be voted on next week.

This MOU is approved annually to provide guidance on transition services for incoming kindergarten students and their families, said Dr. Cunningham. This year the Hampton transition team, led by Dr. Hannagan, created a colorful calendar which will be distributed to all incoming kindergarten students. The calendar contains ideas for kindergarten readiness for families to consider over the next few months.

Dr. Removcik then presented information to the Board about the District's upcoming summer programs. Typically, the District has offered the following programs:

- A two-week summer program
- One week of Camp Invention
- An Extended School Year program
- A Title 1 program for elementary students focused on reading and math support.

This year, the District is proposing to rethink the programs and provide the following opportunities:

- Two sessions of Camp Invention - one week online and one week in person.
- The Title 1 program for elementary students focused on reading and math support
- The Extended School Year program
- A secondary extended learning program to provide additional support for qualifying students in secondary school.

Regarding the secondary extended learning program, which would be new this year, Dr. Removcik stated that the program at the middle school and the program at the high school would be somewhat different. At the middle school, programs would focus on supporting essential skills in math and English Language Arts. The two-week program would be provided at the end of the school year and the District is looking at providing transportation for families. Students invited to participate would have had a failing grade in math or English Language Arts, or a D in those subjects along with additional indicators.

At the high school, the focus would be on credit recovery and allow students who have failed a class to earn the missing credit in math, English and/or social studies as students need four credits in some subjects for graduation. The intention is to provide transportation for students and the program would have no cost for families.

HTSD SUMMER PROGRAMS SCHEDULE

June 2021							July 2021							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
		1	2	3	4	5						Camp Invention (In-Person Option) - Elementary 1	2	3
6	7	8	9	10	11	12								
	Secondary Extended Learning Program							Extended School Year - K-12						
13	14	15	16	17	18	19	4	5	6	7	8	9	10	
	Secondary Extended Learning Program							Extended School Year - K-12						
	Camp Invention (Virtual Option) - Elementary						11	12	13	14	15	16	17	
20	21	22	23	24	25	26		Extended School Year - K-12						
	Camp Invention (In-Person Option) - Elementary						18	19	20	21	22	23	24	
27	28	29	30					Extended School Year - K-12						
							25	26	27	28	29	30	31	

August 2021						
S	M	T	W	T	F	S
		Elementary Reading and Math – Title I				
1	2	3	4	5	6	7
		Elementary Reading and Math – Title I				
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

Board Members asked about the ability to expand the secondary programs to accept additional students who might benefit from more academic support, and about the potential of including more subjects. They also asked if two weeks would be enough time.

Dr. Removcik said that there is a balance in terms of how many students these programs could accept, and also how long they can run and still have students interested in participating in the summer months. The two-week timeframe should be adequate to allow students to recover necessary credits. However, the focus of the program is not on grade improvement. The goal at this time is to support students who have failed a class at the high school level. Additionally, the middle school program would help support students who may have a D and may be missing fundamental concepts in these areas. There would be willingness to consider expanding who could qualify for the programs. She added that District principals are interested in sharing information about the programs with parents but wanted to wait until the administration had a chance to discuss the project with the Board.

Responding to additional questions from the Board, Dr. Removcik stated that assessments are administered throughout the school year to determine students' levels and areas of need. Similar to this year, teachers will have opportunities to discuss curriculum implications with teachers of feeder courses and grade levels.

Mrs. Hamlin then asked Dr. Loughead to provide an update on the District's current reopening plan. Dr. Loughead's presentation can be found [here](#).

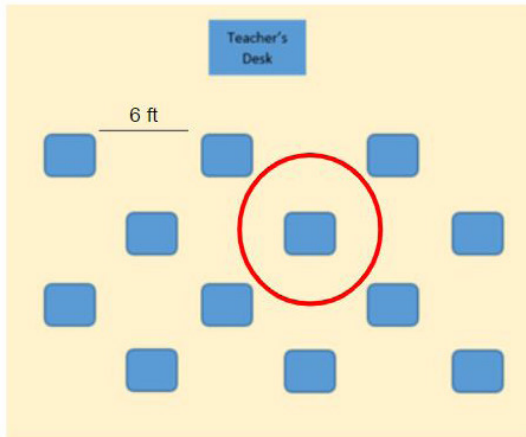
Dr. Loughead said that the District would like to provide five in-person days for all students. However, that goal needs to be reached safely and in a sustainable and predictable manner. Essentially, once started, the District wants to be able to continue instruction of that type. The current hybrid system is not perfect, but it is working and gives secondary school students two to three in-person school days a week.

