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**HEMPFIELD SCHOOL DISTRICT
200 CHURCH STREET
LANDISVILLE, PENNSYLVANIA 17538**

**AGENDA
REGULAR MEETING
MARCH 9, 2021
CENTERVILLE MIDDLE SCHOOL AUDITORIUM
865 CENTERVILLE ROAD
LANCASTER, PA 17601
7:00 PM**

Executive Session - 5:45 pm

The mission of the Hempfield School District community is to provide safe environments, experiences, and opportunities that inspire all students to become lifelong learners and contributing citizens in all aspects of their lives.

I. Call to Order

II. Pledge of Allegiance

III. Approval of the agenda incorporating additions/deletions

IV. Approval of the minutes of the Regular Meeting held on February 9, 2021

V. Residents' Request to Address the Board (5-minute limit)

We provide a time of public comment for residents and taxpayers to bring their thoughts to the Board, but it is not a time for exchange between the Board, administration, and speaker. Residents and taxpayers who are interested in making public comments must sign in with the Communications Director prior to the start of the meeting.

VI. Superintendent's Report – Announcements/Discussion

A. Youth Art Month Video Presentation

B. Student Council Representatives

President.....Bella Rankin
Vice-President.....Lilly Heilshorn
SecretaryJaneese Hochstetler
TreasurerJack Kirchner

* C. Special Education Presentation (reference attachment)

* D. Budget Update (reference attachment)

E. Calendar of Events

| | |
|----------------|---|
| March 9, 2021 | 5:45 pm, Executive Session, 7:00 pm, School Board Regular Meeting Centerville Middle School Auditorium |
| March 23, 2021 | 5:00 pm, Buildings & Grounds Committee Meeting Administration Building, Public Board Room |
| March 25, 2021 | 5:00 pm, Education & Programs Committee Meeting Administration Building, Public Board Room |
| March 30, 2021 | 5:00 pm. Finance Committee Meeting Administration Building, Public Board Room |
| April 6, 2021 | TBD, Executive Session, 7:00 pm, School Board Committee Meeting Administration Building, Public Board Room |
| April 13, 2021 | TBD, Executive Session, 7:00 pm, School Board Regular Meeting Administration Building, Public Board Room |

F. Other

VII. President's Report

VIII. Representative / Adjunct Reports

A. Lancaster County Career & Technology Center - Mr. Keener/Mr. Bard

B. IU 13 - Mr. Merris

C. Hempfield Area Recreation Commission - Mr. Aloisi/Dr. Harrington

D. Safety & Security - Mr. Wagner/Mrs. Johnston

E. PSBA Liaison - Mr. Wagner/Mr. Merris

IX. Standing Committees

A. Buildings and Grounds - Mr. Merris/Mr. Donato/Mr. Wagner/Mr. Bard (reference attachment)

B. Education and Programs - Mrs. Johnston/Mr. Maurer/Mr. Merris/Mr. Bard
(reference attachment)

C. Finance - Mr. Maurer/Mr. Aloisi/Mr. Keener/Mrs. Johnston (reference attachment)

D. Policy, Personnel and Legal - Mr. Smiley/Mr. Keener/Mr. Donato/Mrs. Johnston
(reference attachment)

X. Action Items

A. Personnel Items

1. Retirements

a. Approval to amend the retirement date for Deborah Bridgewater, Reading Specialist, East Petersburg Elementary School, from June 7, 2021 to June 30, 2021

b. Approval to accept the resignation, due to retirement, of Annette E. Melnick, Part-Time General Food Service Worker, Hempfield High School, effective June 4, 2021

2. Resignations

a. Approval to accept the resignation of Sheila Morales, Part-Time General Food Service Worker, Hempfield High School, effective February 16, 2021

* b. Approval to accept the resignation of Kayla Shaub, Full-Time Paraeducator, Landisville Middle School, effective March 25, 2021

c. Approval to accept the resignation of Renee L. Sheffer, Full-Time Health Room Nurse, Hempfield High School, effective February 24, 2021

d. Approval to accept the resignation of Rhonda L. Sheffy, Full-Time Elementary Principal Secretary, East Petersburg Elementary School, effective March 19, 2021

