HEMPFIELD SCHOOL DISTRICT  
200 CHURCH STREET  
LANDISVILLE, PENNSYLVANIA  
SPECIAL MEETING MINUTES  
JUNE 23, 2020

The Special Meeting of the Hempfield School Board was held on Tuesday, June 23, 2020, in the Public Board Room of the Hempfield School District Administration Building, 200 Church Street, Landisville, Pennsylvania 17538 and on a virtual meeting platform. The following board members were present: Adam Aloisi, Dylan Bard (arrived late), Mike Donato, Linda Johnston, Grant Keener, Jim Maurer, Charles Merris (arrived late), Chris Smiley (arrived late) and Patrick Wagner. Also present: Mike Bromirski, Superintendent; Tab Musser, Assistant Superintendent; Mark Brooks, Chief Financial & Operations Officer; Sheryl Pursel, School Board Secretary/Director of Finance; Karen Hall, Director of Human Resources; Shannon Zimmerman, Director of Communications, Michael Graham, Chief Information Officer; Denise Galen, Director of Special Education; Kathy Miller, Recording Secretary. Mr. Donato called the meeting to order at 4:34 pm. Mr. Donato stated that there was an executive session on Thursday, June 4, 2020 to discuss four personnel issues and immediately before this meeting tonight to discuss a safety and security issue, two personnel issues and the Act 93 agreement with administrators.

<table>
<thead>
<tr>
<th>Mr. Keener made a motion, seconded by Mr. Maurer to approve the agenda incorporating additions and deletions.</th>
<th>Approval of the Agenda</th>
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<tbody>
<tr>
<td>Vote: “Aye” 6; “Nay” 0; Absent 3 (Bard, Merris, Smiley); Motion passed.</td>
<td>Approval of the Minutes</td>
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<td>RESIDENTS’ REQUEST TO ADDRESS THE BOARD (five-minute limit)</td>
<td>Residents’ Request to Address the Board</td>
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<td>Mr. William Otto stated his name and address. Mr. Otto suggested a 1.5% tax increase, because of unknowns. He gave examples of the unknowns. He gave the dollar amount that the tax increase would equate to per residential building. He thanked the school board members for their service.</td>
<td>Superintendent’s Report</td>
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<td>&gt;&gt;Mr. Bard, Mr. Merris, Mr. Smiley arrived at the meeting.</td>
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<td>SUPERINTENDENT’S REPORT</td>
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<td>Mr. Bromirski explained that the meeting is being held in-person and virtually. He said the board members and administrators at the meeting are sitting six feet apart, but it is still challenging to have the public in the room and that is why they are holding the meeting virtually also. He talked about a typical classroom and wanted people to have a visual of what six feet apart looks like and how challenging that is going to be in classrooms. He said they are working on plans to reopen, but it is frustrating and is raising a lot of questions. He said they want to provide safe environments, but all they can focus on is mitigation of risk and they will do their best to protect students. He appreciates the state’s guidance, but a lot of the recommendations are not feasible. He is trying to push for a county conversation and a group has</td>
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met, including a medical professional who has joined the group and has been helpful. He is hoping for county recommendations. The district will take a phased approach for athletics from July 1 until the start of the PIAA season and start exploring some of the next steps. He introduced Dr. Steve Polonus, Director of Athletics, who gave a presentation titled Hempfield Athletics Health & Safety Plan.

Dr. Polonus introduced Mr. Matthew Ceresini, Marching Band Director and Ms. Jennifer Wettig, Athletic Trainer, who were at the meeting in case of questions. He stated the goal is to provide students an opportunity to get back on campus in a safe and supportive environment. He gave some background, including a template that was provided by Governor Wolf’s office on June 16, 2020 and explained the template and what information needs to be provided for a phased-in approach. There were several sections to the plan and he explained each section:

- Facilities, Cleaning, Sanitizing, Disinfecting and Ventilation
- Social Distancing and Other Safety Protocols
- Monitoring Student and Staff Health
- Other Considerations for Students and Staff

There were questions and discussion. Dr. Polonus concluded by saying he is excited to get the students back on campus and they will do their best to keep them safe. (Details of this Health and Safety Plan may be accessed on the School Board webpage under June 2020 Documents.)

Mr. Bromirski shared a staffing overview. He addressed three parts: administration positions, teaching positions and support staff positions. He presented a slide showing elementary and secondary teaching positions that are not being replaced and elementary and secondary teaching positions that are being replaced. He showed support staff positions that are not being replaced. He presented a chart showing the savings. He shared a new approach for curriculum support by hiring an elementary and secondary curriculum coordinator. He said department supervisors will move into teaching positions and department coordinators will be hired for all areas. He explained the difference between department supervisors and department coordinators.

