

The Tuesday Board Report

April 3, 2017



Disclaimer: The Tuesday Board Report is a synopsis of the Hampton Township School Board meetings and is not intended as a replacement for any 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
Mr. Ed McKaveney	Director of Technology
Mr. Rich Farino	Supervisor of Buildings and Grounds
Mr. Eric Coffield	Manager of Technology Operations

STUDENT AWARDS

The Board recognized the following students for their achievements:

- Under the direction of Middle School Enrichment Teacher, Ms. Gwen Cohen, we are proud to offer congratulations to sixth grade student, **Leah M.** Out of over 120 students competing, Leah came in 4th Place overall at the 67th Annual Western PA Spelling Bee, sponsored by the Post-Gazette at Robert Morris University in March. Congratulations, Leah.
- Under the direction of High School Enrichment Teacher, Mr. Scott Stickney, we are proud to recognize one of his students, **Evan V.** Evan participated in the Pittsburgh Public Theatre's Shakespeare Monologue Contest with his presentation from *The Merchant of Venice*, *Shylock*, and received an Honorable Mention award. Congratulations, Evan.
- We offer congratulations to our Hampton Inline Hockey Team, who won the 2017 HS4 Championship against Baldwin. After forcing a game 3 in the best of 3 series, losing game 1 to Baldwin, the team came back to win games 2 and 3. Congratulations to: **Keenan A., Ryan K., Darren B., Alexander K., Christian C., JaeJun (JJ) L., Benjamin D., Nicolas M., Brendan D., John (JT) N., Tristan I. and Connor S.**
- Under the direction of Winter Track Coach, Heather Dietz, we offer congratulations to **Jason G.** Jason qualified for the indoor track and field State Championships in the Triple Jump, and he finished with a 12th place win in the state. Congratulations, Jason.

SPECIAL ACKNOWLEDGEMENTS

Dr. Loughead recognized Julie Leininger, Metz Food Services director, for her many years of service in the District. Ms. Leininger is leaving Hampton to accept a full-time food service director position in another district.

PUBLIC COMMENT

The Board provides the opportunity for members of the public to address the Board about any items 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.

- Nick Habe indicated he would like to address the Board about the 1:1 initiative. Dr. Loughead asked if he would like to hold his comments until after the presentation this evening, and Mr. Habe said that he would.

STUDENT AFFAIRS

New Business

Student Representatives Report Miss Conley/ Miss DeMichiei

This report was moved to the beginning of the meeting to accommodate the students, who are participating in the spring musical and needed to return to rehearsal.

The students provided a report on the annual MiniTHON event, which was held last Friday. The students were pleased to report that THON had raised \$38,250. This is the third year that the High School Student Council has hosted the event. It was noted that the spirit of the event - helping children who have been diagnosed with childhood cancer - was never lost from start to finish. Dr. Loughead congratulated the students on a well-run event and told them that the District is proud and honored by the students.

The High School spring musical, *Big Fish*, is opening Friday night. Show time is 7:30 p.m. in the High School auditorium. Tickets are available in advance and at the door. Information on how to procure tickets can be found on the District website [here](#).

Field Trip Proposal

The Technology Student Association is requesting to attend the PA TSA State Competition in Seven Springs from April 19-22, 2017.

Old Business

Lacrosse Update

Dr. Loughead provided a follow-up on the parent request for EMS services at all lacrosse games, which was presented by a group of parents at last month's meeting. He said the District is reviewing its policies and procedures and gathering data on the issue.

FINANCE

Action Items for Consideration

Resolution for Series 2006B Bond Refunding

Randy Frederick of Piper Jaffray presented the projections for Net Present Value (NPV) savings for the 2006B bond refunding upfront savings of \$505,665 for a Bank Qualified Issue. Mr. Frederick provided the specifics of the refunding – noting that the current numbers show a net present value savings of \$505,665 which represents 7.9% of the outstanding principal amount. Mr. Frederick and Mr. Kline both recommended proceeding under the Bank Qualified

issue using the annual \$10 million calendar year exemption due to the additional \$150,000 in anticipated NPV savings.

The Board needs to set a minimum savings threshold for the Department of Community and Economic Development "DCED" Resolution. The District will have the ability to say "yes" or "no" to any priced amount; however, the minimum savings threshold is necessary for the DCED resolution.