Considerations going forward include the following:

- The system has been in place for several months for students at Hampton – this is in contrast to some nearby districts which have not had any in-person classes and which are only now starting hybrid programs.
- Although the county has moved from “substantial spread” to “moderate spread,” overall case counts increased last week.
- The District continues to track positive cases and has determined that there are about 2 to 4 positive cases each week at both the middle and high school levels – which means that students and employees have had to quarantine in accordance with safety protocols. The District continues to play a role in contact tracing, which is a lengthy process, especially if multiple students are involved.
- Elementary schools have had fewer positive cases – about 0 to 2 positive cases per school every week.
- If all secondary students were brought back at the same time, there would be no way to enforce six feet of social distancing throughout the school day. This change would dramatically increase the number of students who needed to quarantine when a positive case occurs. Three positive cases at the high school could mean 200 students would need to undergo the 14-day quarantine as per the Allegheny County Health Department rules. This quarantine could be a challenge for students and especially for Beattie students who have hands-on programs.

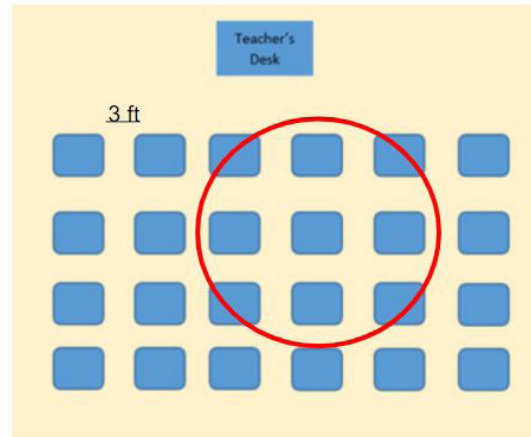
Secondary Classroom Quarantine Scenario

Hybrid Classroom



0 students quarantined

Full In-Person Classroom



8 students potentially quarantined

- Looking at Allegheny County school data and District data, and in conjunction with the Allegheny County Health Department, the District has developed a two-pronged approach that would establish when it would be possible to return to five in-person school days at the secondary level. The proposal would require meeting two metrics:
 - A county-wide moderate transmission rate for COVID per new CDC transmission guidelines.
 - Two consecutive weeks of only having 0 to 2 cases at the middle and high school
- As the District has yet to reach this metric, it would make sense to continue with the hybrid schedule for secondary school students in March.

March 2021						
S	M	T	W	T	F	S
	A 1	B 2	A 3	A 4	B 5	6
7	A 8	B 9	B 10	A 11	12	13
14	A 15	B 16	A 17	A 18	B 19	20
21	A 22	B 23	B 24	A 25	B 26	27
28	A 29	B 30	B 31			

In March:

- A- 11 in person instructional days
- B- 11 in person instructional days

Red blocks indicate No School day

Board Members asked the following questions:

- What grade levels are seeing more cases?
- How long does contact tracing take?
- How many of the students who needed to quarantine because of exposure at school have developed Covid?
- Are quarantine requirements going to be relaxed?
- Is the expanded return plan based on numbers and the guidelines the District has been following already?

In response, Dr. Loughead said that there are more cases among secondary students both in the District and nationally. Contact tracing takes about half an hour for one student but takes longer as more students are involved. Regarding school spread, there does not appear to have been any cluster spreading, or notable school spread. However, it would be very difficult to affirmatively report that there has been absolutely no virus spread due to the highly contagious nature of the virus. At this time, health department officials have said they will not be changing quarantine requirements because they are science-based, and the District has no ability to alter those rules. The District is also planning to start generating a weekly report on Fridays to let families know what is happening in terms of any movement toward returning to additional in-person instruction. The intent is to have more students return in a way that can be continued.

He added that the District would like approval to make some changes to its Health and Safety plan to start allowing for some community use of outdoor fields and facilities following conversations regarding safety practices. There is also interest in allowing high school students to wear both a face mask and face shield and remove individual desk shields – while the six feet of social distancing is maintained. The middle school would not be making the same change at this time.

