

The Tuesday Board Report

November 7, 2016



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

The Hampton Township Board of School Directors

Bryant Wesley II, Esq.	Board President
Mrs. Mary Alice Hennessey	Board Vice President/Student Affairs Chair
Mr. Robert Shages	Board Treasurer/Policy & Legislative Affairs Chair
Ms. Denise Balason	Board Secretary/Facilities Chair
Mrs. Pamela Lamagna	Personnel Chair
Mrs. Gail Litwiler	Educational Programs Chair
Mr. Lawrence Vasko	Finance Chair
Mr. Greg Stein	Technology Chair
Mrs. Cathy Lueers	Transportation Chair

** Denotes members participating via teleconference call/video.

*Denotes members not in attendance.

Members of Administration in Attendance

Dr. Michael Loughead	Superintendent of Schools
Dr. Rebecca Cunningham	Assistant Superintendent of Schools
Mr. Jeff Kline	Director of Administrative Services
Ms. Shari Berg	Public Relations Consultant
Dr. Laurie Tocci	Wyland Elementary School Principal
Mr. Rick Farino	Supervisor of Buildings and Grounds
Mr. Ed McKaveney	Director of Technology

Monday, November 7, 2016
Dr. Harold Sarver Memorial Library at HMS
Board Voting Meeting



PUBLIC COMMENT

The Board provides the opportunity for members of the public to address the Board about issues appearing on the agenda, as well as issues affecting the District. In accordance with Policy No. 903, individuals wishing to address the Board will be asked to state their name, address and group affiliation, if applicable.

- There were no public comments this evening.



SPECIAL ANNOUNCEMENTS

Dr. Loughead expressed how excited he was about the upcoming Blue Ribbon celebrations that are being planned, including a recognition celebration at the next board meeting on November 14 and a high school assembly on November 21 for the students. In addition, the High School has been honored by an upcoming visit from Leadership Pittsburgh on Thursday, November 10. This group is comprised of business leaders in Pittsburgh who will be coming to learn more about business partnerships in the High School. Finally, Dr. Loughead complimented the hard work of the girls' volleyball team in the playoffs. Several board members had also attended the games and were excited and appreciative of both the team's hard work and the students' support of the team.

STUDENT AFFAIRS

For Board Action on November 14th

Out of State/Overnight Field Trip Requests:

- **HHS Forensics Club to Patriot Games Classic Speech and Debate Tournament at George Mason University, Fairfax, VA on Dec. 2-4, 2016.**

Discussion: Mrs. Hennessey noted this is the second forensics event the Board has approved and inquired if there would be other events that would take these students out of school. Dr. Cunningham said this event is actually a “placeholder” and whether the students attend depends on the outcome of the qualifiers for this event.

- **HHS FBLA/Business Class to Job Shadow Program at various locations in Boston, MA from April 19-23, 2017.**

Discussion: Mrs. Hennessey said this is the usual annual trip, but it is focused more on job shadowing this year. Mr. Shages commented that the job shadowing portion of the trip seemed a little light and asked that if this is done again in the future, that the trip consist of more job shadowing. He also noted that the activities seemed a bit aggressively scheduled and questioned whether students would be able to get from one activity to another in the time allotted. Mrs. Lueers offered whether the cost of the trip per student would be better spent closer to home. Dr. Loughead said he would discuss the Board’s concerns with the trip planners and determine if the trip can be improved on in any way prior to the students attending in the spring.

New Item for Discussion

Discussion: Mr. Vasko said the Rotary was approached about sponsoring costs for students for various student needs and the Rotary did provide the funding. He proposed that the Board consider exploring the establishment of a fund where money that was donated from local organizations and groups and even faculty and staff could be held for purposes such as this, and if guidelines could be established to manage the funds. Mr. Vasko noted that we have students here who need financial assistance for things from time to time, including a segment of homeless students. He asked the Board to consider discussing the idea further. Mrs. Lamagna said there used to be programs at each building level that are parent led and many of those groups have provided similar assistance in the past.