Mr. Kline's recommendation was to set a minimum savings amount for the resolution of \$350,000 for the resolution to be considered at the April 17 meeting. After discussion the consensus of the Board was to set the minimum amount at \$350,000 although Mr. Frederick stated that he would update the board before the vote on the new expected savings.

2017-2018 Allegheny Intermediate Unit Service Agreement

Mr. Kline provided the Board with an overview of the 2017-2018 service agreement with the AIU. Mr. Kline stated that this annual agreement outlines the programs and billing parameters for AIU programs.

Vision Benefits of America

The Board is currently reviewing and considering a renewal of the District's contract with Vision Benefits of America. Mr. Kline stated that the Hampton VBA plan increase of 2% will cover the two fiscal years of 2017-2018 and 2018-2019. Hampton has a "stand alone" plan for vision as the plans in the ACSHIC consortium do not comply with the Hampton Collective Bargaining Agreements.

Old Business

Local Revenue Tax Update

Mr. Kline stated that the earned income tax receipts have recovered somewhat from the \$15,509 year-to-year deficit as of February 28th. The March 31st year-to-year comparison shows an increase of \$15,684 or 0.58%. This amount is still lagging the budget amount; however, the local revenues in total are "ahead" of the budget amount. Mr. Kline stated that all other local revenues were at or exceeding the budget projections.

New Business

2017-2018 Preliminary Budget Option 1

Mr. Kline asked the Board how much of the budget they wished to review this evening, and how much they wished to hold for the special budget meeting on April 24. The Board asked a few questions, but opted to hold a more thorough discussion at the special budget meeting on April 24, 2017.

Among the questions asked:

- Mr. Shages inquired if the District should set additional funds aside to continue to fund the PSERS stabilization fund it originally established seven years ago. The monies would be in addition to what the Board already has set aside for the purpose of covering PSERS costs. Over the next five years, the District will need an additional \$1.3 million on top of what it already has saved to cover its mandated PSERS contributions.

- Mr. Shages also asked if the amount allotted for the senior citizen tax discount program was adequate, and Mr. Kline said that the amount budgeted is adequate to meet the number of applications the District has received.

FACILITIES

Old Business

HMS Site Repair Concrete Project – Update

Mr. Farino provided an update on the HMS site repair concrete project that was conducted in the fall. The remaining items on the punch list were completed and the invoice for the remaining work is \$9,000.

Wyland Roof Proposed Schedule

A schedule for the proposed Wyland roof project that is forthcoming was provided by Mr. Farino. He noted the bid schedule for the Wyland Roof Project is as follows:

- Pre-Bid Meeting – May 4th at Wyland Elementary
- Bid Opening – May 11th at Admin Center
- Tentative Bid Award – June 5th at the Work Session Meeting
- Work to Begin in June 2017 and finish in August.

Board Walk-Throughs – Update

Mr. Wesley and Ms. Balason performed a walkthrough at the High School in January. Mr. Farino noted the following items were addressed:

- Sanitary line in kitchen bathroom – to be completed over spring break
- Chemistry Lab venting – to be completed over spring break
- Sound System Rental – HHS Auditorium – currently in place – will remain through HS musical.

New Business

B&G Large Scale Capital Project List/B&G Capital Projects Fund 39 – 5 Year Facilities Improvement

Mr. Kline stated that the “large” scale capital projects list will be funded by the \$800,000 transfer from last month and the 2006B bond refunding savings (\$400K to \$550K) that was discussed earlier in the meeting. Mr. Farino presented the list of the projects for the Board Members to review.

Mr. Kline stated that the 5-year capital projects fund amount for 2017-2018 is included in the 2017-2018 budget. These are the “medium” sized capital projects that the District anticipates for the upcoming years.

