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

**AGENDA  
REGULAR MEETING  
AUGUST 11, 2020  
PERFORMING ARTS CENTER & VIRTUAL MEETING  
7:00 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.*

**Executive Session - 5:00 pm**

- I. Call to Order**
- II. Pledge of Allegiance**
- III. Approval of the agenda incorporating additions/deletions**
- IV. Approval of the minutes of the Special Meeting held on July 28, 2020**
- 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. Special Education (reference attachment)
- \* B. Reopening of Schools (reference attachment)

C. Calendar of Events

August 11, 2020	5:00 pm, Executive Session, 7:00 pm, Regular Meeting HHS Performing Arts Center and Virtual Meeting
September 1, 2020	TBD, Executive Session, 7:00 pm, Committee Meeting Virtual Meeting
September 8, 2020	TBD, Executive Session, 7:00 pm, Regular Meeting Virtual Meeting
October 6, 2020	TBD, Executive Session, 7:00 pm, Committee Meeting Virtual Meeting
October 13, 2020	TBD, Executive Session, 7:00 pm, Regular Meeting Virtual Meeting

D. 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 attachments)
- B. Education and Programs - Mrs. Johnston/Mr. Maurer/Mr. Merris/Mr. Bard
- C. Finance - Mr. Maurer/Mr. Aloisi/Mr. Keener/Mrs. Johnston

D. Policy, Personnel and Legal - Mr. Smiley/Mr. Keener/Mr. Donato/Mrs. Johnston

**X. Action Items**

A. Personnel Items

1. Retirements

- \* a. Approval to accept the resignation, due to retirement, of Clare T. Daher, Grade 5 Teacher, Landisville Intermediate Center, effective August 10, 2020
- \* b. Approval to accept the resignation, due to retirement, of Jennifer L. Meyer, Full-Time Elementary Music (Strings) Teacher, Landisville Intermediate Center/East Petersburg Elementary School/Centerville Middle School/Landisville Middle School, effective August 3, 2020

2. Resignations

- a. Approval to accept the resignation of Danielle E. Bowers, Grade 2 Teacher, Rohrerstown Elementary School, effective August 3, 2020
- b. Approval to accept the resignation of Lauren K. Cacciatore, Full-Time Accounts Payable Specialist, Hempfield School District, effective July 30, 2020
- \* c. Approval to accept the resignation of Elena Consoli, Full-Time Counseling Secretary, Centerville Middle School, effective August 24, 2020
- \* d. Approval to accept the resignation of Ashley Ewing, Full-Time Health Room Nurse, Landisville Primary Center/Mountville Elementary School, effective August 6, 2020
- e. Approval to accept the resignation of Julie L. Guerin, Full-Time Extended-Day Kindergarten Aide, Centerville Elementary School, effective July 27, 2020
- \* f. Approval to accept the resignation of Carly J. Lapp, Part-Time Personal Care Assistant, Landisville Middle School, effective August 10, 2020
- \* g. Approval to accept the resignation of Morgan L. MacVaugh, Part-Time Library Aide, Centerville, Elementary School/East Petersburg Elementary School/Farmdale Elementary School/Landisville Intermediate Center/Mountville Elementary School/Rohrerstown Elementary School, effective August 10, 2020
- h. Approval to accept the resignation of Gabriel T. Malanchuk, Full-Time Custodian, Landisville Intermediate Center, effective August 11, 2020
- i. Approval to accept the resignation of Priscilla M. Maloney, Part-Time Elementary Building Aide, Landisville Intermediate Center, effective August 5, 2020

- j. Approval to accept the resignation of Jessica E. Martin, Part-Time Elementary Building Aide, Landisville Intermediate Center, effective August 5, 2020
- \* k. Approval to accept the resignation of Brooke E. Pikolas, Part-Time English as a Second Language Aide, Mountville Elementary School, effective August 8, 2020
- l. Approval to accept the resignation of Patricia A. Reasner, Part-Time Elementary Building Aide, East Petersburg Elementary School, effective July 17, 2020
- m. Approval to accept the resignation of Carly L. Smith, Part-Time Food Services Employee, Hempfield High School, effective July 31, 2020
- n. Approval to accept the resignation of Rachel C. Smith, Part-Time Middle School Noontime Aide, Landisville Middle School, effective August 4, 2020
- \* o. Approval to accept the resignation of Kristen L. Swingler, Part-Time Food Services Employee, Farmdale Elementary School, effective August 10, 2020
- p. Approval to accept the resignation of Nicole E. Zimmerman, Part-Time Food Services Employee, Rohrerstown Elementary School, effective July 29, 2020

