

The Board Report

Monday, June 7, 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.

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Board Vice President

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Transportation Chair

Mrs. Joy Midgley

Personnel Chair

Mr. Larry Vasko

Finance Chair

Mr. Robert Shages

Board Treasurer/Policy & Legislative Affairs Chair

Mr. Greg Stein

Technology Chair

Mrs. Trisha Webb

Student Affairs Chair

This Hampton Township School Board Meeting was held in the Hampton Middle School Library. 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 Loughhead

Superintendent of Schools

Dr. Rebecca Cunningham

Assistant Superintendent of Schools

Dr. Ed McKaveney

Director of Technology

Dr. Jacquelyn Removcik

Director of Curriculum, Instruction and Assessment

Dr. Sharon Smith

Special Education/Transition Coordinator

Mr. Josh Kellogg

Network Administrator, Technology Services

Mrs. Tammi Kinzel

Manager of Accounting

June 7, 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

(5:22)

Mr. Wesley opened the meeting by inviting the public to comment.

Community Member

A 13-year community member whose daughter attended Hampton said his family is hoping to welcome a foreign exchange student from Germany next year. He said he is grateful that the Board is considering the STS Foundation as an approved group foreign exchange student organization which could work with the Hampton Township School District in order to place foreign exchange students. He noted that the next step in the process for him would be for the exchange student to receive a letter from the District in order to obtain a visa. He asked the Board if there is any way to accelerate that process so the letter is received by mid-July to allow adequate time for the student's arrival.

Dr. Loughhead told the community resident that Dr. Cunningham will follow up with him on next steps.

Student Awards

(7:06)

Mrs. Webb introduced Dr. Sharon Smith, Special Education/Transition Coordinator, who showcased several successful students and programs through a Spotlight on Special Education and Transition presentation.

Dr. Smith thanked the Board for the opportunity to highlight the accomplishments of several District students who have worked hard in pursuit of their post-secondary goals. She noted that quality special education programming cannot occur without a commitment to teamwork, communication and collaboration. She said she is fortunate to work with a dedicated K-12 team which is responsible for the success of special education students.

Dr. Smith praised the following students and highlighted their recent achievements:

- Emily Ortman, a graduating senior, for her work with Open-Up Yoga to become a Certified Yoga Instructor. She has been offered a job at Open-Up Yoga starting this summer. Miss Ortman will be featured in an upcoming Allegheny Intermediate Unit publication.
- Colby Fedko and Anna Karis for their acceptance into the Project SEARCH program. Dr. Smith said this program combines real-life experience combined with training and employability skills, independent living skills, job coaching and continuous feedback to help students make

successful transitions to productive adult life and to obtain competitive employment.

Related to Special Education and Transition, Dr. Smith said the District was awarded a Competitive Integrated Employment grant of \$45,000 for the 2019-20 and 2020-21 school years to allocate towards programming in the aforementioned areas. The grant has allowed both the Middle School and the High School to purchase additional materials for programming, which has been especially helpful during the pandemic.

Dr. Smith spoke about several additional activities that Middle School and High School students are working on, including community-based outings, work-based learning experiences, and other instructional activities.

Continuing with the Awards Presentation, Mrs. Webb shared that several High School students participated in the Pittsburgh Data Works Data Jam competition. The team of Addison Gindlesperger, Kiana Kazemi, Lindsay Liebro, Eileen Lynn, Abigail Pursh and Becky Zhou were challenged to use publicly available data sets to identify, investigate and make recommendations to address a problem in the city of Pittsburgh. Through weekly meetings since October, these students investigated the most common factors outside of the driver's control in car accidents involving drivers ages 16-17. They completed data analysis, posters and presentations for judging. This is the first time that Hampton High School has entered this competition, and the students won second place. Miss Gindlesperger said the team's investigation has led them to recommend that teens take additional driver's safety and defensive driving courses.

Mrs. Webb also recognized several students who attend classes at the A.W. Beattie Career Center and who recently competed in the SkillsUSA competition and earned First Place Gold Medals. Winners included the following students:

- Dina Karkaria – in the Career Pathways Arts & Communication category with First Place in Advertising Design.
- Brianna Deah – in the Pin Design category with First Place in Advertising Design.
- Mark Gibson – in the Plumbing category with First Place in HVAC.

Mrs. Webb also recognized the following A.W. Beattie Career Center students who competed in the Family, Career and Community Leaders of America State Leadership Contest:

- Jada Ivey, in the Baking and Pastry Arts category for a Silver Medal First Place winner.
- Haley Penley in the Pennsylvania Cake Decorating category for a Silver Medal Second Place.

Mrs. Webb said both students also received scholarships with their medals.

Student Affairs

(21:59)

Ms. Webb then introduced several High School Student Council Members to speak.

Student Council President Matt Husky said the school year finished up well. He thanked the Board

for helping with events such as Talbot Thon and for being flexible in helping to make the school experience better during the pandemic. Mr. Husky commented that it was great having students back in the classrooms as it lifted everyone's spirits.

Dr. Loughead said that the District feels the same way. He added that it made a significant difference having students back for in-person instruction and thanked the students for their patience.

Senior Gregory Scolieri stated that it was a tough year, but it got better as it went on and students returned to the classrooms. He said students seemed happier and felt more included, adding that it was almost like a normal year.

Dr. Loughead told Student Council seniors that they will be missed. He added that it was a pleasure having them attend meetings throughout the year as they helped the Board by providing thoughtful ideas and honest feedback.

