

The Board Report

Monday, November 9, 2020



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

~ A Tradition of Excellence ~

The Hampton Township Board of School Directors

Bryant Wesley II, Esq.

Mrs. Jill Hamlin

Ms. Denise Balason

Mr. Matt Jarrell

Mrs. Joy Midgley

Mr. Robert Shages

Mr. Greg Stein

Mrs. Trisha Webb

Mr. Larry Vasko

Board President

Board Vice President

Board Secretary/Facilities Chair

Transportation Chair

Personnel Chair

Board Treasurer/Policy & Legislative Affairs Chair

Technology Chair

Student Affairs Chair

Finance 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

Superintendent of Schools

Assistant Superintendent of Schools

Director of Administrative Services

Director of Technology

Voting meeting

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

Opening

(00:00)

Mr. Wesley opened the meeting and a roll call was taken. Greg Stein was absent, Larry Vasko participated by phone, and all other Board members were present. Mr. Wesley announced that public comments would be taken at the end of the meeting and then introduced Mrs. Webb for Student Awards.

Award Presentations

(0:54)

Mrs. Webb described an award from Broadcom Masters, which coordinates a science and engineering competition for middle school students. Current freshman Valor Lekas was recognized for placing in the top 300 nationwide in the competition, which had its largest applicant pool this year. The student received a certificate from the District.

Dr. Loughhead commented that Valor's work and achievement were inspiring, especially given the challenges students have faced during the pandemic.

Approval of Minutes

(3:13)

The Board unanimously approved the minutes from the Board's October 12th meeting.

Payment of Bills

(3:36)

The Board unanimously approved the following:

- October 2020 General Fund 10 Disbursements totaling \$17,877,596.40
- October 2020 High School Construction Fund 35 Disbursements totaling \$15,920.00
- October 2020 Capital Fund 39 Disbursements totaling \$15,855.62
- October 2020 Cafeteria Fund 50 Disbursements totaling \$17,941.84

Treasurer's Report

(4:37)

The Board unanimously approved the Treasurer's Report.

Student Activity Fund

(4:51)

The Board unanimously approved the Student Activity Fund.

President's Report

There was no report this evening.

Board Secretary's Report

There was no report this evening.

Solicitor's Report

There was no report this evening.

Superintendent's Report

(5:25)

League Of Innovative Schools

Dr. Loughead reported on two items regarding District academics. Earlier, the District was honored to host a visit from the Director of the League of Innovative Schools, Dewayne McClary. Currently, League meetings have moved to a virtual platform; however, Mr. McClary has been visiting several districts to provide support and to learn what districts are doing to continue innovative practices through the current challenges. During his visit, Mr. McClary sought to understand how the District is balancing the health and safety of students with efforts to continue innovation, and how Hampton's system could be implemented in other districts around the country. He also met Ms. Deshanna Wisniewski, Wyland Teacher, who has taken a leadership role in one of the League's initiatives focused on providing digital equity and access around the country, and efforts to promote the recruitment and retention of teachers of color here in Pittsburgh and around the country.

Special Education Classroom Visits

Dr. Loughead also highlighted the visits that he and Special Education/Transition Coordinator Sharon Smith made to several special education classes. Dr. Loughead reported that it was incredible to see

the amount of effort students are putting in, and that the morale of students and teachers in these classes remains high.

The Arts

Regarding the arts, Dr. Loughead reported that visual and musical arts mean a good deal to students, and since these subjects can be hard to replicate virtually, students are thriving now that more students are returning to the buildings.

Work is ongoing to find a solution for the upcoming winter concerts. For safety reasons, some concerts likely will be done online; however, there is an interest in having an in-person, socially distanced audience for a high school concert so that high school juniors and seniors can have that experience. All of the details have yet to be completed.

Athletics

Dr. Loughead also reported that District athletic teams did a great job during the playoffs and during the regular season including boys' and girls' soccer, girls' volleyball, football, golf, tennis and cross-country. Fall sports provided a great opportunity to have the students compete even with constraints. At this time, it does look like winter sports will take place with some restrictions. He added that he wanted people to know how hard the student athletes are working and how exciting it is to have these opportunities so that they can compete.