### 3. Leaves of Absence

- a. Approval to grant a Sabbatical Leave for professional development to Bethany A. Eaton, Instructional Support Teacher, Landisville Intermediate Center, for the second semester of the 2021-2022 school year
- b. Approval to grant a Sabbatical Leave for professional development to John M. Frick, English Teacher, Hempfield High School, for the second semester of the 2021-2022 school year
- c. Approval to grant a Sabbatical Leave for professional development to Zahid A. Virmani, Social Studies Teacher, Hempfield High School, for the second semester of the 2021-2022 school year
- d. Approval to grant a Leave of Absence to Danielle N. Campbell, Speech Teacher, Hempfield High School from August 19, 2020 to November 11, 2020
- e. Approval to grant a Leave of Absence to Anne D. Cyr, Grade 3 Teacher, Centerville Elementary School from August 24, 2020 to November 23, 2020
- f. Approval to grant a Leave of Absence to Amanda S. Eberly, Benefits Representative, Administration Building, from July 14, 2020 to September 9, 2020
- g. Approval to grant a Leave of Absence to Georgia E. Emert, Extended-Day Kindergarten Teacher, Centerville Elementary School, from September 25, 2020 to December 18, 2020
- h. Approval to grant a Leave of Absence to Laurel A. Hill, Social Studies Teacher, Hempfield High School from August 19, 2020 to November 10, 2020

- i. Approval to grant a Leave of Absence to Madison M. Manos, Groundskeeper, Maintenance from July 14, 2020 to October 5, 2020
- j. Approval to grant a Leave of Absence to Emily A. Rowe, Paraeducator, Mountville Elementary School from November 30, 2020 to March 1, 2021
- k. Approval to grant a Leave of Absence to Meredith B. Sassmannshausen, Grade 6 Teacher, East Petersburg Elementary School from August 19, 2020 to June 7, 2021
- l. Approval to grant a Leave of Absence to Jennifer N. Spangenburg, Learning Support Teacher, East Petersburg Elementary School from August 19, 2020 to November 23, 2020

4. Certified Positions

Approval to employ Jason R. Hoffman as the Elementary Curriculum Supervisor, Hempfield School District, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam, effective for the 2020-2021 school year, with a start date to be determined. Mr. Hoffman is a graduate of Messiah College, holds a Master's Degree from Millersville University and is certified in Supervisory Curriculum and Instruction PK-12, Elementary K-6 and Reading Specialist PK-12. Mr. Hoffman will be compensated in accordance with the Act 93 Agreement. (NEW)

5. Certified Staff Transfers

Approval of the following transfers, effective for the 2020-2021 school year:

	<b>Name</b>	<b>From</b>	<b>To</b>
1.)	Sarah L. DeMaria	Librarian, MES/LIC	Librarian, MES
2.)	Amanda C. Fitzkee	Grade 3 Teacher, RES	Grade 2 Teacher, RES
3.)	Mark Harman	Alternative Education Mathematics Teacher, LEC	Pre-Algebra Teacher, EPES/RES/Mathematics Teacher, LEC
4.)	Brenna A. Hazlett	Speech & Language Teacher, CES	Speech & Language Teacher, CES/CMS
5.)	Kayla R. Kassees	Grade 4 Teacher, RES	Grade 3 Teacher, RES
6.)	Jessica A. Kling	Music Teacher, FES	Elementary Strings Teacher, LIC/MES/RES
7.)	Cheryl L. Klopp	Speech & Language Teacher, CES/RES	Speech & Language Teacher, RES
8.)	Catherine L. Koenig	Librarian, FES/LIC	Librarian, FES/LPC
9.)	Heather S. Lesoine	Librarian, LIC/LPC	Librarian CES/LPC
10.)	Nancy L. Lundy	Speech & Language Teacher, EPES	Speech & Language Teacher, EPES/LMS
11.)	Andria L. Miller	Speech & Language Teacher, LMS/LEC/HHS	Speech & Language Teacher, LMS/HHS
12.)	Judith A. Noonan	Grade 5 Teacher, RES	Grade 4 Teacher, RES