Mrs. Webb also introduced the 2021-2022 High School and Middle School Student Handbooks for approval at the June 14 voting meeting. Dr. Loughead said the changes include minor updates, including new start times.

For Board Information

28:10

Dr. Loughead introduced Zachary D'Amico, the District's new communications specialist from the Communication Solution Group. Dr. Loughead said the District took a pause on an in-person communications specialist during the pandemic.

Dr. Loughead stated that after careful searching by Communication Solutions Group CEO Leza Raffel, she recommended several finalists including Mr. D'Amico, who brings to the District experience working with several area newspapers, as well as photography and social media skills. Mr. D'Amico is a St. Vincent College Graduate.

Mr. D'Amico told the Board he is looking forward to working with the District to grow its communications arm and build community relations.

Facilities

(30:30)

Ms. Cassandra Renninger and Chris Brown of VEBH Architects updated the Board on the High School Renovation Project.

Ms. Renninger gave the following updates:

- The majority of approvals have been obtained, including the Hampton Township approval. A Memorandum of Approval (MOA) and developer's agreement still need to be addressed.
- The District is still awaiting comments from the Allegheny County Conservation District. A tandem submittal for land development approval was sent to the Township and Conservation District regarding land development, stormwater, erosion and sedimentation control. The

Conservation District is running behind on the approval process, partially due to the pandemic.

- The Conservation District's comment may be addressed either as an addendum or after the bid is awarded. VEBH would be going before the Allegheny County Health Department on Tuesday to review the plumbing portion of the project.

Mr. Brown said the Hampton High School roof replacement project is underway after the Board last month approved a low-bid to Pennsylvania Roofing Systems, Inc., for the base bid plus alternate R-2 for a total cost to the District of \$2,971,000. Pennsylvania Roofing Systems, Inc. plans to mobilize at the High School the week of June 14 to complete initial prep work.

Mr. Brown indicated that there are significant delays in obtaining materials for the roofing project, including foam and adhesives that hold the roof together, which are several months behind. He said VEBH is working with PA Roofing to push suppliers to receive the materials.

Ms. Renninger said the material delays are tied to the Texas freeze in February which impacted the supply chain. Mr. Brown added that VEBH is pushing to get as many materials delivered on site as possible. He said they will work with High School Principal Dr. Marguerite Imbarlina to identify extra storage areas for materials in order to avoid any additional delays.

Ms. Renninger said the Phase I project will likely go out for bid on June 21. Bids would be received July 22. She said the goal is to have a bid awarded at the Board's August voting meeting.

A wrap-up meeting with the Facilities Committee will be scheduled before bids go out to answer any lingering questions regarding the Phase I project, Dr. Loughhead said.

Ms. Balason thanked Ms. Renninger and Mr. Brown for their work during the approval process with the Township.

Mr. Shages asked if there are any outstanding items that require conditional approval, including stormwater management. In response, Ms. Renninger said there are several items requiring approval, mostly letters that need to be finalized. She said the Conservation District may have additional comments regarding stormwater management that would require some minor adjustments.

Mr. Wesley inquired about costs and availability of roofers. Ms. Renninger said VEBH has seen several projects come in substantially under the estimates, but roofing supply shortages could be an issue. Dr. Loughhead noted that the majority of the project work is site-based rather than material-based. He said contractors are hungry for work and bidding will be competitive.

Educational Programs

(44:07)

Mrs. Hamlin introduced Dr. Removcik, who presented plans for 2021-22 textbook adoption for K-5 English Language Arts, Grade 6 Math, and AP Psychology.

The Board is considering approving the purchase of Eureka Math textbooks at an approximate cost of \$9,000. Dr. Removcik said the program aligns with the structure, curriculum and time frame of the Grade 6 math course. The program has been piloted for over a year, and teachers feel confident it has a high level of rigor, Dr. Removcik said.

The Board is also considering purchasing textbooks, available in hardback and online, for AP Psychology at a cost of \$20,000.

As the ELA elementary curriculum resources are a larger purchase, Dr. Removcik provided the Board with background regarding these resources. She said the current program was purchased 10 years ago and is no longer supported, meaning some of its resources are no longer able to be purchased from the publisher.

During the review and selection process, groups of teachers, principals, and Dr. Removcik researched and evaluated different resources before submitting recommendations. Edreports.com, a nonprofit organization that provides independent reviews of instructional materials, was used in order to narrow the search. They also consulted with Dr. Lisa Yonek, AIU 3 Reading Curriculum Coordinator at the Reading Achievement Center (RAC), during the search process.

Dr. Removcik said several factors were identified in searching for a new instructional resource:

- Regular practice with complex text and academic language.
- Reading, writing and speaking grounded from the text, both literary and informational.
- Building knowledge through content-rich nonfiction.

After consulting Edreports.com and obtaining feedback, Dr. Removcik said other options were eliminated. Pilot programs were then conducted with Grades 1, 2, 4 and 5, and evaluations of pilot data were collected.

As a result, Dr. Removcik and the elementary principals are recommending that the Board approve McGraw Hill's Wonders 2020 curriculum resources at a cost of \$265,000 to be financed over three years. Regarding Wonders 2020, Dr. Removcik said Wonders incorporates research-based best practices, such as the integration of reading and writing instruction.

Wonders 2020 also includes essential online components that include assignments, games, and student writing notebooks. Texts will be available in the online version, Dr. Removcik said.

Mr. Jarrell asked if 10 years is a typical lifespan for textbooks, to which Dr. Loughhead answered that 6-7 years is more common. Dr. Loughhead expressed concern that pushing the lifespan of a textbook can lead to materials no longer being supported, causing it to fall out of standards and rigor.