EDUCATION

New Business

2017-2018 Planning Discussions

- Elementary Class Size Projections - This topic was moved to the beginning of the meeting due to the number of parents in attendance who were interested in discussing the matter. Dr. Loughead provided a brief history of how the District has handled elementary class size in the past. He noted that in the past, a desire to remain fiscally responsible coupled with a demographic study that indicated the District was not expected to experience any additional growth, led the decision to be made to keep staffing at current levels. However, he noted that after visiting the schools and classrooms, and exploring projections for future growth, it is his recommendation to provide additional elementary teaching staff to aid in reducing class sizes, particularly across the current third grade class. He said there was a balance between overstaffing, and ensuring class sizes are able to be maintained at a number that is not detrimental to student learning. He is therefore proposing the hiring of three additional teachers - one for each of the three elementary buildings - for the 2017-2018 school year. At Central, four third-grade sections will be kept in place, which will allow for 20 students per classroom. At the fourth and fifth grades, the classroom sizes may be larger at around 25 to 27 students, which is more acceptable for the upper elementary grades than for the lower elementary grades. He said it is the District's goal to have all of the primary grades (K-3) with class sizes in the low 20s. Anticipating enrollments at Poff, especially the first and third grades, is more difficult, so the District is keeping a careful watch on the projected enrollment numbers. Dr. Loughead noted that in future years, when enrollment figures become more clear, the District may be able to transfer teachers between buildings. Mrs. Litwiler asked the Board if it had any comments, concerns or thoughts to discuss. Mr. Wesley suggested taking any questions from those in attendance before the Board discussed the issue further.

Paul Hanna, a Poff parent, asked what the ideal class size was for first through third grades, and Dr. Loughead replied that numbers in the low 20s. Mr. Hanna urged the District to take action now, rather than taking the "wait and see" approach to this issue because the District is continuing to make a name for itself and may continue to grow.

Tracey Hanna, a Poff parent, said she is a "bubble" teacher in another school district, and she has seen the student performance levels increase in her district now that the class sizes are smaller. She said there are 27 second graders in her daughter's class at Poff, which is too high for teachers to adequately provide proper enrichment. She suggested hiring a long-term substitute to provide coverage as needed, and Dr. Loughead said options of this nature have to comply with the current professional teaching contract in the District. Mrs. Litwiler invited the Hannas to attend the special budget meeting that will be held at 7 p.m. on April 24 in the Dr. Harold Sarver Memorial Library, during which time the proposed budget - including any staffing changes - will be discussed in detail.

Mr. Wesley asked what the projected class sizes would be at Poff with a new teaching position added. Dr. Loughead said the first grade class would be 24 or 25 students, but that the District will need to watch and wait and see, because it is uncertain what enrollment figures will do over the summer. Mr. Shages said that Hampton being a small community is both a blessing and a downfall, depending on where families move in each year. He noted the variability in where students end up each year can be difficult to plan for in advance. Mr. Hanna asked about the prospect of redistricting, and both Mrs. Litwiler and Mr. Shages said the Board had considered redistricting in the past, but the issue is a very volatile one and they did not predict it would be well received by the public since it had not been received well in the past. Mrs. Hennessey said the restructuring of the Catholic schools in the area could also have an impact on the enrollment at Hampton.

Another Poff parent asked what happened over the last three years that has caused class sizes to go from 18 to the upper 20s in his daughter's class alone. Dr. Loughead said one of the approaches - the "cap and move" - was used to try to deal with the issue and it didn't work effectively across the District, which is why he is now suggesting hiring three additional teachers.

Jason Roth, who also addressed the Board, noted that he sent the Board a petition from parents at Central who are concerned about the class sizes there. He said when some first graders go to second grade classrooms for accelerated learning, some class sizes actually increase to closer to 30. He said he has three children at Central, and one of his sons is in a class with 27 students, which they feel is inhibiting his academic experience. He said he has had to hire a private tutor to help his son get caught up with where they felt he should be academically. He said the five, second-grade classes at Central and Poff are the largest of any in the District and that the class sizes here are outside the norm compared with other area schools. Mr. Roth said the students who are at risk academically are the ones who are most affected by the large class sizes, and reviewed testing data to support his theory. Dr. Loughead said the twelve under-performing students at Central who are included in Mr. Roth's report are students with special needs and IEPs, and the District is working with those students on their growth. Dr. Loughead said the PVAAS data that is included with the School Performance Profile for Hampton is a better reflection of whether Hampton is showing growth among all students. PVAAS data for recent years indicates Hampton students are showing growth in comparison with surrounding school districts. Mr. Roth said he is supportive of Dr. Loughead's proposal to hire additional staff and asked the Board to not only approve the plan, but to continue to keep an eye on the class sizes moving forward.

Mrs. Hennessey thanked Mr. Roth and said she appreciated the information he sent to the Board members ahead of time to review and provide them with the time to gather information so that they could respond to his concerns at tonight's meeting.