Student Representatives’ Report

Discussion: The students reported on Homecoming, indicating that over 800 students attended the event, which is the largest number to attend in recent years. A sports recognition was held on November 3 and students who were recognized received cookies from The Perfect Pastry. Both boys’ and girls’ soccer made it to the playoffs. Ben Huber, finished in 8th place at WPIAL Golf Championships and 14th Place at the PIAA

Golf Championships. Justin Griffith was a Silver Medal winner (Second Place) at WPIAL Golf Championships and qualified for the PIAA Golf Championships.

To help celebrate the Blue Ribbon, the high school has ordered ice cream to be served at all three lunches on November 21.

“Deck the Halls” decorating contest is coming up at the end of November. Each grade level gets a hallway and money to decorate it. All decorated hallways are then judged and a winner is chosen.

Student Council officers will head to Children’s Hospital later this month. Details are still being worked out and will be reported back to the Board following the event.



FACILITIES REPORT

Old Business

Wyland Odor Status Update/Comprehensive Review

Discussion: Mr. Farino provided a brief history on the issue, stating that following Open House, the District was notified of a significant odor in the fifth-grade hallway. Classrooms were relocated from the area and Professional Services Industries, Inc. (PSI) was called to investigate the issue after the District’s maintenance department was having difficulty determining the cause of the odor.

Mr. Mike Kopar, Project Manager at PSI then provided a comprehensive report to the School Board and audience members in attendance concerning the Wyland odor issue. Mr. Kopar said the majority of his work involves air quality sampling. He and a co-worker visited Wyland on September 15 to investigate the odor that was described to him as a “musty” or “cat urine” odor smell. He conducted airborne mold sampling and tested the comfort parameters in the area. Mr. Kopar noted that he was most interested in humidity level in the area, which he measured using a humidity meter. He said the summer months were some of the most humid months the area has experienced in recent years, so it is always something he investigates when an odor of this nature is reported. Humidity levels above 60 percent are ideal for mold growth, and the levels at Wyland exceeded that threshold. He said there was one room where the odor was not present at all, and in other rooms, was stronger in some places than in others. The room without the odor had a dehumidifier, and the humidity levels there were 10-15 percent lower in that room than in the rest of the rooms on that level.

He also checked for rodent nests and other pests that can cause unusual odors and did not discover anything of that nature. He also did not find any indication of moisture in any of the classrooms that would cause that kind of odor.

He then took airborne mold samples in every room. In the classroom where the smell was the strongest, mold was discovered under a cabinet that was at a higher level than in the other areas. He then compared the level

of mold in that area with an outdoor mold level to see if the same mold types were both inside and outside. Having the same kind of mold types both indoors and outdoors – with lower levels of mold expected indoors – is the ideal finding. In every classroom, the mold counts were significantly lower than they were outside; however, the classroom with the mold under the cabinet had a higher level of penicillin aspergillus so they pulled out the cabinets to investigate for moisture or other issues that may have been contributing to the mold in that area.

Mr. Kopar said the school ran the boiler system and the air conditioning at the same time in an attempt to lower the humidity levels, which did seem to resolve some of the odor issues.

They also found a slow leak in one of the pipes in one of the rooms. The pipe had been concealed inside a hollow column and was not discovered until the cabinets were pulled out. Some caulking also was missing around pipes and vents in another area, both of which were remedied but determined to not be the cause of the issue, but rather contributing factors to the overall problem.

On October 23, Mr. Kopar returned to do a final walkthrough and determined the odor was gone and most of the indoor mold counts that had been of concern at the previous visit had been significantly lowered.

He commended the District's maintenance staff for its part in the investigation of the issue.

He said there was not one "smoking gun" in this situation, but a number of smaller issues that contributed to the overall problem. Each was corrected and his recommendation is to continue to run the boilers with the AC system at this level in order to keep the issue from returning.

Carbon dioxide monitors have been installed and will monitor the overall CO2 levels on the floor and if they reach an unhealthy level, the ventilation system will be activated to bring in more fresh air. Dehumidifiers also have been added to each room.