In response to a Board Member's question, Dr. Removcik said not buying hardcover books does significantly reduce costs, and that elementary students do benefit from having a physical textbook, especially primary students. She noted that Journeys had served the District well, but it was time to move away due to several risk factors with an unsupported textbook.

The textbooks are currently available for review on the District's website. Textbook approval will be on the agenda at the June 14 voting meeting.

Also at the June 14 voting meeting, the Board will consider approving the following Foreign Exchange Student Organizations to work with the Hampton Township School District:

- International Cultural Exchange Services USA Exchange Program
- Council for Educational Travel USA
- American Scandanavia Student Exchange International Student Exchange Program
- International Student Exchange USA
- Youth for Understanding USA
- STS Foundation

Dr. Cunningham said the first five organizations have worked with Hampton in the last ten years, and that the STS Foundation would be a new organization for the District. Mr. Shages also recommended the American Field Service organization be added to the list.

Finance

(1:01:56)

Bond Refinancing Opportunities

Mr. Chip McCarthy of Piper Sandler was present at the Work Session to provide the Board with additional information regarding bond refunding.

Mr. McCarthy told the Board that the Finance Committee, over the past year, has been looking at how to structure new money for the High School Renovation Project.

He noted that the District completed a borrowing at the end of 2020 to fund a portion of the amount needed for its capital projects requirements. As the District contemplates a completion issue in 2021-2022 of its capital funding needs, Mr. McCarthy said potential refinancing opportunities that may exist, including terminating an existing swaption, continue to be examined.

Mr. McCarthy recommended refinancing a 2007 variable rate bond and terminating the swaption with proposed tax-exempt refundings of the 2011 B and 2016 bonds which are callable in November.

He also presented the following information:

- Piper Sandler analyzed costs and current market rates for non-bank qualified (NBQ) and bank-qualified (BQ) bonds and their potential effect on the annual debt service. Piper Sandler concluded that the NBQ scenario benefits the District at this time.
- Refunding of the 2011 B bond yields roughly \$212,000 in savings, while refunding the 2016 bond yields roughly \$703,000 in savings.
 - Termination of the swaption and refunding of the 2007 variable rate bond is a net cost of about \$110,000 to the District.
- The net savings to the District is roughly \$805,000 through these three options.
- Terminating the swaption (swap option) and refunding the 2007 variable rate bond generates an estimated \$2.296 million termination payment to the swap provider, which is funded with taxable bond proceeds.

- The District is looking at moving forward with these three options to mitigate market risks associated with the variable rate bonds.

Summary of Refunding Results (Debt Service Reduction)

NET DEBT SERVICE COMPARISON

Hampton Township School District
2021 Refunding Scenarios: 2011B & 2016 Tax Exempt and 2007 Swaption Termination
Debt Service Reduction Savings

Period Ending	Existing Agg Net Debt Service	2021 Ref 11B Net DS Savings	2021 Ref 2016 Net DS Savings	2021 ref 2007* Net DS Savings	Combined Net DS Savings	Proposed Agg Net Debt Service
6/30/2021	-					-
6/30/2022	4,417,449.62	(13,950.00)	(54,018.45)	16,245.69	(51,722.76)	4,365,726.86
6/30/2023	4,548,521.70	(14,003.13)	(132,873.33)	16,912.04	(129,964.42)	4,418,557.29
6/30/2024	4,538,978.08	(13,934.38)	(121,712.40)	13,285.37	(122,361.41)	4,416,616.67
6/30/2025	4,522,618.62	(13,865.63)	(106,501.71)	16,747.09	(103,620.25)	4,418,998.37
6/30/2026	4,516,709.17	(13,796.88)	(100,620.93)	15,879.97	(98,537.84)	4,418,171.33
6/30/2027	4,501,091.57	(13,728.13)	(86,261.88)	16,631.41	(83,358.60)	4,417,732.96
6/30/2028	4,470,508.88	(13,653.13)	(54,885.78)	14,677.79	(53,861.12)	4,416,647.76
6/30/2029	4,452,909.61	(13,571.88)	(23,420.02)		(36,991.90)	4,415,917.71
6/30/2030	4,456,927.95	(13,490.63)	(22,747.68)		(36,238.31)	4,420,689.64
6/30/2031	4,450,871.78	(13,409.38)			(13,409.38)	4,437,462.40
6/30/2032	4,454,772.08	(13,328.13)			(13,328.13)	4,441,443.95
6/30/2033	4,451,399.24	(61,643.75)			(61,643.75)	4,389,755.49
6/30/2034	4,448,293.76				-	4,448,293.76
6/30/2035	4,448,650.01				-	4,448,650.01
6/30/2036	571,003.13				-	571,003.13
6/30/2037					-	-
6/30/2038					-	-
	63,250,705.21	(212,375.05)	(703,042.18)	110,379.35	(805,037.88)	62,445,667.33

*Includes both a Tax Exempt and Taxable Series.