13.)	Kayla S. Resh	Speech & Language Teacher, MES	Speech & Language Teacher, CES/LEC
14.)	Amy M. Saporetti	Reading Specialist, CES	Reading Specialist/Literacy Coach, CES
15.)	Keisha R. Scovens	PT (.5) Speech & Language Teacher, CES/FES	PT (.5) Speech & Language Teacher, MES
16.)	Stacey M. Soos	Speech & Language Teacher, MES/CMS/HHS	Speech & Language Teacher, CMS/HHS
17.)	Beth A. Wagner	PT (.7) Librarian, CES	PT (.7) Librarian, LIC

6. Support Staff Employments

- \*
  - a. Approval to employ Kerry Broadley as a Full-Time Paraeducator, Hempfield High School, effective tentatively August 25, 2020, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
  - b. Approval to employ Rachel K. Cicioni as a Part-Time English as a Second Language Aide, Landisville Middle School, effective August 25, 2020, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- \*
  - c. Approval to employ Karen L. Dennis as a Full-Time Personal Care Assistant, Centerville Middle School, effective tentatively August 25, 2020, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2020-2021 (NEW)
  - d. Approval to employ Elizabeth Earhart as a Full-Time Custodian, Hempfield High School, effective date to be determined, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
  - e. Approval to employ Jennifer L. Gallerizzo as a Full-Time Paraeducator, East Petersburg Elementary School, effective tentatively August 25, 2020, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
  - f. Approval to employ Kathleen L. Kline as a Part-Time Personal Care Assistant, East Petersburg Elementary School, effective tentatively August 25, 2020, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2020-2021 (NEW)

- g. Approval to employ Kristine McKenny as a Part-Time Food Services Employee, Landisville Primary Center, effective date to be determined, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- h. Approval to employ Lennisse Rivera as a Part-Time Food Services Employee, Hempfield High School, effective date to be determined, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- i. Approval to employ Kendra Shelton as a Full-Time Custodian, Hempfield High School, effective date to be determined, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- j. Approval to employ Kailey Straley as a Part-Time Elementary Building Aide, Farmdale Elementary School, effective August 25, 2020, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- k. Approval to employ Braden Weachter as a Part-Time Elementary Building Aide, Farmdale Elementary School, effective August 25, 2020, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

7. Support Staff Transfers

- a. Approval of the following transfers, effective for the 2020-2021 school year:

	<b>Name/Effective Date</b>	<b>From</b>	<b>To</b>
1.)	Kimberly S. Arms August 25, 2020	FT Personal Care Assistant, LPC	FT Personal Care Assistant, LIC
2.)	Nicole M. Bigham August 25, 2020	PT Personal Care Assistant, CES	FT Paraeducator, FES
3.)	Ellen R. Bishop August 25, 2020	FT Personal Care Assistant, LPC	FT Personal Care Assistant, LIC
4.)	Melissa L. Brackbill August 25, 2020	FT Personal Care Assistant, MES	FT Personal Care Assistant, LMS
5.)	Rebecca L. Durrett August 25, 2020	PT Receptionist, CMS	PT Receptionist, LMS
6.)	Cynthia A. Ernst August 25, 2020	PT Personal Care Assistant, LPC	PT Personal Care Assistant, LIC
7.)	Mariam S. Eskander August 25, 2020	FT Personal Care Assistant, MES	Personal Care Assistant, TBC
8.)	Melinda A. Frank August 25, 2020	PT Middle School Noontime Aide, CMS	PT Elementary Building Aide, RES