- e. Approval to accept the resignation of Alicia Sheppard, Part-Time Library Aide, Centerville Elementary School, East Petersburg Elementary School, Farmdale Elementary School, Landisville Intermediate Center, Mountville Elementary School, Rohrerstown Elementary School, effective January 19, 2021
- f. Approval to accept the resignation of Shelly L. Vanderlaan, Part-Time District Receptionist, Administration Building, effective March 16, 2021
- g. Approval to accept the resignation of Jennifer Wahl, Full-Time Paraeducator, Hempfield High School, effective January 22, 2021

3. Leaves of Absence

- a. Approval to grant a Leave of Absence to Kristin A. Andrechik, Teacher - Grade 6, East Petersburg Elementary School from April 1, 2021 through June 7, 2021
- b. Approval to grant a Leave of Absence to Susan G. Bechtel, Food Service Manager, Rohrerstown Elementary School, March 1, 2021 through April 1, 2021
- c. Approval to amend a Leave of Absence for Rose A. Carter, Paraeducator, Landisville Intermediate Center from February 4, 2021 through June 4, 2021 to February 4, 2021 through February 25, 2021
- d. Approval to grant a Leave of Absence to Beverly A. Casey, Custodian, Landisville Education Center from March 4, 2021 to April 16, 2021
- e. Approval to grant an Intermittent Leave of Absence to Kristin D. Douglas, Teacher - Librarian, Hempfield High School from March 3, 2021 through March 3, 2022
- f. Approval to amend a Leave of Absence for Amy L. Edwards, Teacher – Art, Hempfield High School from August 25, 2020 through March 11, 2021 to August 25, 2020 through June 7, 2021
- g. Approval to amend a Leave of Absence for Mark D. Harman, Teacher - Math, Rohrerstown and East Petersburg Elementary Schools and Landisville Education Center from January 4, 2021 through February 17, 2021 to January 4, 2021 through March 17, 2021
- * h. Approval to amend a Leave of Absence for Sarah I. Henderson, Elementary Building Aide, Centerville Elementary School from January 15, 2021 through January 29, 2021 to January 15, 2021 through March 22, 2021
- i. Approval to grant a Leave of Absence to Kimberly N. Loretz, Teacher - ESL, Centerville Elementary School, February 22, 2021 through May 4, 2021
- j. Approval to grant a Leave of Absence to David P. Modderman, Custodial Building Supervisor, Hempfield High School, March 8, 2021 through April 30, 2021
- k. Approval to grant a Leave of Absence to Sheri L. Probst, Noontime Aide, Landisville Middle School, February 16, 2021 through March 5, 2021

l. Approval to amend a Leave of Absence for Jessica D. Redcay, Teacher - Grade 2, Landisville Primary Center from September 21, 2020 through March 1, 2021 to September 21, 2020 through April 1, 2021

m. Approval to grant a Leave of Absence to Connie L. Treadway, Custodian, Farmdale Elementary School from January 4, 2021 through February 5, 2021

4. Administrative Position

Approval to employ Kaitlyn G. Edwards as Assistant Director of Human Resources, Hempfield School District, effective March 29, 2021, compensated in accordance with the current Act 93 Agreement

5. Certified Positions

a. Approval to employ Kelley Keel as a Certified Employee with a permanent contract, effective February 10, 2021, provisionally according to federal and state law regulations. Ms. Keel will be placed on Step 1, Master's Degree, in accordance with the Collective Bargaining Agreement. Ms. Keel is a graduate of Western Michigan University and Kutztown University and is Certified in Elementary K-6 and Spanish PK-12. (REPLACEMENT)

Assignment: Grade 5 Teacher, Mountville Elementary School

b. Approval of the following Individuals to act as mentors for a portion of the 2020-2021 school year in accordance with the Collective Bargaining Agreement:

1.) Stacey M. Soos

2.) Jennifer N. Spangenburg

6. Support Staff Positions

a. Approval to employ Kenneth J. Altobello as Full-Time Operations Technology Specialist I, Landisville Education Center, effective date to be determined, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

b. Approval to employ Kathryn Bair as Part-Time Bus Monitor, Centerville Middle School, effective February 23, 2021, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

c. Approval to employ Leticia Delgado Labao as Substitute Custodian, effective date to be determined, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (this position is in addition to her current position with the school district)

d. Approval to employ Susan M. Rongione as Full-Time Health Room Nurse Floater, effective March 10, 2021, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

- e. Approval to employ Rachel Strayer as Part-Time Library Aide, Centerville Elementary School, East Petersburg Elementary School, Farmdale Elementary School, Landisville Intermediate Center, Mountville Elementary School and Rohrerstown Elementary School, effective date to be determined, compensated in accordance with the Salary Rate Ranges for 2020-2021.
- f. Approval to employ Justin Williams as Full-Time Custodian, Centerville Middle School, effective date to be determined, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

7. Support Staff Transfers

- a. Approval to transfer Kyra Bade from Part-Time Paraeducator to Support Staff Substitute in the following areas, effective February 19, 2021, compensated at the current substitute rate:
 - 1.) Clerical Aide Substitute
 - 2.) Elementary Building Aide Substitute
 - 3.) ESL Aide Substitute
 - 4.) Middle School Noontime Aide Substitute
 - 5.) Paraeducator Substitute
- b. Approval to transfer Jacquelyn Keough from Part-Time Building Aide at East Petersburg Elementary School to Part-Time Food Service Lead at Farmdale Elementary school effective March 1, 2021, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- c. Approval to transfer Martha I. Reyes from Lead General Food Service Worker at Landisville Primary Center to Part-time Elementary Building Aide at Landisville Intermediate Center, effective March 22, 2021, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- d. Approval to transfer Marion Schultz from Part-Time Food Service Lead at Centerville Middle School to Full-time Food Service Manager at Farmdale Elementary School effective April 1, 2021, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- e. Approval to transfer Barry Williams from Full-Time Millwright to Full-Time Mechanic effective March 10, 2021, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

8. Substitute Positions

- a. Approval to employ the following individuals as PA Certified Substitute Teachers for the 2020-2021 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate
 - 1.) Scott S. Rohrer.....effective March 4, 2021
 - 2.) Jennifer Eshleman.....effective March 2, 2021

- 3.) Suzanne M. Shearer effective March 9, 2021
 - 4.) Matthew Wolfe effective March 2, 2021
- b. Approval to employ the following individuals as Hempfield Emergency Certified Substitute Teachers for the 2020-2021 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate
- 1.) Rebecca Durrett effective February 16, 2021
 - 2.) Alexandria Sardi effective March 9, 2021
 - 3.) Manasi Trivedi effective March 2, 2021
 - 4.) Theresa Tschudy effective March 2, 2021
- c. Approval to employ the following individuals as a LLIU13 Emergency Certified Substitute Teacher, for the 2020-2021 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate
- 1.) Stephanie K. Herr effective March 9, 2021
 - 2.) Luke Seyfert effective February 17, 2021
- d. Approval to employ Jennifer A. Schwartz as a Support Staff Substitute in the following positions, effective March 2, 2021, for the 2020-2021 school year, compensated at the current substitute rate:
- 1.) Elementary Building Aide Substitute
 - 2.) Paraeducator Substitute
 - 3.) Personal Care Assistant Substitute