RESULTS SUMMARY (Debt Service Reduction)

- The Net Savings are illustrated in the form of annual Debt Service Reduction after adjusting for Reimbursement using **Non-Bank Qualified Rates**.
- Total Debt Service Reduction Savings (Non-BQ)

Series of 2021 Refunding 2011B	212,375.05
Series of 2021 Refunding 2016	703,042.18
Series of 2021 Refunding 2007 VRDB	<u>(110,379.35)</u>
Net Total	\$805,037.88
- Net Present Value Savings as a % of bonds refunded

Series of 2021 Refunding 2011B	26.949%
Series of 2021 Refunding 2016	9.105%
Series of 2021 Refunding 2007 VRDB	<u>(0.798%)</u>
- Non-BQ Bond Issues would be callable in 10yrs.
- Terminating the swaption and refunding the 2007 bonds actually generates a cost of \$110,379 in additional debt service net of adjustments for reimbursement and an estimated \$2,296,000 termination payment to the swap provider, which is funded with taxable bond proceeds.
- The savings from the tax exempt current refundings of both the 2011 B bonds and the 2016 bonds can be used to offset any potential increase in debt service generated from terminating the swaption while still maintaining relatively level debt service for the School District
- Under current market conditions, Non-BQ rates are comparable with BQ rates, actually generating slightly more in debt service savings.
- Total Debt Service Reduction Savings (BQ)

Series of 2021 Refunding 2011B	210,387.55
Series of 2021 Refunding 2016	667,486.33
- We would need to confirm our results with Bond Counsel.

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Mr. McCarthy also completed \$10 million BQ and NBQ new money estimates which would be callable in five years and wrap around the existing debt service with a final maturity of November 11, 2037.

While both the BQ and NBQ new money scenarios totaled approximately the same in terms of total debt service, the higher coupon structure of the NBQ bond issue results in a larger adjustment for new money debt service. The annual debt service cost would be approximately \$70,000 higher with an adjustment of \$280,000 versus the approximate \$212,000 adjustment under the BQ scenario.

New Money with Refundings (Debt Service Reduction)

PROPOSED AGGREGATE DEBT SERVICE				
Hampton Township School District Series of 2022 \$10M BQ (w/Refundings Debt Service Reduction Savings)				
Period	2021 Existing Agg Ending Net Debt Service	Combined Net DS Savings	2022 2022 \$10M BQ Net Debt Service	Proposed Agg Net Debt Service
6/30/2021	-	-	-	-
6/30/2022	4,417,449.62	(51,722.76)	65,833.33	4,431,560.19
6/30/2023	4,548,521.70	(129,964.42)	212,350.00	4,630,907.29
6/30/2024	4,538,978.08	(122,361.41)	212,050.00	4,628,666.67
6/30/2025	4,522,618.62	(103,620.25)	211,750.00	4,630,748.37
6/30/2026	4,516,709.17	(98,537.84)	211,450.00	4,629,621.33
6/30/2027	4,501,091.57	(83,358.60)	211,150.00	4,628,882.96
6/30/2028	4,470,508.88	(53,861.12)	210,850.00	4,627,497.76
6/30/2029	4,452,909.61	(36,991.90)	210,550.00	4,626,467.71
6/30/2030	4,456,927.95	(36,238.31)	210,250.00	4,630,939.64
6/30/2031	4,450,871.78	(13,409.38)	200,050.00	4,637,512.40
6/30/2032	4,454,772.08	(13,328.13)	199,950.00	4,641,393.95
6/30/2033	4,451,399.24	(61,643.75)	239,450.00	4,629,205.49
6/30/2034	4,448,293.76	-	198,950.00	4,647,243.76
6/30/2035	4,448,650.01	-	198,850.00	4,647,500.01
6/30/2036	571,003.13	-	4,064,700.00	4,635,703.13
6/30/2037	-	-	4,634,950.00	4,634,950.00
6/30/2038	-	-	1,227,150.00	1,227,150.00
	63,250,705.21	(805,037.88)	12,720,283.33	75,165,950.66

NEW MONEY SUMMARY (DS REDUCTION)

- We ran a \$10M BQ new money issue that would settle in January of 2022 and generate a project fund deposit of \$9,866,206 after netting out estimated costs of issuance.
- The Bond issue would be callable in 5 years and wrap around the existing debt service with a final maturity date of 11/15/37.
- We also ran a Non-BQ scenario estimating the same \$10M in proceeds to be generated. The project fund deposit differed slightly from the BQ scenario. The Non-BQ issue generated a project fund deposit of \$9,874,417 after netting out estimated costs and the accounting for the larger premium generated by the higher coupon structure associated with the Non-BQ market.
- While both the BQ and Non-BQ new money scenarios totaled approximately the same in terms of total debt service, the higher coupon structure of the Non-BQ bond issue results in a larger adjustment for new money debt service. The annual debt service cost would be approximately \$70,000+ higher with an adjustment of \$280,000 vs the approximate \$212,000 adjustment under the BQ scenario.

Mr. Vasko said these proposed options bring the District the closest it has come to breaking even on its debt service in many years. Dr. Loughead added that it would benefit the District to move forward with Mr. McCarthy's recommendations.

Ms. Lisa Chiesa, Bond Counsel of Clark Hill PLC, said this approval would require two separate debt ordinances: one to authorize the issuance of bonds to refinance the 2007 variable rate bond and termination fee for the swaption. The other would authorize the refinancing of the 2011 B and 2016 bonds later in the year.

The Board will consider voting on these bond refunding opportunities at its June 14 voting meeting.

In response to Board Member questions, Mr. McCarthy clarified the following:

- The amount of principal the District is refunding from the 2007 variable rate bond is \$13.345 million. Refunding that amount plus the termination payment would require roughly \$15.8 million in proceeds.

Dr. Loughead said that Mr. Kline indicated the District has a safety net of \$500,000 for variable rate interest that could be repurposed to the District's unassigned fund balance if the variable rate bonds are terminated.