9.)	Doreen S. Frill August 25, 2020	FT Paraeducator, HHS	FT Personal Care Assistant, MES
10.)	Ashley N. Gonzalez August 25, 2020	FT Personal Care Assistant, CES	FT Personal Care Assistant, EPES
11.)	Lori A. Greenly August 25, 2020	FT Personal Care Assistant, LPC	FT Personal Care Assistant, LIC
12.)	Michele T. Leabhart August 12, 2020	FT Food Services Employee, HHS	FT Food Services Assistant Manager, HHS
13.)	Charity A. Loucks August 25, 2020	FT Personal Care Assistant, CES	FT Paraeducator, FES
14.)	Shari A. Miller August 25, 2020	FT Personal Care Assistant, HHS	FT Personal Care Assistant, CMS
15.)	Amberlee R. Nevius August 25, 2020	PT Elementary Building Aide, FES	PT Elementary Building Aide, CES
16.)	Johnna L. Shuffelbottom August 25, 2020	FT Personal Care Assistant, FES	FT Personal Care Assistant, CES
17.)	Denise A. Smith August 25, 2020	PT Elementary Building Aide, EPES	PT Elementary Building Aide, CES
18.)	Jason N. Smith August 25, 2020	FT Personal Care Assistant, LPC	FT Personal Care Assistant, FES
19.)	Shelly Vanderlaan August 17, 2020	PT Attendance Secretary, LMS	PT District Receptionist, Administration Building
20.)	Tracy L. Weiboldt August 25, 2020	FT Personal Care Assistant, HHS	FT Personal Care Assistant, CMS
21.)	Jennifer M. Wolownik August 25, 2020	FT Personal Care Assistant, LMS	FT Personal Care Assistant, HHS
22.)	Deborah M. Yarzabek August 25, 2020	FT Personal Care Assistant, LMS	FT Personal Care Assistant, HHS

- b. Approval to transfer Donna L. Scanlon from PA Certified Substitute Teacher to Part-Time English as a Second Language Aide, Centerville Middle School, effective August 25, 2020, provisionally according to federal and state law regulations and receipt of a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

8. Substitutes

- a. Approval to employ Jillian B. Pechiro as a Long-Term Substitute Grade 6 Teacher, East Petersburg Elementary School, effective August 19, 2020, provisionally according to federal and state law regulations, receipt of a satisfactory physical exam. Ms. Pechiro will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Ms. Pechiro is a graduate of Millersville University and is certified in Elementary K-6. (REPLACEMENT)
- b. 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 (reference attachment)
- c. 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 (reference attachment)



- d. Approval to employ the following individuals as LLIU13 Emergency Certified Substitute Teachers for the 2020-2021 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate (reference attachment)
- e. Approval to employ the following individuals as District-Wide Custodial/Maintenance Substitutes for the 2020-2021 school year, compensated at the current substitute rate
  - 1.) Hector Barria .....Custodian
  - 2.) Richard Clark.....Custodian
  - 3.) Abigail Durdock.....Custodian
  - 4.) Charles Enoch.....Maintenance
  - 5.) Regina Harman.....Custodian
  - 6.) Tina Kadilak .....Custodian
  - 7.) James Karkoska .....Custodian
  - 8.) Jay Nace .....Custodian
  - 9.) Sharon Nace .....Custodian
  - 10.) Ken Neuville.....Custodian
  - 11.) Zacary Stroup.....Custodian
  - 12.) Steve Studholm.....Custodian
  - 13.) Barry Styer .....Maintenance
  - 14.) Linda Wagner.....Custodian
  - 15.) Joyce Zehr .....Custodian
- f. Approval to employ the following individuals as Substitute Health Room Nurses for the 2020-2021 school year, compensated at the current substitute rate:
  - 1.) Walter Huss
  - 2.) Tracy Kirchner
  - 3.) Karin Lancelotta
  - 4.) Megan Lukas
  - 5.) Julie Murphy
  - 6.) Mary Kay Transue
  - 7.) Karen Wotring
  - 8.) Marcy Yeich
- g. Approval to employ the following individuals as Substitute Clerical Aides for the 2020-2021 school year, compensated at the current substitute rate (reference attachment)
- h. Approval to employ the following individuals as Substitute Elementary & Secondary Building Aides for the 2020-2021 school year, compensated at the current substitute rate (reference attachment)
- i. Approval to employ Wendy Hilt as a Substitute Food Services Employee for the 2020-2021 school year, compensated at the current substitute rate
- j. Approval to employ the following individuals as Substitute English as a Second Language Aides for the 2020-2021 school year, compensated at the current substitute rate (reference attachment)

- k. Approval to employ the following individuals as Substitute Middle School Noontime Aides for the 2020-2021 school year, compensated at the current substitute rate (reference attachment)
- l. Approval to employ the following individuals as Substitute Paraeducators for the 2020-2021 school year, compensated at the current substitute rate (reference attachment)
- m. Approval to employ the following individuals as Substitute Personal Care Assistants for the 2020-2021 school year, compensated at the current substitute rate (reference attachment)