Wally Rapp, the District's HVAC First Assistant, clarified that five total fans had been added in the lower level. Mr. Stein had a question regarding the heat source. Mr. Rapp said the heating system is putting dry heat into the room and then cooling it with the AC system. There is also a radon detection/mitigation system installed in the building. Mr. Wesley asked for clarification of the cabinet system in each room, which he described as being attached to the entire length of one wall in each of the rooms, and how the staff checked them during the investigation process. Mr. Rapp said all of the hardware was removed and the cabinet system was pulled out to be fully investigated. He indicated that the walls behind each of the cabinet areas were dry and clean. Mr. Kopar said the fact that the walls were painted from floor to ceiling helps to prevent moisture buildup in the wall. When the cabinets were re-anchored to the wall, they were set up to allow for natural airflow behind and underneath them to prevent any future moisture issues.

Questions from the audience:

- Michelle Solkovy – said she feels like there is a misconception on the odor itself and when it became an issue. She said the odor is not new and asked if it is possible that the flooding that occurred in that hallway in 2014 contributed to the mold issues. Mr. Kopar said he was not aware of the flooding issue and confirmed that linoleum can harbor mold growth underneath it on the subfloor, but the product that use is vinyl composition tile (VCT) which is not paper-backed product and does not harbor mold. He said it is more likely the leaking pipe contributed to the odor. Mrs. Solkovy said she has been back in the building since the issue was addressed and said she still smells an odor. She asked if the Board would be willing to pull up the flooring to check for any mold issues there at some point in the future.

Mr. Wesley asked what was under the vinyl flooring at Wyland, and Mr. Kopar said it is a concrete floor underneath. He said if there is moisture under the subflooring, that it usually will be indicated by the flooring separating where the squares are joined. He indicated that had not been observed to be occurring. Mr. Wesley also asked about the two rooms that had carpeting installed; Mr. Farino indicated the carpeting had been removed in those rooms and the flooring underneath was observed to be dry. The District did determine that on a prior report from PSI, Inc., water was acknowledged in the lower level of Wyland.

- Diana DiMaria – followed up with the flooding issue in that hallway two years ago and asked if the coving (baseboards) were removed or tested following that flooding to determine whether there was an issue there. Mr. Kopar said he did not do any testing in that area; however, he said he did not see any evidence of buckling paint or odor issues in that area. These evidences would have been present had the flooding affected the area to that degree. He said the only area that had an odor was near the elevator. Several Board members said they would be in favor of pulling off the coving in the hallway, test behind it to be certain it's not an issue, and the replace it with brand new coving. Mrs. DiMaria said the back staircase, especially the landing space, should also be investigated because it doesn't get a lot of use and that is where the water came in when the floor was flooded.
- Maureen Rauso – asked how the overall air quality was in comparison with other public spaces as far as the health of the air. Mr. Kopar said the airborne mold tests, and other air quality tests conducted, were all within the normal range. Central, Poff and the Middle School also were tested for comparison purposes and it was determined the air quality at Wyland was comparable to the other buildings. Mr. Wesley noted some issues he discovered during his trips to Wyland over the last two months. He said he felt like the elevator shaft was a major source of the odor because there was a trickle of water at the very bottom of the shaft which is redirected into a sump pump. He said that the custodian who has worked in the building for 30 years said he can sometimes smell that odor near the elevator on more than the lower level. Baker Waterproofing has been contacted and has recommended a French drain around the elevator pit (near the sump pump) to eliminate a significant portion of that moisture. Mr. Wesley also would like to have the water tested to determine if it's a natural spring or if it's a municipal water leak. If it's a natural spring, the best the District can do is to install the French drains to prevent exposed water above the surface.

Dr. Loughhead said there are some other areas in the building that were discovered during the investigation of this odor issue that also will be addressed further to make sure they are not causing any issues. Some of those areas noted were affected by roof leaks prior to the roof repair.