Future Budget and Millage Projections

1:35:58

At the request of the Board, Dr. Loughead presented the District's future budget and millage projections related to paying for the High School Renovation Project and eliminating the budget deficit. Several years ago, the District looked at a plan that would both fund the High School Renovation Project and address the general operating cost. However, the District paused that plan

after taking Act 1 index resources in 2019 and allocating that funding towards the project. The District did not allocate any resources towards funding projects last year due to the uncertainty regarding the pandemic and significantly cut the operating budget, Dr. Loughhead said.

Dr. Loughhead said the District has been conservative about millage increases over the years. There have been resources based on Act 1 Index millage limits that have not been levied from 2015-2021 that would have generated a cumulative 0.97 mills. Had the District levied those increases, the District would be in a much different situation than it is now, Dr. Loughhead said.

Act 1 and District Millage History							
Fiscal Year	HTSD Adjusted Act 1 Index	Act 1 Millage Limit	Final Budget Mills	Millage Increase	Millage Increase %	Act 1 Mills not Levied	Cumulative Act 1 Mills not Levied
2021-22	3.00%	20.30	20.30	0.59	3.00%	0.00	0.97
2020-21	2.60%	19.88	19.71	0.33	1.70%	0.17	0.97
2019-20	2.30%	19.38	19.38	0.43	2.26%	0.00	0.80
2018-19	2.40%	19.22	18.95	0.18	0.96%	0.27	0.80
2017-18	2.90%	18.92	18.77	0.38	2.07%	0.15	0.53
2016-17	2.80%	18.63	18.39	0.27	1.49%	0.24	0.38
2015-16	2.30%	18.26	18.12	0.27	1.51%	0.14	0.14

Dr. Loughhead also presented the following information regarding future budget and millage projections:

- Hampton ranks 11th lowest out of 42 Allegheny County school districts in terms of millage rates. Dr. Loughhead said the District is proud of its ranking.
- Hampton ranks in the middle in terms of millage compared to neighboring high-achieving Districts: (high to low) Upper St. Clair, South Fayette, Mt. Lebanon, Fox Chapel, Hampton, Pine-Richland, Quaker Valley and North Allegheny.
- Based on a property assessed at \$200,000, Hampton taxpayers would pay \$3,942 in property taxes based on the District's millage rate.
- Hampton also ranks in the middle in terms of millage rate compared to neighboring school districts: (high to low) Shaler, Deer Lakes, Fox Chapel, Hampton and North Allegheny.

Dr. Loughhead stated that Hampton's tax rate is a tremendous value when considering the quality of education provided and comparing both to other districts.

The District's plan of projected millage phasing for \$40 million from April 2019 had a target debt service of \$1.741 million. The District's current plan of projected millage phasing for \$40 million has a target debt service of \$1.025 million. Dr. Loughhead said the current low interest rates make up for the difference in target debt service from the previous plan.



**Hampton High School
Projected Millage Phasing for \$40 Million
Project from April 29, 2019
Target Debt Service - \$1,741,000**

Fiscal Year	Base Act 1 Index (Projected)	Millage Rate Limit	Maximum Millage Increase	Millage for Operating Needs (Projected)	Available Millage for HS Project	\$ for HS Project Debt Service	Cumulative \$ for HS Debt Service
2018-19		18.95					
2019-20	2.3%	19.38	0.43	-	0.43	\$692,006	\$692,006
2020-21	2.3%	19.82	0.45	0.25	0.20	\$317,922	\$1,009,929
2021-22	2.8%	20.38	0.56	0.25	0.31	\$495,628	\$1,505,557
2022-23	3.0%	20.99	0.61	0.25	0.36	\$587,104	\$2,092,661

**3.40
years**



**Hampton High School
Projected Millage Phasing for \$40 Million
Target Debt Service - \$1,025,000**

Fiscal Year	Base Act 1 Index Projected	Millage Rate Limit	Maximum Millage Increase	Millage for HS Project Debt	Millage for Operating Needs (Projected)
2021-22	3.00%	20.30	0.59	0.13	0.46
2022-23	3.50%	21.01	0.71	0.13	0.58
2023-24	3.70%	21.79	0.78	0.00	0.78
2024-25	3.30%	22.51	0.72	0.36	0.36

Dr. Loughhead said the current plan features a balanced budget in 2024-25 with a fund balance of 7.17%. The plan includes the maximum millage rate increases allowed by the Act 1 index each year from 2021-22 to 2024-25 when it would be 22.51 mills. He said the plan does not include planned expenditures for new staff or major additions to the District.

Looking at the fund balance, Mr. Stein said in 10 years, the District has decreased its fund balance by 60% (from \$9.4 million in 2015-16 to a projected \$4.4 million in 2024-25). He asked what will happen to the District's AA- bond rating if the District keeps decreasing its fund balance.

Mr. Vasko said Piper Sandler stated that the District could lose its AA- rating if its total fund balance falls below 10%, but these decisions are not cut and dry. It is currently projected at 9.21% in 2021-22. Mr. Vasko said losing the rating would cost the District each time it completes a new bond issue. The potential impact of a bond rating decrease, which was discussed at length, would equate to .0005 percent, or about \$10,000 a year on a \$20 million new issuance. The \$10,000 would be reduced each year as well. Additionally, the \$805,000 savings from the three proposed bond refundings would also decrease, he said.

Mr. Vasko noted that Mr. Kline did not include anything in the projected budget regarding additional maintenance or utility expenses that might be tied to future expansion projects, including the hiring of additional custodians.