Board Members also noted that details are sometimes lacking in the reports of what other districts are currently doing. They added that as Health Department guidelines have to be followed, bringing all students back at the same time could mean quarantining large groups, which would be a challenge to students.

Personnel

1:42:42

The Board reviewed the following and will vote at the next meeting on the following agenda items:

RESIGNATION:

1. Accept the resignation of Mr. Robert Evans, who is retiring after 13 years with the District effective April 14, 2021. (Mr. Evans was the Head of the District's HVAC.)

TEACHERS:

2. Approve Mrs. Heather Heere to continue as a .50 Long-Term Substitute Music Teacher at Hampton Middle School effective November 16, 2020 through the remainder of the 2020-2021 School Year. Salary for this position continues at \$33,500, pro-rated. (This is in addition to Mrs. Heere's 13 tenured Music Teacher position at Hampton Middle School.)

3. Approve a change in status for Ms. Savanna Wilson, moving from an Elementary Building Substitute (Floater) to a Long-Term Substitute Grade 2 Teacher at Wyland Elementary School from approximately March 17, 2021 through the remainder of the 2020-2021 School Year. Salary is \$33,500, pro-rated. (Ms. Wilson will be a substitute for Mrs. Megan Walker.)

4. Approve a change in status for Ms. Samantha Mrozinski, moving from a Long-Term Substitute Science Teacher at Hampton High School to a Building Substitute at Hampton High School effective approximately March 15, 2021 through the remainder of the 2020-2021 School Year. Salary remains \$33,500, pro-rated. (Ms. Mrozinski is replacing Mr. Justin Vasil's former position.)

5. Approve Mr. Timothy Nicotra as a Building Substitute at Hampton High School effective February 10, 2021 through the remainder of the 2020-2021 School Year. Salary is \$22,000, pro-rated. (Mr. Nicotra is replacing Ms. Amanda Facer.)

6. Approve Ms. Kristee Popowski as a Building Substitute at Central Elementary School from February 22, 2021 through the remainder of the 2020-2021 School Year. Salary is \$22,000, pro-rated. (Ms. Popowski is replacing Ms. Juliana Gidaro.)

7. Approve Ms. Kaitlyn Sanguini as an Elementary Building Substitute (Floater) based at Central Elementary School from March 11, 2021 through the remainder of the 2020-2021 School Year. Salary is \$22,000, pro-rated. (Ms. Sanguini is replacing Ms. Savanna Wilson's former position.)

8. Approve the following as Guest Substitute Teachers for the Hampton Township School District, effective February 22, 2021 through the remainder of the 2020-2021 School Year. Salary is \$100 per day for the first 30 days and then \$120 per day thereafter. (These substitutes will be utilized on an as-needed basis.)

Melissa Cambest	Briana Mihok
Jina Coleman	Alison Sanders
Stacy Govi	Sandina Timbus
June Gravitte	Jennifer Weinbaum
Marissa Hilinski	Becky Wright

PARAPROFESSIONAL/PARAEDUCATOR/ADMINISTRATIVE ASSISTANT:

9. Approve the following as Substitute Paraprofessional/Paraeducator/Administrative Assistants for the District effective February 23, 2021. Hourly rate is \$13.00 per hour for days 1-20 and \$13.50 per hour thereafter:

- Jennifer Weinbaum
- Becky Wright

PROFESSIONAL/PARAPROFESSIONAL/PARAEDUCATOR/ADMINISTRATIVE ASSISTANT:

Informational Update: Professional Development for Staff Regarding Equity & Inclusion

Mrs. Midgley asked Dr. Loughead to speak about the work being done by Herring Seminars.

Dr. Loughead clarified that the ongoing inclusion work that the District is doing is being done at the staff and employee level. Training is being provided to faculty, employees, staff and administrators. The best way to provide the training is through small group work and a new cohort is being planned for the near future – potentially to start this summer. The work includes implicit bias training and steps that can be taken to ensure everyone is treated with dignity and respect, and how to address when that is not occurring. The District has made a commitment to this work and it will continue, but the focus is on staff and employee training. In response to a Board Member’s question, he also clarified that the Board approved work with Herring Seminars several years ago.