In closing, Mr. Kopar said to prevent future issues, devices will be installed on that level that will monitor the humidity levels and issue a warning if the humidity level is over 60 percent so that the drying out process can be initiated. The devices will be programmed to automatically trigger the boiler system and the AC if the humidity level reaches an undesirable level.

Mr. Wesley said in the future, walk-throughs of the buildings will be conducted by Administration and Board members to fully investigate any items that may require attention. He also would like there to be a better system for faculty and staff to report any issues they feel need addressing. Mr. Shages suggested that the School Dude reporting system the District utilizes could be used for this type of reporting. Teachers and staff members should be made aware that it is acceptable to use the system for this purpose.

Dr. Loughead said a walk-through opportunity will be available for the parents and faculty prior to moving the students back into the area. An announcement will be made to alert Wyland families when that opportunity is available.

Several audience members who spoke during the presentation thanked the Board and Administration for taking their concerns seriously, for investigating the issue and for working toward a resolution.

A video recording of Mr. Kopar's presentation, which includes questions from the audience, will be available on the District website.

HMS Concrete Update

Discussion: Mr. Farino said the Middle School/Administration concrete areas are completed and the contractors are currently working over by the baseball fields at the High School installing the walkway. That project is expected to be completed by Friday. There are a few hairline cracks in the concrete at the Middle School and caulking needs to be completed. Those issues will be addressed by the contractor before the job is finished.

Additional areas of sidewalk near the right entranceway of the Administration Center and outside the library entrance of the Middle School – which were not part of the original project – is under consideration for replacement at an additional cost of \$16,000. An additional \$1,800 would cover the cost of replacing the concrete sidewalk between the two parking lots at the high school. The Board stated that they would like for these items to be placed on the next voting meeting agenda.

Wyland Roof Update

Discussion: Mr. Farino reported that the inspection by Carlisle was completed on October 4, 2016.

Fridley Field Parking Expansion

Mr. Farino reported that the work was completed and 40 additional parking spaces were added. He complimented and thanked Joseph Fay Co. for their work on the project.

Parking Lot/Field Expansion Area (High School)

Discussion: Mr. Farino said trees have been planted to replace the ones that were removed. Several Board members asked if the area not designated for parking can be more clearly marked.

High School Baseball Field/Dugout Update

Discussion: Mr. Shages said he is frustrated with the contractor, who is not moving at the pace that was promised to complete the project. He suggested that at this point, the District should take over the project and complete it. Mr. Farino said the District is holding approximately \$4,000 owed to the contractor for failure to complete the project. If the District decides to take over the project, Mr. Farino said he will be required to provide advance notice in writing to the contractor that the District is taking control of the remainder of the work and that the money currently being held will not be paid due to failure to complete the project. The Board provided consensus to have a letter sent to the contractor indicating the District's intent to take over the project. Mr. Farino will provide the contractor with advance notice that the letter will be sent.

EDUCATIONAL PROGRAMS

For Board Action

Agreement of Services

Discussion: The Board is being asked to consider a proposed Agreement of Services between Gretchen Generett, Ph.D. and the Hampton Township School District, not to exceed the amount of \$4,000. Dr. Generett, a professor at Duquesne University, was recommended as a local expert around the issue of diversity and was used previously when the Diversity Club was established. This contract would allow her to come back and act as a consultant on a proposed middle school rotation course on Global Challenges, to continue her work with the Diversity Club, and to provide suggestions on supplemental resources for the English, social studies, and music departments if needed.

New Business

2015-2016 Student Achievement Report

Discussion: Dr. Cunningham provided a comprehensive review of the District's 2015-2016 Student Achievement Report.

Mrs. Litwiler said she and other Board members have received calls regarding the reports in the media about the SPP performance and Dr. Cunningham would explain how the District determines the achievement levels.

PSSA scores at the elementary level were presented first. Dr. Cunningham said there was a lot to celebrate in this area, particularly with ELA scores. Hampton students are outperforming their peers statewide at every level. With math, the results are similar in that Hampton students are outperforming their peers in the rest of the state. The math scores are a little lower than the ELA scores. Science scores were holding steady for fourth graders and showed just a slight downturn for grade 8.