Dr. Loughead said the current planned projects would not warrant hiring any additional custodians.

Mr. Vasko also said the District should look into credit opportunities relating to stormwater fees that will be billed to the District over its new construction projects.

Budget

(2:14:12)

The final budget is expected to be voted upon at the June 14 voting meeting, which includes the following:

- Revenues of \$55,577,673, expenditures of \$56,620,350 and the utilization of \$575,000 from the Stabilization Fund and \$467,677 from the unassigned fund balance. The real estate tax rate will increase from 19.71 mills to 20.30 mills, which represents an increase of 0.59 mills or 3.0%.

Mr. Vasko said that since May 10, changes to the 2021-22 final budget yielded a net decrease of \$90,593.

Dr. Loughead noted that more than \$600,000 has been cut from the original budget that was presented on April 26th.

Mr. Vasko said he opposes the current budget since there is too much debt, including a net shortfall of \$467,677. He said that shortfall will increase by another roughly \$375,000 with the purchase of new computers, ELA textbooks and a new truck.

Mr. Jarrell said the District needs to work to increase its revenues to keep pace with rising costs of services. He said two options are to apply for grants or raise taxes.

Mrs. Hamlin said the District's proposed four-year plan provides a path to a surplus in 2024-25. However, Mr. Stein said that the District's goal should not be to break even, but to replenish the fund balance back to 10%.

Answering a Board Member's question, Dr. Loughead said the District's capital projects fund has a sufficient balance to pay for upcoming projects in the next four years.

Mr. Jarrell stated that the only options currently would be for the District to hold off on Phase I of the High School Renovation Project for a year to save money for the upcoming budget, or delay the

school start time change a year to save \$100,000. Mr. Jarell said the District should instead focus on what is best for students and highlighted that the start time change will benefit students.

Mr. Vasko then introduced the following items, which are expected to be voted upon at the June 14 voting meeting:

- Worker's Compensation Insurance Coverage with UPMC through Arthur J. Gallagher Risk Management Services, Inc. at an estimated cost of \$98,364, effective July 1, 2021, through June 30, 2022.
 - The District operates an annually certified Safety Committee. By having this certified committee the District receives a 5% discount on the annual WC premium. Over the last 5 years this net savings is over \$25,000.
- 2021-2022 District insurance coverage through Arthur J. Gallagher Risk Management Services, Inc., effective July 1, 2021, through June 30, 2022 as follows:
 - Property: \$57,617.00
 - Package (including Auto & Boiler): \$58,835
 - Educators Legal Liability: \$33,551
 - Umbrella: \$ 6,732
 - Cyber: \$14,898
 - Environmental Liability: \$11,680
- The 2021-2022 Student Accident Insurance coverage, with Bollinger Specialty Group through the Arthur J. Gallagher Risk Management Services, Inc., at a cost of \$11,076.00, effective July 1, 2021, through June 30, 2022.
 - There is no increase from the current policy.
- Non-resident tuition rates as follow:

	2021-2022 Yearly	2021-2022 Quarterly	2020-2021 Yearly (Information Only)
Kindergarten	\$6,689.00	\$1,672.25	\$6,546.00
Elementary (Gr 1-6)	\$13,378.00	\$3,344.50	\$13,091.00
Secondary (Gr 7-12)	\$14,422.00	\$3,605.50	\$13,633.00

- Payments of June and July 2021 invoices which will be ratified at the August 9 voting meeting.
- The 2021-22 Homestead/Farmstead Resolution for the distribution of state gaming funds. These amounts have been stable for 15 years despite additional casinos in the state.

Old Business

Mr. Vasko provided the local tax revenue update as of May 31, 2021. He noted that real estate taxes

are ahead of original projections while earned income taxes are slightly down from this time last year. The year-to-date collection overall is in line with expectations.

The Board also agreed to return real estate tax due dates back to the normal collation date. The due dates for the 2020-21 tax year were extended two months due to the pandemic.

Personnel

(2:46:45)

Mrs. Midgley presented the following items, which are expected to be voted on at the June 14 voting meeting:

- Approve the resignation of Mrs. Margaret Melber, who is resigning after two years with the District effective August 20, 2021. Mrs. Melber is an English Teacher at Hampton High School.
- Approve the resignation of Mr. Steven Harris, who is resigning after one year with the District effective June 14, 2021. Mr. Harris is a Class III Paraeducator at the High School.
- Approve the resignation of Mr. Ronald Ventrice, who is retiring after 20 years with the District effective July 2, 2021. Mr. Ventrice is a 12-month custodian at Hampton Middle School.
- 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 regarding the amendment of Article XII, Elementary Teachers Schedules effective July 1, 2021, through June 30, 2022.
- Approve the following professional employees who have obtained tenure status effective June 14, 2021:
 - Mrs. Laura Bauer, Elementary ESL Teacher
 - Mr. Nickolas Endres, Elementary Health & Physical Education Teacher
 - Ms. Leah Wilson, Elementary Teacher
 - Mrs. Deshanna Wisniewski, Elementary Teacher
 - Mrs. Rebecca Zimmerman, Elementary Teacher

Dr. Loughhead explained that teachers may obtain tenure if they have six successful semesters of teaching.