9. Extracurricular Positions

- a. Approval to employ the following individuals to extracurricular positions for the 2020-2021 school year, provisionally according to federal and state law regulations and receipt of all clearances, pending the District's ability to remain open, whether such activities are consistent with guidelines by the state, local and federal governments surrounding social distancing, and general participation, compensated in accordance with the Collective Bargaining Agreement:
- 1.)**Alejandro Ramos..... Musical Production Director
 - 2.) Devon Groff Musical Assistant Director
 - 3.) Cody Smith..... Musical Stage Director/Choreographer
 - 4.)**Macy Bui..... Musical Make-up Advisor
 - 5.)**Alejandro Ramos..... Musical Pit Orchestra Director
 - 6.) Devon Groff Dance Theatre Director
 - 7.) Cody Smith..... Dance Theatre Assistant Director
 - 8.)**Macy Bui..... Dance Theatre Assistant Director – 50%
 - 9.)**Jonah Plymire Dance Theatre Set Design
 - 10.)**Terri Lynn Powers..... Dance Theatre Make-up Advisor
 - 11.)**Stephanie J. Henrich Dance Theatre Advisor
 - 12.) Katherine Willman Costumer-All Productions

b. Approval to employ the following individuals to extracurricular volunteer positions for the 2020-2021 spring sports season, provisionally according to federal and state law regulations and receipt of all clearances, pending the District's ability to remain open, whether such activities are consistent with guidelines by the state, local and federal governments surrounding social distancing, and general participation:

- 1.) Bryan J. Endress-Fox Volunteer Boys Tennis Coach
- 2.) Nicholas A. Istvanic Volunteer Boys Tennis Coach

c. Approval to accept the resignation of Kenneth Smith, Jr, Unified Track and Field Head Coach, Hempfield High School, effective February 16, 2021

B. Financial Items

1. Approval of the following contracts (reference attachments)

- * a. Acadiance Learning, Inc. letter of agreement to provide a training on April 1, 2021 on PELI assessments that will be used as a screening tool for incoming kindergarten students
- b. Audian for Bria Enterprise softphone for office staff – contract term is March 27, 2021 to March 26, 2022
- c. Central PA Sweepers to clean up cinders on parking lots and district roads from winter weather – intended completion date is April 2 to April 5, 2021
- d. Frey Lutz to repair water line at East Petersburg Elementary School on March 12, 2021
- e. Hummer Turfgrass Systems, Inc. for athletic field maintenance services to be performed March 2021 to June 2021
- f. The Meadows letter of agreement for mental health and educational services - contract term is for the 2021-2022 & 2022-2023 school years
- g. Optiv Security Inc. for a three-year renewal of Firewall Subscriptions, URL Filtering, and VPN Access – contract term is March 1, 2021 to February 28, 2024
- h. Progress Software Corporation for annual renewal of WhatsUp Gold – contract term is April 22, 2021 to April 22, 2022
- i. Toshiba Business Solutions for copier lease - contract term is March 4, 2021 to June 22, 2026
- j. Trout CPA for an extension of audit services for the year ending June 30, 2021

2. Approval of Financial Report and Check Register for the month of February 2021 (reference attachment)

3. Approval of the Food Services Financial Report and Check Register for the month of February 2021 (reference attachment)

4. Approval to pay invoices from the Capital Reserve Fund - \$37,851.20 (reference attachment)
 5. Approval of budget transfers (reference attachment)
- C. Other Action Items
1. Approval of first reading of board policies (reference attachments)
 - a. Policy 100: Comprehensive Planning
 - b. Policy 103: Discrimination/Title IX Sexual Harassment Affecting Students
 - c. Policy 119: Current Events
 - d. Policy 218.3: Discipline of Student Convicted-Adjudicated of Sexual Assault
 - e. Policy 249: Bullying/Cyberbullying
 - f. Policy 252: Dating Violence
 2. Approval of a donation of a Professional Library Book Pack for Centerville Middle School valued at \$175 from Microsoft
 3. Approval to hold Commencement for the Class of 2021 in the Georgelis Law Firm Stadium on June 1, 2021
 4. Approval of the 2021-2022 school calendar (reference attachment)
 5. Approval of the Memorandum of Understanding relating to HAVEN (online) courses

XI. Adjournment

XII. Executive Session (if needed)

*** New Item or Change**