He reminded everyone of the July 14 school board meeting at 7:00 pm and said initial conversation on the reopening of school will take place at that meeting.

**CALENDAR OF EVENTS**

<table>
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<tr>
<th>Date</th>
<th>Event Description</th>
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<tr>
<td>June 23, 2020</td>
<td>4:30 pm, Buildings and Grounds Committee/ Special Board Meeting  In-Person and Virtual Meeting for the public</td>
</tr>
<tr>
<td>July 14, 2020</td>
<td>TBD, Executive Session, 7:00 pm, Regular Meeting  In-Person and Virtual Meeting for the public</td>
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August 4, 2020  TBD, Executive Session, 7:00 pm, Committee Meeting
        In-Person and Virtual Meeting for the public

August 11, 2020  TBD, Executive Session, 7:00 pm, Regular Meeting
        In-Person and Virtual Meeting for the public

PRESIDENT’S REPORT

Mr. Donato pointed out two interesting articles that were in the school section of the Lancaster Newspaper on June 23 written by two high school students.

ACTION ITEMS

OTHER ACTION ITEM

The Reopening of Athletics document was projected. Mr. Keener shared his concerns about the hydration of student athletes. Dr. Polonus addressed this subject and explained the concern about hydration stations. He will work with the coaches and come up with a plan to provide water to student athletes if they forget their water. This hydration piece will be added to the Reopening Plan for Athletics.

Mr. Donato asked for a motion to alter the agenda.

Mr. Maurer made a motion, seconded by Mr. Wagner to change the order of the agenda.

Vote: “Aye” 9; “Nay” 0; Absent 0; Motion passed.

Mr. Maurer made a motion, seconded by Mr. Bard to approve Hempfield School District’s Reopening Plan for Athletics, as discussed.

Vote: “Aye” 9; “Nay” 0; Absent 0; Motion passed.

Mrs. Johnston asked for clarification on the altered tax payment schedule. Mr. Brooks and Mrs. Pursel explained the altered tax payment schedule.

FINANCIAL ITEMS

There was discussion regarding the budget.

Mr. Merris made a motion, seconded by Mr. Smiley to approve a 0% tax increase in the 2020-2021 Budget.

There was more discussion regarding the budget and the tax payment schedule.
Mr. Merris amended his motion, seconded by Mr. Smiley to approve a 0% tax increase to the 2020-2021 Final Budget and the Annual Tax Levy Resolution - Typical Tax Payment Schedule.

There was more discussion and clarification regarding the budget.

Roll Call Vote: “Aye” 6 (Aloisi, Bard, Donato, Merris, Smiley, Wagner; “Nay” 3 (Johnston, Keener, Maurer); Absent 0; Motion passed.

Mr. Keener made a motion, seconded by Mr. Merris to approve the following financial items:

- Homestead/Farmstead Exclusion Resolution, including the 0% tax increase

- Year-end transfers and commitments of fund balance (reference attachment)

- Administration compensation for 2020-2021. By approving compensation herein the salaries shall be adjusted as follows: pay bands shall be adjusted by 0% and Factor of X by 2.5%, in conjunction with the terms and conditions of the Act 93 Agreement

- Support staff compensation for 2020-2021. By approving compensation herein the salaries shall be adjusted as follows: pay bands shall be adjusted by 1% and Factor of X by 2.5%, in conjunction with the terms and conditions of the Support Staff Handbook, using the following matrix:

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<th>Midpoint or Above</th>
<th>Factor of X</th>
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<tr>
<td>Below Midpoint</td>
<td>Factor of X + 0.5%</td>
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- Act 93, Salaried Support and Hourly Support Staff Ranges

- Change to the certified daily substitute rate to $120/day, effective at the beginning of the 2020-2021 school year

- Murray Securus insurance package for the term July 1, 2020 to July 1, 2021. Recommended carriers are Liberty (Package, Auto, Excess), Beazley (Cyber Liability), and Ironshore Specialty Insurance Company (Pollution) (reference attachment)

Vote: “Aye” 9; “Nay” 0; Absent 0; Motion passed.
ADJOURNMENT

Mr. Donato asked for a motion to adjourn.

**Mr. Aloisi made a motion, seconded by Mr. Wagner** to adjourn the meeting at 6:40 pm.

Vote: “Aye” 9; “Nay” 0; Absent 0; Motion passed.

Sheryl J. Pursel
Board Secretary