- Approve Mr. Samuel Flowers as a TPE .60 Technology Education Teacher at Hampton Middle School effective August 23, 2021. Salary is Master's Step 3 +30 at \$66,320 (pro-rated to \$39,797). This is a new position.
- Approve the following Summer/Extended School Year Teachers at \$32.00 per hour effective July 1, 2021: Hailey Bartolomucci, Elizabeth Morris, Rebecca Staub, Lauren Casselberry, Lynsey Norman, Zoe Strickland, Christy Edinger, Ashley Pop, Justin Vasil, Hannah Dunlap, Khristee Popowski, Savanna Wilson, Nina Griffith, Hailey Rupnow and Monica Yang.
- Approve a temporary change in status for Mrs. Cheryl Moore moving from a Class II Clerical Paraprofessional to a Long-Term Substitute Class V Administrative Assistant to the High School Counselors effective May 27, 2021 to approximately July 15, 2021. Salary is \$22.91 per hour

from May 27 to June 30, and \$23.53 per hour starting July 1, 2021. Mrs. Moore is a substitute for Mrs. Dolores Breslawski.

- Approve Ms. Audrey Sieg as a 4-hour per day Class IV Health Office Assistant (based at Hampton Middle School) beginning with the 2021-2022 School Year. Salary is \$16.75 per hour for the 60-day probationary period and \$17.00 per hour thereafter. Ms. Sieg is replacing Ms. Michelle Silberman.
- Approve Ms. Monica Yang as a substitute Paraeducator for the District effective May 25, 2021. Hourly rate is \$13.00 per hour for the first fifteen days and \$13.50 per hour thereafter.
- Approve the following Summer/Extended School Year Paraeducators at their current rate per hour as per the HESPA CBA: Ashley Arlotti, Marla Kohan, Mary Steiner, Lee Barns, Krista Metnick, Kelli Weidman, Amanda Filutze, Breanna Pietropaolo, Heidi Weinman, Dawn Huckstein and Christine Raimondi.

Supplementals:

- The Administration recommends approval of the following corrected 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
Mark Gartner	K-12 Physical Education Department Chair		13	11/15	\$1,807
Wendi Hunter	Grade 4 – Language Arts		13	11/15	\$1,807
Devon Byrne	9 th Grade Class Sponsor	HS	10	6/10	\$1,390
Devon Byrne	10 th Grade Class Sponsor	HS	7	6/10	\$973
Karen Taylor	11 th Grade Class Sponsor	HS	20	12/20	\$2,780
Heather Dietz	12 th Grade Class Sponsor	HS	16	12/16	\$2,224
Haylie Rupnow	Wyland Elementary Bus Monitor	Wyland	9.3	12	\$1,293

- The Administration recommends approval of the following conditional appointments for 2021-2022, 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 2021-2022 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 2021-2022:

NAME	POSITION	BUILDING	POINTS	RANGE	TOTAL STIPEND
Dina Dunmire	Bus Monitor	Poff	12	12	\$1,668
Dina Dunmire	Safety Patrol Sponsor	Poff	5	5	\$695
John Lee	AV-Computer Coordinator	Poff	22	18/22	\$3,068
Elizabeth Casey	AV-Computer Coordinator	Central	19	18/22	\$2,641
Melinda Jackson	6-12 Family & Consumer Science Department Liaison		7	5/7	\$973
Hartley Kennedy	6-12 Business & Computers Department Liaison		7	5/7	\$973
Ryan Scott	6-12 Technology Education Department Liaison		7	5/7	\$973
Sean Desguin	K-12 Music Department Liaison		8	6/8	\$1,112
Lisa Woods	K-12 Art Department Liaison		6	6/8	\$834
Mark Gartner	K-12 Physical Education Department Chair		14	11/15	\$1,946
Brittnee Stepanik	Kindergarten Curriculum Leader		12	11/15	\$1,668
Courtenay Garrett	Grade 1 Curriculum Leader		15	11/15	\$2,085
Shanna Struble	Grade 2 Curriculum Leader		15	11/15	\$2,085
Lisa Milsom	Grade 3 Curriculum Leader		12	11/15	\$1,668
Wendi Hunter	Grade 4 Language Arts Curriculum Leader		14	11/15	\$1,946
Lauren Mytinger	Grade 4 Math Curriculum Leader		12	11/15	\$1,668
Joell McMonigal	Grade 5 Language Arts Curriculum Leader		15	11/15	\$2,085
Stephanie Moser	Grade 5 Math Curriculum Leader		15	11/15	\$2,085
Chad Himmler	Band Director		65	53/65	\$9,035
Sean Desguin	Band Assistant Director 1		44	36/44	\$6,116
Charlie Houck	Band Assistant Director 2		40	36/44	\$5,560
Shannon Shaffer	Band Assistant Director 3		25	20/25	\$3,475
Lena Clary	Band Assistant Percussion		25	20/25	\$3,475
Christina Nowak	Band Assistant Color Guard		34	26/34	\$4,726
Leighann Bacher	Band Assistant – Dance Drill Team		34	26/34	\$4,726
Jacque DeMatteo	Football Head Coach		70	58/70	\$9,730
Ron Gooden	Football First Assistant		46	38/46	\$6,394
Ron Budziszewski	Football Assistant A		41	33/41	\$5,699
Steve Sciullo	Football Assistant B		41	33/41	\$5,699
Ryan Budziszewski	Football Assistant C		41	33/41	\$5,699
Scott Breen	Football Assistant D		41	33/41	\$5,699
Dave Interthal	Volunteer Football Coach				
Wes Freeborough	Middle School Head Football Coach		33	28/36	\$4,587
Andrew Kashatus	Middle School Assistant Football Coach		29	23/31	\$4,031
Dean Longwell	Cross Country – Boys’ Head Coach		35	27/35	\$4,865
Heather Dietz	Cross Country – Girls’ Head Coach		35	27/35	\$4,865
Dave Sheets	Cross Country – MS Head Coach	MS	27	19/27	\$3,753
Catherine Close	Cross Country – MS Assistant A	MS	20	15/20	\$2,780
Annie Bozzo	Girls’ Volleyball Head Coach		34	26/34	\$4,726
Morgan Ceschini	Girls’ Volleyball Assistant Coach		29	21/29	\$4,031
Jennifer Schrom	MS Volleyball Head Coach	MS	23	15/23	\$3,197
Dainen Holler	MS Volleyball Assistant Coach	MS	14	10/14	\$1,946
Matt McAwley	Boys’ Soccer Head Coach		49	37/49	\$6,811
Josh Casey	Boys’ Soccer Assistant Coach		35	27/35	\$4,865
Jon McAwley	Volunteer Boys’ Soccer Coach				
Jeff Bauman	Middle School Boys’ Soccer Head Coach		28	20/28	\$3,892
John Galioto	Middle School Boys’ Soccer Assistant Coach		23	16/23	\$3,197
Bill Paholich	Girls’ Soccer Head Coach		49	37/49	\$6,811
Suzanne Pagano	Girls’ Soccer Assistant Coach		35	27/35	\$4,865
Amy Shane	Middle School Girls’ Soccer Head Coach		28	20/28	\$3,892
Michael Zebrine	Middle School Girls’ Soccer Assistant Coach		23	16/23	\$3,197
Bruce Steckel	Head Golf Coach		20	16/20	\$2,780
Kellen Wheeler	JV Golf Coach		19	15/19	\$2,641
Grant McKinney	Girls’ Tennis Head Coach		33	25/33	\$4,587
Sara Longo	Girls’ Tennis Assistant Coach		20	15/20	\$2,780
Kathy Long	Competitive Spirit Cheerleader Coach		28	24/28	\$3,892
Chelsea Niehaus	Varsity Cheerleader Coach		42	36/44	\$5,838
Austin Wolf	Junior Varsity Cheerleader Coach		36	28/36	\$5,004
Nicole Relihan	7 th /8 th Grade Cheerleader Coach		28	24/28	\$3,892