Another parent, Julie Fritsch, asked if the additional teacher will be able to be used to relieve congestion in other areas while the students are in special classes (gym, art, music), but Dr. Loughead said while students are in specials, regular classroom teachers have contractual planning time. Mrs. Fritsch said she is amazed at how well the teachers handle the large class sizes at Poff and commended them for being able to maintain control in that environment.

Parent Nick Habe asked if the District should be focused on adding more teachers instead of embarking on the digital transformation it is proposing. He encouraged the Board to be cautious about looking at each of these items separately instead of as one big picture.

Diana DiMaria, a Wyland parent, said her daughter is in a fourth-grade classroom with 28 students. She noted there is a huge disparity in class sizes in the District across grade levels and said she has an issue with this being allowed to continue. Dr. Loughead said the use of building subs and paraprofessionals can help to reduce class sizes in these situations.

Parent Tara Mangieri said she is in a brand-new plan that is less than three years old, and more plans are coming in, so that, combined with the word getting out that Hampton is a good school district, she predicts enrollment will increase over the next couple of years.

Mrs. Litwiler said she acknowledges this isn't a perfect solution, but it is a start in addressing the large class sizes.

Mrs. Hennessey noted that only about 31% of taxpayers in the District currently have children in the schools, and the School Board has to keep in mind the other 60+ percent of taxpayers in the District who do not have children enrolled in the District and make sure they are balancing the needs of those with children with the the needs of those without children.

Lindsay Wilson said property values continue to go up in Hampton because of the great school district, so it is in Hampton's best interest to make sure the school is supported so that it can stay a top performer. Mr. Wesley wondered if a lot of property owners realize that the value of their home is dependent on the quality of the school district; they are focused on paying that tax bill each year, especially senior citizens who are living on a fixed budget.

Mr. Hanna voiced some concerns about whether teachers felt comfortable bringing the difficulties of a larger class size to the school district's attention. Mr. Wesley responded that the administration has been working closely with the teachers on this issue, and that the administration is very approachable.

Mark Farabaugh said that redistricting is not as ideal as some believe, and can create situations where parents with multiple children end up sending all of their children to different buildings. Mr. Wesley said another option previously discussed was elementary centers and indicated Administration would be looking at K-3 numbers in addition to solving the fourth-grade issue next year.

- Assessment Plan Revisions - Dr. Loughead proposed eliminating the ERB tests next year, stating the return on investment is not equal to the amount of time students spend on the additional testing. He said the District originally administered the additional tests because the PSSAs were not as comprehensive as they are now. He said administration believes the data provided by the PSSA scores is more than adequate to give the District the information necessary to make future academic decisions.

- Arts Education Collaborative - Dr. Loughead said the District is moving forward with establishing a working relationship with this organization to continue to strengthen Hampton's visual and performing arts. He will be returning to the Board in May with a proposal for the District to examine its arts education program with the assistance of the Collaborative. Finances for the collaboration will come from the professional development fund, and is not expected to exceed what has been included in the preliminary budget for next year.

TECHNOLOGY

New Business

Mass Customized Learning Consortium

Dr. Loughead let the board know that Hampton has an opportunity to become a member of the Mass Customized Learning Consortium, which will provide professional development for a team in the District.

Technology Budget/Proposed Student Device Initiative

Dr. Loughead and Mr. McKaveney presented the Board with a proposal for the amount and type of devices and other equipment that will be required to implement the plan. The average cost per student device is estimated to be about \$300, with teacher devices costing slightly more.

Mr. McKaveney said the District is close to a 1:1 now with the amount of devices currently in the District in labs and classrooms. One advantage to moving to a student-based device plan is not having to constantly replace items in labs and on mobile carts that break or become unusable due to age. The estimated cost is \$570,000 for the initial implementation of the four-year plan during the 2017-2018 school year.

The budget also includes updating software used District-wide (such as Adobe Creative Cloud), printers and copiers, and website domain names and other existing projects like ID badges and regional network costs.

A member of the audience asked if tech support would be added to accommodate the additional devices, and Mr. McKaveney said there are no plans to add more tech staff at this time. Dr. Loughead said there will be some restructuring of the department to make sure all needs are being met. Mr. McKaveney said it will be easier for his team to manage devices when they become 1:1 because his staff will know where devices are at all times. At present, device carts can be signed out daily and in a different location. The plan also has built into it a number of spare devices that can be swapped out if a student's device is malfunctioning and in need of repair.