Community Must Continue to Follow COVID-19 Precautions

Community members need to continue to keep their guard up regarding COVID-19 so that students will be able to continue to have athletic and academic opportunities. School community members need to ward off COVID fatigue, continue practicing social distancing, washing hands, keep wearing face coverings, and staying home when ill.

Student Affairs

(12:20)

Mrs. Webb recommended and the Board approved modifying the dates of an upcoming trip for the high school band to attend the Disney World Magic Kingdom Parade and Performing Arts Workshop in Orlando, Florida. The change would move the dates of the trip from March 9-14, 2021 to May 26-31, 2021 and would be at no cost to the District – pending guidelines from the Allegheny County Department of Health and District safety requirements.

Facilities

(13:10)

Ms. Balason recommended and the Board approved VEBH Architects to continue the design and

prepare the construction and bid documents for Phase 1 of the High School Renovation Project.

Mr. Shages asked about the price for the first phase of the high school renovation project. The estimates shared during the November 2nd Board meeting ranged from \$17-20 million and he wanted to ensure that the District had a plan in place to pay for the work. The District will be issuing a \$10 million dollar bond this year, likely followed by another \$10 million dollar bond next year. Mr. Schages asked if the District will be able to remain within its taxing constraints.

Mr. Kline informed the Board that the \$10 million dollar bond issue that the District is set to be closing on in December will add 0.12 to 0.13 mils in next year's budget. If the numbers stay the same that should be doubled for the proposed additional \$10 million dollars in 2021 bonds. However, the timing of the second bond will be based on market conditions because the second wave of funding will not be needed until late next calendar year. Design costs and front-end construction costs will be covered in the initial bond so there is a potential that by delaying the second bond until November of 2021, that money could be rolled into the following year's budget so there would not have to be a "double hit" in the 2021-22 budget. These considerations are set to be part of the upcoming Board discussions on future budgets.

Board members asked if pulling bid documentations together would suggest that bids could go out in January or February looking for mobilization in May or June. Additionally, Board members asked if there was a plan to have construction start in the summer.

Dr. Loughead told the Board that some parts of the renovation project could be pushed out more quickly than others. For example, work on the HVAC system could be accomplished quickly. However, not all bid documents will be ready in January as some portions will take longer to complete. The construction timeline may be a little later than May or June although the architects have talked about summer construction.

Board members also asked if the District was fairly confident that it will have access to the \$10 million dollars needed to start the project.

Mr. Kline informed the Board that that was the case, although payments on that bond will start in the 2021-22 budget. There remains a question of if two bonds will be issued in the same budget period or if only one will.

Board members clarified that they were seeking to prevent any surprises occurring during the construction project and that the District has enough money to have both bonds at the same time.

Mr. Kline said he could not provide 100% assurance, but that he was fairly confident that the District would be able to support the project and its repayment. However, there are a number of moving parts about what will be in the upcoming budget.

Board members also raised concerns about the timeline involved in site work approvals. Pieces like the stormwater retention could take months to get approved; however, having bids in May could be too aggressive.

Dr. Loughead commented that the District was aware of those timing challenges and already has

meetings in place to start work on the site work approval process, as those approvals would take quite some time.

Educational Programs

(22:24)

Mrs. Hamlin announced that there were no action items this week, but asked Dr. Loughead for an update on the District's plans to continue bringing students back into building given the recent increases in COVID-19 cases in the county. She asked if there was any change to the guidance from the County Health Department.

COVID-19 Update

Dr. Loughead stated that he met with members of the Allegheny County Health Department on Thursday, November 5 and reviewed COVID-19 developments in the county and around the region. The District was encouraged to use the PA Health Department's COVID-19 Early Warning Dashboard to follow the positivity rate and incident numbers in Allegheny County. The positivity rate has increased to 4.3% and the incident rate has increased recently across the region. However, in discussions with health department officials there are no indications of notable disease spread occurring in schools. Overall, schools are doing a very good job of keeping transmission low and the mitigation strategies in place have been working. In Hampton, students who have had to quarantine have not developed cases from school spread and there have been no cases of students transmitting the disease in HTSD school buildings.