Amy Baxter	District Nursing Coordinator		17	13/17	\$2,363
Andrew Halter	AV-Computer Coordinator	HS	30	25/30	\$4,170
Terri Koprivnikar	National Honor Society Sponsor	HS	12	8/12	\$1,668
Tony Howard	High School Activity Director	HS	24	20/24	\$3,336
Savina Cupps	High School Newspaper Sponsor	HS	30	28/32	\$4,170
Dan Franklin	School Play Director (Fall Drama Club)	HS	20	16/20	\$2,780
Dan Franklin	School Play Technical Director (Fall Drama Club)	HS	5	5	\$695
Devon Byrne	Yearbook Sponsor	HS	46	34/46	\$6,394
Erin Marron	HS Department Head English	HS	18	15/19	\$2,502
Amy Leya	HS Department Head Math	HS	16	15/19	\$2,224
Christine Ruffner	HS Department Head Science	HS	20	16/20	\$2,780
Jennifer Lavella	HS Department Head Social Studies	HS	19	15/19	\$2,641
Karen Taylor	HS Department Head World Language	HS	19	15/19	\$2,641
Amy Faith	HS Department Head Special Education	HS	19	15/19	\$2,641
Devon Byrne	9 th Grade Class Sponsor	HS	10	6/10	\$1,390
Christopher Anastas	10 th Grade Class Sponsor	HS	6	6/10	\$834
Karen Taylor	11 th Grade Class Sponsor	HS	20	12/20	\$2,780
Heather Dietz	12 th Grade Class Sponsor	HS	16	12/16	\$2,224

Other:

- Approve the following Summer/Extended School Year Health Office Nurses at their current rate per hour as per the Health Office Nurse agreement: Stephanie Demino and Heather Paxton.
- Approve a 3% salary increase for the Executive Assistants for the 2021-2022 School Year.
- Approve a 3% salary increase for the Technology Technicians for the 2021-2022 School Year.
- Approve a 3% hourly rate increase for the Health Office Nurses for the 2021-2022 School Year.
- Approve a 3% salary increase for the Safety & Security Specialist for the 2021-2022 School Year.

Mr. Vasko asked if those salary increases are in line with other contracts of District employees.

Dr. Loughhead said the District evaluated these groups and determined an increase in salary was fair and appropriate based on their efforts during the pandemic.

In response to a Board Member's question, Dr. Loughhead stated that supplementals have a point range which is contained in the contract; the number of points multiplied by the rate determines the amount of the stipend.

Dr. Loughhead also noted that marching band is included as a supplemental since it requires teachers to work beyond the school day.

Transportation

(3:03:29)

Mr. Jarrell stated that the Board would be voting on the 2021 Summer Transportation at the voting meeting next Monday, and that Mr. Kline would provide additional information at that time.

Policy and Legislative Affairs

(3:02:40)

Mr. Shages presented the first reading of Policy #123.2: Sudden Cardiac Arrest and highlighted that additional information regarding electrocardiograms is being included in the proposed revisions to this policy. Mr. Shages also introduced Policy #239: Foreign Exchange Students for the second reading and adoption at the Board's Voting meeting next week.

Technology

(3:02:34)

There was no report this evening.

Public Comment, Adjournment, and Executive Session

(3:05:02)

As there was no additional public comment, Mr. Wesley adjourned the meeting and announced that the Board would hold an Executive Session.