CUSTODIAL:

10. Approve Ms. Laurie Rodgers as a Substitute Custodian for the District effective February 24, 2021. Hourly rate is \$12.00 per hour for days 1-20 and \$12.50 per hour thereafter.

SUPPLEMENTALS:

11. 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
Milton Squiller	Assistant Boys’ Tennis Coach	HS	20	16/20	\$2,780

OTHER:

12. Approve Ms. Daniella Zenone as a Middle School Cooking Club Sponsor for the 2020-2021 School Year.

ADDENDUM:

13. Approve Ms. Megan McCormick as a Long-Term Substitute Health and Physical Education Teacher at Hampton Middle School from March 1, 2021 through the remainder of the 2020-2021 School Year. Salary is \$33,500, pro-rated. (Ms. McCormick is replacing Ms. Doreen Gray.)

Finance

1:49:36

Mr. Vasko introduced two action items to be voted on at the Board's next meeting:

- Approve the Budget Transfers totaling \$12,700 for the following items:
- Band General Supplies – \$5,200
- HMS General Fund – \$4,000
- Hearing Gen. Supplies – \$3,500
- Approve the Jordan Tax Service agreement for real estate tax billing and collections for the tax years 2022 through 2025 at a rate of \$2.10 per tax bill. (This is an increase of \$0.05 per tax bill from the current agreement.)

Mr. Kline added that the annual cost increase stemming from the proposed rate change will be approximately \$425, which he stated is reasonable.

Mr. Vasko also asked Mr. Kline to give an update on local tax revenue.

Real estate taxes are staying in line with expectations, unless there are large refunds, said Mr. Kline. The earned income tax on a percentage basis has been recovering month to month and the year-to-year decrease has improved to about 8.5%. The final result for earned income taxes will not be determined until collections are made in March and April. The total will be important to keep in mind when the next budget is drafted.

Mr. Vasko and Mr. Kline also noted that delinquent tax collections are lagging behind the previous year's collections. Mr. Kline stated that fluctuations (positive and negative) are common for delinquent collections and these collections typically suffer during difficult economic times.

Mr. Vasko also asked Mr. Kline to comment on the upcoming presentation on potential bond refundings. Mr. Kline said that representatives from Piper Sandler and Co. will attend the Board's next meeting to provide more information about potential taxable refundings for the 2017 and 2018 bond issues. They also will be addressing two other bond issues that could be refunded on a tax-exempt basis this August and the potential new money issue.

Technology

1:57:48

There was no formal report, but Mr. Stein thanked Board Members and presenters for doing a great job of speaking into the microphones, which makes it much easier to hear. He also thanked Dr. McKaveney for the efforts made to improve the video. However, he asked for a microphone to be used during roll call and executive sessions.

Board Members also mentioned that additional attention needs to be paid to how presentations are presented as slides cannot be read by people watching the meetings online.

They also asked if there was any additional information that had been shared about the potential for federal funding to help provide internet for families at the poverty level.

Mr. Stein said that some information had come from the Pennsylvania School Boards Association (PSBA). Dr. Loughead said that nothing had reached the district level yet but added that Hampton has worked with some families on a case-by-case basis during the pandemic.

Policy and Legislative Affairs

2:01:20

Mr. Shages introduced the second reading of two policies:

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

Both items will be considered for Board approval and adoption at the next voting meeting.

He also reminded Board Members of the upcoming March 11 Allegheny County Legislative Forum, which will be an online event.

Transportation

2:02:27

There was no report this evening.

Public Comment

2:02:34

Mr. Wesley opened the floor for public comment.

A Board Member asked what steps members of the public need to follow in order to attend a School Board meeting in person.

Dr. Loughead said that meetings are open to anyone who is interested in attending in person. Given

the size of the auditorium, a large number of people would be able to take part and remain socially distanced. However, attendees do have to complete a temperature check, sign in, follow social distancing practices and wear masks.

A student at Hampton High School asked the Board to reconsider changing the start times at the high school next year, as pushing school start times later will make it harder for students who play sports to have after school jobs as well. The student also raised concerns about the change being hard on teachers and their families.

Closing and Adjournment

2:07:05

Mr. Wesley closed the meeting and there was no executive session.