9. Extracurricular Positions

- \* a. Approval to accept the resignation of Bradley Miller from the extracurricular position of Building Technology Coach, Landisville Primary Center, effective August 5, 2020
- b. Approval to employ the following individuals to extracurricular positions, effective for the 2020-2021 school year, provisionally according to federal and state law regulations, pending receipt of all clearances, a satisfactory physical exam and the District's ability to re-open schools, whether such activities are consistent with guidelines by the state, local and federal governments surrounding social distancing, and general participation. Positions will be compensated in accordance with the Collective Bargaining Agreement. (reference attachment)
- c. Approval to appoint the following individuals to extracurricular volunteer positions, effective for the 2020-2021 school year, provisionally according to federal and state law regulations, pending the District's ability to reopen schools, whether such activities are consistent with guidelines by the state, local and federal governments surrounding social distancing and general participation. This is also contingent upon receipt of all clearances:

- \* 1.) Hugh Cadzow..... Football
- 2.) Mark Cheyney ..... Football
- \* 3.) Dillon Powers..... Football
- 4.) Spencer Kpakiwa..... Marching Band
- 5.) Armon Raygani ..... Marching Band

10. Other

- a. Approval to grant tenure to the following contracted employees who have completed at least three years of satisfactory teaching service at the end of the 2019-2020 school year:
  - 1.) Marie Bolettieri
  - 2.) Danielle E. Bowers
  - 3.) Ashlee A. Ebersole
  - 4.) Amanda B. Frill
  - 5.) Ashleigh L. Kochel

- 6.) Sarah E. Lewis
- 7.) Brooke E. Mancuso
- 8.) Adelyn R. Pawlik
- 9.) Jonah L. Plymire
- 10.) Debra S. Roedema
- 11.) Rebecca J. Siebert
- 12.) Macy E. Skiles
- 13.) Brittany N. Strosser
- 14.) Bonnie L. Weaver
- 15.) Courtney H. Wiekel

- b. Approval to authorize the Superintendent to commit employment for vacancies necessary for the opening of school

B. Financial Items

1. Approval of the following contracts (reference attachments)
  - a. Canvas Solutions, Inc. (d/b/a GoCanvas) for software to track COVID symptoms for staff - contract term is six months
  - b. Cherrydale Fundraising to conduct fundraising for Centerville Middle School and Landisville Middle School during the 2020-2021 school year
  - c. Commonwealth Fire Protection to cover necessary district inspections of sprinkler systems from September 1, 2020 to August 31, 2021
  - d. Central Susquehanna Intermediate Unit (CSIU) intent to purchase and implement CSIU Financial Information System, effective July 1, 2021
  - e. Edmentum for Study Island Software Renewal Contract for ELA, Math, Reading Eggs (ESL), and Science. - contract term is September 28, 2020 to September 27, 2021
  - f. Forecast 5 for software to enable the district to analyze data and model financial scenarios - contract term is July 1, 2020 to June 30, 2021
  - g. Goodwin & Gruber Agency is recommending continuing athletic and student accident insurance coverage with Zurich American Insurance Company for the 2020-2021 school year
  - h. Mixed Impressions DJs for DJ services for Centerville Middle School during the 2020-2021 school year
  - i. Manuel Scott for virtual staff presentation on August 19, 2020
2. Approval of Financial Report and Check Register for the month of July 2020 (reference attachments)

3. Approval of the Food Services Financial Report and Check Register for the month of July 2020 (reference attachments)

4. Approval of the Act 93 Salaried Support and Hourly Support Staff Ranges

- \* 5. Approval of the submission of the 2020-2021 Consolidated Application for Federal Program Grants. Title I, Part A - Improving Basic Programs Grant \$785,202; Title II, Part A – Supporting Effective Instruction Grant \$157,624; Title III, Language Instruction for English Learners Grant \$63,563; Title III, Language Instruction for Immigrant Students \$1,341, and Title IV, Part A, Student Support and Academic Enrichment Grant \$65,294.

C. Other Action Items

1. Approval to ensure compliance with Title IX changes (reference attachment)

- \* 2. Approval of transportation routes for 2020-2021 (reference attachments)

**XI. Adjournment**

**XII. Executive Session (if needed)**

**\* New Item or Change**