The guidance from the Health Department, at this time, is to remain vigilant and to encourage community members to be careful with social or family gatherings, as that is where spread is occurring.

The District is encouraged by the indications that effective mitigation plans are in place in schools and it is continuing to monitor the situation. Students have been cooperative and are wearing face coverings and doing a great job. The larger situation in schools throughout the county is being assessed on a week-to-week basis. Dr. Loughead thanked the Health Department for the work it is doing, and the support which is being provided to the District.

Board members added that it was great to have the help and support of the county's Health Department.

School-based Testing

Dr. Loughead informed the Board that another employee has been hired by the Health Department to work with schools. Additionally, he had asked Health Department officials if there is a way to offer school-based testing, as that would be something Hampton would be happy to help provide. He has been told that the topic is being considered and potential ways to fund the process are being explored.

Board members also asked for an update following the first full week of in-person classes for sixth and ninth graders.

Update on Student Return

Dr. Loughead reported that traffic has been an issue at arrival and dismissal times. Additional police officers have been on site to help with the traffic, but more support is needed. Dr. Loughead praised Police Chief Tom Vulakovich and the District's SRO Officer Carl Good who have been a fantastic help. Next Monday will see an additional increase in traffic as more students return and adjustments may need to be made to traffic patterns. The District already has plans to bring in portable lighting to make the situation safer, and steps are being taken to make sure everything is ready for the return of students on Monday.

Board members expressed their appreciation for the police officers and District employees who are helping during the arrival and dismissal process.

Online Classes for Quarantined Students

Mr. Wesley added that, although delivering instruction online is not optimal, he witnessed excellent teaching through Zoom at the high school level.

Dr. Loughead added that remote instruction is available for students who are at home because they are in quarantine. The District is planning to continue improving that service to support students.

Personnel

(33:31)

Mrs. Midgley moved, and the Board unanimously approved the following 18 items:

RESIGNATION

1. The Board accepted the resignation of Mrs. Deborah Battista, who is retiring after 31 years with the District effective November 6, 2020. (Mrs. Battista was a Food Service Worker at Hampton High School.)
2. The Board accepted the resignation of Ms. Mary Isaac effective October 30, 2020. (Ms. Isaac was a Building Substitute at Wyland Elementary School.)
3. The Board accepted the resignation of Mr. Zachary Staszak effective October 30, 2020. (Mr. Staszak was a Building Substitute at Hampton High School.)

TEACHERS

4. The Board approved Mrs. Heather Heere as a .50 Long-Term Substitute Music Teacher at

Hampton Middle School effective November 16, 2020 through the end of the third quarter of the 2020-2021 School Year. Salary for this position is \$33,500, pro-rated. (This is in addition to Mrs. Heere's .13 tenured Music Teacher position at Hampton Middle School.)

5. The Board approved Ms. Haylie Rupnow as a Building Substitute at Wyland Elementary School from November 2, 2020 through the remainder of the 2020-2021 School Year. Salary is \$22,000, pro-rated. (Ms. Rupnow is replacing Ms. Mary Isaac.)

6. The Board approved Ms. Hallie Williams as a Long-Term Substitute School Counselor at Hampton High School from November 9, 2020 through approximately the end of the first semester of the 2020-2021 School Year. Salary is \$33,500, pro-rated. (Ms. Williams is a substitute for Mrs. Marlie Stein.)

7. The Board approved Mrs. Amanda Facer as a Building Substitute at Hampton High School from November 2, 2020 through the remainder of the 2020-2021 School Year. Salary is \$22,000, pro-rated. (Mrs. Facer is replacing Mr. Zachary Staszak.)

8. The Board approved Ms. Daniella Zenone as a Building Substitute at Hampton Middle School from October 29, 2020 to approximately November 25, 2020. Salary is \$22,000, pro-rated. (Ms. Zenone is temporarily replacing Mr. Calvin Chmura who is substituting for Mr. Glenn Geary's temporary leave.)