The Keystone Cohort (Literature and Biology) end-of-course exams administered to high school students. Our scores in this area are strong and are more than 25 percent above the state average scores. The Algebra Keystone numbers are slightly lower, but are still ahead of the state average.

Dr. Cunningham noted that the *Pittsburgh Business Times* ranked Hampton as number three in the region just a few months ago as part of its Best Schools in Western PA report. She used that report to provide a comprehensive look at how Hampton compares with other schools listed in the same Top 10 report. She provided ELA, Math and Science assessment testing results for the elementary schools, middle school, and high school in comparison with the other top 10 districts. When comparing the PSSA and other cohort data for each of those schools, it indicates that Hampton is still holding steady in its academic performance.

An explanation of the PVAAS growth standards and how the District measures whether it continues to show growth in the core areas was provided, along with data to show that Hampton is continuing to show growth.

Dr. Cunningham provided an overview of the School Performance Profile (SPP) rankings that are compiled by the state Department of Education each year and explained that the ranking methodology currently being used

is under scrutiny at the state level, because high-performing schools are working hard to move a small amount up the scale, while some schools that have traditionally not performed as well are ranking higher as they have more room to move. As a result, some high performing schools are not always achieving high SPP rankings, even though their percentages of students who are proficient or advanced remain high.

Area superintendents have expressed their concerns about the accuracy of the methodologies used to create the SPP; their concerns prompted a meeting with the Secretary of Education, who visited the area two weeks ago to discuss the situation. Dr. Cunningham provided a quick overview of the SPP report for Hampton and advised the Board and audience members to take the information with a grain of salt since there are some ongoing issues at the state level with how the profiles are compiled.

She also reported the NOCTI scores for the Beattie Career Center students, which was 90.91 for 2016. Dr. Cunningham noted that she has not seen NOCTI scores that high before, which were quite impressive and indicate that Beattie is doing a great job with our students.

SAT and ACT scores were highlighted, showing that our students are again scoring above the norm. This year, Hampton also has a record number of students being considered for the Merit Scholarship program.

An overview of the Class of 2016's post-graduation plans was presented, along with a list of the top colleges in the nation. Several of our graduates are attending colleges on the list.

Dr. Cunningham noted that the High School's 2016 National Blue Ribbon is a testament to the quality programs at all building levels, and reviewed the statistics for this year's awardees. Of the 330 schools which will be awarded Blue Ribbons this year, 302 are Exemplary High Performing Schools. Of the 302 schools, 52 are high schools. Of the 52 high schools, only 18 schools have over 1,000 students. Hampton High School is one of those 18 schools out of approximately 21,000 public high schools in the United States.

Questions from the Board and audience were held until next week's meeting on this presentation. Board members requested a copy of the PowerPoint Presentation in their packets for next week to review prior to the November 14th Voting meeting.

A PowerPoint Presentation version of Dr. Cunningham's report, complete with narration, will be available on the District website in the immediate future.



TECHNOLOGY

For Board Action

Agreement of Services

Discussion: The Board was asked to consider an agreement of services between Dr. Michael Gielniak/Project RED and Hampton Township School District, not to exceed the amount of \$4,900. Dr. Loughead said he would like the consultant to work with the District to determine the end goal of technology usage advancing in the

curriculum. The primary focus is to determine what Hampton students should be doing and learning with technology, and how it can be used to improve the rigor and relevance portions of learning District-wide.

New Business

District Technology Update

- **Technology Inventory and Progress Report**
- **Technology Council Update**

Discussion: Mr. McKaveney provided a brief update regarding technology upgrades that have been made in the District since this summer. The upgrades to the new county-wide network the District is using for Internet services have made it easier to track usage.

All of the technology inventory is being updated as well. Mr. McKaveney noted that there are very few desktop computers still left in the buildings; the majority of devices are mobile (iPads).