Dr. Loughead said the feedback he has received so far from faculty in the District is positive. He said many of them are excited and supportive of this change because they have experienced how technology can transform their classroom learning. He added that professional development components will be in place and will be ongoing instead of a “one and done” type training for staff.

The intention is to allow students to keep the devices over the summer months.

Adrienne Domski, an audience member with three small children, said she is concerned about the ability to limit screen time if children are assigned devices. Dr. Loughead said this is one of the reasons why the lower primary grades (K and 1) will not be getting 1:1 devices until year four of the rollout plan. Diana Sutterlin said her concern is primarily for upper elementary and middle school students, and how they will carry the devices safely between classes. Dr. Loughead explained that many textbooks are becoming digital and if students are accessing their books electronically, then the students do not have to carry books in their backpacks.

PERSONNEL

For Board Action

Resignations:

1. Accept the resignation of Mr. David Dunton, who is retiring after thirty years with the District, effective June 12, 2017. (Mr. Dunton is a Social Studies Teacher at the High School.)
2. Accept the resignation of Mr. Alan Smith, who is retiring after fifteen years with the District, effective June 30, 2017. (Mr. Smith is a Network Administrator for the District.)

Teachers:

3. Approve Mr. Christopher Cole, as a Building Substitute at Hampton Middle School, from March 21, 2017 through the remainder of the 2016-2017 School Year. Salary is \$20,000, pro-rated. (Mr. Cole is replacing Mr. Mark Halvonik.)
4. Approve a change in status for Ms. Rachel Zang moving from a Building Substitute at Central Elementary School to a Long-Term Substitute Grade 1 Teacher at Central Elementary School from April 18, 2017 through the remainder of the 2016-2017 School Year. Salary remains \$20,000, pro-rated. (Ms. Zang will be a substitute for Mrs. Julia Walls.)

Custodians:

5. Approve Mr. Joseph Bayer and Mr. Tim Schogren as the Certified Pool Operators for the District for the 2016-2017 School Year, at an annual stipend of \$200 each.
6. Approve Mr. Joseph Bayer and Mr. Tim Schogren as the Certified Public Pesticide Applicators for the District for the 2016-2017 School Year, at an annual stipend of \$200 each.

Supplementals:

7. Approve 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
Scott Breen	Girls' Softball JV Coach	HS	34	30/38	\$4,318

Addendum:

1. Approve Mr. Lucas Rodgers, moving from a 10 month/40 hour per week District-wide Custodial Substitute to a 10 month/8 hour per day Custodian (initial assignment at Hampton Middle School), effective April 3, 2017. Salary is \$19.63 per hour. (Mr. Rodgers is replacing Ms. Beverly Seibert, who moved to a 12 month position.)
2. Approve Mr. Rick Ventrice, moving from a Day-to-Day Custodial Substitute to a 10 month/8 hour per day Custodian (initial assignment at Hampton High School), effective April 3, 2017. Salary is \$19.63 per hour. (Mr. Ventrice is replacing Ms. Susan Sestric.)
3. Approve Mr. Christopher Hartle, moving from a Day-to-Day Custodial Substitute to a 10 month/5 hour per day Custodian (initial assignment is at Hampton High School), effective April 3, 2017. Salary is \$19.63 per hour. (Mr. Hartle is replacing Mr. Paul Angle who moved to a 10 month/6 hour position.)

POLICY/LEGISLATIVE AFFAIRS

Adoption/Second Reading of Policies

- No. 113.4 - Confidentiality of Special Education Student Information
- No. 806 - Prevention of Child/Student Abuse

Informational

Mr. Shages said that Dr. Cunningham is additionally working on Policy 915 to offer guidance to the District's booster and support groups to help them with organizational and financial procedures. Policy 915 will be a part of the May agenda.

Mr. Shages also reported on the recent Legislative session at the AIU that was well attended. He estimated that roughly 150 people attended the session.

Dr. Loughead said the District is in the running for a \$7,500 grant from Highmark that could be used to help fund some of the District's health and wellness initiatives.

TRANSPORTATION

*There were no action items, old items or new items for discussion on this evening's Transportation agenda.

The meeting adjourned at 11:22 p.m. Mr. Wesley announced the Board would hold an executive session following the meeting. The next regularly-scheduled meeting will be at 7:30 p.m. on Monday, April 17, 2017 in the Dr. Harold Sarver Memorial Library, HMS. The voting meeting is being held one week later than usual to accommodate the District's Spring Break, which is scheduled from April 10-14, 2017.