PARAPROFESSIONAL/PARAEDUCATOR/ADMINISTRATIVE ASSISTANT

9. The Board approved Mr. Lee Barnes as a Class III Paraeducator at Wyland Elementary School effective October 26, 2020. Salary is \$17.06 per hour for the 60-day probationary period and \$17.31 per hour thereafter. (This is a new position due to changes in enrollment.)

10. The Board approved a change in the start date for Mrs. Jeanine Burkes as a Class III Paraeducator at Hampton High School from October 19, 2020 to approximately November 2, 2020. Salary is \$17.06 per hour for the 60-day probationary period and \$17.31 per hour thereafter. (Mrs. Burkes is replacing Mr. Carlos Smith.)

11. The Board approved Ms. Kimberly Meyer as a Long-Term Substitute Class I Paraprofessional at Hampton Middle School from August 26, 2020 through the end of the first semester of the 2020-2021 School Year. Hourly rate is \$15.92 per hour. (This position is to aid in lunchroom monitoring.)

CUSTODIAL

12. The Board approved a change in status for Ms. Brianna Allds, moving from a Substitute Custodian to a 10 month/8 hour Custodian at Hampton Middle School effective October 13, 2020. Hourly rate is \$23.28 per hour. (Ms. Allds is replacing Mr. Jonathan Trout who moved to the High School.)

13. The Board approved Ms. Jessica Boehm as a 10 month/5 hour Custodian at Hampton High School effective November 2, 2020. Hourly rate is \$22.28 per hour. (Ms. Boehm is replacing Mrs. Teresa Henneberg.)

14. The Board approved Mr. Tom Cicconi as a 10 month/8 hour Custodian at Hampton High School

effective November 2, 2020. Hourly rate is \$22.28 per hour. (Mr. Cicconi is replacing Ms. Jennifer Yanssen's position.)

SUPPLEMENTALS

15. The Administration recommends approval of the following conditional appointments for 2020-2021, each at a rate of \$139 per point, with each such appointment being conditioned on the District making a subsequent determination that the supplementary position and work associated with such position is needed and approved and will continue during the coronavirus pandemic following future guidance from the Commonwealth. Each appointment shall be effective only where the position is approved and operational and where the work associated with such position is actually being performed. This conditional appointment does not obligate the District to approve some, all or any of the supplementary positions for 2020-2021 and does not guarantee any of the persons listed below that his or her supplementary position will be needed and in place, or that it will continue uninterrupted, in 2020-2021:

NAME	POSITION	BUILDING	POINTS	RANGE	TOTAL STIPEND
Tony Howard	Girls' Basketball Head Coach	HS	63	51/63	\$8,757
Cate Potter	Girls' Basketball Assistant Coach	HS	41	33/41	\$5,699
Mary Bukovac	Girls' Basketball 8th Grade Coach	MS	34	26/34	\$4,726
Ron Fedell	Girls' Basketball 7th Grade Coach	MS	31	23/31	\$4,309
Joe Lafko	Boys' Basketball Head Coach	HS	63	51/63	\$8,757
Joe Cangilla	Boys' Basketball Assistant Coach	HS	41	33/41	\$5,699
Scott Breen	Boys' Basketball Freshman Head Coach	HS	34	26/34	\$4,726
Calvin Chmura	Boys' Basketball Freshman Asst. Coach	HS	23	19/27	\$3,197
Joe Lagnese	Boys' Basketball 8th Grade Coach	MS	34	26/34	\$4,726
Gary Wilson	Boys' Basketball 7th Grade Coach	MS	31	23/31	\$4,309

Morgan Zwegardt	Swimming – Head Coach	HS	45	33/45	\$6,255
Erica Reynolds	Swimming – Assistant Coach	HS	31	23/31	\$4,309
Chris Hart	Wrestling Head Coach	HS	57	45/57	\$7,923
Nick Endres	Wrestling Assistant Coach	HS	38	30/38	\$5,282
Dean Longwell	Volunteer Wrestling Coach	HS			
Joe Bursick	Volunteer Wrestling Coach	HS			
Kevin Synan	Volunteer Wrestling Coach	HS			
Jamie Bower	Middle School Wrestling Coach	MS	32	28/36	\$4,448

ADDENDUM

16. The Board accepted the resignation of Mrs. Mary Rakers, who is retiring after 16 years with the District effective December 7, 2020. (Mrs. Rakers is a High School Math Teacher.)