PERSONNEL

RESIGNATIONS:

1. Accept the resignation of Mrs. Linda Harford, who is retiring after over 8 years with the District, effective January 2, 2017. Mrs. Harford is a Custodian at Hampton Middle School.

OTHER:

2. Approve the following college students from Duquesne University, for technology support for the 2016-2017 School Year, at a salary of \$12.00 per hour (utilizing Title II Funds), effective October 24, 2016:
 - Hayley Brncic
 - Kieran Vora

CUSTODIAN:

3. Approve Mr. Lucas Rodgers, as a 10 month/40 hour per week District Custodial Substitute, effective October 17, 2016. Salary is \$13.00 per hour.
4. Approve Mr. Jeffrey Gilbert, as a Substitute Custodian, effective October 18, 2016.

SUPPLEMENTALS:

5. It is recommended and I move that the Board approves the following Building/Coach Supplemental positions for the 2016-2017 School Year, at a rate of \$127 per point:

NAME	POSITION	BUILDING	POINTS	RANGE	TOTAL STIPEND
Brian Zimmerman	Middle School Assistant Wrestling Coach	MS	32	26/34	\$4,064
Rebecca Stein	Swimming - Assistant Coach	HS	29	23/31	\$3,683
Morgan Zweygardt	Swimming - Head Coach	HS	42	33/45	\$5,334

FOR BOARD DISCUSSION:

Class 1-D Paraprofessional – position approved last month, request to increase from 2 hours per day to full-time (7 hours per day) due to increased student needs at Wyland Elementary School.



POLICY/LEGISLATIVE AFFAIRS

For Board Action

Approval and adoption of Second Reading of the following Policies:

- **247 Hazing**
- **103 Nondiscrimination in School and Classroom Practices**
- **104 Nondiscrimination in Employment and Contract Practices**

Discussion: Mrs. Hennessey asked if the job description for the Assistant Superintendent included the duty of Compliance Officer, and it was confirmed that it does. Mrs. Hennessey also asked about the provision in the hazing policy concerning forced calisthenics and the Board agreed to add the word “excessive” to the language so that it will now read “forced excessive calisthenics.”

Approval of First Reading of the Following Policies:

- **248 Unlawful Harassment – Pupils**
- **248 Unlawful Harassment – Administrative Employees**
- **448 Unlawful Harassment – Professional Employees**
- **548 Unlawful Harassment – Classified Employees**

Discussion: Dr. Cunningham said there were just a few tweaks made to the language in the policies to make sure they are in line with current language being used in reference to gender and procedural steps.

New Business

2016 PASA-PSBA School Leadership Conference Overview

Discussion: Mr. Shages noted that four members of the Board/Administration were in attendance at the conference and they heard a number of great speakers. A brief overview was provided on each of the speakers and the topics of their presentations.

Mr. Shages described Edicts – a program that is available to PSBA members free of charge for the next two years – that provides access to data compiled by the state on all districts in the nation. He reported that this database may be particularly helpful during the budget-planning process.



FINANCE

Action Items

Approve Budget Transfers totaling \$1097.00 for the following:

- **HMS Printing and Binding - \$897.00**
- **Cen General Fund - \$200.00**

Old Business

Local Tax Revenue Update as of October 31, 2016

Discussion: Mr. Vasko reported that everything was on schedule as expected.

New Business

2017-2018 Budget Calendar

Discussion: Mr. Vasko and Mr. Kline said the process will not need to be as rushed this year, allowing the Board more time to review and the ability to vote during a regular voting session. A preliminary budget will be presented in January.



TRANSPORTATION

Old Business

Wildwood Road Reopening

Discussion: Mr. Kline said that today is the first day that the District has been back to its regular transportation schedule for this area. The District received notice last week that that road would be reopened ahead of schedule.

The meeting adjourned at 10:55 p.m. Mr. Wesley announced that the Board would have an executive session following the meeting. The next regularly-scheduled meeting is at 7:30 p.m. on Monday, November 14th in the Dr. Harold Sarver Memorial Library.