17. The Board approved Mrs. Jennifer Hearn as a Class VII Technology Help Desk Specialist effective November 17, 2020. Salary is \$24.55 per hour for the 60-day probationary period and \$24.80 per hour thereafter. (Mrs. Hearn is replacing Mrs. Vera Coleman’s position.) (The Technology Help Desk Specialist is a newly created position in place of the Employee Benefits Specialist position which was combined with another position.)

18. The Board approved Ms. Kristen Ninehouser as a Long-Term Substitute Class I Paraprofessional at Hampton High School from November 16, 2020 through the end of the first semester of the 2020-2021 School Year. Hourly rate is \$15.92 per hour. (This position is to aid in lunchroom monitoring.)

Finance

(42:16)

Mr. Vasko moved, and the Board unanimously approved, action items 1 and 2.

Budget Transfers

Item 1 - The Board approved the Budget Transfers totaling \$6,116.70 for the following:

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

2021 Joint Purchasing Agreement & Resolution with the Allegheny IU

Item 2 – The Board approved the 2021 Joint Purchasing Agreement & Resolution with the Allegheny Intermediate Unit for the following utilities and materials: gasoline, diesel fuel, electricity and natural gas.

District Rating and Bond Update

Mr. Vasko told the Board that the School District's rating (AA-) remained the same following a review by S&P.

Mr. Kline added that the S&P rating was released last Friday, November 6, 2020, and that the District retained its AA- rating, which is a positive outcome during COVID. The report provided the rating rationale for what was examined including District finances, dollars, taxing ability, and management structure.

In response to questions from Board members regarding the status of the \$10 million dollar Phase 1 bond and when it would occur, Mr. Kline said that those requests are anticipated to go to market next week as Veteran's Day occurs this week. Pricing of the bonds should occur by November 17, which would put a closing date around December 17.

Mr. Wesley said that for those watching the meeting, although it might appear that little discussion is taking place, all voting matters were examined in greater depth at last week's meeting on November 2, 2020.

Technology

There was no report this evening.

Policy/Legislative Affairs

(44:45)

Mr. Shages told the Board that there were no action items this evening. However, he reported that he acted as an observer to the PSBA delegate assembly last week. It was a typical meeting going through bylaws.

Mr. Vasko added that he participated in the meeting acting as the voting member for Beattie. There was some discussion during that assembly on voting rights for some committee members and there were some issues on the legislative agenda.

Transportation

There was no report this evening.

A.W. Beattie

(48:50)

Mr. Vasko stated that there was good news regarding work on teachers' contracts at A.W. Beattie. A tentative agreement has been reached with the teacher's association. It is anticipated that the association will have a vote on the agreement on November 19.

Additionally, a former Hampton student, Becca Miller, who attended the A.W. Beattie Career Center and studied cosmetology, has gone on to open her own salon and become a business owner in the community just a few years following her graduation.

Mr. Vasko also had the opportunity to take part in the Veteran's Day 5K and wanted to thank Mr. Himmler and the pep band for encouraging runners during the event.

Veteran's Day Events Update

Dr. Loughhead added that the District is delaying its annual recognition of Hampton Heroes from Veteran's Day to March 29, which is National Vietnam War Veteran's Day. More details will be released on that event in the weeks ahead. In light of the ongoing pandemic, this week students will be learning about Veteran's Day in class and the district will be highlighting special recognition events occurring in the schools.

Public Comment

(51:53)

Having reached the end of the agenda, Mr. Wesley opened the floor to public comment. There was no public comment this evening.

Adjournment

(52:09)

Mr. Wesley adjourned the meeting and announced there would be an Executive Session for legal and personnel matters.